



PROJECT RAAH

ACTION RESEARCH PROJECT 2022-23

Skill based intervention programme for Transgender Individuals from Garima Greh

August 2022 – March 2023

Sponsored by

Rotary Club of Bombay Airport

RAAH Initiative

RAAH is a digital platform developed by the Department of Child Development of Maniben Nanavati Women's College to empower Transgender individuals and support their parents in the year 2019. RAAH aims to spread awareness among the parents of transgender folks, with the vision "To E.A.S.E, parents towards gender identity" [E – Empathize, A – Accept, S – Sensitize, E – Empower]. Its mission is to empower and educate trans individuals and support their parents, spread awareness and sensitise society towards Trans individuals and integrate them in mainstream. RAAH started with a student-led research project that was appreciated and bagged prizes at Avishkar and Anveshan - acclaimed student research conventions (State, zonal and National level). RAAH conducted live events like Azadi ke Lafz, Kavach Clothes Distribution Drive, Nutritional, Ration and Hygiene kit Distribution Drive in collaboration

with other generous organisations during lockdown to achieve its goals. RAAH also conducted insightful webinars to spread awareness among Trans individuals and society especially youths. RAAH aims to empower Trans individuals through educating and upskilling them to support themselves to survive independently and with dignity. Project RAAH is a skill intervention-based action research project to upskill the Trans individuals from Garima Greh Shelter Home for Transgender individuals.

Garima Greh

The Government of India in its efforts to empower Transgender individuals as the new Protection of Transgender Act 2019, has tried to implement various schemes. One of them is Garima Greh, a pilot initiative led by the Ministry of Social Justice and Empowerment (MoSJE) and National Institute of Social Defence (NISD) to safeguard the rights of Transgender persons and protect the interest of the community. The establishment of Garima Greh is in alignment with the provision laid down under Section 12(3) of the TG Act 2019 which says that whether

any parent or a member of his immediate family is unable to take care of a transgender, the competent court shall by an order direct such person to be placed in the rehabilitation centre.

Garima Greh initiative is to provide a safe and secure environment to Transgender individuals and empower them by providing them with skill development and sustainable rehabilitation.

Currently 13 Garima Grehs in India are granted funds by MoSJE and NISD that are initiated by selected community-based organisations. Garima Greh, Goregaon West, adopted by TWEET Foundation aims to provide the best possible holistic mental and physical safe space for Transgender community.

TWEET Foundation

Transgender Welfare Equity and Empowerment Trust aka TWEET Foundation is a community-based organisation completely led by Trans individuals. It was established by 7 Trans activists in 2017 in India based out of New Delhi and Mumbai. Tweet works towards providing critical support to young Trans individuals such as crisis support, short shelter stays, health and legal resources and connecting with skill building and inclusive employment

opportunities. Tweet is also working at various levels for mainstreaming advocacy. Tweet works with the government to bring in policy-level changes and works with civil societies and corporates to build strategic partnerships to support the trans movement and trans welfare. Its mission is to build an empowered, self-sufficient, and vibrant Trans movement in India by wholly caring for the welfare of transgender persons by empowering them by upskilling, helping getting education, medical treatment, legal standing, and achieve financial stability and dignity, and also care for their cultural and social wellbeing.

Rotary Club of Bombay Airport (RCBA)

The Rotary Club of Bombay Airport (RCBA), chartered in 1988, is one of the top 5 Rotary clubs that are part of international Rotary Clubs of Dist. 3141. District 3141 is well-reputed for its quality of community services in terms of time bound approach to projects, transparency, Ethics and large donations for a cause. RCBA is a 34-year-old club, having 130 + distinguished members from various fields and walks of life. Most of them are individually contributing to some activities and some others are involved with various community services in and around Mumbai. RCBA has contributed to the society by working for underprivileged people of society in different areas like Education, Sanitation, water management, solar energy projects, Healthcare and medical services. It has executed many community projects, including 2 schools equipped with automated kitchens, solar energy and other necessary facilities in Tribal areas, building toilets in Tribal areas, donating Ambulances to many hospitals and government bodies, running a Dialysis centre and conducting regular blood donation camps. RCBA has always been very active and generous to fund and support various CSR projects.

Project RAAH is a skill intervention-based action research project conducted by RAAH, an initiative by Department of Child Development of Maniben Nanavati Women's College, funded by Rotary Club of Bombay Airport, to empower by upskilling Transgender individuals residing in Garima Greh (Goregaon West, Mumbai) – Shelter home for Transgender individuals which is adopted by Tweet foundation.

Objectives

1. To equip transgender individuals with English & Digital literacy skills.
2. To groom Transgender individuals to prepare them for employment in Industry.
3. To develop a sense of self-esteem and confidence among Transgender individuals.

Overview

Visit To Garima Greh:

Dr. Swati Partani, mentor RAAH and her team of students along with Ms. Pragna Mehta, Club Secretary of Rotary Club of Bombay Airport, Ms. Nina Bhatia, Director for “Community Services” avenue of Rotary Club of Bombay Airport visited Garima Greh to meet Ms. Maya Urmi Aher, Co-founder TWEET Foundation and residents of Garima Greh on 19th March 2022. There was an elaborate discussion about the current status of the Transgender individuals and their immediate requirements to have better quality of life. The immediate and basic requirements identified were

1. English Literacy – Spoken English and Communication skills
2. Digital Literacy – MS Office
3. Financial assistance for the skill development intervention.
4. Infrastructure for conduction of skill intervention program.

A final meeting was held on 16th May 2022 in Maniben Nanavati Women’s College (MNWC) between Dr. Rajshri Trivedi, Principal, MNWC, Dr. Swati Partani, Mentor, RAAH, Rt. Suvendu Mishra, President of Rotary Club of Bombay Airport, Ms. Nina Bhatia, Director of “Community Services”, Rotary Club of Bombay Airport, Mr. Sumeru Jariwala, Past President of Rotary Club of Bombay Airport and Ms. Maya Urmi Aher, Co-founder of TWEET foundation. After understanding the requirements of the Transgender residents of Garima Greh, a skill development program was proposed and agreed. Rotary Club of Bombay Airport funded Project RAAH, an action research project with skill-based intervention, Maniben Nanavati Women’s College arranged for the faculty for English Language literacy course and provided infrastructure for conducting the courses.

The skill development included two courses

1. English Language Literacy course was a 4-month course with 24 sessions divided

into 4 hours a week for 12 weeks.

2. Digital Literacy course, which included MS CIT course of basic computer skills and MS Office. A 4-month course with 33 sessions was divided into 4 hours a week for 16 weeks with separate 50 e-learning sessions for practice.

Faculty members from the Department of English were involved for English Literacy and Grooming skills and Faculty for MS CIT, Government approved Digital Literacy course was hired.

Project RAAH - Team

Chief Patrons

Mr. Suvendu Mishra - President of Rotary Club of Bombay Airport

Ms Pragna Mehta - Club Secretary of Rotary club of Bombay Airport

Ms Nina Bhatia - Director for “Community Services” avenue of Rotary Club of Bombay Airport

Ms Himadriben Nanavati- Chairperson Management, MNWC

Project Director

Dr Rajshree Trivedi

Project Advisor

PP Suketu Jariwala

Principal Investigator

Dr Swati Partani, Mentor, RAAH – Department of Child Development

Project Mentor:

Ms Maya Urmi Aher, Co-founder-Tweet Foundation

Ms Nishtha Nishant, BOD member- Tweet Foundation

Faculty

English Literacy Course

Ms. Aliya Sayed

Ms. Maryam Shareef

Ms. Jennifer Almeida

Ms. Pravara Sonawane

Digital Literacy Course

Ms. Sarita Tawde

Project Assistants

Dr. Shital Parekh aka Rudra Vakil, Research Assistant

RAAH Student Team

Esha Mardolkar

Sanika Kaneri

Mahek Fazal

Mallika Rajpal

Sakshi Salvi

Budget

Total rupees 2,20,000 for the conduction of the project which included, faculty payment, infrastructure, Printing and stationery, Travelling expense, Management cost Garima Greh, Purchase of tools, Data analysis. Total rupees 2, 92,500 for 13 laptops for Transgender individuals for further training

Resources

- English language lab
- Computer Lab
- College Library & Books
- Extra Reading Material from Faculty
- Google Classroom

Action Research Report

Introduction

Transgender is an umbrella term used for the individuals whose gender identity and gender expressions do not align with the sex assigned to them at birth. Transgender individuals often experience gender dysphoria, distress and unease due to mismatch between their sense of gender identity and their body, and/or social dysphoria as society does not identify them as per their gender identity but their sex. They are often not accepted by their families or society or are forced to conform to their stereotypical gender roles as per societal norms.

Transgender individuals sometimes are forced to leave their families and education as either they are not accepted the way they are or they escape as they want to live their lives as per their sense of gender identity. Researches have shown that due to social exclusion, many a times Transgender individuals are forced to earn their living by begging, dancing in bars or occasions or as sex workers. Lack of education, financial and family support also leads to lack of employment as they are not skilled enough for the jobs.

The government of India and legal system has taken some steps to mainstream and empower Transgender individuals through successful implementation of various schemes such as Garima Greh. Social change will take place at its own pace through various platforms. Till then to empower and integrate Transgender individuals in mainstream, upskilling them and educating them can help them to get employment and they can live independently and with dignity. This can improve their quality of life as their self-esteem and confidence will be boosted and they can be assertive enough for their rights to live with dignity. They can take care of their basic survival needs and other needs related to medical intervention, physical and mental well-being.

An economy of a country flourishes well when every individual is working productively and contributing to its socio-economic growth. Social exclusion and discrimination of Transgender individuals devoid them from their contribution in the Indian economy. Laws and efforts taken by the government to mainstream Transgender individuals cannot be implemented successfully till there is acceptance of trans individuals by their families, their educational and occupational institutions. A social change is possible through a strong support system in the form of allies who not only includes them but also spreads awareness about Gender diversity in the society and promotes and encourages gender sensitisation.

Methodology

Quantitative and Qualitative Research study was conducted. Quantitative study was done through pre, mid and post data collection through questionnaires. Primary data for Quantitative study was collected from the questionnaire. Qualitative research study was in the form of case study and individual data was collected through semi-structured interviews. Primary data for case study was collected through interviews. Secondary data for both studies was collected through research articles from Journals and past research papers and a few articles from newspapers.

Sample size

20 Transgender residents of Garima Greh, while 2 were replaced in between and so pre, mid and post data was available for 18 students only.

Period of Skill Development Programme: August 2022 – December 2022

Research Design

Quantitative research

Pre, mid and post-tests were done (by questionnaire self-constructed research tools) for English literacy skills, Digital literacy skills and Quality of life.

The skill intervention program included two courses of English language literacy and Digital literacy course were designed as per basic requirement for a job.

English language literacy course: It included basic English grammar, reading, writing, spoken and listening in English, effective communication skills, public speaking and important professional soft skills.

Digital Literacy course: It included MS Office, other basic digital operations, safe and appropriate use of Cyberspace and social media and using search engines and some basic software to stay aware and updated.

Qualitative Research

Case study done by semi-structured interviews done before and after the skill

intervention **RESULTS**

Reporting from students of Garima Greh about the skill development programme

- He learned writing formal letters, like job applications, cover letters, resume writing etc. He learned public speaking, reading books and understanding English during conversations and reply promptly. He is more confident now to approach an interview or a job as now he knows how to present himself and how to communicate in the workplace.
- She learned about how to dress formally or appropriately. She learned how to introduce herself in English and communicate effectively with strangers in English. She learned MS Office which has added value to her CV.
- He is now able to use MS Office more productively, effectively and faster as he doesn't have to struggle to search for different functions. He is now able to comprehend very easily when someone is speaking in English, or when he is attending some webinars or

workshops.

Most of them felt that their self-esteem, self-confidence is boosted. They learned about effective communication which they feel is very important in job settings. Most of them felt that practical grooming sessions like formal dressing, approaching an interview, work etiquettes and understanding English language helped them the most. Digital literacy especially the government recognised MS CIT course has added to their resume and widened their job prospects.

Outcome

Students were evaluated through assignments and examinations for English literacy skills and also appeared for MS CIT exams and they cleared the exams. Almost all students who wished to do job are placed in various companies like Netflix, Godrej, Tata steel, etc

Challenges

- One of the major challenges was the need for jobs of the participants or return to their family as they were accepted. Two participants were replaced after the course started so those students were also given extra help by Faculty members to cope up.
- Another major challenge faced by the students was recurrent health issues which led to absence or low attendance. Faculty members usually helped those students with extra help so that they could cope up with whatever they had missed.

Extra Assistance

Evaluative feedback during the course helped to understand that lack of enough resources like laptops was a hindrance in the learning. Rotary Club of Bombay Airport generously provided extra assistance by donating 13 laptops to Garima Greh, so that students can practice through e- learning and assignments after classes.



Team RAAH's visit to Garima Greh with Rotary members and Mentor.



Pilot testing



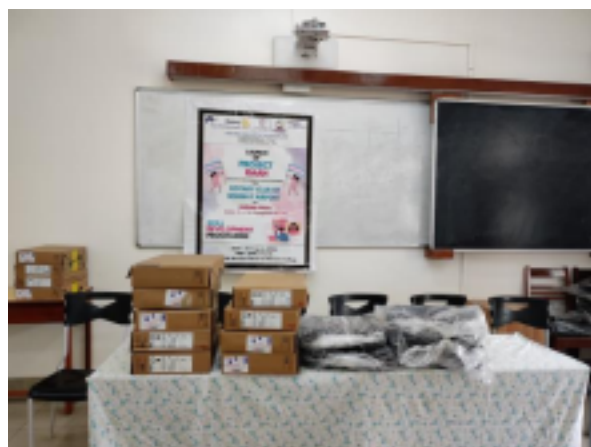
Project RAAH Launch Event



Digital Literacy Class



English Literacy class





Laptop Distribution

Acknowledgement

Rotary Club of Bombay Airport for funding Project RAAH and further extending help by donating laptops to Garima to facilitate learning of the Transgender individuals.

TWEET foundation and Garima Greh for enrolling 20 Transgender students for Skill based intervention action research.


Dr. Swati Pariani

Head of the Department of Child Development

Principal investigator of Project RAAH

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Rt Suvendu Mishra

President,

Rotary Club of Bombay Airport


Ms Maya Urmi Aher

Project Director,

Garima Greh – Mumbai


Dr. Rajshri Trivedi

Principal

Date: 8th April, 23

Place: Mumbai

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Head of the Department of Child Development

Principal investigator of Project RAAH

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Rt Suvendu Mishra

President,

Rotary Club of^{Bombay}
Airport

Date: 8th April, 23

Place: Mumbai

Ms Maya Urmi Aher Project

Director,

Garima Greh - Mumbai

Dr. Rajshri Trivedi Principal