

'Understanding the Start-up Motives and Hurdles of Young Transgender people in South Punjab Pakistan'

By: Muhammad Sarim Imran (Saro Imran)

Discussion paper produced under the
Youth Innovation Research Challenge

Muhammad Sarim Imran (Saro Imran)



Muhammad Sarim Imran also known as Saro Imran is a Young Transgender Activist and Social Entrepreneur in Pakistan for Economic Development of transgender communities. She has been working in the field of transgender rights

and development since 2013. She has worked with various national and international organizations like FP2030, the Commonwealth Youth Network for gender equality, the Global Fund for Children, and the Accountability Lab. She has completed an M.Phil in Business Management with specialisation in Entrepreneurship from Bahauddin Zakariya University - Pakistan. After that she has developed an initiative PINK Center to make and build up a circle of innovative arrangements across different organized verticals to achieve economic change for Transgender People in Pakistan.

She envisions a World where transgender people are economically empowered and have equal rights.

FB - <https://www.facebook.com/sarim.imran/>

Twitter - <https://twitter.com/Sarolmran>

Key Insights/Abstract (300 Words)

Human rights violations and discrimination on the basis of gender identity is still prevalent and implies a big challenge for Pakistan that includes economic spaces as well. Transgender people, in particular transgender women, face harassment, mistreatment and exclusion from society. They face different forms of abuse starting with exclusion from society to brutal murder and majority of human rights violations happening on transgender people is due to the fact they are economically dependent on their abusers or forced into non respectable livelihoods. They are subjected to trafficking, extortion, and forced prostitution. After the Trans Protection Act 2018, things have gradually begun to change yet for their legitimate consideration in the general public and the affirmation of their essential basic freedoms the public authority should go to various lengths to address the weightiness

of the circumstance exceptionally monetary fairness and equity. Economic empowerment through Entrepreneurship is never associated with transgender people, despite the fact that they have qualities to become an entrepreneur and sustain themselves economically & Financially through respectable livelihoods. There is a need to develop an inclusive economy and start up spaces that are not only for men & women like the current scenario. The main objective of this study is to find out the needs, hurdles and motivations of young transgender people when starting a new business in Pakistan with limited resources and financial arrangements. There is a huge number of investments came into Pakistan for boosting entrepreneurship among youth but transgender youth are left behind and are not included. This study is useful for the trans community, donors, NGOs, UN agencies as well as public and private

institutions that are working on economic empowerment in Pakistan and globally and

believes in equal economic spaces.

Research Context (700 Words)

Transgender people are excluded from the economic platforms that is the root cause of major of the issues linked with transgender community. Entrepreneurs are the assets of any country and If successful they are a vital element for any economy in the world so as for Pakistan and its sustainable development. There are some marginalized group - Transgenders which can contribute towards the achieving the Sustainable development goals but are still deprived from economic opportunities due to stigma & Discrimination. The Transgender community and other marginalized minorities face stigma, discrimination and violence much more than non-marginalized groups. Occupation as a viable sex worker is a brand attached to transgender.

Transgenders empowering few behaviors can hold up to creativity, stimulus to work, and enhance their resilience in the public has forwarded them to become entrepreneurs. Currently, refining their class in society and benchmarking new principles by breaking the typecast, these transgenders are into entrepreneurial commotion. Many transgender people familiarize an epoch of distinctiveness which includes better understanding of their self-image, self-reflection and perspicuity. They have taken themselves as a podium for economic chain and seem to have a noteworthy increase in the projection of transgender entrepreneurs proving meritorious than regular masses and empower transgender amass by establishing stately livelihood opportunities.

The psychological construct of motivation has an important role to play in entrepreneurship research (Delmar and Wiklund, 2008; Henning and Akoob, 2017). This construct is concerned

with the factors that motivate individuals to start and sustain business activities. In the entrepreneurship literature, the prime motivational theory studied is needed for achievement (Shane et al., 2003; Aramand, 2012). Accordingly, the literature regarding this phenomenon confirms that the motivation to start businesses is the result of different factors, including economic and non-economic factors, such as the desire for achievement and independence, personal development, improved social status and recognition in the community.

Transgender people are subjected to multi-faceted hassle based exclusively on their gender identity towards rife bigotry, refutation of family, fear of denunciation and seclusion, property risks, school drop outs, being without a job, physical evil assaults, sexual harassment, depressions, democratic shortfall, politically disfranchised, social annoyance, economic marginalization, security issues, human rights violations, victims of civic and basic amenities, health hazards, alcoholic pressure, arrest on bogus allegations, penectomy, related with HIV, hormone pill and drug exploitation, homelessness, problems relating to matrimony and adoption, disavowal of electoral privileges, non-obtaining of government credentials or surety and meager aid from regime etc. Society often mock the transgender community in public places like railway stations, bus stands, schools, workplaces, malls, theaters, hospitals. There is a need to launch link between transgender people and common populace in order to aid the empowerment of transgender in the new millennium as they are tangential. The current and future generation of researchers should not face any trans-phobic attitudes and must not carry any misconceptions

about them. Having been downhearted in all these aspects, the courage to sustain their living autonomously have proved their excellent quality by amalgamating talent, hard work, dedication and urge to envision their community.

After the Trans Protection Act 2018, Things have changed for the transgender people in terms of their social rights, but their economic rights are still needs to be addressed. They cannot sustain social rights without economic empowerment and sustainability. The young transgender people

wants to become economically independent but the transgender community are excluded in the entrepreneurial setup in Pakistan either private or public there are only men and women in all incubation centers, business platforms, economic uplifting start up grants etc.

We expect Research based route forward, Economic advancement and trans start up creation for transgender individuals that will contribute in Pakistan economy as a long term impact

Research Design (350 Words)

The study is done in Multan - South Punjab Pakistan which is also a geographically deprived region of the country. The research method is quantitative and survey was used for data collection from 60 (Age Range 18-35) young transgender people through proper mapping in the region who are interested to start their own micro startups as an option to empower them economically. The Research design has been also showcased in the below steps

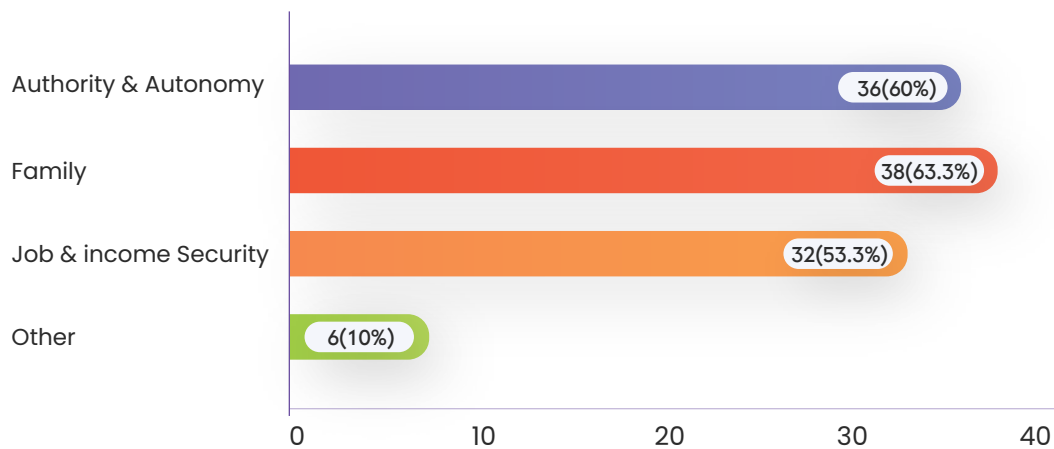
- Questionnaire Development
- Mapping of young transgender people who are interested in starting micro businesses
- Data Collection
- Data Analysis
- Findings/ Results

Key Findings / Discussion (1000 Words)

Motivation is the process that starts, directs, and keeps up with objective arranged ways of behaving. Motivation includes the organic, emotional, social, and mental powers that actuate behavior. Transgender people have a huge impact of their life experiences on their motivations towards something as majority of transgender people suffers from human rights violations since their childhood like isolation, bullying, harassment, family dis-ownership, depression etc. There is a

more than 70 years of history the transgender people were never considered a community that can work beyond dancing, begging and sex working, They have not given equal opportunities to grow with decent work and respectable and less risky livelihoods. We have tried to find out the young transgender people who wants to start their own business and we have an effort analyzes their motivations behind it and which factor play the most important role.

Motivations for Start Up



According to the survey filled by 60 transgender people, there is a unexpected thing that came through the results that the most important factor (63.3%) to start their business is family and blood relations, Majority of the transgender people who are thrown out from their homes by their families are still supporting them financially and their is a huge burden of financial support to their families on them but despite of covering major family expenses by what so ever mean, they are not allowed to live with them. This is a huge bitter reality

After that the second most common motivation factor is Authority and autonomy. Autonomy refers to the capacity to settle on one's own choices and do what an individual prefers. It implies self-course, transgender people are so oppressed even they cant come out with their preferred gender expression as it can sometimes put their lives as risk too. In 2020 a young transgender person was killed by her own brother due to her gender, the young transgender people wants autonomy on their life and their choices specifically regarding how they want to live with their gender expression and identity. It is an important factor for the transgender people to become economically independent. Also authority is having power to protect themselves from their abusers, who abuse them physically, emotionally and sexually because

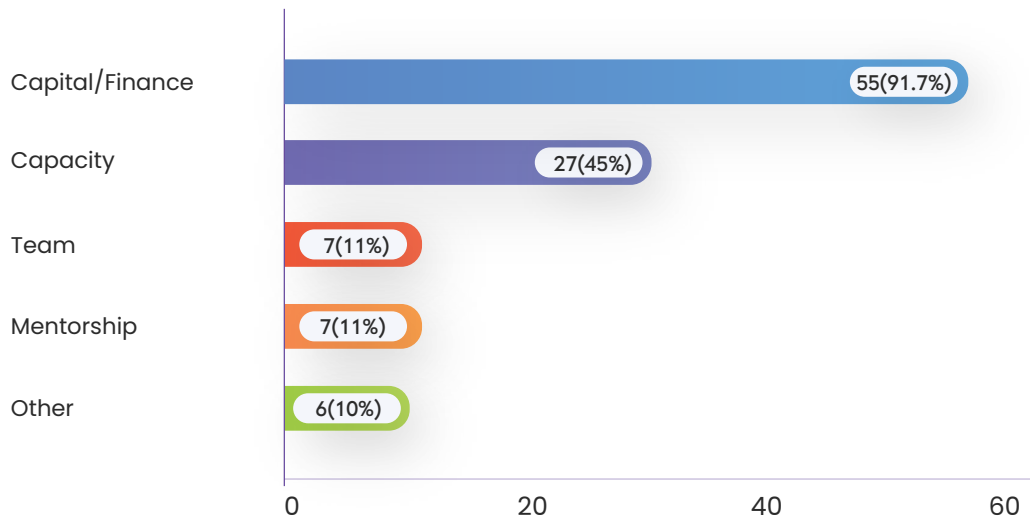
they are financially dependent on them. This is a very important motivation factor for transgender people (60%) to start their own business in which they are also comfortable and work with their identity as many transgender people are doing job as men in Pakistan.

The third important factor for the sample respondents is Job & Income security (53.3%). Job and income security is the assurance of a minimum level of income to transgender people to live a dignified, safe and protected life with their gender identity. Majority of transgender people were not able to get formal education due to challenging life scenarios but they have skills like Tailoring, fashion designing, cooking, beauticians etc that they can be an entrepreneurs and start their own micro businesses.

10% of the respondents have selected others that can be other factors like contributing towards their own community, social cause, supporting their Gurus (Gurus are the guardians in the Khawaja Sira Culture in Pakistan) or make savings for their old age etc.

Overall these factors are very important in the context of transgender community in Pakistan to start their own businesses for their economic and financial independence.

Hurdles & Needs for Start Up



The major hurdle / need of young transgender people to start their own business (91.7% - that is a huge ratio) is Capital and finance. There are several external methods a business can use, including family and friends, bank loans and overdrafts, venture capitalists and business angels, new partners, share issue, trade credit, leasing, hire purchase, and government grants. Unfortunately, the transgender people are left behind in major of them and if there is something that include transgender inclusion the procedures are not pro community. If we do a random check of all the incubation centers in Pakistan either public / private, we will see only men and women that means diversity and inclusion is not ensured and transgender people are left behind.

Transgender people have very less financial resources as compared to the general population and they even dont have access to business capital eco system.

The other factors are Capacity issue (45%), Team building / Team management skills (11.7%) and mentorship - that again shows that they are not included in the startup ecosystem. We are now seeing a lot of companies, venture capitals, incubation centers focusing on inclusion of women

in business providing them with skills, mentorship, building capacity and developing industrial linkages. Even now we have women chamber of commerce and committees but the third gender - transgender people are still left out. There is not much for transgender entrepreneurs in Pakistan currently.

10% respondents have mentioned other hurdles to start their business that can be mental disability as many transgender people suffer from traumas, not having basic documentation like CNIC cards, the other factors can be fears of failures, permission from guardians/ gurus etc.

Policy Recommendations (300 Words)

- There should be proper inclusion of transgender entrepreneurs in Business Incubation centers either public or private in Pakistan and the criteria should not be same like other participants because its not

justice if a transgender person who was thrown out from her home in childhood and not having opportunity to get education competes with someone who is privileged to have family support for education and having an MBA degree

- The policies for business loans should be without interest and flexible for transgender people and the criteria should be pro transgender community specially when it comes to guarantee arrangements.
- There is a need for raising awareness and involving community leaders in the economic empowerment process of young transgender people rather than they involve in risky livelihoods like begging, dancing and forced and unsafe prostitution that leads to a lot of issues like HIV/AIDS, STIs, violence etc
- There should be flexible company registration and bank account opening process for Transgender entrepreneurs, so they should have a legal existence and they should have inclusion in Commerce platforms like Chambers
- There should be proper policies that 5% of the capital coming to support entrepreneurs in Pakistan should be for transgender entrepreneurs
- There is a need of mobilization of funds/grants for transgender economic empowerment and economic justice
- Transgender people should be involved in decision making process during project designing, policy making for their economic empowerment.

References

1. https://na.gov.pk/uploads/documents/1526547582_234.pdf
2. Delmar, F. and Wiklund, J. (2008), "The effect of small business managers' growth motivation on firm growth: a longitudinal study", *Entrepreneurship Theory and Practice*, Vol. 32 No. 3, pp. 437-457.
3. Henning, S., & Akoob, K. (2017). Motivational factors affecting informal women entrepreneurs in North-West Province. *The Southern African Journal of Entrepreneurship and Small Business Management*, 9(1), 1-10.
4. Shane, S., Locke, E. A., & Collins, C. J. (2003). Entrepreneurial motivation. *Human resource management review*, 13(2), 257-279.
5. Aramand, M., & Valliere, D. (2012). Dynamic capabilities in entrepreneurial firms: A case study approach. *Journal of International Entrepreneurship*, 10(2), 142-157.
6. <https://www.dawn.com/news/1579179>



**GENERATION
UNLIMITED**

