



National Human Rights Commission, India

Proceedings of the National Conference on Rights of Transgender Persons: Revamping Spaces, Reclaiming Voices



04th September 2025

Stein Auditorium, India Habitat Centre, New Delhi

The National Human Rights Commission (NHRC) of India organized a one-day National Conference on the theme *“Rights of Transgender Persons: Revamping Spaces, Reclaiming Voices”* on the 4th of September 2025, at the Stein Auditorium, India Habitat Centre, New Delhi. The conference was inaugurated by **Justice Shri V. Ramasubramanian, Hon’ble Chairperson, NHRC**. This significant event witnessed participation from a diverse group of stakeholders including representatives of State Human Rights Commissions, officials from Central and State Governments, members of law enforcement agencies, civil society organizations, activists, academic institutions, and members of the transgender persons and gender non-conforming community. The conference aimed to provide a dedicated platform for reflection, dialogue, and policy-oriented discussion on the inclusion and empowerment of transgender persons in India.

Inaugural Session

The conference opened with a warm welcome speech by **Shri Samir Kumar, Joint Secretary, NHRC**. In his speech, Shri Kumar underscored the deeper significance of the conference, stating that it was not merely a formal assembly, but rather a celebration of equality and dignity. He shared the contextual background behind the idea of convening this national-level dialogue, emphasizing that it emerged from NHRC’s field visits



to the Garima Grehshelters (transitional homes for transgender persons) which provided valuable insights into the lived experiences and systemic challenges of the community. He outlined the structure of the conference, which was designed to cover critical thematic areas ranging from institutional care and law enforcement frameworks to employment inclusion and shelter management.

In his address, **Shri Bharat Lal, Secretary General of the NHRC**, traced India’s long arc of constitutional and legal evolution in relation to the rights of transgender persons. He began by invoking the respect historically accorded to gender-diverse persons in Indian society, before shifting focus to the modern era where constitutional values of justice, liberty, equality, and fraternity must extend unequivocally to all individuals. He highlighted key milestones such as the Supreme Court’s pathbreaking verdict in *NALSA v. Union of India* (2014), the affirmation of privacy as a fundamental right in the *Puttaswamy* judgment (2017), and the decriminalization of Section 377 in 2018. He also referred to the enactment of the Transgender Persons (Protection of Rights) Act, 2019, and NHRC’s own advisories issued during the COVID-19 pandemic and in 2023 to safeguard the rights of transgender persons.

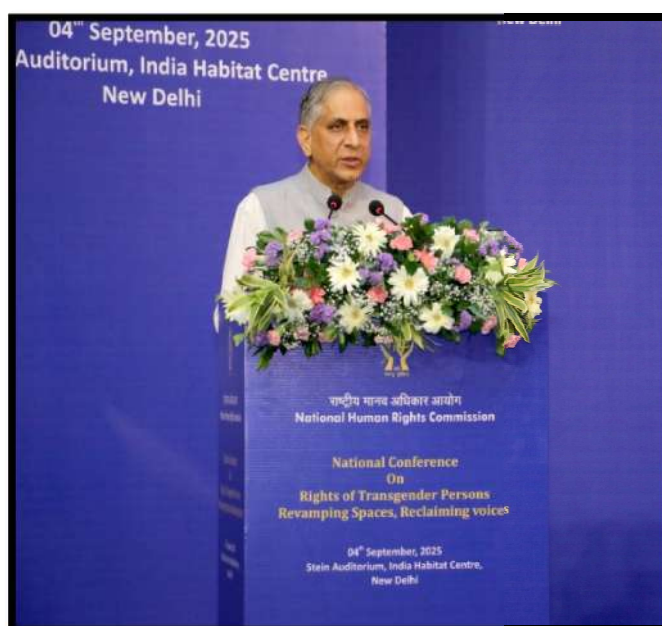
Drawing from NHRC's visits to Garima Greh shelters, Shri Bharat Lal stressed that these shelters must not be seen as sites of dependency, but as spaces of empowerment offering education, healthcare, and livelihood opportunities. He called for comprehensive systems of support for both genders non confirming children and elderly members of the community and urged for



transformation in public system, particularly law enforcement agencies to serve as allies rather than sources of fear. He emphasized that inclusion must be viewed not as an act of benevolence but as a matter of justice and that dignity is non-negotiable.

He further called for acceptance of children questioning identity, and creation of meaningful employment opportunities to ensure dignity and independence. Reiterating the core message, he underlined that inclusion is not charity but justice, equality is not a favor but a right, and dignity is non-negotiable. Concluding his remarks, he noted that the conference is a beginning and not an end, with true success to be measured not in words spoken today but in lives transformed tomorrow, urging all stakeholders to work together for a future where diversity is celebrated.

Delivering the special address, **Shri Amit Yadav, Secretary, Ministry of Social Justice & Empowerment**, acknowledged the continued marginalization and systemic exclusion faced by transgender persons despite legislative safeguards. He reaffirmed the Ministry's commitment to implementing the Transgender Persons (Protection of Rights) Act, 2019, and its associated rules. He detailed key initiatives, such as the creation of the National Council for Transgender Persons and the implementation of the SMILE Scheme. He also pointed out that 18 Garima Greh shelters were operational across the country with 3 more in the pipeline, while also acknowledging operational challenges that need resolution through collaborative governance.



Shri Yadav highlighted the launch of

the National Portal for Transgender Persons, which ensures the issuance of transgender identity certificates within a 30-day timeframe, and the rollout of the Transgender Ayushman Card in collaboration with the Ministry of Health and Family Welfare. Looking toward the future, he emphasized the necessity of equipping transgender persons with vocational training and skill development through schemes such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and stressed the value of private sector initiatives, including employment fairs, in securing livelihood and dignity.

The session witnessed the formal release of the NHRC's report titled *"Transgender Persons: Revamping Spaces, Reclaiming Voices – Insights from Garima Greh Shelters and Beyond"*, which presented findings from NHRC's visit to Garima Greh shelters and interactions with transgender communities and shelter stakeholders across the country.



In his inaugural address, **Justice Shri V. Ramasubramanian, Hon'ble Chairperson, NHRC**, reflected on the deeper philosophical and human rights dimensions underpinning the transgender rights movement. Quoting the Upanishads, he reminded the gathering that divinity resides in all beings—living and non-living—and therefore, any form of discrimination is fundamentally antithetical to our civilizational ethos. He observed that the global history of human rights has evolved from narrow, male-centric articulations such as "all men" to inclusive declarations of "all human beings", yet societies continue to



struggle with breaking the binary constructs of gender. Justice Ramasubramanian noted the stark realities of violence, stigma, and social ostracism that transgender persons face globally, with India recording 12 cases of murder of transgender persons in 2023–24 alone.

At the same time, he acknowledged the strides made in India, including policy innovations in Tamil Nadu that recognize Aravanis in official documents, judicial recognition of transgender persons' rights, and the passing of the 2019 Act. He emphasized that translating constitutional philosophy into law and policy has required the convergence of all three arms of governance—legislature, executive, and judiciary. He stated unequivocally that a population of nearly 4.88 lakh persons, as recorded in the 2011 Census, cannot be excluded from the mainstream. The conference, he concluded, must be seen as a step forward in a collective national journey towards dignity, equality, and the realization of human rights for transgender persons.

The inaugural session concluded with a formal vote of thanks delivered by **Smt. Saidingpuii Chhakchuak, Joint Secretary, NHRC**, who expressed appreciation to all dignitaries and participants for their commitment to advancing the cause of human dignity and inclusion



Session I: Strengthening Garima Greh Shelters

The session was chaired by **Smt. Anita Sinha, Chief Commissioner, Income Tax Department**, and included panelists **Smt. B. Radhika Chakraborty**, Joint Secretary, National Commission for Women; **Ms. Isabelle Tschan**, Deputy Resident Representative, UNDP India; **Ms. Reshma Prasad**, Project Director, Dostana Safar Garima Greh, Patna; and **Mr. Nikunj Jain**, Co-Director, Tapish Foundation Garima Greh, Indore.

The discussion acknowledged the progress made in supporting transgender persons while highlighting remaining gaps remain, making such dialogues essential for drawing actionable recommendations. Garima Greh shelters were recognized as critical, community-led transitional spaces providing safety, skilling, and



opportunities for independent living, addressing vulnerabilities such as discrimination, violence, and exclusion. They were affirmed as vital mechanisms for protecting rights and promoting dignity.

Ms Anita Sinha highlighted the significance of the Conference in addressing gaps, reinforcing accountability, and strengthening rights-based intervention programmes like Garima Greh, while **Ms Chakraborty** traced the evolution of transgender rights in India culminating in the Transgender Persons (Protection of Rights) Act, 2019, with emphasis on Section 12 and the community-led genesis of Garima Grehs. **Ms Isabelle Tschan** applauded initiatives such as SMILE, the National Transgender Portal, and Garima Grehs, while suggesting detailed SOPs for shelters, service linkages, community mobilization, and collaborative capacity building. **Ms Reshma Prasad** shed light on ongoing challenges in health, employment, and access to benefits, calling for sustained support from government, civil society, and international partners to ensure dignity and independence, whereas **Mr Nikunj Jain** highlighted hurdles like stigma, landlord resistance, police apathy, and funding delays, advocating for dedicated government-provided facilities for running such shelters.

The session also identified some of the challenges that included uneven access to government schemes across states, limited employment opportunities, and the need for structured medical and health support. It brought ground realities in operating those shelters which start from difficulties in finding landlords willing to rent premises meeting the prescribed standard and at the prescribed rent for the purpose, to handling legal complexities. Funding delays and inefficiencies in government portals further hindered shelter operations. Transgender persons often face harassment, neglect, or forced displacement by their own families, making access to safe shelters essential, while police apathy and limited understanding of the legal definition of transgender persons exacerbate these vulnerabilities. The discussion emphasized the need for shelters to operate with transparency, accountability, and structured monitoring, ensuring access to health, legal, and livelihood support. Collaborative initiatives with UNDP and Dostana Safar were highlighted, particularly in facilitating Transgender ID cards, which have proven useful for accessing entitlements, welfare measures, and social security benefits, with a call for scaling such initiatives. The importance of institutional support, rights-based frameworks, robust Standard Operating Procedures, community mobilization, capacity building, and stakeholder collaboration was strongly stressed upon.

Session II: Institutional Care for Gender Non-Conforming Children & Elderly Transgender Persons

This session was chaired by **Dr. Dnyaneshwar Mulay**, Former Member, NHRC, and included **Dr. Sanjeev Sharma**, Member Secretary, National Commission for Protection of Child Rights; **Ms. Laxmi Narayan Tripathi**, NHRC Special Monitor and Core Group Member; **Ms. Abhina Aher**, Managing Director, Tweet Foundation; **Mx. Gopi Shankar Madurai**, Intersex and Genderqueer Activist, Founder Sristi Madurai as speakers.

The said panel explored the historical and contemporary challenges in depth. The discussion highlighted that the challenges extend beyond the provision of physical shelters to a broader societal failure to acknowledge and include transgender persons, resulting in their exclusion from development opportunities and persistent discrimination.

Mr. Mulay urged actionable solutions to challenges faced across age groups, societal neglect, and shelter limitations, while **Mr. Sanjeev** highlighted the contrast between historical respect and current discrimination against gender non-conforming children, emphasizing legal gaps, parental counseling, societal sensitization, and specialized health services as key solutions.



Ms. Tripathi proposed evidence-based reforms such as dedicated child and elder care homes, updated Juvenile Justice Rules, mandatory training, and an NHRC Inclusion Scoreboard.

Ms. Aher called for inclusive infrastructure, research-backed policies, awareness campaigns, and emergency support mechanisms to ensure dignity and equality, whereas **Mx. Gopi Shankar** stressed the importance of intersectional recognition in laws relating to birth registration, census, and other legal frameworks.

The discussion highlighted key concerns for gender non-conforming children, including early discrimination, family abandonment, interrupted formal education, and insufficient institutional support despite legal frameworks such as the Juvenile Justice Act. Children face discrimination, bullying, verbal and physical abuse in schools and at home and have a high tendency of self-harm and suicidal ideation due to stigma and lack of family support. Emphasis was placed on the need for counselling programs, gender-affirming placements, and enhanced healthcare support. Concerns were raised over sex-selective surgeries, with courts and some states already banning the practice, though uniform medical protocols remain absent. It was noted that intersex people are excluded from the Census and Birth Registration Act, requiring urgent amendment. Child protection gaps were highlighted, with existing shelters not child-friendly and many children facing exploitation and mental health risks. Intersectional vulnerabilities relating to caste, disability, and sex characteristics were also discussed. Discrimination in sports against athletes with intersex traits was cited, stressing the need for reform.

For elderly transgender persons, compounded challenges were noted, including social neglect, medical insensitivity, limited employment opportunities, and exclusion from pensions, healthcare, and housing. The speaker pointed out the discrepancy between the

community's lower life expectancy (55-60 years) and the standard pension eligibility age of 60. Complications due to hormone use and unregulated surgeries increase with age, while trans-sensitive healthcare providers remain nearly absent. The session also identified critical gaps in data and policies affecting both transgender children and the elderly. While current efforts were acknowledged as valuable, they were considered limited, necessitating broader awareness and stronger institutional support. Proposed accountability mechanisms, such as an inclusion scoreboard, would track progress and ensure effective implementation. Additional recommendations included mass awareness campaigns, inclusive education reforms, scholarships, transgender-sensitive health services, emergency response mechanisms, simplified documentation for welfare access, and protection against violence and property disputes. The session concluded that addressing these challenges requires coordinated action from government ministries, civil society, and the community, and unequivocally agreed that a lot needs to be done on the matter under deliberation.

Session III: Building a Fair and Inclusive Law Enforcement Framework

The session was chaired by **Smt. Jyotika Kalra**, Former Member, NHRC, and included **Ms. Shalini Singh**, Director General of Police, Puducherry; **Shri Ram Dulesh**, DCP, Delhi; **Ms. Kalki Subramaniam**, Founder, Sahodri Foundation; **Ms. Shreegauri Sawant**, Transgender Rights Activist.

Ms. Kalra opened the session by emphasizing inclusivity as valuing individuals for their abilities rather than their identity. **Ms. Shalini Singh** highlighted the need for police sensitization, dedicated infrastructure, SOPs, legal awareness, and policy support for protection and inclusion, while **Mr. Ram Dulesh** stressed recognizing transgender persons as stakeholders, strengthening law enforcement sensitization, representation, and community engagement. **Ms. Kalki Subramaniam** called for mandatory sensitization, legal reforms, protection mechanisms, and accountability to address systemic violence and societal discrimination, whereas **Ms. Gauri Sawant** advocated for legal and social recognition, inclusive policymaking, effective implementation of the NALSA judgment, equal opportunities, and dismantling stereotypes.

The session emphasis on inclusivity, defined as the absence of discrimination based on religion, gender, caste, appearance, or any other ground, and the recognition that every individual contributes through their abilities rather than physical appearance. Discussions



highlighted the underreporting of transgender-related cases in several regions, primarily due to distrust and fear, and noted the persistent gap between legal frameworks and societal mindsets. It was stressed that laws alone are insufficient, and sensitization of police personnel and administrative staff is essential, as many recruits have limited or no prior interaction with transgender persons. Challenges in the identification of victims, misreporting crimes, and gaps in infrastructure such as separate toilets, lockups, and detention facilities, were acknowledged, along with the need for Standard Operating Procedures for arrests, searches, detention, and jails, coupled with accountability measures and dedicated cells in all states. Recommendations included revising police training curricula, circulating legal provisions, conducting continuous refresher courses, reviewing the Transgender Persons (Protection of Rights) Act, and allocating budgets for transgender-specific facilities.

Speakers highlighted the ongoing legal and social challenges faced by transgender persons, including loopholes in existing legislation, police apathy, systemic violence, limited access to justice, and societal discrimination. Historical and cultural recognition of diverse gender identities was noted, alongside the persistent lack of social acceptance, infrastructure, and opportunities for transgender persons. Case studies revealed that despite legal victories, representation in government jobs remains minimal, and participation in law-making concerning transgender issues is largely absent. Calls were made for genuine social and legal recognition, equal opportunities in education, employment, and public life, and the elimination of token gestures. The session concluded with consensus that laws alone are insufficient without sensitization, infrastructure, representation, and accountability. A multi-pronged approach is required to ensure dignity, equality, and meaningful inclusion of transgender persons as equal citizens

Panel Discussion: Unlocking Employment, Defying Challenges –Stories of Triumphs

The discussion was chaired by **Shri Bharat Lal, Secretary General, NHRC**. The panelist included **Smt. Latha Ganpathy**, Joint Secretary, MoSJ&E; **Ms. Zainab Patel**, Managing Director, Pride Business Network Foundation and **Ms. Nishtha Nishant**, Manager, Director, Equity & Inclusion, Lalit Suri Hospitality Group. The said session also included a few stories of triumphs by **Mr. Ronit Jha** and **Mr. Bunt Kumar** who are transgender sub-inspectors recruited by the State of Bihar, and **Dr Beyonce Laishram** from Manipur.

The discussion opened with recognition of the community's resilience, drawing parallels with earlier struggles for women's and disability rights. It was stressed that progress requires perseverance, with optimism expressed for a future of full participation in mainstream institutions.

Mr. Bharat Lal urged dignified opportunities, sustained advocacy, and institutional support for transgender equality. The SI's from the State of Bihar noted that while reservation has been extended, structured policies and sensitization are still missing. For example, recent recruits face confusion in categorization, insensitivity during recruitment, and demeaning

questions, underscoring that reservation alone is insufficient without systemic reforms. **Dr. Beyoncé** shared her journey as a transgender woman, recounting childhood struggles, fear of rejection, and discrimination. **Ms. Latha Ganpathy** outlined government initiatives in education, skill development, healthcare,



and entrepreneurship to empower transgender persons. **Ms. Zainab Patel** highlighted socio-economic exclusion while showcasing entrepreneurship and corporate inclusion as pathways for empowerment, whereas **Mr. Nishtha Nishant** shared corporate DEI best practices, including inclusive recruitment, staff sensitization, gender-neutral facilities, scholarships, and support networks.

The government perspective highlighted the Transgender Persons (Protection of Rights) Act, 2019, along with initiatives such as Garima Greh shelters and Ayushman Bharat health packages. Education, skill development, and entrepreneurship were identified as key enablers, though stigma continues to hinder uptake of health cards and access to opportunities. Community voices raised concern over invisibility in data and under-reporting of crime. Employment denial remains widespread, with CSR funds rarely reaching the community. The need for greater corporate accountability was underlined, while success stories demonstrated the potential of the community when given opportunities. While corporations show apprehension toward reservation, the recent directive of the Ministry of Corporate Affairs mandating disclosure of the number transgender employees was welcomed. A personal success story of entrepreneurship demonstrated the community's potential, countering stereotypes and showing resilience despite social rejection. Best practices from the corporate sector were shared, including inclusive recruitment, sensitization programmes, gender-neutral facilities, scholarships, and employee resource groups. These measures were shown to foster belonging, safety, and career growth, with examples of scholarship recipients thriving within the system. The ethos of "family of choice" was presented as central to building an inclusive workplace. The discussions concluded with agreement on the need to scale up skill training, expand health coverage, improve representation of trans men, and strengthen monitoring mechanisms. Corporates were urged to adopt affirmative hiring and direct CSR funds toward empowerment, while civil society was encouraged to mobilise the community and spread success stories.

Valedictory Session

The valedictory session brought together senior representatives from NHRC and NITI Aayog.

Shri Bharat Lal summarized the discussions and emphasized that while legal instruments are in place, systemic implementation is slow and often uneven. Shri Bharat Lal highlighted the report “Transgender Persons: Revamping Spaces, Reclaiming Voices”, which evaluated 12 Garima Grehs, and emphasized the need for collective action by government, civil society, and the community to ensure inclusion in



education, healthcare, and employment, citing affirmative steps like transgender inclusion in the police as symbolic of mainstream integration. The NHRC reaffirmed its commitment, underscoring equality as a constitutional mandate and calling on society to embrace all individuals with respect, dignity, and inclusion.

Dr. V.K. Paul, Member (Health), NITI Aayog, expressed deep appreciation to the NHRC for its proactive outreach and for placing transgender rights at the center of national discourse, noting that the Commission’s work reflects both its constitutional mandate and moral responsibility. He commended the NHRC’s recent report for its comprehensive coverage, particularly its focus on challenges faced by gender non-conforming children, documentation of best practices in employment, and initiatives promoting workplace inclusion, emphasizing that such evidence-based work provides valuable guidance for policymakers and institutions. Dr. Paul highlighted that awareness-raising is central to securing dignity and equality, advocating for the integration of transgender issues into education from the earliest stages to dismantle long-standing stereotypes, with schools, teachers, and parents working together to promote respect, empathy, and non-discrimination. Stressing the importance of



workplace inclusion, he recommended the development of a Charter of Rights for Workplaces to guarantee safety, dignity, and equal opportunity, and underscored that inclusion must be institutionalized through clear guidelines, protective mechanisms, and accountability structures. He further called for scaling

up efforts across all sectors—including education, healthcare, employment, and social protection—through systematic and comprehensive approaches rather than isolated initiatives.

Dr. Paul emphasized that India is well-positioned to lead globally in advancing transgender rights by drawing upon its traditions of diversity and constitutional principles and affirmed that NITI Aayog stands ready to partner with NHRC in policy interventions, technical guidance, and inter-sectoral coordination to mainstream transgender inclusion into India's social, economic, and cultural life.

The session concluded with a formal vote of thanks delivered by **Smt. Kim, Deputy Inspector General, NHRC**, reaffirming the Commission's unwavering dedication to protecting and promoting the dignity, equality, and rights of transgender persons in India.



Outcome of the Conference

The following suggestions emanated from the deliberations during the conference under the various thematic areas as given below.

1. Session I: Strengthening Garima Greh Shelters

- i.) Clear SOPs may be developed to ensure smooth functioning of Garima Grehs and to facilitate stronger linkages with health care structures and other essential services.
- ii.) Shelters may be positioned as the first point of contact, with well-defined referral pathways to specialized service hubs.
- iii.) Shelters may be encouraged to actively mobilize members of the transgender community, empowering them to access entitlements and opportunities.
- iv.) Partnerships may be expanded, such as UNDP's collaboration with stakeholders and the transgender community, to deliver essential services and build long-term empowerment frameworks.
- v.) Experts from both metropolitan and smaller towns may be engaged to ensure that implementation reflects diverse regional realities.
- vi.) Government-owned buildings may be provided to reduce dependence on private landlords and ensure long-term stability and affordability.
- vii.) Government support may be strengthened, and police protection mechanisms may be ensured for effective functioning in relation to transgender persons.
- viii.) Flexibility may be allowed in the current stay limits, with provisions for extended support when required.
- ix.) Market-linked, sustainable livelihood programmes may be prioritized, as existing skilling initiatives often fail to generate sufficient income for a dignified life.
- x.) Professional mental health counselling may be integrated within shelter services to address the heightened risks of depression and suicide among transgender persons.
- xi.) Dedicated helplines may be established, and two officers may be designated in the concerned ministry/department to address concerns related to transgender persons, particularly in documentation and entitlements.

2. Session II: Institutional Care for Gender Non-Conforming Children & Elderly Transgender Persons

2.1 Concerning Children with diverse sex characteristics and gender identities/expressions

2.1.1 Childcare and Protection Framework

- i.) Sex assignment or "sex-normalizing" surgeries, forced sterilization, and other non-urgent, irreversible medical procedures on intersex children without their free and informed consent may be prohibited.

- ii.) Protection from mercy killings, attacks, and harmful practices may be ensured, with mandatory investigations and sanctions against perpetrators.
- iii.) Dedicated childcare homes with diverse sex characteristics and gender identities may be established, with one pilot home in each state and Union Territory as a pilot initiative. These may be designed as small, 20-bed affirmative units providing counseling, bridge schooling, and family mediation.
- iv.) The dedicated Childline 1098 may be upgraded with a trans-affirmative and intersex-sensitive response protocol. This may include provisions for 24/7 escort services, safe housing, legal aid, and immediate psychosocial support, with a defined timeline ensuring placement in a safe bed.
- v.) Mandatory training and certification may be introduced for all Child Welfare Committees, Juvenile Justice Boards, and school counselors.
- vi.) Training for medical professionals, educators, law enforcement, and judiciary on intersex variations may be mandated, with emphasis on consent-based care and anti-discrimination.

2.1.2 Legal and Policy Recognition

- i.) Juvenile Justice Act Rules and CARA Rules may be amended to explicitly recognize transgender, intersex, and non-binary children. Such amendments may also ensure gender-affirming placements, mandatory training for foster parents, and a clear prohibition of forced sex segregation.
- ii.) Shelter schemes may be reviewed to ensure compliance with the JJ Act and POCSO Act.
- iii.) “Intersex,” “Transmen,” and “Transwomen” may be included as distinct categories in the 2027 Census of India (scheduled to begin March 1, 2027, per June 2025 notification).
- iv.) Relevant laws may be amended to include “Intersex” as a third sex category in birth and death certificates.
- v.) Census enumerators may be trained through workshops to identify people sensitively, without coercion or misclassification.
- vi.) Education regulations may be revised to guarantee equal access, combat stereotypes, establish complaint mechanisms, and impose sanctions for discrimination.
- vii.) Access to redress and compensation for victims of harmful practices may be ensured.
- viii.) The National Council for Transgender Persons may be renamed to reflect diversity in gender identities, expressions, and sex characteristics.
- ix.) The NHRC Core Committee may be reconstituted as a SOGIESC Core Committee.

2.1.3 Family and Community Support

- i.) Counseling programs for parents may be established to foster acceptance of their children with diverse sexual characteristics and gender identities/expressions.
- ii.) Awareness-raising programs in schools and communities may be conducted to combat rejection, stigmatization, bullying, and prejudice.
- iii.) Partnerships may be built with community leaders and NGOs to run sensitization campaigns at the local level.

2.1.4 Healthcare and Psychosocial Support

- i.) Specialized physical and mental health support for children experiencing gender dysphoria may be provided.
- ii.) Services may be linked to Ayushman Bharat and other public health schemes to ensure sustainability.
- iii.) Integrated psychosocial support services may be established in schools, shelters, and hospitals.

2.1.5 Monitoring, Accountability, and Evidence-Based Policy

- i.) Systematic research may be undertaken to document neglect, violence, and discrimination faced by transgender and intersex communities, and evidence-based findings may be formally presented to inform policy and public discourse.
- ii.) All policies may include assigned responsibilities, clear timelines, and defined cost allocations to ensure accountability.
- iii.) A central oversight mechanism may be established under the Ministry of Social Justice and Empowerment, with monitoring support from the National Human Rights Commission, to track reforms, enforce compliance, and publish annual public reports, ensuring that rights on paper are translated into dignity in practice.

2.2 Concerning Elderly Transgender Persons

2.2.1 Social Protection and Pension

- i.) An early pension scheme for transgender persons may be introduced, starting at the age of 45, with a central government contribution of ₹2,000 per month and additional state-level top-ups to reach ₹3,000.
- ii.) Enrollment for pension schemes may be simplified by following the self-identification principle, without requiring humiliating medical board verifications.
- iii.) Rental support vouchers or subsidized housing may be provided to elderly transgender persons at risk of homelessness.
- iv.) Dedicated community-based elder care centers may be established, with at least two centers per state, staffed by nurses, mental health counselors, and doctors, to provide personalized support and safe living spaces.

2.2.2 Healthcare

- i.) Elderly transgender persons may be included in universal coverage under schemes such as Ayushman Bharat, with packages tailored to their specific needs, including HIV management, gender-affirming follow-up care, and mental health support.
- ii.) Training programs for doctors, nurses, and healthcare administrators may be conducted to ensure sensitivity to the health needs of transgender elders.
- iii.) Mental health services, including counseling and therapy, may be made accessible to elderly transgender persons to address isolation, depression, and stigma.

2.2.3 Legal and Administrative Support

- i.) Procedures for updating official documents may be simplified to ensure that elderly transgender persons can easily access pensions, healthcare, and other welfare benefits.
- ii.) Legal protections may be strengthened to prevent property disputes, harassment, and gender-based violence against elderly transgender persons.
- iii.) Community helplines and legal aid services may be established specifically for elderly transgender persons to help them assert their rights.

2.2.4 Employment and Economic Inclusion

- i.) Private sector organizations may be incentivized to provide employment opportunities or skill-based roles suitable for elderly transgender persons.
- ii.) Financial literacy programs may be offered to elderly transgender persons to guide them on retirement planning, pensions, and safe investment options.

2.2.5 Awareness and Social Inclusion

- i.) Mass awareness campaigns may be conducted to reduce societal stigma and increase recognition of the rights and dignity of elderly transgender persons.
- ii.) Community-led storytelling and advocacy initiatives may be promoted to highlight the lived experiences of elderly transgender persons.
- iii.) Elderly transgender persons may be included in civic programs, cultural initiatives, and local governance structures to enhance social participation.

3. Session III: Building a Fair and Inclusive Law Enforcement Framework

3.1 Police Training & Sensitization

- i.) Revise police training curricula to include comprehensive sensitization modules on transgender issues.
- ii.) Conduct mandatory and transformative refresher courses for all police personnel and government officers.
- iii.) Develop awareness campaigns to circulate legal provisions and rights across all police stations and administrative offices.

3.2 Infrastructure & Facilities

- i.) Establish separate toilets, lockups, and detention facilities for transgender persons in police stations and jails.
- ii.) Allocate dedicated budgets at national and state levels for transgender-specific infrastructure and support services.

3.3 Standard Operating Procedures & Accountability

- i.) Formulate SOPs for arrests, searches, detention, and jail procedures to ensure respect, safety, and dignity.
- ii.) Set up dedicated cells for transgender issues in all states to monitor cases and ensure accountability.
- iii.) Monitor outcomes of crimes against transgender persons, ensuring timely justice and punishment of perpetrators.

3.4 Legal Reforms & Awareness

- i.) Review and amend relevant laws including the Transgender Persons (Protection of Rights) Act, 2019 to:
 - Ensure self-identification without bureaucratic hurdles.
 - Provide parity in penalties for crimes against transgender persons with comparable crimes against cisgender women.
- ii.) Disseminate new legal provisions (e.g., criminal law recognitions) across police and administrative departments.

3.5 Representation & Inclusion

- i.) Enhance meaningful representation of transgender persons in policymaking and law enforcement roles, beyond token appointments.
- ii.) Include transgender perspectives in decision-making panels, law-making processes, and community programs.
- iii.) Expand community engagement initiatives to bridge trust gaps and ensure institutional access and dignity.

4 Panel Discussion: Unlocking Employment, Defying Challenges – Stories of Triumphs

- i.) Affirmative hiring policies and inclusive recruitment practices may be adopted across corporate and government sectors (e.g., no mandatory disclosure of sex).
- ii.) Disclosure of transgender workforce data may be mandated.
- iii.) It is recommended to develop a Charter of Rights for Workplaces to ensure safety, dignity, and equal opportunity for transgender persons, institutionalizing inclusion through clear guidelines, protective mechanisms, and accountability structures

- iv.) CSR funds may be channeled towards transgender empowerment to support employment, skill development, and entrepreneurship initiatives.
- v.) Entrepreneurship and skill training initiatives may be scaled up with cooperation from community leaders.
- vi.) Career mobility across departments may be encouraged to ensure comfort, growth, and retention of transgender employees.
- vii.) Inclusive workplace facilities such as gender-neutral restrooms, regular sensitisation programs, scholarships, and employee resource groups may be created to foster belonging and safety.
- viii.) Monitoring employment practices may be strengthened to ensure systemic accountability and reduce discrimination.
