

*Research Report*

***Trans Stigma Index:***

**Development and validation of a stigma monitoring tool for use among trans people in Tamil Nadu**

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***Report submitted to VHS MSA DIVA by:***

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## Acronyms and Abbreviations

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<b>AIDS</b>	Acquired Immuno-Deficiency Syndrome
<b>CBOs</b>	Community-Based Organisations
<b>HCP</b>	Health Care Providers
<b>HIV</b>	Human Immunodeficiency Virus
<b>IRB</b>	Institutional Review Board
<b>NACO</b>	National AIDS Control Organisation
<b>NACP</b>	National AIDS Control Programme
<b>NGOs</b>	Non-Governmental Organisations
<b>PLHIV</b>	People living with HIV
<b>SACS</b>	State AIDS Control Society
<b>TGW</b>	Transgender women
<b>VHS</b>	Voluntary Health Services

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## Executive Summary

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### BACKGROUND

Transgender women in India have existed for centuries, with various indigenous trans identities. Stigma (negative attitudes and prejudice) and discrimination (enacted stigma) against trans women, however, have been rampant in India from a range of stakeholders (family members, general public health care providers, police and ruffians) and in a variety of settings, including health care institutions. In order to develop and scale up effective stigma reduction interventions, it is also crucial to have a robust tool to document stigma and discrimination faced by trans women.

### STUDY OBJECTIVES

To address this gap in the lack of comprehensive stigma index tool to measure and track stigma and discrimination faced by trans women in India, VHS MSA DIVA commissioned this study that aimed at development, pilot-testing and validation of a comprehensive 'Trans Stigma Index' to measure stigma and discrimination faced by trans women in various spheres of life and from different stakeholders in diverse settings.

### METHODS

A mixed methods participatory approach was followed in development and testing of Trans Stigma Index survey questionnaire.

#### ***Phase 1: Development of Trans Stigma Index tool***

A 'Trans Stigma Index' tool was developed based on desk review of academic and grey literature and tools. In order to get community inputs to refine the stigma index tool, a two-day community-consultation was organized.

#### ***Phase 2: Pilot testing and Administration of Trans Stigma Index tool***

Pilot-testing of the tool was conducted among six persons to check the comprehensibility of the questions and appropriateness of the response options, and to find out whether the time it takes to complete the survey questionnaire is acceptable. After revisions were incorporated from the experiences of pilot-testing, the refined tool was administered among a convenience sample of 300 (200 in Chennai and 100 in Tiruvallur) TGW. Univariate and Bivariate analyses were conducted using IBM SPSS (version-21).

### RESULTS

#### **I. Pilot Survey Findings (n=300)**

Participants' mean age was 30.3 (SD 8.4). Forty-one percent had completed high school or higher secondary. More than three-fourths (85%) identified as thirunangai or transgender (English term). Sixty-four percent reported *basti*/begging as their main occupation, while 17% reported engaging in sex work. More than half (52%) were living with their trans friends. A vast majority (87%) of participants were living in rented houses.

#### ***Outness***

A vast majority of trans women were open about their gender identity to others: 1) Close friends (98%); 2) Casual friends (93%); 3) Family members (97%); 4) Work colleagues (92%); and, 5) Everyone (93%). Only 2% were out to none.

### **Realisation of one's transgender identity**

About two-thirds (67%) of trans women recognized that they were different in terms of their gender at early adolescent age (10-14 years).

### **Transitioning**

Transitioning here refers to those participants who started to live as a transgender woman either part-time or full-time. Of total sample, almost all (n=298/300) were currently living full-time as a transgender woman.

### **Experiences of discrimination in varied settings**

Overall, seventy-one percent (n=214/300) reported ever experienced some form of discrimination or harassment from different persons in varied settings. About half (48%) of the study participants reported having experienced forced sex at some point in their lifetime. The prevalence of having experienced any kind of discrimination in the various settings or from different types of perpetrators are summarised below.

<b>Prevalence of various forms of stigma and discrimination by settings and perpetrators, stratified by urban and rural study sites</b>				
<b>Setting/Perpetrators</b>	<b>Total N (%)</b>	<b>Urban n (%)</b>	<b>Rural n (%)</b>	<b>p value<sup>a</sup></b>
<b>Police</b>	122/300 (40.7)	93/200 (46.5)	29/100 (29)	< .01
<b>Ruffians</b>	146/300 (48.7)	120/200 (60.0)	26/100 (26)	< .001
<b>Intimate partner violence</b>	13/119 (10.9)	11/77 (14.3)	2/42 (4.8)	.11
<b>Previous Workplace</b>	89/164 (54.3)	75/113 (66.3)	14/51 (27.4)	< .001
<b>Public hospitals</b>	21/251 (8.4)	16/164 (9.8)	5/87 (5.7)	.24
<b>Private hospitals</b>	8/258 (3.1)	6/172 (3.5)	2/86 (2.4)	.63

<sup>a</sup> Chi-square test or Z-test for comparison of proportions  
Note. Urban site – Chennai, Rural site – Tiruvallur.

Across the settings or perpetrators, the prevalence of having experienced any kind of discrimination was highest in the previous workplace (54.3%), followed by discrimination/violence from ruffians (48.7%) and police (40.7%). The prevalences of having experienced any kind of discrimination in these three settings/type of perpetrators were higher among those TGW in the urban area when compared those in the rural area. The prevalence of any kind of discrimination from intimate male partners was 10.9% and within the public health and private health facilities were 8.4% and 3.1%, respectively—with no statistically significant differences among TGW participants from urban and rural areas.

### **Workplace**

More than three-fifths (62%) of the participants reported having ever had a job in a formal work setting. Job here refers to working in a government, private or voluntary sector.

Of 62% (n=186/300) who reported ever worked, a little more than one-tenth (12%; n=22/186) were currently working. Most participants were currently working in private sector (50%) or voluntary sector (45%). Almost none of the participants reported having experienced any forms of harassment in their current workplace.

Among those who reported having worked previously (88%; n=164/186), a vast majority have: 1) worked in private sector (91%); and 2) disclosed their gender identity at workplace (80%). One-third reported having experienced verbal (37%) or sexual harassment (32%) from their superiors or co-workers at previous workplace (private sector). Similarly, about one-fifth reported having experienced forced sex (21%) or physical harassment (18%) at previous workplace.

### **Health**

Participants were asked to rate their current health status on a five-point Likert scale ranging from “Excellent” to “Poor”. A little over one-third reported that their health was “excellent” or “very good”. Forty-one percent said it was “good”. Family support seems to be positively associated with participants’ health status. A significant proportion (80%) of those who reported excellent or good health were more likely to say that their family was supportive.

Of 90% (n=251/280) who reported visiting a government health care facility in the past 12 months, 7% reported having experienced some form of harassment from health care providers or other staff. Similarly, of 258 participants (92%) who reported visiting a private health care facility in the past 12 months, less than 5% reported having experienced some form of harassment from health care providers or other staff.

Although discrimination seems to be less in both government and private health care institutions, lack of knowledge about the health needs/issues of trans people seems to be widely prevalent.

### **Access to and use of gender transition-related health care services**

Three-fifths (62%) reported having had sex reassignment surgery while about one-third (31%) wanted to have it someday later. Similarly, about one-fourth (24%) were already on hormonal therapy while twenty-nine percent wish to receive it someday later. Nearly fifty-percent (44%) reported having undergone vaginoplasty (construction of vagina).

### **Housing**

More than half (51%) of our study participants reported ever experienced homelessness. Many participants reported experiencing one or more of the following housing instability situations in the past 12 months: 1) residing in friends’ place for short period (96%); 2) forced to pay higher rent (94%); and 3) experiencing homelessness (93%).

### **Family**

Family here refers to immediate family comprising of father, mother, sisters and brothers. Participants were asked whether they were out to all people in their family, most, some or none. Among those who reported having had immediate family members (n=276/300; 92%), 90% (n=270/276) said that all of their family members were aware of their gender identity; among them, nearly three-fourths (71%) reported that their family members were supportive.

Of 270 participants (90%) who reported that their family members were aware of their gender identity, many reported experiencing varied negative reactions from their family members as result of outing their gender identity. Their family members had: 1) ended relationships (39%); 2) excluded them from family activities (30%); 3) prohibited them from wearing clothes matching their gender (29%); 4) perpetrated physical violence (28%); 5) excluded them from social gatherings; 6) evicted them out of the house (16%); and 7) sent them to a counsellor or therapist for behaviour change (12%).

### **Intimate partner violence**

Two-fifths (40%; n=119/300) reported having had a male regular partner in the past 12 months; among those 119 persons, 11% reported having experienced some form of harassment (verbal harassment-7%; physical harassment – 5%; sexual harassment – 7%) from their male regular partner.

### **Discrimination from police and ruffians**

Overall, more than forty percent of the study participants reported ever experienced discrimination or harassment from police (41%; n=122/300) or ruffians (49%; n=146/300).

Of 41% (n=122/300) who reported ever experienced some form of discrimination from police, more than three-fourths (77%; n=94/122) experienced verbal harassment in the past 12 months, while fifty percent or more experienced forced sex (50%; n=61/122), extortion of money (51%; n=62/122), sexual harassment (56%; n=68/122), or physical abuse (57%; n=69/122).

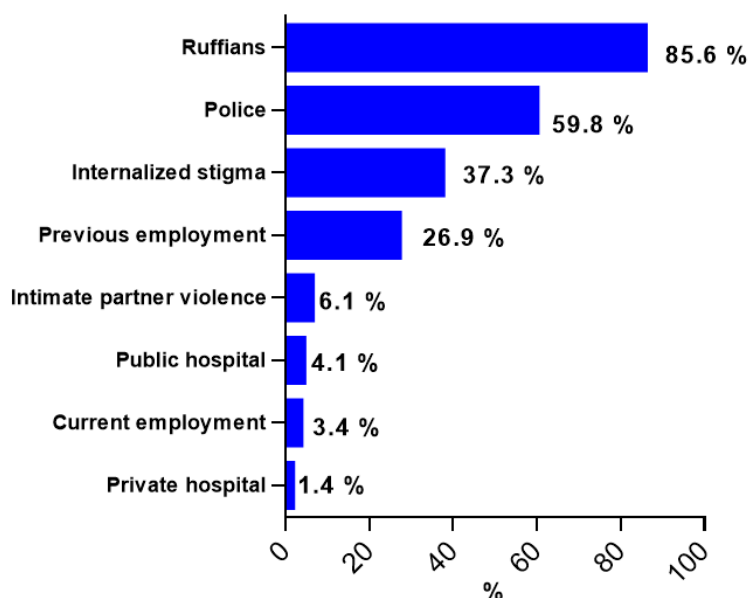
Of 49% (n=146/300) who reported having experienced harassment from ruffians, more than four-fifths have experienced verbal (89%; n=130/146), sexual (87%; n=127/146) or physical abuse (82%; n=119/146) in the past 12 months. Similarly, a vast majority reported forced sex (85%; n=124/146) or extortion of money (86%; n=125/146) in the past 12 months.

### **Depression**

Of total sample, more than fifty percent (56%) reported experiencing one or more form of depression symptoms. A little over half (53%) reported feeling disappointed or depressed, while fifty-one percent reported getting little or no pleasure from things they used to enjoy.

### **Mean index scores of subscales**

The mean index scores of different subscales are reported in percentages in the figure below. (*Note that this % does not refer to the prevalence of this discrimination in this sample*). The percentage of mean index score for each subscale refers to the relative severity of discrimination in a particular setting or by a perpetrator. In the diagram below, the topmost mean index score was for discrimination experiences faced by TGW from ruffians (85.6%), and the lowest mean index score was for discrimination experiences in private hospitals (1.4%). The mean index score of internalised stigma (37%) was higher than that for discrimination experiences in previous workplace (26.9%). In general, the severity of discrimination/violence faced by TGW in the urban area was higher than that faced by TGW in the rural area, across the type of perpetrators or settings (except private hospitals).





## II. Validation of Survey Questionnaire

The survey questionnaire comprised of nine major sections, some of which had subsections. One major concern that emerged during the consultation with TGW community was keeping the length of the questionnaire to an appropriate level – not to place too much burden (both cognitive burden and burden related to taking more of their time) – on the TGW participants. However, during pilot-testing we observed that not all sections were applicable to everyone and on an average it took about 30 minutes to administer the survey questionnaire.

### **Screening Question**

We found this screening question – *“Do you consider yourself to be a transgender (or equivalent terms in Tamil like Thirunangai) in any way?”* - to be useful and would recommend this screening strategy even if recruitment is through CBOs. This provides reassurance that we recruited only self-identified TGW (of any indigenous identity like Thirunangai).

### **Background characteristics**

Participants’ background characteristics were assessed using a 9-item measure – *age, education, occupation, monthly income, current living arrangement, sharing of living space, nativity, current primary identity and frequency of alcohol use.*

We now recommend inclusion of questions on sexual risk and alcohol use separately. In our pilot survey we did not ask questions in relation to participants’ sexual behaviour as several studies have documented sexual risk and the members in the community consultation suggested not to include sexual behavior questions. However, now we think that it might be better to have a very brief section (even if it contains only a couple of questions to assess condom use and alcohol use).

### **Disclosure**

In the section on disclosure of one’s gender identity to others, 3 questions were asked: We found that one of those three questions (*“How many people know you are a transgender person in each of the following settings?”*) did not seem to add any particular value, and can be removed.

### **Experiences of stigma and discrimination in various settings**

We assessed TGW’s experiences of various forms of stigma and discrimination in the following settings: education, workplace, health care, housing, family, intimate partner violence, police and ruffians.

- We assessed current and previous employment experiences of the study participants. Only those participants who reported having ever worked in a government, private or voluntary sector were assessed. In this study sample, only a minor proportion reported that they were currently working in formal settings. This resulted in a small subgroup of currently employed TGW which did not give a complete picture of the range of discrimination experiences in the workplace. This problem may be solved in the future by conducting large-scale surveys with adequate sample size for making meaningful comparisons within survey subgroups.
- We asked a set of discrimination experience questions separately for government health care facility and private health care facility, and questions that assessed the

quality of services offered to TGW who reported visiting these facilities in the past 12 months. In this section, in addition to the key questions on harassment that are common in other settings and by certain actors, a unique set of additional questions were also included to assess refusal of health-related services based on one's gender identity or expression, and lack of acknowledge among health care providers on the health needs/issues of TGW. Considering the usefulness of these questions, all of them can be retained in the future surveys as well.

- We have categorized family as immediate family (comprising of mother, father, sisters and brothers) and extended family (aunts, uncles, cousins, etc.). However, most of our questions were directed towards immediate family members. In the pilot study, based on the suggestions of the TGW community, we did not include sexual harassment or forced sex by immediate family members as those questions were felt to be too sensitive. However, at least such experiences with extended family members could be asked as well in future surveys.
- Intimate partner violence with male regular partner was assessed using a single-item with multiple choices. This question would be especially useful for large scale multi-site studies wherein we could get adequate sample size for cross-comparisons.
- Although other sections were based on settings (educational institution, workplace), based on the inputs from TGW in community consultation, two subsections that specifically examined discrimination/violence from police and ruffians were included. We recommend that any future studies that intend to assess stigma and discrimination faced by TGWs should definitely include sections on discrimination experienced from police and ruffians, and compare such differences in relation to engagement in sex work (as police harassment may be higher for TGW who engage in sex work).

### ***HIV testing***

We assessed the HIV testing behaviour of TGW using 3 items. However, there is a need to consider possible inclusion of a brief section to capture information on HIV-related stigma (especially among HIV-positive TGW) and internalized HIV stigma (among HIV-positive TGW). These subsections could at least be included in future large-scale studies among TGW.

### ***Internalized transprejudice***

Internalized transprejudice was assessed using a 5-item measure adapted from previous published research studies (Herek, 1997). These items were found to be useful, with good reliability (Cronbach's alpha .75).

### ***Depression***

Depression was assessed using a two-item measure (PHQ2) using a four-point Likert scale ranging from "Not at all" to "Nearly every day". Bivariate analysis has shown significant association between depression and other variables (homelessness, forced sex and discrimination). As depression could be an outcome of stigma and discrimination, we recommend future studies to include assessment of its prevalence among TGW.

### ***Identity documents***

One item explored participants experiences with their IDs and records including updating or changing the documents to reflect their current gender identity. This section can be further

elaborated to make it clear how many currently have the different identity documents, and whether they have already changed their name or gender in those documents, and if not done yet, whether they desire so and any problems faced (in changing name and gender).

### ***Effecting change***

Items in this section predominantly focused on exploring participants' association with other organisations or groups, and type of help/support provided by those organisations to resolve an issue of stigma/discrimination. These measures will be useful to those who intend to explore the support mechanism or various type of support that a TGW receive from other CBOs or NGOs working among TGW.

### ***Capturing the effect of multiple stigmas***

TGW face several stigmas – for example, stigmas related to their transgender status, engagement in sex work, and perceived or actual HIV status. We asked one uniform question at the end of each section across all settings to understand participant's perspective on what they feel or think about the reasons for experiencing discrimination in those settings. We recommend this question be asked for each section, and also an overall question of the same nature.

### **Reliabilities (Cronbach's alpha)**

In general, most of the subscales in the questionnaire had adequate reliability, with more than .70. Subscales measuring discrimination experiences with ruffians and intimate male partner had higher reliabilities (.88 and .79, respectively), and those that measured discrimination experiences in health care settings had lower reliabilities (government institution = .63, private = .58).

## **RECOMMENDATIONS**

### **Overall use of this tool - to periodically collect evidence for action by various ministries/departments of central/state governments**

A refined version of this transgender women stigma index can be adapted to periodically monitor the status and trends in stigma and discrimination faced by TGW, so that stigma elimination programmes are informed by real-time evidence for the focus and evaluation of such programmes. The information from this tool can thus be used by various ministries/departments (health, social welfare, education, human resources and development) of Central and State governments to improve the health, human rights situation and livelihood of TGW. Similar stigma index tools can also be prepared and tested among other key populations (such as men who have sex with men, people who inject drugs and female sex workers).

### **Recommendations for policies and programmes**

#### ***Stigma reduction/elimination programme***

UNAIDS has set an ambitious goal, to which India is also a signatory, that there should be 'zero discrimination' against people living with HIV and key populations, including TGW, by 2030. To achieve that goal, a realistic, comprehensive, and scalable stigma reduction/elimination programme is required. Such a programme need to focus on prevention and mitigation of stigma and discrimination in various settings. For example, educational/sensitisation programmes for public, health care providers, workplace personnel,

and policymakers; and legal aid and psychosocial support services for those who had experienced discrimination.

### ***Addressing intersectionality of various stigmas faced by TGW***

Given that TGW face multiple stigmas (e.g., stigmas related to gender identity, sex work involvement, and perceived or actual HIV status), any comprehensive stigma elimination programme needs to take into account these intersecting/intersectional stigmas. Addressing intersectional stigmas is a challenge, which requires commitment from multiple stakeholders and ministries/departments in government (e.g., health ministry, ministry of social justice and empowerment, law ministry). Establishing inter-ministerial and inter-departmental committees could quicken collaborations across these ministries/departments to advance the human rights of TGW.

### ***Fast-tracking the implementation of Supreme Court's Judgement***

For realisation of the Supreme Court's recommendations that upheld the rights of transgender people, there is a need for a comprehensive implementation plan from the central and state governments. Policy and legal supports are needed for non-discrimination in institutional settings such as hospitals and workplace. The recent proposal of 'Transgender protection and rights bill' could be a way forward, although not all trans community representatives agree with all the content of that bill. Furthermore, clear administrative mechanisms should be devised to meaningfully involve TGW in decision making on policies and programmes that affect them.

### ***Addressing internalised stigma related to being a transgender person***

Besides elimination of discrimination from other people, stigma elimination programmes also need to address internalised stigma among TGW. Some of the ways by which this can be done are: providing information about the rights of TGW, screening for internalised stigma and providing counselling to promote self-acceptance, and promoting collectives of TGW to support themselves and their communities.

### ***Human/legal rights education and improving access to redressal mechanisms***

Educational programmes for TGW need to emphasise their human and legal rights (right to health, including sexual and reproductive health, right to work, right to get education and right to be treated with dignity) and raise awareness about rights violations, and redressal options (e.g., legal redressal) that are available in case of incidents of rights violations.

### ***Strengthening TGW communities for effective advocacy to promote their rights***

As the community collectives/organisations of TGW help one another to get connected and empowered, financial and technical supports are needed for those collectives/organisations for effective community mobilisation and advocacy. Further, those agencies can also be supported to provide psychosocial counselling services and link TGW who faced discrimination with legal and necessary support services.

### **Recommendations for further improvement of the TGW Stigma Index Tool**

A key outcome of this study is to have an improved version of the proposed Stigma monitoring tool – as it can thus be used to scale up this study at the state or national level. Although a TGW community consultation was held to refine the tool, and face validity of the revised tool

was found to be fine, based on the experiences from this pilot survey, we offer the following suggestions:

1. To ensure comparability of the responses of experiences in different settings or in relation to different perpetrators, further standardisation of the questions is recommended. Certain existing questions are generic/broad and can be used across the settings and in relation to different perpetrators. For example, verbal abuse/harassment, physical abuse, sexual abuse and forced sex. These questions need to be asked across the settings/perpetrators. In the pilot study, based on the suggestions of the TGW community, we did not include sexual harassment or forced sex by family members as those questions were felt to be too sensitive. However, at least such experiences with extended family members could be asked as well in future surveys.
2. Currently, certain questions that are tailored to particular settings have been asked. For example, use of gender-appropriate rest rooms in workplaces, and experiences of suboptimal treatment in health care institutions. Similar questions in relation to other settings (e.g., restroom choice in educational institutions) or perpetrators (e.g., extortion of money by police or ruffians) can also be included.
3. As most TGW were not employed, only a minor proportion reported being currently working in formal settings. This resulted in a small subgroup of currently employed TGW which did not give a full picture of the range of experiences in the workplace. Similar problem was encountered in documenting the experiences of TGW who are currently studying – as only a small proportion of them were currently studying. This problem may be solved in large-scale surveys with adequate sample size for making meaningful comparisons within survey subgroups. One can also think of employing quota sampling to achieve a pre-determined sample size of say, TGW who are currently studying or employed.
4. Policies and procedures at the institutional level that are currently not ‘visible’ but pose problems to TGW and discriminatory in nature could also be documented in the future studies. For example, documentation of health care institutional norms/policies such as in the queue for which gender trans women need to stand to get registered for outpatient care in public hospitals, in which ward (male or female) TGW are needed.
5. As stigma and discrimination faced by TGW intersect across multiple marginalised statuses (gender identity, sex work, presumed or actual HIV status), exploring the role of these marginalised statuses on the discrimination they experienced can also be documented.

Incorporation of these suggestions will result in a comprehensive, but a lengthy questionnaire. Hence, critical information that is needed for policies and programmes need to be agreed upon by key stakeholders and then that information need to be part of the proposed large-scale survey to assess stigma/discrimination faced by TGW in India.

## 1. BACKGROUND

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Transgender women (TGW) in India have existed for centuries, with various indigenous identities such as hijras or kinnars (in North India), thirunangai (Tamil Nadu), jogta/jogappa or yellemma (Karnataka and Maharashtra) and shiv-shakthis (Andhra Pradesh) (Chakrapani & Narrain, 2013; Reddy 2006). The Supreme Court of India has recently provided a landmark judgement to ensure protection of basic human rights of trans people, including protection against stigma and discrimination from public and institutions.

Stigma (negative attitudes and prejudice) and discrimination (enacted stigma) against trans women, however, have been rampant in India from a range of stakeholders (family members, general public and health care providers) and in a variety of settings, including health care institutions (Chakrapani, Babu, & Ebenezer, 2004; Chakrapani et al., 2011). As a significant proportion of trans women also engage in sex work, physical and sexual violence from police and ruffians too have been well documented (PUCL-K, 2003; Shaw et al., 2012). Stigma and discrimination faced by TGW in India could have contributed to the high levels of HIV prevalence (7.5%) (NACO, 2015).

A positive policy environment is emerging for addressing the health and social service needs of transgender people in India. This is not only reflected in the 2014 Supreme Court judgement but also in the central government's policy documents. Recently, the government of India in its draft 12th 5-year plan has explicitly stressed the "empowerment of the transgender community by advocating that line Ministries [such as Ministry of Social Justice and Empowerment, and Ministry of Education] support their education, housing, access to healthcare" (Planning Commission, 2012). Similarly, five-year plan approach paper specifically mentions that "the health policy must focus on the special requirements of [the] lesbian, gay, bisexual, and transgendered (LGBT) community" (Planning Commission, 2011). This means, in general, the government seems to be committed to decrease stigma and discrimination faced by transgender women in different spheres of life and from a range of stakeholders.

In the NACO's IBBS study, only two questions focused on stigma and discrimination faced by TGW (NACO, 2016), one on discrimination TGW face from family/friends/neighbours and another in health care settings. In order to develop and scale up effective stigma reduction interventions, it is also crucial to have a robust tool to comprehensively document stigma and discrimination faced by TGW in different settings and by different perpetrators. Such a tool, if periodically administered, could help in tracking the trends in stigma and discrimination against trans women as well as to check whether stigma reduction interventions, when introduced, are working or not (Bharat & Chakrapani, 2014). However, there is yet no comprehensive tool to measure the stigma and discrimination faced by trans women in India, although a brief tool 'transgender identity stigma scale' that focuses on stigma and discrimination from family members, police, and general public has been described to have adequate psychometric properties (Chakrapani et al., 2013).

### Study Objectives

To address this gap in the lack of comprehensive stigma index tool to measure and track stigma and discrimination faced by trans women in India, VHS MSA DIVA commissioned this study that aimed at **development, pilot-testing and validation of a comprehensive 'Trans Stigma Index' to measure stigma and discrimination faced by trans women in various spheres of life and from different stakeholders in diverse settings.**

## 2. METHODS

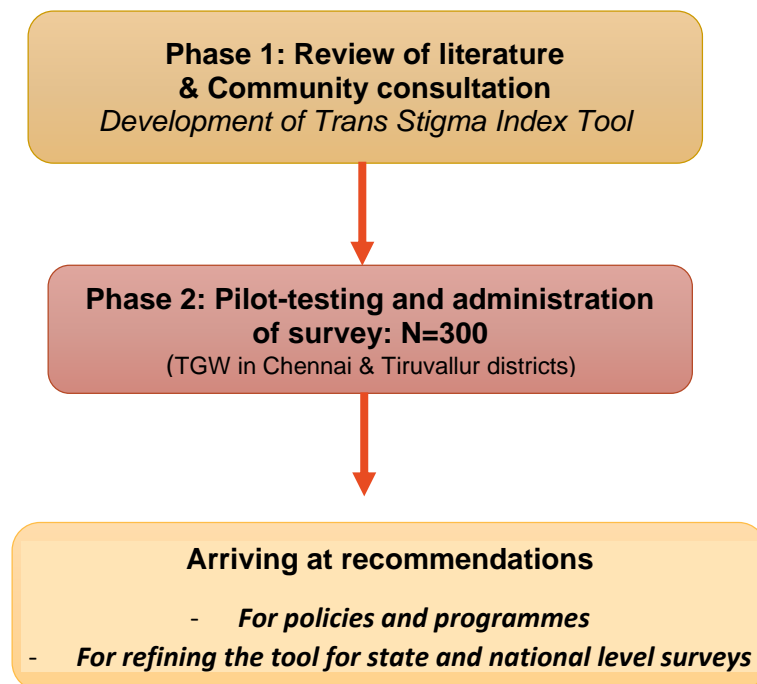
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A mixed methods and participatory approach was followed in development and testing of Trans Stigma Index. This was conducted in two phases.

### Phase 1: Development of Trans Stigma Index' tool

A 'Trans Stigma Index' tool was developed based on desk review of academic and grey literature and tools. The tool was then pilot-tested and refined. In view to get community inputs in fine-tuning/finalizing the stigma index tool, a two-day community-consultation was organized in September 2017 in Chennai. Community participants suggested that the tool can include sections to gather information on: 1) the various forms of discrimination and harassment faced by TGW from police and ruffians; 2) family acceptance/support; and 3) difficulties in updating their preferred gender/name in identity documents (such as voter ID and ration card).

**Diagram 1. Summary of the research process**



### Phase 2: Pilot testing and Administration of Trans Stigma Index Survey

Pilot-testing of the tool was conducted among six persons to check the comprehensibility of the questions and appropriateness of the response options, and to find out whether the time it takes to complete the survey questionnaire is acceptable. After revisions were incorporated from the experiences of pilot-testing, the refined tool was administered among a convenience sample of 300 (200 in Chennai and 100 in Tiruvallur) TGW. Participants were recruited through community-based organisations working in Chennai (*Thozhi*, Chennai) and Tiruvallur (*Vidivelli Thirunangaigal Nala Sangam*, Tiruvallur). Recruitment were done through word-of-mouth. Inclusion criteria included: age 18 years and above, self-identification as transgender women (any trans indigenous identity), and ability to give informed consent.

Peer recruiters employed at the respective study sites invited potential participants to participate in a one-time confidential interview, which took place in a private room at the

community-based agencies or in a mutually convenient place where privacy is ensured. Trained research interviewers administered the survey questionnaire. All participants were compensated (INR 300) for their time and travel. On average, the questionnaire took approximately 30 minutes to administer.

### **Survey measures**

The survey collected information on participant's sociodemographic characteristics, disclosure, experiences of stigma and discrimination in various settings (such as school, workplace, health care institutions, family, police and ruffians), housing, HIV testing, internalized stigma, depression, identity documents and effecting change.

### **Sociodemographics**

Demographics variables included: age, highest level of education completed (e.g., illiterate, completed primary school, high school), main occupation (including sex work), personal monthly income (in Indian rupees), living status, and self-reported gender identity (e.g., transgender, thirunangai, woman).

### **Disclosure**

Three items assessed disclosure of identity to others. Of three items, one assessed outness of one's gender identity to others while the remaining two items were intended to find out whether other people can identify the participants as transgender and how many people were aware of their gender identity at the following settings - *home, workplace, school, health care institution and law enforcement*.

We included one item to determine participants age at various stages of transition – *age at which they first recognized to be “different” in terms of their gender, age at which they first recognized their transgender identity, age at which they began to live part-time or full-time as a transgender person & age at which they first got any kind of gender transition-related services*.

### **Experiences of stigma and discrimination in various settings**

Experiences of stigma and discrimination in various settings such as school, workplace, health care institutions, family, police and ruffians were assessed separately. For settings such as school, workplace, police and ruffians we have asked a set of uniform items for cross-comparison and analysis. We focused on four major forms of harassment – verbal, physical, sexual harassment and forced sex with the time period “ever” or “in the past 12 months”. We have asked one common item at the end of each of the above-mentioned settings. *Example of an item:* In general, would you say that the discrimination you faced was primarily because of your transgender status, presumed or actual sex work status or presumed or actual HIV status?

Health care discrimination was assessed using an 11-item measure. All these measures had dichotomous response categories. We have classified health care settings as government health care facility and private health care facility. We have used same set of measures for both settings. In addition, under health care section we have also asked two items to find out



whether participants have already had any services in relation to any gender transition or want to get accessed to any gender transition related health services in the future.

Family issues was assessed using 7 items. We specifically intended to find out the reactions (both negative and supportive reactions) from their immediately family members (father, mother, brothers and sisters) once they come to know that the participant is a trans person.

### ***Intimate partner violence***

One item assessed the violence faced by trans women from their intimate partners. *Example of item:* In the past one year, have your current male regular partner ever done any one of the following: 1) verbally harassed you; 2) physically harassed you; or 3) sexually harassed you.

### ***Housing***

Participants housing situation was assessed using 3 items. *Example of items:* 1) Have you ever experienced homelessness?; 2) In the past 12 months, have you had any of these housing situations because you are a trans person?; and 3) In general, would you say that the discrimination you faced in renting a house was primarily because of your transgender status, presumed or actual sex work status or presumed or actual HIV status?

### ***HIV testing***

HIV testing section comprises of three items. *Example of items:* 1) When was your last test for HIV?; 2) If you are willing whether you would like to share the result of your last HIV test?; and 3) How long have you been living with HIV?

### ***Internalized stigma***

Internalized stigma (or internalized trans prejudice) was assessed using a 5-item measure adapted from previous published research studies (Herek, 1997). Sample items include statements such as: In the past 12 months, how often did you feel it is best to avoid personal or social involvement with other trans persons?; In the past 12 months, how often did you wish that you weren't a trans person?; In the past 12 months, how often did you feel alienated from yourself because of being trans person?; In the past 12 months, how often did you feel that being trans person is a personal shortcoming for you?; and In the past 12 months, how often did you like to get professional help in order to change your gender identity?. Responses were scored using a four-point Likert scale: (1) Never; (2) Once or twice; (3) A few times; (4) Always.

### ***Depression***

Depression was assessed using a two-item measure with a four-point Likert scale ranging from "Not at all" to "Nearly every day".

### ***Identity documents***

One item explored participants experiences with their IDs and records including updating or changing the documents to reflect their current gender identity.

### ***Effecting change***

Items in this section explored participants' association with other organisations or groups, and type of help/support provided by those organisations to resolve an issue of stigma/discrimination.

## Data analysis

Filled-in structured survey questionnaires was entered into SPSS and data were double-checked and cleaned before data analysis. Univariate analyses (frequency distributions) of demographics, socio economic condition, standard of living etc and other relevant variables were conducted. Bivariate analyses were conducted to examine the association between various forms of discrimination (using Chi-square analysis), and other relevant characteristics. Internal consistency or reliability (Cronbach's alpha) of the subscales to measure stigma and discrimination in different settings or by perpetrator types was calculated using SPSS-21 version.

### Calculation of Mean Index Score for subscales of stigma/discrimination

Throughout this report, index scores are used for the subscales that measured various forms of harassment/violence (e.g., four items - physical, verbal and sexual harassment, and forced sex - in different settings. For easy cross comparisons across the settings and perpetrator types (e.g. police and ruffians), the mean index score was calculated in % as follows.

In general, the index score of a participant on a particular subscale  
 = (Actual raw score of the participant on the scale/Maximum possible raw score on the scale)  
 x 100

For example, the calculation of mean index score for stigma/discrimination (4 items: No=0, Yes=1)) in previous workplace = (Raw score/4) x 100

By the very nature of the above formula, the maximum possible index score becomes 100. This scoring then also takes into account the differences in the number of items or the values given to the response options of the items in the subscale. Thus, the higher the %, the higher the discrimination in that particular setting or by a particular perpetrator, when compared to other settings/perpetrators.

## Quality control

An in-house training workshop was organized for the field research staff (research interviewers and peer recruiters) on the study tool, participant recruitment, data collection, data management and research ethics. Research interviewers were specifically trained to be sensitive to the needs of participants to stop, rest, to skip particular questions or to discontinue their involvement in the study at any time. In relation to data management, detailed instructions were provided to interviewers on cross-checking, labelling, storing and transferring filled-in survey questionnaires. Real-time technical support and supervision was provided to field research team to ensure high quality of the data collection process, and thus obtaining quality data.

## Ethics

The study received ethics approval from the Institutional Review Board of C-SHaRP. Informed consent was obtained from all the participants.

### 3. FINDINGS

For validation of a new survey tool, it is important to conduct a pilot study in a relatively larger sample of participants, and the proposed tool is administered in a proper manner. The process of analysis and the empirical findings themselves will be of use in refining the tool further<sup>1</sup>. Accordingly, first, the empirical findings of the survey are presented. Then, assessment of the survey tool is presented – based on the experiences in conducting analysis, experiences of field research interviewers (from debriefing), and reliability analysis of subscales.

#### **FINDINGS FROM THE SURVEY**

##### **Socio-demographic characteristics**

Table 1. shows the demographic characteristics of the study participants. Participants' mean age was 30.3 (SD 8.4). Forty-one percent had completed high school or higher secondary. Less than one-fifth (19%) had completed a bachelor degree or higher. More than three-fourths (85%) identified as thirunangai or transgender, and the rest as woman. Sixty-four percent reported begging as their main occupation, while 17% reported engaging in sex work. The median monthly income of the participants was INR 8000 (range: INR 2000 to 30000). More than half (52%) were living with their trans friends and 26% were living alone. A clear majority (87%) of participants were living in rented houses; among them, more than half (55%; n=144/261) were living together with other trans friends.

<b>Table 1. Sociodemographic characteristics of TGW survey participants (N=300)</b>	
<b>Variables</b>	<b>n (%)</b>
<b>Age in years</b> ( <i>median-28, range: 18-60</i> )	
< 26 years	107 (35.7)
26 years & above	193 (64.3)
<b>Income in INR*</b> ( <i>median-8000, range-2000 to 30000</i> )	
< 10000	153 (51.0)
10000 & above	132 (44.0)
<b>Education</b>	
> High school	120 (40.0)
High school or higher secondary	122 (40.6)
College degree	58 (19.3)
<b>Occupation</b>	
Unemployed	15 (5.0)
Private company staff	11 (3.7)
Voluntary organisation staff	10 (3.3)
Sex work	51 (17.0)
Self-employed	15 (5.0)
<i>Basti/Begging</i>	193 (64.3)
Others	5 (1.6)

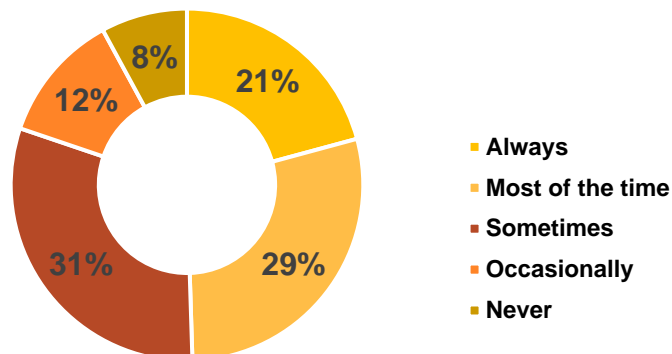
<sup>1</sup> [https://www.ukdataservice.ac.uk/media/262826/discover\\_evaluatingurveyquestionsfactsheet.pdf](https://www.ukdataservice.ac.uk/media/262826/discover_evaluatingurveyquestionsfactsheet.pdf)

<b>Identity</b>	
Thirunangai	246 (82.0)
Transgender (English term)	9 (3.0)
Woman	45 (15.0)
<b>Living status</b>	
Living alone	77 (25.7)
Living with parents	50 (16.7)
Living with male sexual partner	17 (5.7)
Living with peers	156 (52.0)
<b>Currently studying</b>	
No	295 (98.3)
Yes	5 (1.7)
*Numbers may not add up to total due to missing values	

### Being perceived as transgender by others

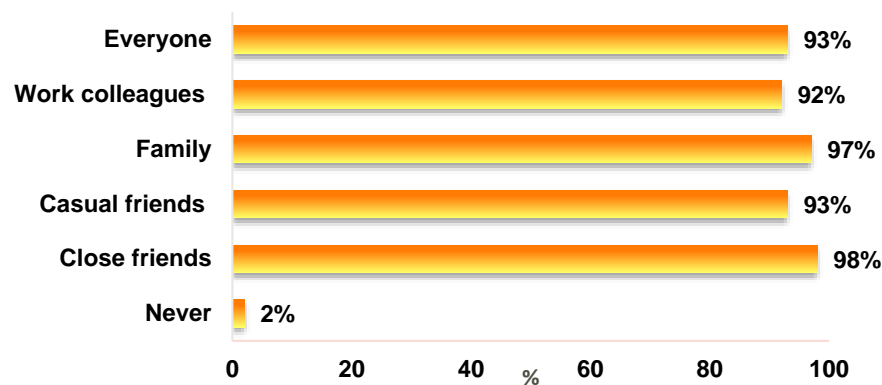
In order to find out whether others can identify them as a transgender without being told the following question was asked (Question: *How often people can I am a transgender person even if I don't tell them?*) using a five-point Likert scale ranging from "Always" to "Never". Ninety-two percent of the participants said that others could able to tell they were transgender based on their actual or perceived gender expression (See Diagram 2).

**Diagram 2. How often people could identify participants as transgender persons even if they do not tell them**



### Outness

Outness was assessed using a single question. Participants were asked how open they are about their gender identity to friends, family members, work colleagues and everyone. A vast majority of trans women were open about their gender identity to others: 1) Close friends (98%); 2) Casual friends (93%); 3) Family members (97%); 4) Work colleagues (92%); and 5) Everyone (93%). Only 2% were out to none (see diagram 3).

**Diagram 3. Outness about being one's gender identity**

### Development of transgender identity

Participants were asked questions related to the development of gender identity. About two-thirds (67%) of trans women recognized that were different in terms of their gender at early adolescence age (10-14 years). Many participants started to identify themselves as transgender either at late adolescence (51%) or early adolescence (40%).

### Transitioning

Transitioning here refers to those participants who started to live as a transgender woman either part-time or full-time. Of total sample, almost all (n=298/300) were currently living full-time as a transgender woman. Among those who had transitioned, half of them transitioned when they were between the ages of 15 and 19.

### Workplace

More than three-fifths (62%) of the participants reported having ever had a job in a formal work setting. Job here refers to working in a government, private or voluntary sector.

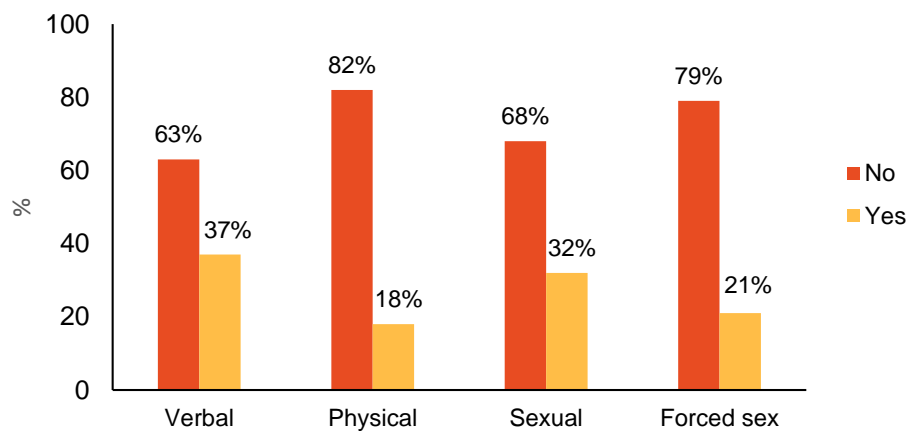
#### Current employment experiences

Of 62% (n=186/300) who reported ever worked, a little more than one-tenth (12%; n=22/186) were currently working. Most participants were currently working in private sector (50%) or voluntary sector (45%). More than three-fourths (77%; n=17/22) of those who were currently working said that they have disclosed their gender identity at workplace. Almost none of the participants reported having experienced any forms of harassment in their current workplace, presumably because the job was given because of their transgender identity (for example, job in non-governmental organisations that work with TGW).

#### Previous employment experiences

Among those who reported having worked previously (88%; n=164/186), a vast majority have: 1) worked in private sector (91%); and 2) disclosed their gender identity at workplace (80%). One-third reported having experienced verbal (37%) or sexual harassment (32%) from their superiors or co-workers at previous workplace (private sector). Similarly, about one-fifth reported having experienced forced sex (21%) or physical harassment (18%) at previous workplace. Nearly half (49%) believed that the harassment that they faced at the previous workplace was because of their transgender identity (see *diagram 4*).

**Diagram 4. Forms of harassment experienced by TGW at previous workplace**

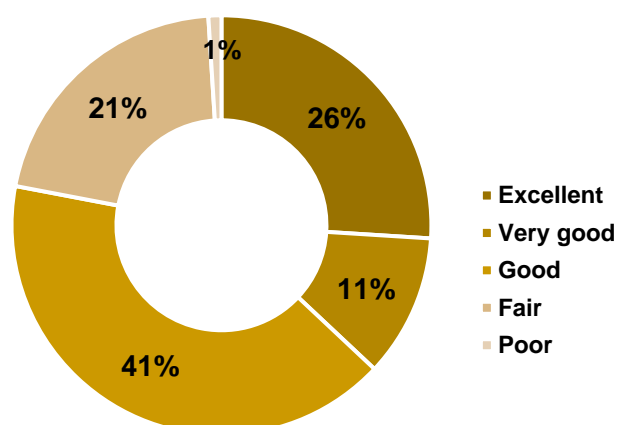


## Health

### Current health status

Participants were asked to rate their current health status on a five-point Likert scale ranging from “Excellent” to “Poor”. A little over one-third reported that their health was “excellent” or “very good”. Forty-one percent said it was “good”. Over one-fifth (22%) said that it was “fair” or “poor”. Family support seems to be positively associated with participants’ health status. A significant proportion (80%) of those who reported excellent or good health were more likely to say that their family was supportive (see *diagram 5*).

**Diagram 5. Current self-reported health status**



### Access to health care services in past 12 months

Of total sample, 93% (n=280/300) reported visiting a health care provider in the past 12 months. Fear of being mistreated prevented some trans women (7%) from accessing health care services in the past 12 months.

### Discrimination in health care facilities

Of 90% (n=251/280) who reported visiting a government health care facility in the past 12 months, 7% reported having experienced some form of harassment from health care providers or other staff. Similarly, of 258 participants (92%) who reported visiting a private health care facility in the past 12 months, less than 5% reported having experienced some form of harassment from health care providers or other staff.

Although discrimination seems to be less in both government and private health care institutions, lack of knowledge about the health needs/issues of trans people seems to be widely prevalent. More than half (56%) of the participants who visited government or private health care institutions said that they taught their health care providers about trans people so that they could get appropriate care.

Lack of knowledge among health care providers about the health needs of trans people might have acted as a barrier in providing competent care to transgender people.

### Gender transition-related health care services

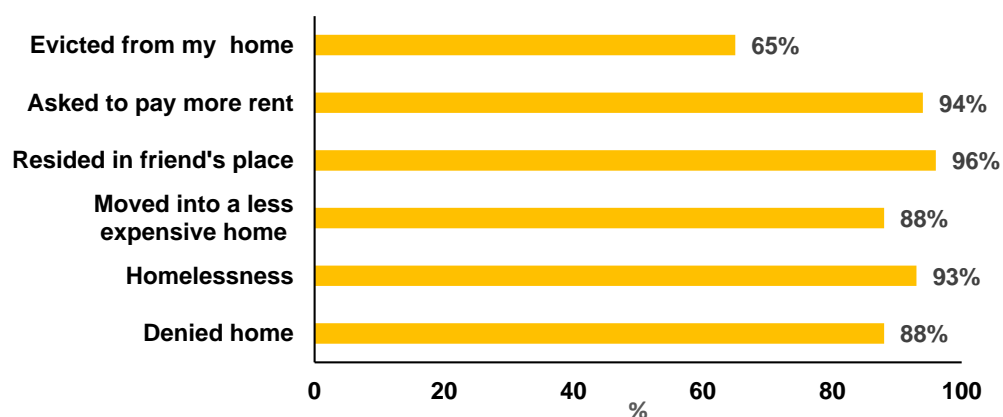
Three-fifths (62%) reported having had sex reassignment surgery while about one-third (31%) wanted to have it someday later. Similarly, about one-fourth (24%) were already on hormonal therapy while twenty-nine percent wish to receive it someday later. Nearly half (44%) reported having undergone vaginoplasty (construction of vagina) while a little over one-third (35%) liked to do so in the near future.

### Housing

Housing seems to be a major issue for many trans women. More than half (51%) of our study participants reported ever experienced homelessness. Many participants reported experiencing one or more of the following housing instability situations in the past 12 months: 1) residing in friends' place for short period (96%); 2) forced to pay higher rent (94%); and 3) experiencing homelessness (93%). Similarly, an equal proportion of participants (88%) reported experiencing the following housing situations such as denial of home or moving into a less expensive home/apartment (see *diagram 6*).

**Diagram 6. Housing situations in the past 12 months**

(Note. Multiple responses so that the total % will not add to 100)



## Family

### Outness

Outness to family was assessed using a single item. Family here refers to immediate family comprising of father, mother, sisters & brothers. Participants were asked whether they were out to all people in their family, most, some or none. Among those who reported having had immediate family members (n=276/300; 92%), ninety percent (n=270/276) said that all their family members were aware of their gender identity. Similarly, among those who reported that were out to all, most or some of their immediate family members, nearly three-fourths (71%) reported that their family members were supportive, while 17% said that their family was unsupportive.

### Consequences of outing

#### *Negative reactions*

Of 270 participants (90%) who reported that their family members were aware of their gender identity, many reported experiencing varied negative reactions from their family members as result of outing their gender identity. Their family members had: 1) ended relationships (39%); 2) excluded them from family activities (30%); 3) prohibited them from wearing clothes matching their gender (29%); 4) perpetrated physical violence (28%); 5) excluded them from social gatherings; 6) evicted them out of the house (16%); and 7) sent them to a counsellor or therapist for behaviour change (12%).

#### *Supportive reactions*

In order to find out the various types of support a trans woman receive from her immediate family members, the following question was asked: “Did any of your immediate family members do any of these things to support you?” Sixty-six percent said that their family members were supportive in some way or other (see table 2), while 33% reported that did not receive any type of support from their family members.

**Table 2. Types of family support**

Supportive family behaviours	% of participants
Told participants that they respect and/or support them	66%
Used their preferred name	45%
Stood up for them with family, friends or others	37%
Used the correct pronouns	36%
Financially helped participants for gender transition	16%
Did research to learn how best to support them	4%
Supported them in other ways	1%

\*Multiple responses so that the total % will not add to 100

### Ever ran away from home

A majority (73%; n=198/270) of those who were out to their immediate family members had run away from their homes at some point of time. Among those who ran away from their homes, about one-third (31%) were between the ages of 7 and 15 years. Nearly three-fifths



(58%) of participants said that the discrimination they faced from their family members was because of their transgender status.

### Intimate partner violence

Two-fifths (40%; n=119/300) reported having had a male regular partner in the past 12 months; among those 119 persons, 11% reported having experienced some form of harassment (verbal harassment-7%; physical harassment – 5%; sexual harassment – 7%) from their male regular partner.

### Discrimination from police and ruffians

#### Ever experienced discrimination from police & ruffians

Overall, more than forty percent of the study participants reported ever experienced discrimination or harassment from police (41%; n=122/300) or ruffians (49%; n=146/300).

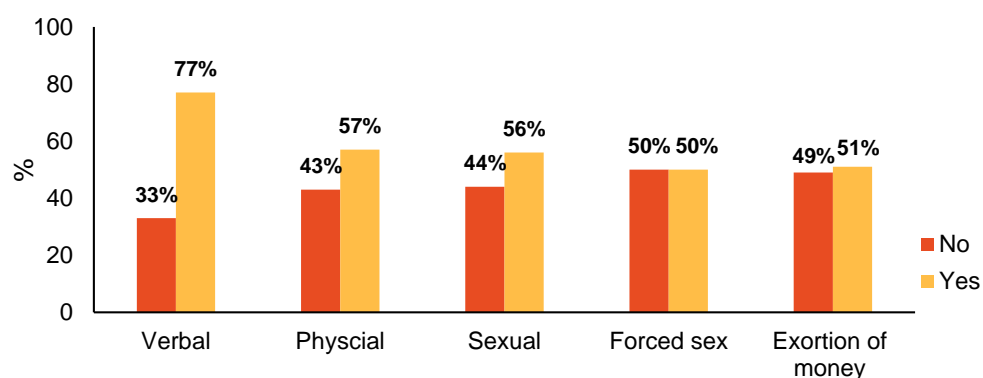
Three-fourths of participant reasoned that the discrimination and violence that they face from police or ruffians is predominantly because of their transgender identity while one-fourth said it was because of their presumed or actual sex work status.

#### Experienced discrimination from police & ruffians in the past 12 months

##### Police

Of 41% (n=122/300) who reported ever experienced some form of discrimination from police, more than three-fourths (77%; n=94/122) experienced verbal harassment in the past 12 months, while fifty percent or more experienced forced sex (50%; n=61/122), extortion of money (51%; n=62/122), sexual harassment (56%; n=68/122), or physical abuse (57%; n=69/122) (see *diagram 7*).

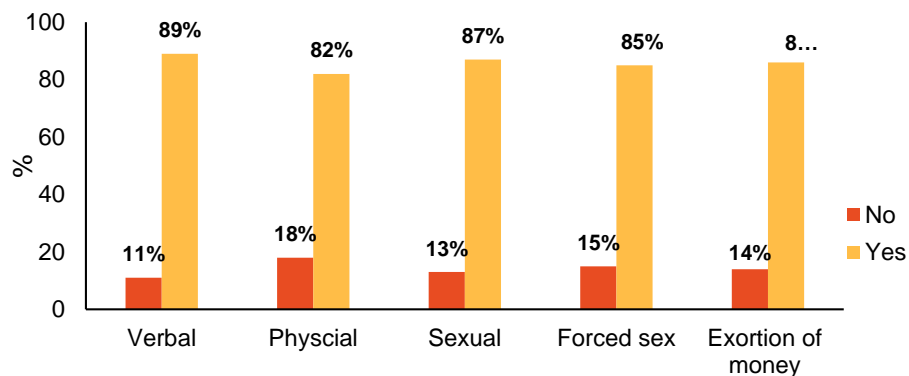
**Diagram 7. Forms of harassment experienced by trans women from police in the past 12 months**



##### Ruffians

Of 49% (n=146/300) who reported having experienced harassment from ruffians, more than four-fifths have experienced verbal (89%; n=130/146), sexual (87%; n=127/146) or physical abuse (82%; n=119/146) in the past 12 months. Similarly, a vast majority reported forced sex (85%; n=124/146) or extortion of money (86%; n=125/146) in the past 12 months (see *Diagram 8*).

**Diagram 8. Forms of harassment experienced by trans women from ruffians in the past 12 months**



### Comparisons of experiences of harassment

Overall, seventy-one percent (n=214/300) reported ever experienced some form of discrimination or harassment from different persons in varied settings. Further details on the comparison of the discrimination levels by urban and rural sites are summarised in Table 4 and elaborated in Box 1.

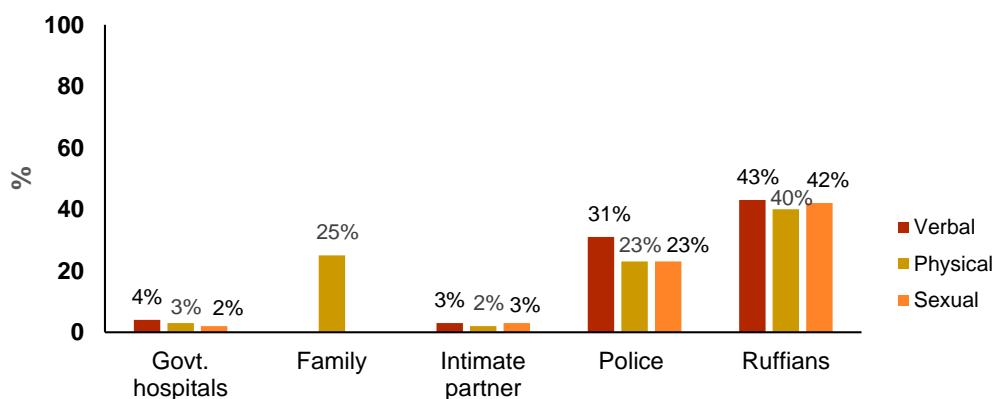
### Experiences of discrimination in varied settings in the past 12 months

We conducted a comparative analysis across settings to find out the severity of harassment. For analysis purposes, the denominator in the given below diagram (see *diagram 9*) was revised in view to reflect the total sample (n=300).

When compared with others, both ruffians and police alone contributed to 23% to 43% of violence against trans women. Forty percent or more reported having experienced one or more forms of harassment from ruffians (Verbal-43%; Physical-40%; and Sexual-42%). The second major perpetrator of harassment against trans women were police (Verbal-31%; Physical-23%; and Sexual-23%).

Similarly, one-fourth of participants reported having experienced physical harassment from their family members. Less than five percent reported having experienced verbal, physical or sexual harassment from hospitals or from their male regular partners.

**Diagram 9. Forms of harassment experienced by trans women in varied settings in past 12 months**



In addition to sexual harassment, we asked a question on forced sex experience in varied settings. About half (48%) of the participants reported having experienced forced sex at some point in their lifetime.

<b>Table 3. Prevalence of various forms of stigma and discrimination by settings and perpetrators, stratified by urban and rural study sites</b>				
<b>Setting/Perpetrators</b>	<b>Total N (%)</b>	<b>Urban n (%)</b>	<b>Rural n (%)</b>	<b>p value<sup>a</sup></b>
<b>Police</b>				
Any kind of discrimination	122/300 (40.7)	93/200 (46.5)	29/100 (29)	< .01
Verbal abuse	94/122 (77.0)	68 (72.3)	26 (27.7)	.07
Physical abuse	69/122 (56.5)	55 (79.7)	14 (20.3)	.39
Sexual abuse	68/122 (55.7)	49 (72.1)	19 (27.9)	.28
Forced sex	61/122 (50.0)	52 (85.2)	9 (14.8)	.03
<b>Ruffians</b>				
Any kind of discrimination	146/300 (48.7)	120/200 (60.0)	26/100 (26)	< .001
Verbal abuse	130/146 (89.0)	104 (80.0)	26 (20.0)	.07
Physical abuse	119/146 (81.5)	93 (78.2)	26 (21.8)	< .01
Sexual abuse	127/146 (86.9)	101 (79.5)	26 (20.5)	.02
Forced sex	124/146 (84.9)	99 (79.8)	25 (20.2)	.12
<b>Intimate partner violence</b>				
Any kind of discrimination	13/119 (10.9)	11/77 (14.3)	2/42 (4.8)	.11
Verbal abuse	8/119 (6.7)	6 (75.0)	2 (25.0)	.71
Physical abuse	6/119 (5.0)	5 (83.3)	1 (16.7)	.42
Forced sex	8/199 (6.7)	7 (87.5)	1 (12.5)	.25
<b>Previous Workplace</b>				
Any kind of discrimination	89/164 (54.3)	75/113 (66.3)	14/51 (27.4)	< .001
Verbal abuse	61/164 (37.1)	53 (86.9)	8 (13.1)	< .001
Physical abuse	29/164 (17.6)	27 (93.1)	2 (6.9)	< .01
Sexual abuse	53/164 (32.3)	46 (86.8)	7 (13.2)	< .01
Forced sex	34/164 (20.7)	31 (91.2)	3 (8.8)	< .01
<b>Public hospitals</b>				
Any kind of discrimination	21/251 (8.4)	16/164 (9.8)	5/87 (5.7)	.24
Verbal abuse	15/251 (5.9)	12 (80.0)	3 (20.0)	.27
Physical abuse	10/251 (3.9)	7 (70.0)	3 (30.0)	.72
Sexual abuse	6/251 (2.3)	5 (83.3)	1 (16.7)	.66
<b>Private hospitals</b>				
Any kind of discrimination	8/258 (3.1)	6/172 (3.5)	2/86 (2.4)	.63
Verbal abuse	5/258 (1.9)	4 (80.0)	1 (20.0)	.66
Physical abuse	4/258 (1.5)	2 (50.0)	2 (50.0)	.60
Sexual abuse	2/258 (0.7)	2 (100)	0 (0.0)	.55
<sup>a</sup> Chi-square test or Z-test for comparison of proportions Note. Urban site – Chennai, Rural site – Tiruvallur.				

### **Box 1. Comparison of the levels of discrimination in urban and rural sites**

In general, TGW continue to face stigma and discrimination across different settings and by different perpetrators both in urban and rural areas.

As shown in Table 3, across the settings or perpetrators, the prevalence of having experienced any kind of discrimination was highest in the previous workplace (54.3%), followed by discrimination/violence from ruffians (48.7%) and police (40.7%). The prevalences of any kind of discrimination in these three settings/type of perpetrators were higher among those TGW in the urban area when compared those in the rural area. The prevalence of any kind of discrimination from intimate male partners was 10.9% and within the public health and private health facilities were 8.4% and 3.1%, respectively—with no statistically significant differences between TGW from urban and rural areas.

A high prevalence of discrimination/violence faced from police was observed despite several advocacy workshops that had been conducted with police staff across Tamil Nadu - a few years ago. This high prevalence could possibly due to the rapid turnover of the police who are placed in beat areas frequented by TGW, and more importantly the continued essential criminalisation of sex work (note that it is widely documented that a significant proportion of TGW has been shown to engage in sex work). As ruffians are not seen as a legitimate target group for advocacy/sensitisation, so far no initiative seems to have been taken to reduce the violence faced by TGW from local ruffians who may target TGW to extort money and also force them to have sex with them. In fact, forced sex was reported highest from ruffians, followed by police, and other studies too have documented violence faced by TGW from ruffians and police (Prabhugate et al., 2014; PUCL-K, 2003; Shaw et al., 2012).

When compared to the situation in health care settings a decade ago (Chakrapani et al., 2004), the discrimination in the health care settings seems to have reduced. The prevalence of discrimination within the public and private health care settings (3.1% to 8.4%) reported in this study is lower than the 37.6% prevalence of discrimination (in healthcare settings) reported in NACO's IBBs study (NACO, 2016). This low prevalence could be attributed to sensitisation of the health care providers by networks of community groups across the State and also to the increased understanding about transgender community among both general public and health care providers especially after the formation of transgender welfare board in 2008 (Chakrapani 2012). Intimate partner violence is often not revealed by TGW and thus not addressed by health care providers and counsellors. However, the high prevalence of violence from intimate male partner highlights the need for governmental and non-governmental health care providers to focus on this issue.

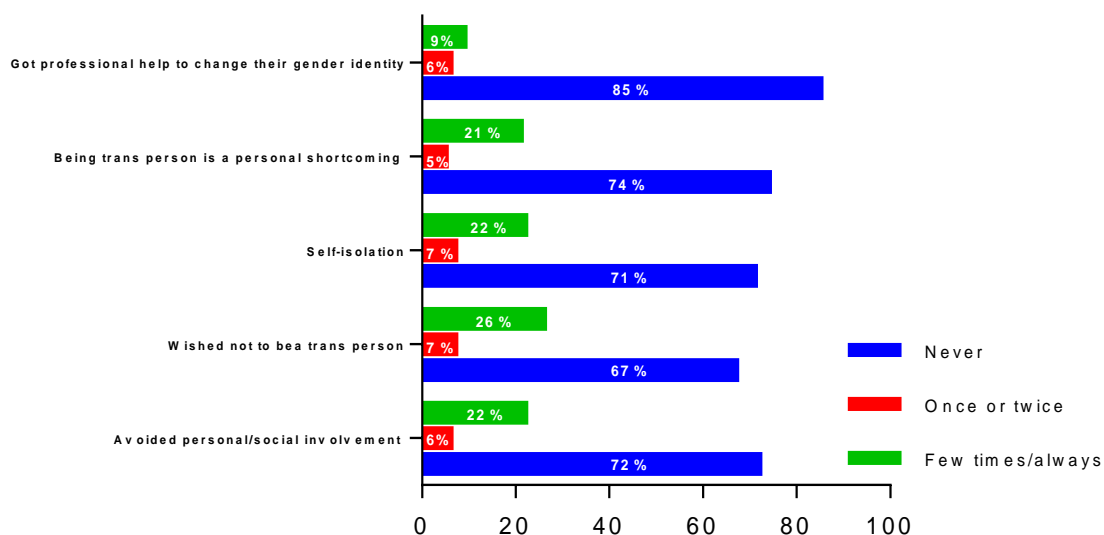
## HIV testing

Ninety-three percent of our study sample were tested for HIV. Among those who reported having undergone HIV testing, less than five percent (4%) self-reported as HIV-positive.

## Internalized stigma

Internalized stigma (internalized transprejudice) was assessed using a five-item standardised scale from previously published research studies. Overall, one-third (33%) wished that should not be a trans person, twenty-nine percent felt isolated from themselves, twenty-eight percent avoided personal/social involvement with other trans person, twenty-six percent felt that being trans person was a personal shortcoming for them, and fifteen percent sought some professional help in order to change their gender *identity* (See Diagram 10).

**Diagram 10. Internalized stigma**



## Depression

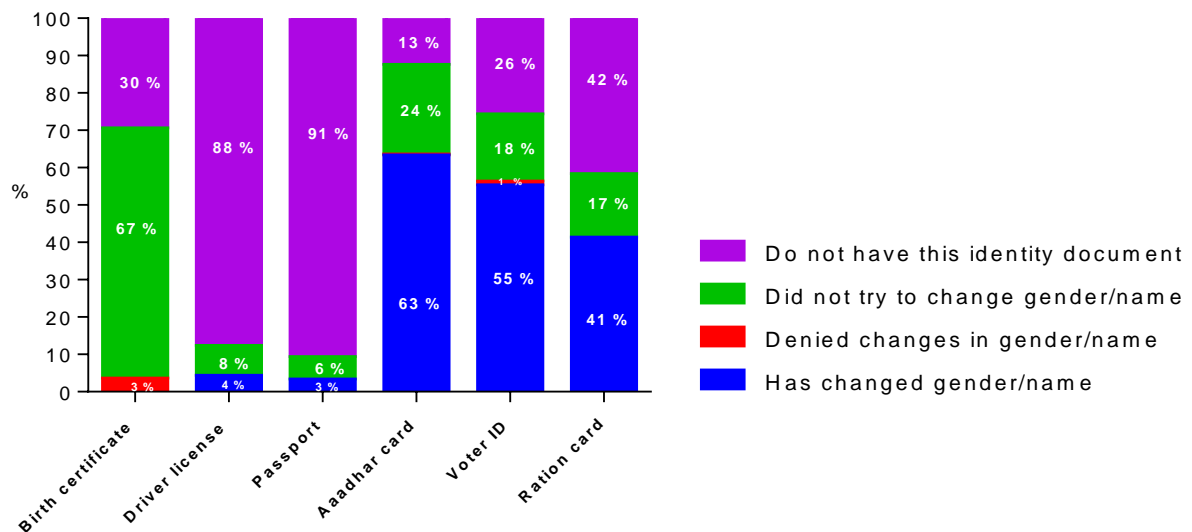
Two items assessed the depression symptoms exhibited by the study participants in the past 2 weeks. Of total sample, more than fifty percent (56%) reported experiencing one or more form of depression symptoms. A little over half (53%) reported feeling disappointed or depressed, while fifty-one percent reported getting little or no pleasure from things they used to enjoy.

Chi-square tests showed that TGW were more likely to be depressed if they had reported ever experienced homelessness ( $\chi^2 (1) = 16.23, p < 0.001$ ); ever experienced forced sex ( $\chi^2 (1) = 4.74, p = .03$ ); and ever experienced any form of discrimination ( $\chi^2 (1) = 4.40, p = .04$ ).

## Identity documents

Overall, fifty-five percent or more reported that either voter ID (55%) or Aadhar card (63%) had the gender they preferred. Similarly, 41% reported having ration cards with their preferred gender (See Diagram 11).

Diagram 11. Experiences in updating gender on identity documents



### Effecting change

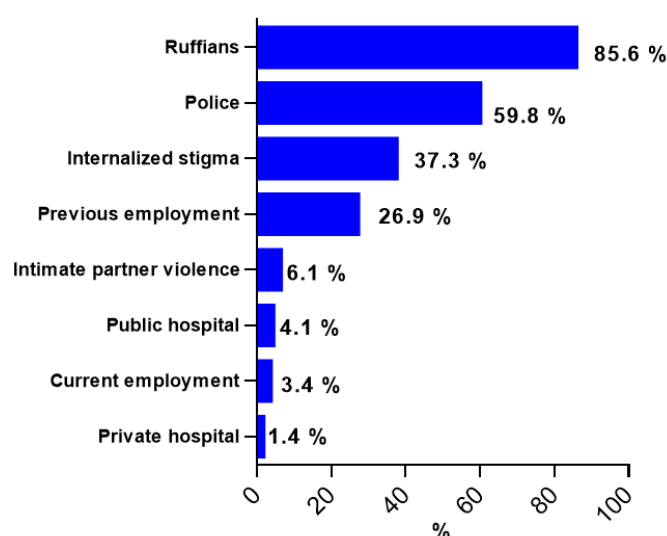
More than three-fourths (86%) of participants were currently a member in a community-based organisation (CBO) working among trans women. Of total sample, 39% were aware of some organisation or group from where they can get help if they experience stigma or discrimination. When asked which kinds of organization they know, almost all said that they were aware of some CBOs (100%) working among trans women while 47% said that they know some NGOs working for trans women.

### Mean index scores of subscales

The mean index scores, as explained in the Methods section, were used to measure relative severity of stigma/discrimination in different settings or by different perpetrators. It is expressed in percentage. (*Note that this % does not refer to the prevalence of this discrimination in this sample.*)

The mean index scores are summarised in Diagram 12. The topmost mean index score was for discrimination experiences faced from ruffians (85.6%) followed by police (59.8%), and the lowest mean index score was for discrimination experiences TGW faced in private hospitals (1.4%). The mean index score for internalised stigma (37%) was higher than that for the discrimination experiences in previous workplace (26.9%). Box 2 compares the mean index scores of TGW in urban and rural sites.

**Diagram 12. Summary of mean index scores (in %) that denote the relative severity of discrimination experiences in different settings and by different perpetrators**



### Box 2. Comparison of relative severity of discrimination by mean index scores

The mean index scores (expressed in percentages) show the relative severity of discrimination/violence faced by TGW in different settings or from different perpetrators. The higher the percentage, the higher the severity in relation to other settings/perpetrators. Thus, TGW faced severe discrimination/violence from ruffians (85.6%), followed by police (59.8%), and previous workplace (26.9%). The relative severity of discrimination faced from intimate partner was lower (6.1%), and minimal in public and private health care settings (4.1% and 1.4%), respectively. We are not aware of other studies from India that have reported similar index scores, except one study that reported index scores in relation to the attitudes among TGW towards people living with HIV (Chakrapani & Bharat, 2014).

As shown in Table 4, the severity of discrimination/violence faced by TGW in the urban area was higher than that faced by TGW in the rural area, across the type of perpetrators or settings (except private hospitals).

**Table 4. Mean index scores (in %) of various forms of discrimination in different settings and by different types of perpetrators, stratified by urban and rural sites**

Setting/Perpetrators	Total Mean in % (SD)	Urban Mean in % (SD)	Rural Mean in % (SD)	<i>p</i> value <sup>a</sup>
Police	59.8 (33.9)	60.2 (35.5)	58.6 (28.5)	.02
Ruffians	85.6 (30.3)	82.7 (32.6)	99.0 (4.9)	< .001
Intimate partner violence	6.1 (20.3)	7.7 (22.2)	3.1 (16.1)	.02
Previous Workplace	26.9 (32.2)	34.7 (34.1)	9.8 (18.7)	< .001
Public hospitals	4.1 (15.0)	4.8 (16.6)	2.6 (11.6)	.03
Private hospitals	1.4 (8.4)	1.5 (8.69)	1.1 (7.99)	.49

<sup>a</sup> independent samples *t*-test

Note. Urban site – Chennai, Rural site – Tiruvallur.

## **VALIDATION OF THE SURVEY QUESTIONNAIRE: BASED ON SURVEY RESPONSES AND RELIABILITY MEASURES**

The intention of this pilot study is to develop and validate a stigma and discrimination survey tool to measure various forms of stigma and discrimination faced by transgender women (TGW) in different settings.

Currently, there is no tool to measure and detect the trends in stigma and discrimination faced by TGW in India. As a first step, we developed and pilot tested a stigma and discrimination tool among TGW in Chennai and Tiruvallur. This tool was developed based on desk review of academic and grey literature, and similar tools administered among TGW in other countries. The tool was then pilot tested and refined based on inputs from community members. Using the refined tool, a survey was conducted among 300 TGW (200 in Chennai and 100 in Tiruvallur) in Tamil Nadu.

Here, we discuss in detail about each section of the survey questionnaire and provide recommendations based on our experiences to further sharpen the tool – which is the main aim of this study.

### **Survey Questionnaire: Assessment of questions and response options**

The survey questionnaire comprises of nine major sections, with many subsections. One major concern that emerged during the consultation with TGW community was keeping the length of the questionnaire to an appropriate level – not to place too much burden (both cognitive burden and burden related to taking more of their time). However, during pilot-testing we observed that not all sections were applicable to everyone and on an average it took about 30 minutes to administer the survey questionnaire.

#### **Screening Question**

Based on the desk review, we included the following screening question to ensure that the correct population is being selected for the survey: “Do you consider yourself to be a transgender (or equivalent terms in Tamil like Thirunangai) in any way?”. Anyone who responds ‘no’ to this question were excluded from the survey. However, none of our study participants said ‘no’ to this question, as the recruitment was through CBOs that work with TGW. Since our study was among those who self-identify themselves as TGW (of any indigenous identity like Thirunangai) excluding other identities is of utmost importance. We found this screening question to be useful and would recommend this screening strategy even if recruitment is through CBOs.

#### **Background characteristics**

Participants background characteristics were assessed using a 9-item measure – age, education, occupation, monthly income, current living arrangement, sharing of living space, nativity, current primary identity and frequency of alcohol use.

The mean age of participants in this study was 30.3 (range: 18-60). Forty-one percent of our study participants were more than 30 years older. This means that we could not get adequate subsample for answering questions related to current/recent discrimination experiences in schools/colleges as most participants were not currently studying. Thus, if we intend to explore discrimination experiences among those who have recently completed school/college



education, then an adequate proportion of the sample should include the age group of 18 – 25 years (or even less – depending on meeting the ethical norms) or else we would not have sufficient subsample for analyzing data for a particular section of the stigma index (in this case, discrimination experiences in recent school/college education).

We asked participants about their monthly personal income and not the family income. We found that it was a good strategy to ask one's personal income, as many participants were not living with their family/partners, and testing the associations between personal income and certain other variables (e.g., education, occupation) will then be meaningful.

To find out participants' present living arrangement, we specifically asked two questions: one focusing on whether they live in own house/apartment or rented house/apartment; and the other was whether someone else is sharing their living space. A majority of our study participants reported living in rented house/apartment along with other trans friends, which can thus be included as part of the structured response options.

We now recommend inclusion of questions on sexual risk and alcohol use. In our pilot survey we did not ask questions in relation to participants' sexual behaviour as several studies have documented sexual risk and the members in the community consultation suggested not to include sexual behavior questions. However, now we think that it might be better to have a very brief section (even only a couple of questions to assess condom use and alcohol use). This is because stigma/discrimination experiences have been shown to increase one's sexual risk, and the same is true with alcohol use (as alcohol use before sex can lead to unprotected sex, and discrimination experiences can lead to depression and alcohol use).

### **Disclosure**

In the section on disclosure of one's gender identity to others, 3 questions were asked: the first question was intended to find out whether other people can able to identify them as transgender based on their appearance, the second one assessed outness of one's gender identity to others, and the third one intended to find out how many people in different settings (home, workplace, school, health care institution, and law enforcement) were aware of their gender identity.

We found that the third question ("How many people know you are a transgender person in each of the following settings?") did not seem to add any particular value, and can be removed. We recommend retaining the first and second question.

The fourth question was regarding certain milestones: *age when they first recognized they were different in terms of their gender; age when they first recognized their transgender identity; age they began to live full-time or part-time as a transgender person; and age when they first got any kind of gender transition-related services.* We found this question to be of utmost importance for cross-comparison with variables on family acceptance, occupation, housing situation and discrimination. For example, those who began to live part-time or full-time as a transgender person at early ages might have faced family rejection and left home, affecting one's education. As the fourth question is not directly related to disclosure, it can be included under the background characteristics section.

### ***Experiences of stigma and discrimination in various settings***

We assessed TGW's experiences of various forms of stigma and discrimination in the following settings: Education, Workplace, Health care, Housing, Family, Intimate Partner Violence (IPV), Police and Ruffians. We tried asking a set of standard items across each of these settings for meaningful comparisons.

For settings such as educational institution and workplace, and violence from regular male partner, police and ruffians, we predominantly focused on three types of harassment (*verbal, physical and sexual harassment*) with two different timeframes – “ever” and “in the past 12 months”. In addition, we asked a question on the experience of forced sex in the past 12 months. In the pilot survey, although a brief explanation of the difference between the two were provided (‘sexual harassment’ as not including forced sex), in hindsight, now we think it would be more appropriate to briefly define how these terms are used in the survey. That will also help in comparing findings on these two items with other studies. Based on the current usage, we suggest, for example, **sexual harassment** to refer to unwelcome sexual advances, requests for sexual favours, and other forms of verbal or physical harassment of a sexual nature; and **forced sex** to refer to when someone forced the participants to have sex with them.

#### ***Education***

We assessed the discrimination experiences of TGW who were currently studying (See Table 3 for the list of questions in relation to education). Because a vast majority (98%) of our study participants were not currently studying, we did not get responses for these particular set of questions (although it highlights the lack of access to college education among trans people). Thus, we only reported the percentage of those who were currently studying under socio-demographic characteristics, but it would not be meaningful to provide a percentage of the different types of discrimination they faced in educational institutions given that this is a small subsample. In the future, for documenting experiences of trans youth in schools/colleges, we recommend two subsections – one exploring the discrimination experiences of those who were currently studying, and the other focusing on previous schooling/college experiences.

#### ***Workplace***

We assessed current and previous employment experiences of the study participants. Only those participants who reported having ever worked in a government, private or voluntary sector were assessed.

As most TGW were not employed, only a minor proportion reported being currently working in formal settings. This resulted in a small subgroup of currently employed TGW which did not give a complete picture of the range of discrimination experiences in the workplace. This problem may be solved in the future by conducting large-scale surveys with adequate sample size for making meaningful comparisons within survey subgroups. One can also think of employing quota sampling to achieve a pre-determined sample size of say, TGW who are currently studying or employed.

Although many participants reported prior work experience in formal settings, we focused on asking questions in relation to discrimination experiences in the last workplace. By doing so, we obviously capture the recent information, which will be especially useful when we track the

trends in discrimination experiences in different settings. Further, as many TGW reported begging or sex work as their main occupation, in the future, questions that explore sex-work related stigma could also be included, which can help assessing intersecting or intersectional stigma.

Questions on disclosure of one's gender identity at both current and previous workplaces were included. Similarly, one question also intended to capture information on both negative and positive experiences TGW have encountered from their superiors or co-workers at current workplace. These questions were found to be useful and need to be retained.

### *Health care institutions*

We asked a set of discrimination experience questions separately for government health care facility and private health care facility, and questions that assessed the quality of services offered to TGW who reported visiting these facilities in the past 12 months. The response items assessed both positive and negative experiences TGW encountered when they visited these settings. Furthermore, we asked two questions to capture information on various gender transition-related services (such as breast augmentation, sex reassignment surgery, vaginoplasty and hormonal therapy) accessed by TGW. We differentiated between participants who had taken hormones with prescription (under doctor's supervision) or without a prescription (self-medication). The responses percentages to this gender transition services can then highlight the lack of access of such services in public hospitals, a kind of structural discrimination.

In this section, in addition to the key questions on harassment that are common in other settings and by certain actors, a unique set of additional questions were also included to assess refusal of health-related services based on one's gender identity or expression, and lack of acknowledge among health care providers on the health needs/issues of TGW. Although the responses revealed the discrimination to be lower in health care settings, lack of knowledge about the health needs/issues of trans people seems to be widely prevalent. More than half (56%) of the participants who had visited government or private health care institutions said that they taught their health care providers about trans people so that they could get appropriate care.

Considering the usefulness of these questions, all of them can be retained in the future surveys as well. We would recommend including whether the participants have experienced particular type of behavior from different staff in health care settings, at least in a subset of survey sample, as the current items focused primarily on the behavior of doctors/nurses. Structural issues such as in which gender trans people are registered as an outpatient and in which inpatient ward they are admitted also could be asked – at least in a subsample of a future large-scale survey.

### *Housing*

Due to lack of family support/acceptance many TGW run away from their homes at early ages. In this pilot study, three-fourths of those TGW who were out to their immediate family members had run away from their homes at some point of time.

Two items assessed housing situation of TGW: one explored whether participants had ever experienced homelessness while the second assessed experiences of any housing instability

situations in the past 12 months. Only those participants who reported having ever experienced homelessness were asked a follow-up question on current housing situation. The response options seem to be adequate to capture the range of housing situations of TGW.

### *Family*

We have categorized family as immediate family (comprising of mother, father, sisters and brothers) and extended family (aunts, uncles, cousins, etc.). However, most of our questions were directed towards immediate family members. Under family support, the following questions were asked: 1) Outness to immediate and extended family members; and 2) consequences of having one's gender identity known to their family members (here we assessed both negative and supportive reactions from immediate family members).

In the pilot study, based on the suggestions of the TGW community, we did not include sexual harassment or forced sex by immediate family members as those questions were felt to be too sensitive. However, at least such experiences with extended family members could be asked as well in future surveys. Then comparisons of the prevalence of such experiences within family and other settings can be made.

### *Intimate partner violence*

Intimate partner violence with male regular partner was assessed using a single-item with multiple choices. In this pilot study, among those who reported having had a current male regular partner eleven percent reported having experienced some form of harassment from their male regular partner. The types of harassment can be elaborated further. This question would be especially useful for large scale multi-site studies wherein we could get adequate sample size for cross-comparisons.

### *Discrimination from police and ruffians*

Although other sections were based on settings (educational institution, workplace), based on the inputs from TGW in community consultation, two subsections that specifically examined discrimination/violence from police and ruffians were included. Similar to other settings, a set of questions was asked to find out the prevalence of various forms of harassment (verbal, physical and sexual) including forced sex in the past 12 months. Additionally, we included one question to find out whether TGW were blackmailed for money by police or ruffians.

More than forty percent of our study participants reported having experienced some form of harassment from police or ruffians. We recommend that any future studies that intend to assess stigma and discrimination faced by TGWs should definitely include sections on discrimination experienced from police and ruffians, and compare such differences in relation to engagement in sex work (as police harassment may be higher for TGW who engage in sex work).

### ***HIV testing***

We assessed the HIV testing behavior of TGW using 3 items: one assessed the timeframe of the last HIV test, the other one was on self-reported last HIV test result, and the final one was for only those participants who self-reported as HIV-positive. In this pilot survey, among those who reported having had an HIV test, four percent self-reported as HIV-positive. It is possible that participants might have underreported their HIV positive status or they may not be aware of their HIV positive status as the prevalence in Chennai, according to the recent NACO

survey<sup>2</sup>, the HIV prevalence in Chennai is 8.2% (However, note that IBBS data is not based on self-reporting, but on anonymous HIV test result). This also indicates the need to consider possible inclusion of a brief section to capture information on HIV-related stigma (especially among HIV-positive TGW) and internalized HIV stigma (among HIV-positive TGW). These subsections could at least be included in future large-scale studies among TGW.

### ***Internalized transprejudice (self-stigma related to trans identity)***

Internalized transprejudice was assessed using a 5-item measure adapted from previous published research studies (Herek, 1997). Sample items include statements such as: In the past 12 months, how often did you feel it is best to avoid personal or social involvement with other trans persons?; In the past 12 months, how often did you wish that you weren't a trans person?; In the past 12 months, how often did you feel alienated from yourself because of being trans person?. Responses were scored using a four-point Likert scale: (1) Never; (2) Once or twice; (3) A few times; (4) Always. These items were found to be useful, with good reliability (Cronbach's alpha = .75).

### ***Depression***

Depression was assessed using a two-item measure (PHQ2) using a four-point Likert scale ranging from "Not at all" to "Nearly every day". Bivariate analysis has shown significant association between depression and other variables (homelessness, forced sex and discrimination). As depression could be an outcome of stigma and discrimination, we recommend future research studies to include assessment of the prevalence of depression among TGW. Large-scale studies among a subsample can employ more detailed screening tools (e.g., PHQ9), at least among a subsample.

### ***Identity documents***

One item explored participants experiences with their IDs and records including updating or changing the documents to reflect their current gender identity. This particular item may be of interest to researchers to find out whether TGW could able to update their names on these IDs or records. However in the pilot study the way the questions were organized could have been better. We felt that the apparently single question can be further broken down into sub-items as listed below:

*Question-1: Do you currently have access to any of these following documents or records?*

*Response categories: Birth certificate, Driver license, Passport, Aadhar card, Voter ID, Ration card*

*Question-2: Do these documents or records reflect your current gender identity?*

*Response categories: Birth certificate, Driver license, Passport, Aadhar card, Voter ID, Ration card [If no to question-2, then ask the next question]*

*Question-3: Do you wish to change the documents or records to reflect your current gender identity?*

*Response categories: Birth certificate, Driver license, Passport, Aadhar card, Voter ID, Ration card*

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<sup>2</sup> NACO. (2016). *National IBBS 2014-15: Hijras/Transgender people*. New Delhi: National AIDS Control Organization (NACO).

***Effecting change***

Items in this section predominantly focused on exploring participants' association with other organisations or groups, and type of help/support provided by those organisations to resolve an issue of stigma/discrimination. These measures will be useful to those who intend to explore the support mechanism or various type of support that a TGW receive from other CBOs or NGOs working among TGW. Also, questions that document how the participants actively fought against any stigma and discrimination experiences (of their own or other TGW) can be considered as well; otherwise TGW will just be seen as victims and not capable of exercising their agency.

**Capturing the effect of multiple stigmas:**

TGW face several stigmas – for example, stigmas related to their transgender status, engagement in sex work, and perceived or actual HIV status. We asked one uniform question at the end of each section across all settings to understand participant's perspective on what they feel or think about the reasons for experiencing discrimination in those settings: "In general, would you say that the discrimination you faced in [this setting or by this person (e.g., police)] was primarily because of your [gender identity, sex work involvement, perceived/actual HIV status]? We recommend this question be asked for each section, and also an overall question of the same nature.

### Reliabilities (Cronbach's alpha)

Table 3 summarises the items (specific items that measured stigma/discrimination in different settings or by different perpetrators) used in subscales and their reliabilities. In general, most of the subscales in the questionnaire had adequate reliability, with Cronbach's alpha of  $> .70$ . Subscales measuring discrimination experiences with ruffians and intimate male partner had higher reliabilities (.88 and .79, respectively), and those that measured discrimination experiences in health care settings had lower reliabilities (government institution = .63, private = .58).

**Table 5. Reliability (Internal consistency) of key subscales to assess the various forms of stigma and discrimination experienced by TGW in various settings**

Settings	List of items used in the subscale from this section	Reliability (Cronbach's alpha - $\alpha$ )
<i>Education</i> <sup>3</sup>	<ul style="list-style-type: none"> <li>- In the past 12 months, were you verbally harassed at college or school because people thought or knew you were a trans person? If yes, by whom?</li> <li>- In the past 12 months, were you physically harassed at college or school because people thought or knew you were a trans person? If yes, by whom?</li> <li>- In the past 12 months, were you sexually harassed at college or school because people thought or knew you were a trans person? If yes, by whom?</li> <li>- In the past 12 months, have you been forced to have sex? If yes, by whom?</li> </ul>	Cronbach's alpha is not reported here, because of the small subsample size for those who reported that they were currently studying.
<i>Workplace</i>	<p><b>Previous workplace experiences:</b></p> <ul style="list-style-type: none"> <li>- Have you ever experienced verbal harassment at your last work place because of your gender expression or gender identity?</li> <li>- Have you ever experienced physical harassment at your last work place because of your gender expression or gender identity?</li> <li>- Have you ever experienced sexual harassment at your last work place because of your gender expression or gender identity?</li> <li>- Have you ever experienced forced sex at your last work place?</li> </ul>	$\alpha = .72$
<i>Health care institutions</i>	<p>[Note. The same set of questions was asked separately for TGW's experiences in public and private hospitals]</p> <ul style="list-style-type: none"> <li>- A doctor or other health care provider was physically rough or abusive when treating me</li> <li>- I was verbally harassed in a health care setting (such as a hospital/clinic) by non-HCPs</li> <li>- I experienced unwanted sexual contact (such as fondling) in a health care setting (such as a hospital/clinic)</li> </ul>	<p>For government institutions, <math>\alpha = .63</math></p> <p>For private institutions, <math>\alpha = .51</math></p>

<sup>3</sup> As discussed earlier, in future surveys, education section needs to have two subsections to capture both current and previous experiences in educational institutions.

<i>Intimate partner violence</i>	<ul style="list-style-type: none"> <li>- In the past one year, have your current male regular partner ever done any one of the following: (<i>Response items</i>: Verbal harassment, Physical harassment, Forced sex)</li> </ul>	$\alpha = .79$
<i>Police</i>	<ul style="list-style-type: none"> <li>- In the past 12 months, have you been sexually harassed by police because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you been verbally abused by police because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you been physically abused by police because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you experienced forced sex?</li> </ul>	$\alpha = .66$
<i>Ruffians</i>	<ul style="list-style-type: none"> <li>- In the past 12 months, have you been sexually harassed by ruffians because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you been verbally abused by ruffians because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you been physically abused by ruffians because of your gender expression or gender identity?</li> <li>- In the past 12 months, have you experienced forced sex?</li> </ul>	$\alpha = .88$
<i>Internalized transprejudice</i>	<ul style="list-style-type: none"> <li>- In the past 12 months, how often did you feel it is best to avoid personal or social involvement with other trans persons?</li> <li>- In the past 12 months, how often did you wish that you weren't a trans person?</li> <li>- In the past 12 months, how often did you feel alienated from yourself because of being trans person?</li> <li>- In the past 12 months, how often did you feel that being trans person is a personal shortcoming for you?</li> <li>- In the past 12 months, how often did you like to get professional help in order to change your gender identity?</li> </ul>	$\alpha = .75$



## 4. RECOMMENDATIONS

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### **Overall use of this tool - to periodically collect evidence for action by various ministries/departments of central/state governments**

A refined version of this transgender women stigma index can be adapted to periodically monitor the status and trends in stigma and discrimination faced by TGW, so that stigma elimination programmes are informed by real-time evidence for the focus and evaluation of such programmes. The information from this tool can thus be used by various ministries/departments (health, social welfare, education, human resources and development) of Central and State governments to improve the health, human rights situation and livelihood of TGW. Similar stigma index tools can also be prepared and tested among other key populations (such as men who have sex with men, people who inject drugs and female sex workers).

### **Recommendations for policies and programmes (based on empirical findings)**

#### ***Stigma reduction/elimination programme***

UNAIDS has set an ambitious goal, to which India is also a signatory, that there should be 'zero discrimination' against people living with HIV and key populations, including TGW, by 2030. To achieve that goal, a realistic, comprehensive, and scalable stigma reduction/elimination programme is required. Such a programme need to focus on prevention and mitigation of stigma and discrimination in various settings. For example, educational/sensitisation programmes for public, health care providers, workplace personnel, and policymakers; and legal aid and psychosocial support services for those who had experienced discrimination.

#### ***Addressing intersectionality of various stigmas faced by TGW***

Given that TGW faced multiple stigmas (stigmas related to gender identity, sex work involvement, perceived or actual HIV status, etc.), any comprehensive stigma elimination programme needs to take into account these intersecting/intersectional stigmas. Addressing intersectional stigmas is a challenge, which requires commitment from multiple stakeholders and ministries/departments in government (e.g., health ministry, ministry of social justice and empowerment, law ministry). Establishing inter-ministerial and inter-departmental committees could quicken collaborations across these ministries/departments to advance the human rights of TGW.

#### ***Fast-tracking the implementation of Supreme Court's Judgement***

For realisation of the Supreme Court's recommendations that upheld the rights of transgender people, there is a need for a comprehensive implementation plan from the central and state governments. Policy and legal supports are needed for non-discrimination in institutional settings such as hospitals and workplace. The recent proposal of 'Transgender protection and rights bill' could be a way forward, although not all trans community representatives agree with all the content of that bill. Furthermore, clear administrative mechanisms should be devised to meaningfully involve TGW in decision making on policies and programmes that affect them.

### ***Addressing internalised stigma related to being a transgender person***

Besides elimination of discrimination from other people, stigma elimination programmes also need to address internalised stigma among TGW. Some of the ways by which this can be done are: providing information about the rights of TGW, screening for internalised stigma and providing counselling to promote self-acceptance, and promoting collectives of TGW to support themselves and their communities.

### ***Human/legal rights education and improving access to redressal mechanisms***

Educational programmes for TGW need to emphasise their human and legal rights (right to health, including sexual and reproductive health, right to work, right to get education and right to be treated with dignity) and raise awareness about rights violations, and redressal options (e.g., legal redressal) that are available in case of incidents of rights violations.

### ***Strengthening TGW communities for effective advocacy to promote their rights***

As the community collectives/organisations of TGW help one another to get connected and empowered, financial and technical supports are needed for those collectives/organisations for effective community mobilisation and advocacy. Further, those agencies can also be supported to provide psychosocial counselling services and link TGW who faced discrimination with legal and necessary support services.

## **Recommendations for further improvement of the TGW Stigma Index Tool**

A key outcome of this study is to have an improved version of the proposed Stigma monitoring tool – as it can thus be used to scale up this study at the state or national level. Although a TGW community consultation was held to refine the tool, and face validity of the revised tool was found to be fine, based on the experiences from this pilot survey, we offer the following suggestions:

1. To ensure comparability of the responses of experiences in different settings or in relation to different perpetrators, further standardisation of the questions is recommended. Certain existing questions are generic/broad and can be used across the settings and in relation to different perpetrators. For example, verbal abuse/harassment, physical abuse, sexual abuse and forced sex. These questions need to be asked across the settings/perpetrators. In the pilot study, based on the suggestions of the TGW community, we did not include sexual harassment or forced sex by family members as those questions were felt to be too sensitive. However, at least such experiences with extended family members could be asked as well in future surveys.
2. Currently, certain questions that are tailored to particular settings have been asked. For example, use of gender-appropriate rest rooms in workplaces, and experiences of suboptimal treatment in health care institutions. Similar questions in relation to other settings (e.g., restroom choice in educational institutions) or perpetrators (e.g., extortion of money by police or ruffians) can also be included.
3. As most TGW were not employed, only a minor proportion reported being currently working in formal settings. This resulted in a small subgroup of currently employed TGW which did not give a full picture of the range of experiences in the workplace.

Similar problem was encountered in documenting the experiences of TGW who are currently studying – as only a small proportion of them were currently studying. This problem may be solved in large-scale surveys with adequate sample size for making meaningful comparisons within survey subgroups. One can also think of employing quota sampling to achieve a pre-determined sample size of say, TGW who are currently studying or employed.

4. Policies and procedures at the institutional level that are currently not 'visible' but pose problems to TGW and discriminatory in nature could also be documented in the future studies. For example, documentation of health care institutional norms/policies such as in the queue for which gender trans women need to stand to get registered for outpatient care in public hospitals, in which ward (male or female) TGW are needed.
5. As stigma and discrimination faced by TGW intersect across multiple marginalised statuses (gender identity, sex work, presumed or actual HIV status), exploring the role of these marginalised statuses on the discrimination they experienced can also be documented.

Incorporation of these suggestions will result in a comprehensive, but a lengthy questionnaire. Hence, critical information that is needed for policies and programmes need to be agreed upon by key stakeholders and then that information need to be part of the proposed large-scale survey to assess stigma/discrimination faced by TGW in India.

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## APPENDIX -1: Survey Questionnaire

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A. Questionnaire Number

B. Interviewer Name \_\_\_\_\_

C. Date \_\_\_\_\_

D. Results	
Questionnaire Completed	1
Interviewee abandon the interview	2 (If Yes, Precise question number:.....)

E. Starting Time \_\_\_\_\_

F. Completion Time \_\_\_\_\_

G. Any other comments you [research interviewer] would like to share about this interview:

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H. Self-checked by the interviewer

No

Yes

I. Cross-checked by the supervisor

No

Yes

**Interviewer to note:** Please read each question carefully. For each answer, circle the exact coding category using a ball pen. If you want to change an answer, strike out the first answer completely and circle the new answer.

## SECTION 1: Screening Question

**Interviewer to READ OUT:** This survey is for people who identify as thirunangai, trans women or equivalent identity terms. To find out whether this survey is for you. Please answer the following question.

No.	Questions and filters	Coding categories	Skip to
<b>S1</b>	Do you consider yourself to be transgender in any way?  <b>Only one response</b>	No 00 Yes 01	→ <b>If No, Don't Continue.</b>

## SECTION 2: Background Information

No.	Questions and filters	Coding categories	Skip to
<b>B1</b>	What is your age? <b>Open-ended</b>	_____ (In completed years)	
<b>B2</b>	What is your current primary gender identity?  <b>Only one response</b>	Woman 01 Transgender 02 Thirunangai 03 Hijra 04 Others, specify _____ 07 DK 97 NR 98	
<b>B3</b>	What is the highest level of education you have completed?  <b>Only one response</b>	Illiterate 01 Completed primary edn (5th grade) 02 Completed elementary edn (8th grade) 03 Completed high school (10th grade) 04 Completed higher secondary edn (12th grade) 05 Complete college degree 06 Completed diploma course 07 Others, specify _____ 08 NR 98	
<b>B4</b>	What is your current main occupation?  <b>Only one response</b>	Unemployed 01 Student, not working 02 Daily-wage laborer 03 Government staff 04 Private company staff 05 Voluntary organisation staff 06 Sex worker 07 Self-employed 08 Basthi/Mangti 09 Maruladi 10 Other,specify _____ 11 DK 97 NR 98	→ <b>Skip to B6</b>

<b>B5</b>	What is your average personal monthly income (in rupees)?  <b>Open-ended</b>	----- <b>RECORD EXACT NUMBER</b>  NA 99	
<b>B6</b>	What is your current living arrangement?  <b>Only one response</b>	I live in a house/apartment that I own 01 I live in a house/apartment owned by my parents 02 I live in a house/apartment that I rent/share 03 I live rent-free in a house/apartment 04 I am homeless and live in a shelter 05 I am homeless and live on the streets 06 Other, specify _____07 NR 98	
<b>B7</b>	Who else shares your living space?  <b>Only one response</b>	I live alone 01 I live with my parents 02 I live with other transgender friends 03 I live with my male partner (husband/lover) 04 I live with other birth family members (brother/sister) 05 Other, specify _____06 NR 98	
<b>B8</b>	Is this your native district?  <b>Only one response</b>	No 00 Yes 01 No 02 Years ____ & months ____ living in this district	
<b>B9</b>	How often do you have a drink containing alcohol?  <b>Only one response</b>	Never 00 Monthly or less 01 2–4 times a month 02 2–3 times a week 03 4 or more times a week 04 NR 98	

### SECTION 3: Disclosure

No.	Questions and filters	Coding categories	Skip to
<b>D1</b>	People can tell I'm a transgender person even if I don't tell them.  <b>Only one response</b>	Always 01 Most of the time 02 Sometimes 03 Occasionally 04 Never 05	

<b>D2</b>	I tell people that I'm a transgender person  <b>Multiple responses</b>	Never 01 People who are close friends 02 Casual friends 03 Work colleagues 04 Family 05 Everyone 06 School/college friends 07				
<b>D3</b>	How many people know you are a transgender person in each of the following settings?  <b>Multiple responses</b>		None	A few	All	NA
		At home				
		Workplace				
		At school/college				
		Health care institutions				
		Law enforcement (Police station)				
<b>D4</b>	To the best of your ability, please estimate the following ages, if they apply to you. Mark "N.A." if not applicable  <b>RECORD EXACT AGE</b>  <b>Multiple responses</b>				Age in Years	NA
		Age you first recognized that you were "different" in terms of your gender				
		Age you first recognized your transgender identity				
		Age you began to live part-time (e.g., in woman attire) as a transgender person				
		Age you began to live full-time as a transgender person				
		Age that you first got any kind of gender transition-related services (operation or hormones)				

## SECTION 4: Experiences of Stigma & Discrimination in Various Settings

4A. EDUCATION			
No.	Questions and filters	Coding categories	Skip to
<b>E1</b>	Are you currently studying?  <b>Only one response</b> <i>Studying here refers to:</i> Studying in school/college/polytechnic/diploma/certificate course	No 00 Yes 01	→ Skip to E14
<b>E2</b>	<b>Now just thinking about classmates, professors, or staff at your college or school, did they know you are a trans person?</b> <b>Only one response</b>	No 00 Yes 01	
<b>E3</b>	Have you ever experienced verbal harassment in your college or school because people thought or knew you were a trans person? <b>Only one response</b>	No 00 Yes 01	→ Skip to E6
<b>E4</b>	In the past 12 months, were you verbally harassed at college or school because people thought or knew you were a trans person? <b>Only one response</b>	No 00 Yes 01	→ Skip to E6



<b>E5</b>	If yes, by whom?  <b>Multiple responses</b>	Co-students 01 Seniors 02 Juniors 03 Male teachers/ professor 04 Female teachers/professors 05 Support staff in the school/college 06 Others, specify_____07	
<b>E6</b>	Have you ever experienced physical harassment in your college or school because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to E9</b>
<b>E7</b>	In the past 12 months, were you physically harassed at college or school because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to E9</b>
<b>E8</b>	If yes, by whom?  <b>Multiple responses</b>	Co-students in school/college01 Seniors in school/college 02 Juniors in school/college 03 Male teachers/professor 04 Female teachers/professors05 Support staff in the school/college 06 Others, specify____07	
<b>E9</b>	Have you ever experienced sexual harassment in your college or school because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to E12</b>
<b>E10</b>	In the past 12 months, were you sexually harassed at college or school because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to E12</b>

<b>E11</b>	If yes, by whom?  <b>Multiple responses</b>	Co-students in school/college01 Seniors in school/college02 Juniors in school/college03 Male teachers/professor04 Female teachers/professors05 Support staff in the school/college06 Others, specify_____			
<b>E12</b>	In the past 12 months, have you been forced to have sex?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to 4B</b>		
<b>E13</b>	If yes, by whom?  <b>Multiple responses</b>	Co-students in school/college01 Seniors in school/college02 Juniors in school/college03 Male teachers/professor04 Female teachers/professors05 Support staff in the school/college06 Others, specify_____	<b>Skip to 4B</b>		
<b>E14</b>	Because I am a transgender person, which of the following statements are true?  <b>Multiple responses</b>	I had to leave school/college because the harassment was so bad I had to leave school/college for financial reasons related to my transition I was not allowed gender appropriate housing on school/college I was not allowed to use appropriate bathrooms or other facilities	<b>No</b>	<b>Yes</b>	<b>NA</b>

4B. WORK PLACE / EMPLOYMENT			
CURRENT EMPLOYMENT EXPERIENCES			
No.	Questions and filters	Coding categories	Skip to
<b>CW1</b>	Ever worked at a job or business?  <b>Only one response</b>  <i>Job or Business here refers to:</i> Government, private or voluntary sector	No 00 Yes 01	→ Skip to 4C
<b>CW2</b>	Are you currently working?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW21
<b>CW3</b>	In which sector are you currently working?  <b>Only one response</b>	Government sector 01 Private sector 02 Voluntary sector 03	
<b>CW4</b>	How long have you been employed?	No. of Years___No. of Months___  <b>RECORD EXACT NUMBER</b>	
<b>CW5</b>	How many people work in your workplace?	_____  <b>RECORD EXACT NUMBER</b>	
<b>CW6</b>	Have you disclosed your identity at your workplace?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW8
<b>CW7</b>	If yes, to whom have you disclosed?  <b>Only one response</b>	Employer 01 Co-workers 02 Both 03 None 04	
<b>CW8</b>	Have you ever experienced verbal harassment at your work place because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW11
<b>CW9</b>	In the past 12 months ( <u>if &lt; 1 year, then since you joined the job</u> ), were you verbally harassed at your work place?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW11

<b>CW10</b>	If yes, who verbally harassed you?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify_____03	
<b>CW11</b>	Have you ever experienced physical harassment at your work place because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW14
<b>CW12</b>	In the past 12 months ( <u>if &lt; 1 year, then since you joined the job</u> ), were you physically harassed at your work place?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW14
<b>CW13</b>	If yes, who physically harassed you?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify_____03	
<b>CW14</b>	Have you ever experienced sexual harassment at your work place because people thought or knew you were a trans person?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW17
<b>CW15</b>	In the past 12 months ( <u>if &lt; 1 year, then since you joined the job</u> ), were you sexually harassed at your work place?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW17
<b>CW16</b>	If yes, who sexually abused you?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify_____03	
<b>CW17</b>	In the past 12 months ( <u>if &lt; 1 year, then since you joined the job</u> ), have you experienced forced sex?  <b>Only one response</b>	No 00 Yes 01	→ Skip to CW19
<b>CW18</b>	If yes, who forced you to have sex?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify_____03	
<b>CW19</b>	Have you ever been prevented from using women restrooms at your workplace?  <b>Only one response</b>	No 00 Yes 01	

<b>CW20</b>	In the past 12 months ( <u>if &lt; 1 year, then since you joined the job</u> ), have you experienced any of the following aspects in your workplace?  <b>Read-out</b>  <b>Multiple responses</b>	My supervisors have been very supportive, encouraging and help me with my work	No	Yes
		My co-workers have been very supportive, encouraging and help me with my work	00	01
		I'm included in all the necessary official meetings, conferences and events	00	01
		I've friends at my workplace	00	01
		I was promoted	00	01
		I got a salary raise	00	01
		I'm eligible for relevant employee benefits		
		Others, specify _____		03
<b>CW21</b>	To retain your job, have you taken any specific measures?  <b>Read-out</b>  <b>Multiple responses</b>	Haven't disclosed my identity to most people (or none)	01	
		Down-play my gender expression	02	
		Pass as the gender assigned at birth	03	
		Others, specify _____	04	
<b>CW22</b>	To retain your job, did your employer forced you to do any of the following?  <b>Read out</b>  <b>Multiple responses</b>	Asked me not to disclose my identity to others	01	
		Asked me to down-play my gender expression	02	
		Asked me not to come in woman attire	03	
		Others, specify _____	04	
<b>CW23</b>	In general, would you say that the discrimination you faced in current work place was <u>primarily</u> because of your .....:  <b>(Only one response)</b>	Transgender status	01	
		Presumed or actual sex work status	02	
		Presumed or actual HIV status	03	
		Other	04	
		(specify):.....		
		NA	99	

### PREVIOUS EMPLOYMENT EXPERIENCES

<b>PW1</b>	In which sector(s) have you worked before?  <b>Multiple responses</b>	Government sector	01	
		Private sector	02	
		Voluntary sector	03	
<b>Interviewer to note:</b> If the participant had mentioned more than 1 sector to PW1, then ask her about the name of the sector ( <b>sector name</b> : _____) that she had worked lastly. Proceed asking the following questions in relation to the last sector where she had worked.				
<b>PW 2</b>	How many people worked with you in your last workplace?	_____	<b>RECORD EXACT NUMBER</b>	

<b>PW3</b>	For how long were you employed in your last work place?	No. of Years___No. of Months___ <b>RECORD EXACT NUMBER</b>	
<b>PW4</b>	Did you disclose your identity at your last workplace?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to PW6</b>
<b>PW5</b>	If yes, to whom have you disclosed? <b>Only one response</b>	Employer 01 Co-workers 02 Both 03 None 04	
<b>PW6</b>	Have you ever experienced verbal harassment at your last work place because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to PW8</b>
<b>PW7</b>	If yes, who verbally abused you?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify____03	
<b>PW8</b>	Have you ever experienced physical harassment at your last work place because of your gender expression or gender identity? <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to PW10</b>
<b>PW9</b>	If yes, who physically harassed you? <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify____03	
<b>PW10</b>	Have you ever experienced sexual harassment at your last work place because of your gender expression or gender identity? <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to PW12</b>
<b>PW11</b>	If yes, who sexually harassed you? <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify____03	
<b>PW12</b>	Have you ever experienced forced sex at your last work place?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to PW14</b>
<b>PW13</b>	If yes, who forced you to have sex?  <b>Multiple responses</b>	Supervisor 01 Co-workers 02 Others, specify____03	
<b>PW14</b>	In general, would you say that the discrimination you faced in previous work place was	Transgender status 01 Presumed or actual sex work status 02	

	<p><u>primarily</u> because of your .....</p> <p><b>(Only one response)</b></p>	<p>Presumed or actual HIV status 03 Other 04 (specify):..... NA 99</p>			
<b>4C. HEALTH CARE EXPERIENCES</b>					
<b>No.</b>	<b>Questions and filters</b>	<b>Coding categories</b>	<b>Skip to</b>		
<b>C1</b>	<p>Would you say that in general your health is:</p> <p><b>Only one response</b></p>	<p>Excellent 01 Very Good 02 Good 03 Fair 04 Poor 05</p>			
<b>C2</b>	<p>Was there a time in the <b>past 12 months</b> when you needed to see a doctor but did not because you thought you would be disrespected or mistreated as a trans person? <b>Only one response</b></p>	<p>No 00 Yes 01</p>			
<b>C3</b>	<p><b>In the past 12 months</b>, have you seen a doctor or health care provider? <b>Only one response</b></p>	<p>No 00 Yes 01</p>	→ <b>Skip to C6</b>		
			<table border="1" style="display: inline-table;"> <tr> <td style="text-align: center;"><b>No</b></td> <td style="text-align: center;"><b>Yes</b></td> </tr> </table>	<b>No</b>	<b>Yes</b>
<b>No</b>	<b>Yes</b>				

<b>C4</b>	<b>In the past 12 months, did you have any of these things happen to you, as a trans person, when you went to see a doctor in a government health care facility?</b>	My doctor knew I was a trans person and treated me with respect	00	01
		I had to teach my doctor or other health care provider about trans people so that I could get appropriate care	00	01
		A doctor or other health care provider refused to give me trans-related care (hormonal therapy, etc)	00	01
		A doctor or other health care provider refused to give me general health care (such as for fever, stomach ache, diabetes)	00	01
		My doctor asked me unnecessary questions about my trans status that were not related to the reason for my visit	00	01
		A doctor or other health care provider used harsh or abusive language when treating me	00	01
		A doctor or other health care provider was physically rough or abusive when treating me	00	01
		I was verbally harassed in a health care setting (such as a hospital/clinic) by non-HCPs	00	01
		I was physically attacked by someone during my visit in a health care setting (such as a hospital, clinic) by non-HCPs	00	01
		I experienced unwanted sexual contact (such as fondling) in a health care setting (such as a hospital/clinic)	00	01
		Without my consent, a senior doctor asked me to show my genital area to medical or nursing students		
		Others, specify _____		



<b>C5</b>	<b>In the past 12 months, did you have any of these things happen to you, as a trans person, when you went to see a doctor in a private health care facility?</b>	<b>Multiple responses</b>	My doctor knew I was a trans person and treated me with respect	No	Yes
			00	01	
			I had to teach my doctor or other health care provider about trans people so that I could get appropriate care	00	01
			A doctor or other health care provider refused to give me trans-related care (hormonal therapy, etc)	00	01
			A doctor or other health care provider refused to give me general health care (such as for fever, stomach ache, diabetes)	00	01
			00	01	
			My doctor asked me unnecessary questions about my trans status that were not related to the reason for my visit	00	01
			A doctor or other health care provider used harsh or abusive language when treating me	00	01
			A doctor or other health care provider was physically rough or abusive when treating me	00	01
			I was verbally harassed in a health care setting (such as a hospital/clinic) by non-HCPs	00	01
I was physically attacked by someone during my visit in a health care setting (such as a hospital, clinic) by non-HCPs	00	01			
I experienced unwanted sexual contact (such as fondling) in a health care setting (such as a hospital/clinic)	00	01			
Without my consent, a senior doctor asked me to show my genital area to medical or nursing students	00	01			
Others, specify _____				03	
<b>C6</b>	In general, would you say that the discrimination you faced in healthcare settings was <u>primarily</u> because of your .....: <b>(Only one response)</b>	Transgender status 01 Presumed or actual sex work status 02 Presumed or actual HIV status 03 Other 04 (specify):..... NA 99			
<b>C7</b>	Have you had or do you want any of the health care services listed below for gender transition?				
		<b>Have had it</b>	<b>Want it some day</b>	<b>Not sure</b>	<b>Don't Want</b>
	Breast augmentation surgery or Breast implants (silicone or saline)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Removal of external male genital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Vagina creation (Vaginoplasty)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Hormonal therapy by a doctor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>C8</b>	Are you currently taking hormones on your own?  <b>Only one response</b>	No 00 Yes 01
-----------	--	-----------------

4D. HOUSING																	
No.	Questions and filters	Coding categories	Skip to														
<b>H1</b>	Have you ever experienced homelessness?  Experiencing homelessness includes such things as staying in a shelter, living on the street, or staying temporarily with family or friends because you can't afford housing  <b>Only one response</b>	No 00 Yes 01	→ Skip to Sec. 4E														
<b>H2</b>	Now just thinking about the past year, have you had any of these housing situations because you are a trans person? <i>In the past 12 months....</i>  <b>Multiple responses</b>	I was evicted from my home/apartment I was denied a home/apartment I experienced <u>homelessness</u> I had to move into a less expensive home/apartment I slept in different places for short periods of time, such as on a friend's place I was asked to pay more rent	<table border="1"> <thead> <tr> <th>No</th> <th>Yes</th> </tr> </thead> <tbody> <tr> <td>00</td> <td>01</td> </tr> <tr> <td>00</td> <td>01</td> </tr> <tr> <td>00</td> <td>01</td> </tr> <tr> <td>00</td> <td>01</td> </tr> <tr> <td>00</td> <td>01</td> </tr> <tr> <td>00</td> <td>01</td> </tr> </tbody> </table>	No	Yes	00	01	00	01	00	01	00	01	00	01	00	01
No	Yes																
00	01																
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00	01																
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00	01																
00	01																
<b>H3</b>	In general, would you say that the discrimination you faced in renting a house was <u>primarily</u> because of your .....:  <b>(Only one response)</b>	Transgender status 01 Presumed or actual sex work status 02 Presumed or actual HIV status 03 Other 04 (specify):..... NA 99															

4E. FAMILY ISSUES/SUPPORT							
No.	Questions and filters	Coding categories			Skip to		
F1	How many people in each group below know that you are trans?						
	Immediate family you grew up with (mother, father, sisters, brothers, etc.)	I currently have no people like this in my life	All know that I am trans	Most know that I am trans	Some know that I am trans	None know that I am trans	NA
	Extended family (aunts, uncles, cousins, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F2	You said some or all of your immediate family you grew up with (mother, father, sisters, brothers, etc) know that you are trans. On average, how supportive are/were they of you being trans?  <i>(This question is for those participants who said in response to F1 that some, most or all of their family members knew that they were trans)</i>	Very supportive 01 Supportive 02 Neither supportive nor unsupportive 03 Unsupportive 04 Very unsupportive 05					
F3	Did any of your immediate family members you grew up with (mother, father, sisters, brothers, etc.) do any of these things to you because you are trans?  <i>(This question is for those participants who said in response to F1 that some, most or all of their family members knew that they were trans)</i>  <b>Multiple responses</b>	Stopped speaking to you for a long time or ended your relationship 01 Were physically violent towards you 02 Excluded from family activities 03 Excluded from social gatherings 04 Kicked you out of the house 05 Did not allow you to wear the clothes that matched your gender 06 Sent you to a therapist or counsellor to stop you from being trans 07  None of the above 08 <i>(Participants could not select this answer in combination with any other option)</i>  Others, specify _____ 09					

<b>F4</b>	<p>Did any of your immediate family members you grew up with (mother, father, sisters, brothers, etc.) do any of these things to <b>support</b> you?</p> <p><i>(This question is for those participants who said in response to F1 that some, most or all of their family members knew that they were trans)</i></p> <p><b>Multiple responses</b></p>	<p>Told you that they respect and/or support you 01 Used your preferred name 02 Used your correct pronouns (such as she) 03 Gave you money to help with any part of your gender transition 04 Did research to learn how to best support you (such as reading books, using online information, or attending a meeting) 05 Stood up for you with family, friends, or others 06 Supported you in another way not listed above (please specify)_____07</p> <p>None of the above 08<i>(Participants could not select this answer in combination with any other option)</i></p>		
<b>F5</b>	<p>Did you ever run away from home because you are trans?</p> <p><i>(This question is for those participants who said in response to F1 that some, most or all of their family members knew that they were trans)</i></p> <p><b>Only one response</b></p>	<p>No 01 Yes 02</p>	→ Skip to F7	
<b>F6</b>	<p>At what age did you run away from home because you are a trans person?</p> <p><b>Open-ended</b></p>	<p>_____</p> <p><b>RECORD EXACT AGE (in years)</b></p>		
<b>F7</b>	<p>In general, would you say that the discrimination you faced from your family members was <u>primarily</u> because of your .....:</p> <p><b>(Only one response)</b></p>	<p>Transgender status 01 Presumed or actual sex work status 02 Presumed or actual HIV status 03 Others, (specify):..... 04 NA 99</p>		
<b>4F. INTIMATE PARTNER VIOLENCE</b>				
<b>V1</b>	<p>In the past one year, have your current male regular partner ever done any one of the following:</p>	<p style="text-align: right;"><b>No</b></p> <p>Verbally abused you 00 Physically harassed you 00 Forcefully had sex with you when you did not want to 00</p>	<b>Yes</b>	<p>01 01 01</p>

Multiple responses		Not applicable (No regular male partner) 03	
4G. DISCRIMINATION FROM POLICE			
No.	Questions and filters	Coding categories	Skip to
P1	Have you ever faced any discrimination or harassment from police because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	→ Skip to Sec. 4H
P2	In the past 12 months, have you been sexually harassed by police because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
P3	In the past 12 months, have you been verbally abused by police because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
P4	In the past 12 months, have you been physically abused by police because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
P5	In the past 12 months, have you been blackmailed for money because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
P6	In the past 12 months, have you experienced forced sex?  <b>Only one response</b>	No 00 Yes 01	
P7	In general, would you say that the discrimination/violence you faced from police was <u>primarily</u> because of your .....:  .....:	Transgender status 01 Presumed or actual sex work status 02 Presumed or actual HIV status 03 Other 04  (specify):.....	

	<b>(Only one response)</b>		
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<b>4H. DISCRIMINATION FROM RUFFIANS</b>			
<b>No.</b>	<b>Questions and filters</b>	<b>Coding categories</b>	<b>Skip to</b>
<b>R1</b>	Have you ever faced any discrimination or harassment from ruffians because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	→ <b>Skip to Sec. 5</b>
<b>R2</b>	In the past 12 months, have you been sexually harassed because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
<b>R3</b>	In the past 12 months, have you been verbally abused because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
<b>R4</b>	In the past 12 months, have you been physically abused because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
<b>R5</b>	In the past 12 months, have you been blackmailed for money because of your gender expression or gender identity?  <b>Only one response</b>	No 00 Yes 01	
<b>R6</b>	In the past 12 months, have you experienced forced sex?  <b>Only one response</b>	No 00 Yes 01	
<b>R7</b>	In general, would you say that the discrimination/violence you faced from ruffians was <u>primarily</u> because of your .....:	Transgender status 01 Presumed or actual sex work status 02 Presumed or actual HIV status 03 Other 04  (specify):.....	

	<b>(Only one response)</b>		
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## SECTION 5: HIV TESTING

No.	Questions and filters	Coding categories	Skip to
<b>H1</b>	When was your <u>last</u> test for HIV? <b>Only one response</b>	Within past 1 month 01 1 - 3 months 02 4 - 6 months 03 7 months – 1 year ago 04 More than 1 year ago 05 Never had an HIV test 06 DK/Don't want to tell 97 No response 98	<b>Skip to Sec 6</b> → <b>Skip to Sec 6</b> → <b>Skip to Sec 6</b> →
<b>H2</b>	If you are willing whether you would like to share the result of your last HIV test? <b>Only one response</b>	HIV negative 01 HIV positive 02 Not willing to answer or No response 98	<b>(Except '02', move to next section)</b>
<b>H3</b>	<b>[If told 'HIV-positive' in H2:]</b> How long have you been living with HIV?	_____ (years and months)  Not willing to answer or No Response 98	

<b>6. INTERNALIZED STIGMA (due to trans identity)</b>			
No.	Questions and filters	Coding categories	Skip to
<b>I1</b>	In the past 12 months, how often did you feel it is best to avoid personal or social involvement with other trans persons? <b>Only one response</b>	Never 01 Once or twice 02 A few time 03 Always 04	
<b>I2</b>	In the past 12 months, how often did you wish that you weren't a trans person? <b>Only one response</b>	Never 01 Once or twice 02 A few time 03 Always 04	
<b>I3</b>	In the past 12 months, how often did you feel alienated from yourself because of being trans person? <b>Only one response</b>	Never 01 Once or twice 02 A few time 03 Always 04	
<b>I4</b>	In the past 12 months, how often did you feel that being trans person is a personal shortcoming for you? <b>Only one response</b>	Never 01 Once or twice 02 A few time 03 Always 04	

<b>I5</b>	In the past 12 months, how often did you like to get professional help in order to change your gender identity?  <b>Only one response</b>	Never 01 Once or twice 02 A few time 03 Always 04	
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### 7. Depression

Over the **last 2 weeks**, how often have you been bothered by any of the following problems?

	Items	Not at all	Several days	More than half the days	Nearly every day
<b>D1</b>	Little interest or pleasure in doing things	0	1	2	3
<b>D2</b>	Feeling down, depressed, or hopeless	0	1	2	3

### 8.IDENTITY DOCUMENTS

No.	Questions and filters	Coding categories		Skip to		
		Yes, Changes allowed	No, Changes denied	Not tried	NA	
<b>ID1</b>	For each of the following documents, please check whether or not you have been able (allowed) to change the documents or records to reflect your current gender identity.  <b>Mark "Not applicable" if you have no desire to change the gender on the document listed.</b>  <b>Multiple responses</b>	Birth certificate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Driver license	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Passport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Aadhar card	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Voter ID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Ration card	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 9. EFFECTING CHANGE

No.	Questions and filters	Coding categories	Skip to
<b>E1</b>	In the last 12 months, have you confronted, challenged or educated someone who was stigmatizing and/or discriminating against you? <b>Only one response</b>	No 01 Yes 02	
<b>E2</b>	Do you know of any organisations or groups that you can go to for help if you experience stigma or discrimination? <b>Only one response</b>	No 01 Yes 02	→ <b>Skip to E5</b>
<b>E3</b>	<b>If yes</b> , which kinds of organisations or groups do you know about?  <b>Multiple responses</b>	NGO 01 CBO 02 Human rights organization 03 Others, specify_____ 04	
<b>E4</b>	Have you sought help from any of the above organisations or groups to	No 01 Yes 02	



	resolve an issue of stigma or discrimination? <b>Only one response</b>		
<b>E5</b>	Are you currently a member of any CBO or NGO working among trans women? <b>Only one response</b>	No 01 Yes 02	

***Thanks. That's the End of the Questionnaire.***