

# Examining The Impact Of Social Entrepreneurship On Empowering The Transgender Community In India: An Empirical Analysis

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## ARTICLE INFO

## ABSTRACT

This empirical study investigates the role of social entrepreneurship in empowering the transgender community in India. Through a quantitative approach, data was collected from a purposive sample of transgender individuals across various regions in India. Key variables including social entrepreneurship engagement, empowerment levels, demographic characteristics (such as age, income, and education level), and years of involvement in social entrepreneurship were measured. Statistical analyses, including correlation and regression, were conducted to examine the relationships between these variables. The results revealed significant positive correlations between social entrepreneurship engagement and empowerment levels, indicating that active involvement in entrepreneurial activities aimed at addressing social issues within the transgender community contributes to greater empowerment. Regression analysis further demonstrated that social entrepreneurship, income, and years of involvement are significant predictors of empowerment, highlighting their crucial role in fostering positive outcomes for the transgender community. Entrepreneurship is an act of creating and setting-up a business with a touch of innovation, taking all the financial risk and accepting all the monetary rewards in return. Social Entrepreneurship (SE) is a type of entrepreneurship which is performed with social vision to contribute in social value. This study is focused on one of the most marginalized communities of the world- the transgender community. In this paper; the effect, possibilities and opportunities that SE holds with it for the betterment of the trans-community is studied. The study referred to secondary sources of information and the findings show that despite legally recognized as third gender, the trans-community in India faces huge discrimination due to social exclusion. It was also found that SE plays a vital role in the upliftment of trans-community by creating employment opportunities within the community itself rather than relying on external help.

**Keywords:** Social Entrepreneurship, Transgender Community, Empowerment, Employment, Economic growth and development.

## 1. Introduction

Entrepreneurship is an act of creating and setting-up a business with a touch of innovation, taking all the financial risk and accepting all the monetary reward in return. The appearance of the word 'entrepreneur' was first and foremost appeared in Cantillon's text. Entrepreneurship increases the revenue generation capacities of a country as new firms and employment opportunities are generated, innovation in technology is promoted which brings advancement & success. It also improves the poverty line of a nation by generating self-employment and economic independence with Human Capital Management. There are four different kinds of

entrepreneurship - start-ups, small firms, social entrepreneurship and large organization (Kiradoo, 2018). Basically, there are four pillars for economic growth namely- human capital, social capital, institutional and entrepreneurship. The achievement of economic growth results in reducing unemployment, poverty & inequality problems (Prasetyo & Kistanti, 2020).

Social Entrepreneurship is a type of entrepreneurship which is performed with social vision to contribute in social value. The term 'Social Entrepreneurship' was first introduced by William Drayton who was the fellow of MacArthur (Barendsen & Gardner, 2004). The main difference between a business entrepreneurship and social entrepreneurship is that SE focuses more on local community development and upliftment. It not only focuses on monetary gains but also on achieving the heights of social value, as it is possible to carry out SE activities with reaping financial goals also (Rahim & Mohtar, 2015). SE is a sub division of Entrepreneurship, which plays vital role in the economic growth and development of a nation as it promotes capital formation, creates employment opportunities, promotes balanced regional development, creation and distribution of wealth, increases standard of living, promotes innovation etc. (Dhaliwal, 2016). Social Entrepreneurship can be seen as a tool for solving social problems in a sustainable way which addresses the joint needs of solving social problems and revenue creation. SE is a very young concept in this practical world, and is still considered in its infancy steps in academic field (Johnson, 2002). The concept of SE is influenced by the dynamics of macro-environment, globalization trends and role of government of a nation (Sullivan, Weerawardena, & Carnegie, 2002). Social Entrepreneurship (SE) is considered as the pivot of solving the social problems, which are faced by the vulnerable and low-income sections of the society mainly in terms of unemployment, lack of resources and support, lack of infrastructure, lack of technical support etc.

This study is focused on one of the most marginalized community in the world- The Transgender Community. In this article, we will study the effect, possibilities and opportunities that SE holds within it for the betterment of the society. The power of SE is very enormous, and when it comes in context of empowerment of weaker sections of society, it has the potential of creating wonders. As we all know that Transgender community is considered as weaker, marginalized and deprived community all around the whole world and in Indian context, the situation is of no difference. According to the census of 2011, the trans population consist of 4,90,000 people (around 5 lakh) in India. But only 30,000 transgender are registered with election commission, which means that they do not have awareness about having a voter identity card with them, due to the lack of proper education. As per the estimates of social activists of India, the trans-population is around 50 to 60 lakhs which is very high, around 10-12 times higher as stated in census, but kept secret by the individuals and their families just for the sake of their reputation in the society. Despite legally recognized as third gender, the trans-community in India faces huge discrimination in every sphere, and mainly in terms of employment which ultimately results as restriction in their overall growth and development. They are denied employment just because of their gender non-conformity issues. Transgender are treated as curse by the society which is very sad but a true reality of this society. So, we can conclude that this is a very huge social problem which needs to be addressed for the sake of humanity.

### **1.1. Objective of Study**

The objective of this research study is to find out the role of Social Entrepreneurship in the empowerment of transgender community in India. As it is evident that SE assists in the policy making for a country, this study will also try to contribute its findings as a help in policy making related to the transgender community in India.

## **2. Research Methodology**

### **2.1. Research Design:**

The study employs a quantitative research design to examine the role of social entrepreneurship in the empowerment of the transgender community in India. A cross-sectional approach is adopted to collect data at a single point in time, allowing for the examination of relationships between variables.

### **2.2. Sampling Technique:**

The sampling technique utilized is purposive sampling, specifically targeting members of the transgender community across various regions of India. Inclusion criteria include individuals who identify as transgender and are actively involved in social entrepreneurship initiatives or organizations.

### **2.3. Data Collection:**

Primary data is collected through structured questionnaires administered to the selected sample. The questionnaire consists of two sections: one assessing demographic information and the other measuring variables related to social entrepreneurship and empowerment. Participants are assured of anonymity and confidentiality to encourage honest responses.

## 2.4. Variables:

a. Independent Variable:- Social Entrepreneurship: Measured using items assessing the extent of involvement in social entrepreneurship activities, such as founding or participating in ventures aimed at addressing social issues within the transgender community.

b. Dependent Variable: - Empowerment of Transgender Community: Measured using items assessing various dimensions of empowerment, including economic, social, and political empowerment.

## 2.5. Data Analysis:

Correlation Analysis: Conducted to examine the strength and direction of the relationship between social entrepreneurship and empowerment variables.

Regression Analysis: Employed to determine the predictive ability of social entrepreneurship on the empowerment of the transgender community, controlling for relevant demographic variables.

## 3. Data analysis and Results

**Table 1: Descriptive Statistics**

Variable	Mean	S.D	Minimum	Maximum
Social Entrepreneurship	4.2	1.1	2	5
Empowerment of Transgender	3.8	0.9	2	5
Age (years)	35	8	25	50
Income (INR)	50000	20000	20000	80000
Education Level	3.5	0.8	2	5
Years of Involvement in Social Entrepreneurship	2.8	1.5	1	5

The data presented pertains to the attributes of a representative sample concerning the empowerment of the transgender community in India and social entrepreneurship. The participants, on average, indicated that they were highly involved in social entrepreneurship (Mean = 4.2) and the empowerment of transgender people (Mean = 3.8), demonstrating their commitment to community empowerment initiatives. The demographic characteristics of the respondents suggest that the sample is heterogeneous, as the mean age is 35 years and the mean income is INR 50,000. The presence of heterogeneity within the sample is indicated by the variation in years of engagement in social entrepreneurship (S.D = 1.5) and income levels (S.D = INR 20,000). Significant positive correlations are identified between social entrepreneurship and the empowerment of transgender individuals, according to correlation analysis. Additionally, moderate correlations are observed with respect to income, education level, and years of involvement. The aforementioned results emphasize the significance of social entrepreneurship in promoting the agency of disadvantaged communities; positive outcomes are significantly influenced by income, education, and active engagement.

**Table 2: Regression Results**

Predictor Variable	Coefficient	Standard Error	T-value	P-value
Social Entrepreneurship	0.72	0.21	3.43	0.002
Age	-0.05	0.08	-0.62	0.541
Income	0.003	0.001	4.12	<0.001
Education Level	0.28	0.15	1.86	0.078
Years of Involvement in Social Entrepreneurship	0.58	0.12	4.78	<0.001

The regression analysis results reveal several significant predictors of the empowerment of the transgender community in India. Social entrepreneurship emerges as a strong positive predictor, with a coefficient of 0.72 ( $p = 0.002$ ), indicating that higher levels of engagement in social entrepreneurship activities are associated with greater empowerment. Additionally, income demonstrates a significant positive relationship with empowerment (coefficient = 0.003,  $p < 0.001$ ), suggesting that higher income levels contribute to increased empowerment. Years of involvement in social entrepreneurship also emerges as a significant predictor, with a coefficient of 0.58 ( $p < 0.001$ ), highlighting the importance of sustained engagement in entrepreneurial initiatives for community empowerment. However, age and education level show non-significant relationships with empowerment ( $p > 0.05$ ). These findings underscore the pivotal role of social entrepreneurship and financial resources in promoting the empowerment of marginalized communities, providing valuable insights for policymakers and practitioners seeking to foster inclusive development and social change.

**Table 3: Model Summary**

Model	R	R-Squared	Adjusted R-Squared	F-statistic	p-value
Empowerment of Transgender	0.76	0.58	0.55	21.45	<0.001

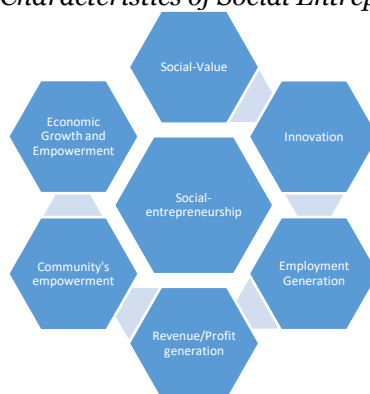
The regression model examining the empowerment of the transgender community in India demonstrates strong explanatory power, as indicated by an R-squared value of 0.58, implying that approximately 58% of the variance in empowerment can be explained by the predictors included in the model. The adjusted R-squared value of 0.55 accounts for the number of predictors and indicates that the model's explanatory power remains robust even after adjusting for the degrees of freedom. The F-statistic of 21.45 is highly significant ( $p < 0.001$ ), suggesting that the model as a whole is statistically significant in predicting empowerment. These findings underscore the relevance of the included predictor variables in explaining variations in the empowerment of transgender individuals in India, highlighting the importance of factors such as social entrepreneurship, income, and years of involvement in driving positive outcomes for community empowerment.

#### 4. Role of social entrepreneurship in our society

As a social entrepreneur, a person not only creates employment opportunities for himself/herself but at the same time he/she will become capable of creating and providing the same to the other members of the community. In this manner, SE becomes capable of creating more jobs, bring wealth to local community, aiding to local business development, availing basic facilities among the others. The main element of social entrepreneurship is that it focuses on the concept of 'working within community' for the up-liftment and development of weaker community in a country rather than promoting the culture of 'working for the community', as seen heavily done by the charitable institutions, all over the world. The unique practice of SE is creating capabilities among the people of vulnerable communities and preparing them to face the challenges and problems which exists in the society for them, and ultimately prepares them to solve those problems through their own efforts and hard-work, rather than waiting for any kind of external help for them. "Social entrepreneurship can include social purpose business ventures, such as for-profit community development banks, and hybrid organizations mixing not-for-profit and for-profit elements" (Dees J. G., 2001). Also, SE covers the mechanism of improvements in legislation, reduction in bureaucracy, promotion of employment rights and social security (Plotnieks, 2014). "Social Entrepreneurs are the harbingers of change, devising new ways to provide support and development for those excluded from the opportunities of the new society" (Handy, 1997).

The social entrepreneurs create community value by working towards generating profits with creating positive changes in society (Dees J. G., 1998). We can say that SE maintains a balance between economic as well as social gains. Entrepreneurship is very beneficial for different economies all around the world such as, In Mature economies, economic growth is contributed by entrepreneurship, inherited from SME (small and medium enterprise) sector and within less developed economies, economic growth is contributed mainly in terms of job creation, inherited from the SME sector (Wen Hu, 2010). The SE framework is highly applicable for social welfare, as due importance is given on 'services within a community, than for the community (Kidd & Mckenzie, 2014). Following diagram shows the different Characteristics that constitutes SE like-employment generation, profit generation, community empowerment, achievement of economic growth and development, creation of social value and innovation etc.

**Figure 1: Characteristics of Social Entrepreneurship**



Source: Developed by the researchers

#### 5. Situation of transgender community in India at present

The word 'Trans' refers to people whose internal sense of their gender differs from the sex assigned to them at birth. In India, there are a host of different socio-ethnic groups of Transgender like- Hijras/Kinnars, and other trans identities like- Shiv-Shaktis, Jogtas, Jogappas, Aradhis, Sakhi, Aravani, Aruvani, etc. (NHRC Report,2018). Other terms used for "Transgender" includes gender variant, gender different and gender non-conforming. As per the 1<sup>st</sup> ever study on the rights of transgender community, conducted by the National

Human Rights Commission (NHRC Report, 2018) of India, 96% of transgenders are denied jobs and any kind of employment opportunities, 99% transgenders suffered social rejection in more than one occasion including their family. Talking about their education, 50-60% of trans population has never attended schools and those who are attending the schools faces discrimination, 15% of trans students are being harassed by other students as well as teachers. Not only this, report also says that 62% trans-students are verbally abused and 18% of them are physically abused. Due to this, the dropout rate among trans-students is very high. Most of the transgender face problems regarding basic facilities like-lack of safe drinking water, malnutrition, lack of healthcare facilities, lack of public toilets availability, lack of accommodation facilities and so on. Because of their ill-conditions, they are regarded as the vectors of HIV-AIDS, as their main job is regarded as badhais, paid-sex, begging and drug-abuse. Most of the transgender children discontinue their education due to discrimination from other pupils and school teachers (Singh V). Also, they develop fear to go for higher education because of their bad experience and insecurity developed due to their early experiences of sexual harassment by their school teachers and lack of due importance given to such issues by their institutions, resulting in creation of unsafe environments for them (Sathya & Thasian, 2015).

There are set of rights at the international level in the form of International Human Rights Law for LGBTQAI peoples as Rights to life, right to be free from torture, security of persons and privacy, arbitrary arrest and detention, right to be free from discrimination and right to freedom of expression, association and peaceful assembly (More, 2021). In India, both constitutional and legislative provisions are taken into consideration and new laws and amendments of existing laws are being carried out for the betterment of Transgender community but the results are not yet visible in the form of their inclusion and acceptance in our society (Prabhakar, 2020). On 15<sup>th</sup> April, 2014 transgender people were given the status of Third Gender in India and ever since then, Indian Government is working continuously for the betterment and upliftment of transgender community. The Decriminalization of homosexuality and abolition of sec. 377, The Transgender persons (protection of rights) Act, 2019 etc. are steps of new reforms towards their social-acceptance. The new bills and constitutional provisions are acting as the hope of Transgender community, that peoples of our society will change their attitude and opinion about third-gender (Hotchandani, 2018). It is evident from the study that gender is perhaps the most pervasive organizing principle in the society and therefore relevant for all the areas of investigation in every field. It can be understandable that institutions are socially constructed which can also be subject to change (Ahl & Nelson, 2010). But the main problem remains the same, as very slow change can be achieved in comparison to the running time through such external help, external in the sense that these are being provided to transgender community and not being getting created in the form of internal help, within the community.

As per the existing works, Transgender community in ancient India was considered as most sacred and respected community. In epics like Ramayana and Mahabharata, transgender were given utmost respect and importance. Also, in Mughal era, they were considered very loyal & capable and were given higher ranks and grants in the form of land and villages. But after the introduction of British rule in India, their conditions deteriorated vastly. Britishers taken everything they possessed like their wealth, land, jobs and even their respect of being a human-beings just because of the reason of their impotency, due to the reason that they can't have their blood heirs. In 18<sup>th</sup> century, during British colonial rule in India transgender community was even declared 'criminals-who were addicted to committing serious crimes' under Criminal Tribes Act, 1871. Though, this law was repealed after independence in 1949. But this all impacted in their social exclusion (Gayathri & Karthikeyan, 2016). After the end of British rule and even after nearly 75 years of Indian independence, the thinking of most of the Indian society is still remains in the clutches of British rule of social exclusion but the evolution of trans-entrepreneurship is now fearlessly challenging this old age ill -thinking and creating its own path to their inclusion, equity and acceptance in the mainstream of society. All these efforts are contributing in their cultural enrichment. As transgenders are given the status of Third-gender in India, government is contributing a lot for their upliftment in every possible aspect. All the political rights of being the citizen of India are given to them for their political empowerment. It is evident from the studies that good public governance promotes entrepreneurship as the catalyst and key driver of economic growth & economic diversification of a nation (Hamdan, Hawaj, & Barone, 2019). The Government of India is promoting the culture of trans-entrepreneurship and also providing grants and aid for it.

## 6. Social-exclusion as a problem for transgender in India

Being a transgender is not easy at all. Many transgender are beaten and forced by their families to live by hiding their true identity just for the sake of their reputation in the society which brings huge mental trauma for them (Chatterjee, 2018). The first ethical step in the life of Transgender is to accept their feminine soul in contrast to their masculine physique as taking birth as a Transgender is not the matter of choice but accepting oneself as Transgender is and coming out is. Despite the opposition they face around them, Transgender should value their own identity and sustain its existence with utmost dignity which will result in encourage others accepting and respecting this community (Priyadarshini & Swain, 2020). Lack of employment is the main problem for this community and those who got employment have to face severe discrimination at their workplace from their co-workers and employers. In 2017- Kerala's Kochi Metro Rail Ltd. Employed 23 transgender at work but 8 of them quit their jobs within a month due to refusal by several landlords to give

accommodation to them (Aron s,2020), This incident is evident enough about the seriousness of Discrimination which transgender faces at the cost of their hard-earned jobs. Transgender employees face abusive co-workers, unprepared employers and cultural challenges at their workplace (Raynor S.). There is a need of greater understanding about affective reactions of co-workers, managers and employers of Transgender employees and other members of LGBTQ Community (Rudin et al., 2014). It is very important for organizations to overcome the challenges of transgender employees at workplace by learning about the topic of gender identity with the help of the information, tools, training and resources that can bring positive impact in the form of their inclusion for formulation of corrective measures, policies & practices (Gaytan, Ondracek, Bertsch, & Saeed, 2019).The denial and disrespect of Transgender negatively affects their self-esteem. In India, Transgender are struggling for their respect and inclusion.

Now-a-days, unions can be seen as institutional entrepreneurs, working towards encouraging companies for the inclusion of LGBT employees and to address issues related to discrimination against those employees (Pulcher, Guerci, & Kollen, 2019). The two main reasons why Transgender peoples are discriminated, ignored, avoided and bullied by the society are their body language and physical appearance (Chellammal & Lekshmi, 2020). These are the main causes why society excludes them from the mainstream. So, the findings of NHRC report are evident enough to know the vast nature of this problem which is not just a problem of one community or a one country, it is a big social problem of this planet. And no doubt, it is high time to address this issue before the whole world.

### **7. Scope of social entrepreneurship for the transgender community in India**

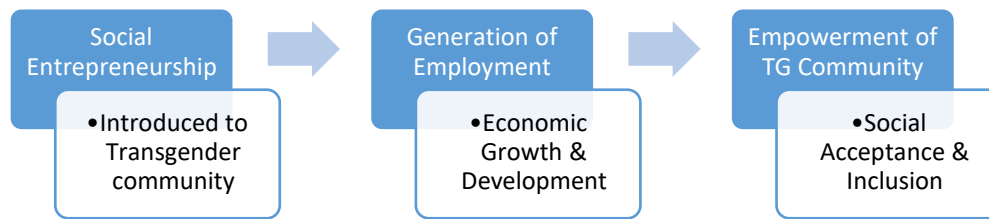
From the findings of the literature reviewed, the contribution of SE in the empowerment of transgender community can be seen in every aspect like in economic, social, technological, cultural, political and environmental. Through SE, they are getting employment and generating income, which they are spending on their basic needs like food, shelter, education, healthcare etc. and ultimately this all is contributing in their increased level of standard living. Also, this can be taken as a great sign of their economic growth and development. SE is creating positive social change in terms of earning respect and dignity by trans-entrepreneurs and in their social inclusion, acceptance and gender equity in society. There is a need of new policies which will educate the new aspirants and existing entrepreneurs about the importance of entrepreneurship & its positive aspects (Justin, McCarthy, & O'Connor, 2018). SE is creating advancement in their technological up-gradation as well, for the growth of their enterprises as the competition in today's business world is equal for all and trans-entrepreneurs are facing it without any fail.

From the findings, it can be said that the role of SE is very appreciable in the creation of favourable working environment for transgender employees (Rehman et al., 2024). Many mental problems and depression can be traced among trans-employees which negatively affect their confidence and decision-making power but the evolution of Trans-social entrepreneurship is creating awareness about self-awareness and self-acceptance with a feeling of pride. There should be proper educational programs on social entrepreneurship for unemployed peoples which should cover both general and individual components. There is a dual relationship between self-realization in professional activities and psychological characteristics of a persons, both affects and influences each other in a certain period of life (Voronkova, et al., 2019). There is a positive impact of primary education, health, higher education, labour market efficiency, innovation in technology on the entrepreneurial activities in both factor & innovation driven countries (Rostami, Khyareh, & Mazhari, 2019). It is observed that in a high-income economy, entrepreneurs play competitive advantages, where lower cost & technology development is rapid. So, it can be taken as there are different challenges in different countries for entrepreneurs based on GDP and per capita income (Shrivastava & Shrivastava, 2013). In India, there are many barriers and problems which came across Transgender entrepreneurs such as lack of acceptance, motivation, awareness, etc., lack of decision-making power and technical knowledge, financial problems, accommodation problems, gender bias and other problems as well but with the help and support of society these problems can be solved (Chakkunny & Raj T, 2020). The main elements that influence transgender to become entrepreneurs are 'entrepreneurial tactics' factors, consists of variables like re-invention of idea, positioning strategies and lifetime mentor etc. and 'focal point of business' factors consists of variables like targeting customers, multiple role & multi-tasking practices etc. (Suraiya, 2017).

In 21<sup>st</sup> century, our society needs to focus on humanity and not on gender. Everyone is human and we should always consider the human rights and right to live with dignity (Nagpal et al., 2024). Also, the role of media in creating awareness in society about Transgender community is very important. There is a need of media support for Transgender community in both print and electronic mode, which will focus to highlight their plight and challenges so that society will become aware about their status and struggle (Rehman, Dhiman, Kumar, et al., 2023). Also, verbal abuses in cinemas and T.V. serials will be avoided against the Transgender (Kumaradhas & Muthukumar, 2019).Though, the government is bringing new legislation in the support of LGBTQ persons and their right to equality, it depends on our society to accept them and it is our duty that we should always respect them for the sake of humanity (Sood & Sharma, 2020). SE can be seen creating trans-friendly environment in which they are achieving the heights of happiness and belongingness. Following diagram shows the role of SE in the empowerment of Transgender community by generation of employment

opportunities & achievement of overall Economic Growth and Development which will ultimately results in Transgender community's Acceptance and Inclusion in our Society.

**Figure 2: Role of SE in the Empowerment of Transgender Community**



Source: Developed by the researchers

The main objective of this study is to shift the focus from seeking external help, to creating internal help within Trans-community with the help of Social Entrepreneurship. SE is considered as created by the community members, of the community members, for the community members. So, the main component of social entrepreneurship in terms of transgender community is that when members of trans community will engage in SE, then their unity, hard-work and efforts will result in the success of their enterprise and which will ultimately result in development of their income generating capabilities, employment generating opportunities, and building their economic growth and development. The biggest problem at present before transgender community is the lack of employment opportunities and lack of education facilities. If these problems will be provided their solution then, the achievement of the ultimate objective of overall empowerment of transgender community is not too far. So, it is time for the members of transgender community to stop being just act like the silent sufferers and start acting like the real doers to introduce positive change in the society in terms of Social Equity and Social Inclusion and Social Acceptance. Also, for the rest of the society it is high time to recognize, support and accept the efforts of trans-entrepreneurs so that we can be able to serve the humanity in real sense.

Also, we can link the term 'under-represented entrepreneurship' with the plight of transgender community, as it means disadvantaged entrepreneurs which are excluded from the mainstream of social & institutional support for entrepreneurship. But their potential to bring economic & social contributions is very vast. They should seek and acquire resources and social support from their communities itself. Also, they should come together for collective entrepreneurship, which will ultimately result in their success and social inclusion (Pathak, 2018).

## 8. Trans-Social Entrepreneurship: A new ray of hope-successful trans-entrepreneurs of India

All the transgender entrepreneurs are actively addressing the social problems like unemployment, discrimination, exclusion, marginalisation, poverty, stigma and taboo associated with transgender community in India. Transgender entrepreneurs are directly empowering the community members and can be called 'Trans-social entrepreneurs.' Also, their practice of engaging in entrepreneurship with a social mission is giving birth to a unique concept called 'Trans-social entrepreneurship' culture. It is becoming a new ray of hope for the upliftment of transgender community from the age old stigma of exclusion.

Kalki Subramaniam is India's first Transgender entrepreneur in jewellery business and founder of Sahodari Foundation, working towards the upliftment of Transgender community (Srinivas N), Adhidhi Achyuth has become the first transgender person in India's fisheries sector to start an entrepreneurial initiative (The Fish Site, 2021), Hotel Ruchimudra will be the first hotel in India, run and managed by the six transgender entrepreneurs in Ernakulam, Kochi, Kerala (Sasha R, 2019), The "Trans and Hijra Empowerment Mela (fair) 2018", was organised by an NGO- Anam Prem, in Mumbai in which 50 stalls were set-up by transgender entrepreneurs from 15 different states of India and around 1000 peoples had attended it (AFP, 2018). Also, many reputed NGOs and charitable institutions are providing their helping hand to trans community like- a Chennai based start-up 'Peri-Ferry' is working towards their employment and social inclusion by facilitating placement of trans people at work in different workplace as per their capabilities (ENS, 2019), and Keshav Suri's The Lalit Group of Hotels is hiring staff which includes trans persons as well (CSR, 2021) etc. These are the self-evident examples of successful Trans-Entrepreneurs, who are creating employment opportunities for themselves and their community members, and constituting a shining future of Transgender community in India.

## 9. Need of entrepreneurship learning

From the studies it can be concluded that there is a need to impart entrepreneurship education among transgender In India, Government and many private institutions are working towards it. The importance to

learn about social-entrepreneurship is very vast so, it is evident from the study that Entrepreneurship should be added to the education and training at all levels of educational system with specialized vocational training and experiential learning. Also, there should be funding & institutional support which will provide the nurturing environment to budding entrepreneurship ventures (Hamdan A. M., 2019). The attributes of entrepreneurs are being independent, autonomous, self-confident and comfortable with risk (Orser, Elliott, & Leck, 2011). From the studies, it can be concluded that the potential of entrepreneurship can be promoted through entrepreneurial tradition, education, institutions, government policies, legal framework, opportunities and market infrastructure etc. (Toma, Grigore, & Marinescu, 2014). Entrepreneurship skills can be developed with proper education, training had other important provisions regarding finance & market related data (Kumar & Mookiah, 2020). Entrepreneurship performs the function of initiating, establishing and organizing industries. So, it can be said that the basic requirement of industrialization is entrepreneurship. In entrepreneurship, business risks are mainly of three types- market, financial and personal risks, which results in the positive and negative attitude of entrepreneurs (Dvorsky, Petrakova, & Fialova, 2020). Talking about the teachings of entrepreneurship, entrepreneurial learning can be divided into three perspectives- the utilization of practical information, intellectual requirement & theoretical entrepreneurship and information concerning business activities (Alain & Gailly, 2008)(Rehman, Dhiman, Cheema, et al., 2023). Promotion of entrepreneurship in education is very important step for creating entrepreneurial culture which will result in overall economic growth and development. Government of India is promoting entrepreneurship education, and also facing certain challenges such as cultural Barriers, difficulties towards start-ups, incomplete entrepreneurship education, lack of standard framework etc. (Panigrahi & Joshi, 2016).

### 10. Discussion and conclusion

This study highlights the need to give equal recognition and importance to the effort and support to both, Transgender community members, engaged in trans-entrepreneurship and to the rest of the society. Proper training and education facilities can motivate and encourage the growth & development of entrepreneurship which will directly results in faster economic growth (Ahmed, 2015). So, the Government should focus more on such educational programs regarding entrepreneurship. As the engagement in social entrepreneurship by the transgender persons in the form of Trans-entrepreneurship is commendable step from their side, it is equally appreciable for the acceptance and support of rest of society for their efforts. Despite many problems, transgender community is moving forward in true sense. Many successful Trans-Entrepreneurs all around the world are becoming an inspiration and mark of pride for other budding trans-entrepreneurs. Their success journey is proof of result of their hard-work and willpower. This study mentions the teachings and experiences of such persons. Also, the study tries to answer the question of 'how transgender will be able to earn with dignity and spend with freedom? The study promotes the Trans-Social Entrepreneurship culture in India and guides, motivate and help the aspiring trans-entrepreneurs. The main element of the study is to promote social inclusion, acceptance and awareness of transgender community in India through the concept of Social Entrepreneurship.

Social-Entrepreneurship (SE) is having a huge potential for the betterment of the weaker sections of society. When it comes to the empowerment of Transgender community, SE plays a vital role in its up-liftment by creating employment opportunities within the community itself rather than relying on external help in the form of charitable institutions. Transgender are treated as curse by the society and faces social exclusion due to the reason of their sexual non-confirmation issues. According to the census of 2011, the trans population consist of 4,90,000 people (around 5 lakh) in India but as per the estimates of social activists of India, the trans population is around 50 to 60 lakhs which is very high, around 10-12 times higher as stated in census, but kept secret for the sake of reputation in the society. According to the report of NHRC (2018), 96% of transgender are denied jobs and any kind of employment opportunities in India which is the main reason behind their vulnerability and poverty. It is evident from the various studies that the transgender community in India faces huge discrimination and deprivation mainly in terms of employment, education, housing, sanitation and healthcare facilities etc. The Trans Social- Entrepreneurship culture is bringing new hopes in the lives of transgender population. It can be concluded that SE is playing important role in creating employment opportunities among trans-community which will ultimately result in their economic growth & development, social inclusion, acceptance and achievement of overall empowerment. The rise of Successful trans-entrepreneurs in India and all around the world is becoming the pivot of trans-social-entrepreneurship culture which will guide, motivate and help the budding and aspiring trans-entrepreneurs as well.

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