

Empowering transgenders: Thematic analysis in the context of workplace challenges and their mental health

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Abstract

Transgender communities in our society are always considered as a taboo and people are often seen distancing themselves without making any attempt to understand their issues, especially when they try to make themselves financially independent. This study aimed to explore the workplace challenges and the impact of societal behavior on the psychological health of employed trans-genders community in Lahore, Pakistan. A sample of six transgenders was approached through snow-ball sampling strategy. A qualitative research design was used and the data was collected through the process of interviews. Thematic analysis was done and main themes were drawn from the collected information of the respondents. Five major themes were identified including: societal indifferences, challenges faced during employment, impact on psychological health, self- satisfaction after employment and coping strategies. The results of the study indicated that all the participants encountered absurd societal behavior and faced inequity challenges during employment that resultantly had an adverse effect on their psychological health. Furthermore, the findings suggested various coping strategies that participants used in order to cope with undesirable circumstances and majority of them reported social support and use of optimistic self-talk as the most desirable coping mechanism. Furthermore, the participants pointed out discrimination and inequality they faced during employment. The present study can fill the research gaps with reference to our society and will help the mental health professionals to teach them ways to cope up with the challenges they face.

Keywords: Transgender, societal behavior, workplace challenges, mental health

Introduction

Gender is a pervasive social construct that affects everyone in our society, which is largely structured by gender norms. Transgender individuals, in particular, challenge these norms by exhibiting behaviors, characteristics, and appearances that diverge from traditional expectations of masculinity and femininity. The existence of transgender people disrupts the binary system of gender, often manifesting in various forms such as gender fluidity, intersex, gender queer, and third gender. In Pakistan, the term "Hijra" is commonly used to describe transgender individuals, encompassing a range of gender non-conforming identities (Burdge, 2007).

Historically, transgender people have existed across cultures, classes, and races. However, in our society, they have been marginalized and stigmatized, often facing humiliation, exclusion, and verbal abuse. The general public's response to transgender individuals is typically characterized by discomfort, fear, and avoidance. This discriminatory attitude is reflected in the workplace, families, and social interactions, where transgender people are frequently denied basic rights and dignity (Lenning & Buist, 2013).

The transgender community in Pakistan faces extreme social exclusion, persistent discrimination, and inadequate protection. They are often deprived of their fundamental rights, including voter rights, access to institutions, and participation in decision-making processes. This marginalization is perpetuated by cultural norms, behaviors, and lifestyles that reinforce binary gender expectations. While a few individuals may exhibit empathy and understanding towards transgender people, the majority of society responds with fear, ridicule, and hostility (Ahmed, 2014).

Transgenders face overwhelming economic hardship. They face numerous challenges and discrimination at the workplace due to which they have to suffer a lot due to financial strain. Lack of freedom of expression, sexual abuse, verbal abuse, physical abuse, not providing importance to ideas, lack of adequate knowledge about sexual minorities, unnecessary stress are some of the major issues faced by transgenders at workplaces. Lewis Turner, Stephen Whittle and Maryam AlAlami (2007) revealed that 6% of the transgenders have experienced physical violence at their workplaces whereas more than 10% faced verbal abuse. However, because of

these bitter experiences at the workplace, the majority of trans-gender individuals preferred to change their current jobs (Stephen et al., 2007).

Transgender individuals in Pakistan face significant mistreatment and harassment. A staggering 90% of transgender people experience workplace mistreatment, highlighting the pervasive nature of discrimination in professional settings. Furthermore, over 40% of transgender workers face negative job outcomes due to their gender identity, underscoring the challenges they encounter in securing and maintaining employment. The transgender community in Pakistan also experiences high rates of physical victimization, with studies indicating that between 43% to 60% of transgender individuals have been physically victimized. This alarming trend is often linked to broader societal issues, including increased dropout rates from schools. Many transgender individuals are forced to abandon their education due to the hostile environment and lack of support. Unfortunately, some transgender individuals may turn to harmful activities, which can have detrimental effects on their health and the health of others. Despite these challenges, there have been some positive developments. For instance, the National Database and Registration Authority (NADRA) has introduced a third gender option on National Identity Cards, providing greater recognition and rights for transgender individuals. However, despite these advancements, the transgender community in Pakistan continues to face substantial challenges and marginalization. The prevalence of mistreatment, harassment, and violence against transgender individuals underscores the need for greater understanding, acceptance, and support. Addressing these issues will require sustained efforts from both governmental and non-governmental organizations to create a more inclusive and supportive environment for transgender individuals in Pakistan (Mizock & Mueser, 2014).

Transgender community fail to seek medical assistance and visit a health care professional as they face a lot of discrimination at the hospitals as well. These individuals are always scared that they would never be taken seriously by the doctors and would be mocked as everyone else does. Therefore, in order to bring an improvement in the conditions of sexual minorities, promotion and acceptance of environments is important. Moreover, gender-based prejudice should be decreased. The element of social exclusion should also be abolished by accommodating the transgender group into the mainstream. Moreover, transgender groups should

be socially accepted and there is a need to educate the society about the transgender rights and increase their acceptance level towards this segment of the society (Usman et al., 2018).

Objectives of the study

- To know about the societal behavior towards employed trans-genders
- To explore the challenges employed trans-genders face while earning their livelihood
- To know about the impact of societal behavior on the psychological health of trans-genders.
- To find out the coping strategies used by transgenders to deal with their challenges

Research Questions

- What is the most detrimental societal behavior towards the employed transgender community in Pakistan?
- What are the challenges faced by the employed transgender community?
- How does societal behavior impact the psychological health of transgenders?
- What are the coping strategies used by transgenders to deal with the challenges?

Method

In order to gain deep insight and to know about the subjectivity of the issue this study was based on qualitative methodology. This study aimed to explore the workplace challenges, and the impact of societal behavior on the psychological health of employed trans-genders community in Lahore, Pakistan.

Assumption

In research, epistemology describes how a researcher knows the truth and reality of something as the goal is to describe people's subjective lived experiences, realities and understandings. Moreover, from epistemological assumptions the knowledge is gained through an empathic understanding of participants' lived social realities. Epistemology also influences the ways researchers frame their research in their attempts to discover knowledge as the researchers also construct knowledge socially that is a result of their personal experiences of real life within the natural settings investigated. Furthermore, there is some sort of engagement between the

researchers and their subjects through interactive processes in which they dialogue, intermingle, question, write, read, listen and record research data (Creswell, 2013). In this study epistemological assumption was followed as the transgender lived experiences were explored through the process of interviews by actively engaging with them to gain an insight of participants' social realities.

Interpretive Framework

From a social constructivism approach learning occurs through social interaction that involves active engagement with a social group and knowledge is considered to be a product of group interaction as the main focus of this approach is on the collaborative nature of learning. Moreover, this approach seeks for understanding of the world in which individuals live and work (Creswell, 2013). Social constructivism approach was applied for the present research as the participating individuals were asked for their subjective views based on their own individual experiences and the complexity of views were also taken into consideration during their interview. Individuals had prior knowledge about the purpose of the research which led to a broad open discussion in order to look in depth, the complexity of the views.

Method of Inquiry

The study was based on IPA that denotes the lived experiences of participants. Phenomenological approach was followed as the main focus of the study was on the lived experiences of the participants. Moreover, phenomenology is considered to be a powerful approach of inquiry in order to obtain subjective experiences of the individuals as well as to describe their lived phenomenon. However, throughout the research process the shared experiences of participants were studied and all the issues faced by transgender participants were heard. Hermeneutic phenomenology by Heidegger has been used in this research in order to understand lived experiences of individuals. According to this methodology all the individuals and their life stories are distinctive from one another (Frechette et al., 2020).

Sample and Sampling Strategy

In this study, a snowball sampling technique was used to collect the information from the participants. In the snowball sampling technique the research participants involved in the study recruit other similar participants that can be included in the research. However, this sampling

technique is used where it is hard to find the potential participants (Crossman, 2019). The participants were approached with the help of social media. The initial participant was asked to identify and refer to the similar participants. The employed six trans-genders working in different professions and are financially independent were taken for the research. Only those individual were included in the study who are by birth a transgender.

Exclusion Criteria

- Trans-gender individuals with gender dysphoria were excluded from the study
- Trans-gender individuals engaged in dancing and begging were excluded
- Trans-gender individual who are mentally disturbed were excluded from the study

Table 1

Sample characteristics of the participants

Participants	Age	Education	Occupation	Monthly income
1	28	Matric and makeup course	Makeup artist	40,000
2	34	Matric	Organizational worker	25,000
3	42	Stitching course	Tailor	36,000
4	38	Matric and makeup course	Makeup artist	40,000
5	32	Stitching course	Tailor	45,000
6	30	Stitching course	Tailor	45,000

Data Collection Method

Interview guide was used as a research instrument for data collection. Telephonic interviews were conducted for information gathering as the participants were more comfortable with this method of inquiry. Open ended interview questions were prepared and the participating individuals were asked for their subjective views based on their own individual experiences.

Moreover, the interviews were semi structured in nature that consisted of opening questions, closing questions as well as probes. While conducting semi structured interviews few of the predetermined questions were asked however, the order of the questions was not followed and relevant additional questions were also inquired. Moreover, the interview was flexible in nature and participants were encouraged to elaborate and clarify their narratives. The interviews were audio recorded with the consent of the participants keeping their anonymity under consideration.

Semi-structured interviews are a qualitative research method that involves a predetermined set of open-ended questions, allowing for in-depth exploration of participants' thoughts, experiences, and beliefs. The researcher prepares an interview guide, builds rapport, and asks questions in a flexible order, often using probe questions to gather more information. This approach enables researchers to collect rich, detailed data while maintaining focus on the topic of interest. The interview process typically involves opening questions to build rapport, key questions to address main research questions, and closing questions to wrap up the interview. This method provides flexibility, allowing researchers to ask follow-up questions and gather reliable, comparable data. Overall, semi-structured interviews are useful for exploring complex issues, gathering new data, and understanding participants' perspectives (Adams, 2015).

Procedure

For this current research, expert supervisor was chosen to seek the credibility and feedback on the results of the research. The topic was firstly approved by the Institutional Review Board. Interview guide was also reviewed by the supervisor followed by pilot study. A pilot study is a preliminary study conducted before the main research study. The purpose is to test the reliability of the interview guide and fix potential issues in the research design and method. Two participants were selected for the pilot study and on the basis of their feedback, changes were made to improve the interview guide. Following a thorough review by the supervisor and two qualitative experts, final interview guide was implemented. Participants were selected for the main study through snow ball sampling technique, based on the inclusion criteria. Each participant was briefed about the aim of the research and whether or not they are willing to give an interview or not. Their consent and confidentiality was the first priority while approaching the participants. A demographic information sheet form was used to extract the basic information such as age, occupation, education etc. to build rapport. Interviews were conducted on phone call, considering the feasible for the participants. They were told about their right of withdrawal at any time they

intended. At the end, the participants were thanked for taking out their precious time as well for choosing to be part of the study. Their consent for audio recording the interview was taken beforehand that helped to transcribe the data.

Main Study

In the research study, six participants voluntarily participating and gave consent to audio record the interview as well. The participants were approached through snowball sampling technique. For the data collection interview guide was used. However, all the research ethics were ensured before and during the data collection method i.e. prior consent, voluntary participation, giving prior information regarding the study and maintenance of confidentiality. All the participants were interviewed according to their availability as a total nine participants were contacted for the interview purpose, however only six were available and interviewed after deciding the appropriate time with each participant's consensus. The interviews were telephonic in nature and audio recording was done as it greatly helps in transcribing the data later on. The interviews were semi structured in nature with open ended questions in them. However, probing was also used in order to get a clearer picture of what the participants were describing. Moreover, some note taking was done and some of the main points were written during the interview that later helped for making the themes. However, the duration of each interview was approximately 40-50 minutes, to the point of saturation. The collected audio data was transcribed and major themes and verbatim were drawn out from the collected data. Lastly, for gaining major findings of the study interpretation and explanations of the themes were done.

Data Verification Method

Peer Review

Peer review is the critical evaluation of an academic work by others in the similar field of study. However, the evaluation is done by one or more individuals who possess similar competencies as the producer of the work. The main purpose of peer review is to provide constructive feedback to the researcher that helps him/her to improve the study. Peer review was done as a data verification method before conducting the actual research on a large sample (Creswell, 2013). However, in my case everything including the interview guide was reviewed by the two experts who have been conducting qualitative research for the past two years.

Data Analysis

For the analysis of data Herschel's method that is thematic analysis was followed. Data was studied back and forth in order to identify the common themes

Step I: Become familiar with the data. The first step in conducting a thematic analysis is to become familiar with the data by re-reading the transcripts and jotting down and important points. Carefully reading the entire data script and making rough notes at this point can be helpful.

Step II: Generate initial codes. Next, initial codes were generated by reducing the data into small pieces of information. An inductive thematic analysis was applied to code every text that contains relevant information regarding the research questions. An open coding method was used. Codes are developed that are descriptive meaning units.

Step III: Search for themes. In the next step the coded data helped to extract and identify themes in terms of the research questions. Then, the preliminary themes were reviewed and modified to ensure if they make sense and are relevant. Codes were fitted together to generate themes. Therefore codes are sorted into categories that answer what, where, who and when.

Step IV: Review themes. The themes will be studied deeply to review if they make sense and has all the data been put together.

Ethical Considerations

- Verbal and written informed consent was taken from the participants.
- The participants were informed about the purpose and nature of the interview before initiating the interview.
- Their permission was sought to audio record the interview which would help later the interviewer in transcribing the data and analysing it.
- The participants were informed that their confidentiality would be protected and their identity would not be revealed except for the interviewer and their supervisor. For this purpose participants' were given numbers (1-4) to keep their anonymity.
- The participants were also instructed that they can withdraw from the interview at any point without any penalties and can without any hesitation refuse to give an answer to any question if they feel hesitant or uncomfortable in sharing or answering.
- The data was analyzed and reported accurately without the interference of the researcher's own

views. Personal opinions of the researcher did not interfere with the data.

Results

The aim of the present study is to explore the workplace challenges, and the impact of societal behavior on the psychological health of employed trans-genders community in Lahore, Pakistan. Five major themes were identified including: societal indifferences, challenges faced during employment, impact on psychological health, self- satisfaction after employment and coping strategies

Table 2

Majors themes and sub themes of the study

Master Themes	Sub-Themes
Societal indifferences	Unsympathetic attitude Lack of acceptance Insensitive comments Lack of empathy in all socio-economic classes
Challenges faced during employment	Inadequate opportunities Unresponsive attitude of employers Bullying Discrimination Lower incomes Poverty
Impact on psychological health	Excessive stress Isolation Anxiety provoking thoughts Depression
Self- satisfaction after employment	Providing support to the family respect and recognition Source of pride and dignity Self- sufficiency

Coping strategies	Building support network Self-care Seeking mentorship Focusing on strengths Workplace strategies
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Discussion

The major themes of the study depict the issues faced by the trans-gender community in Pakistan which suggests that they face a lot of insensitive attitude of people and are immensely marginalized communities even deprived of basic human rights.

Societal indifferences

The society did not share the feelings of transgender individuals as almost all the participants reported about the people's negative and hostile behavior towards them. According to Participant 5 reported: *"The behavior of people, they don't even consider us as humans"*. All the participants complained about the non-acceptance of people towards them as the society refused to accept them due to which they had to face extreme forms of social exclusion. As reported by participant 1: *"No one values or accepts us."* Similarly, participant 3 reported: *"People never tend to see us with a good eye"*. The insensitive behavior is not only limited to the specific class of the society and all the societal classes (upper, middle, lower) were involved in such detrimental behavior as participant 1 narrated: *"Both literate and illiterate class judge us and treat us differently"*. Similarly, participant 2 said that *"It includes both classes, upper and lower"*. Nguyen, Cu, Nguyen, Nguyen, and Cu (2025) investigates the mental health challenges faced by transgender individuals in Vietnam, highlighting the significant impact of discrimination, violence, and limited access to healthcare services on their well-being. Using qualitative methods—including interviews and focus group discussions—the research reveals high rates of gender dysphoria, depression, and social exclusion among transgender men and women. It explores how individuals cope with these challenges and the limited availability of psychosocial support. The findings emphasize the need for increased awareness, supportive services, and professional interventions within clinical social work to better address the mental health needs of the transgender community.

Challenges faced during employment

Trans individuals are always kept deprived of any quota in employment and education and due to people's negative feelings towards them trans-gender individuals are also deprived of opportunities to take education as reported by participant 1: *"There wasn't any platform available where we could showcase our skills"*. Chellammal et al., (2021) discussing that almost on a daily basis transgender people are discriminated against and cornered. They are the most vulnerable and highly marginalized community and they are always lag behind in every aspect of life most noticeably in the area of education. Majority of the population does not like to interact with them and do not prefer taking them as their employee as participant 4 reported: *"Firstly, no one is ever ready to employ me"*. Trans individuals are often sidelined and treated as untouchables in society. They face numerous challenges and discrimination at workplace and their problems are not taken seriously by others as participant 1 said that: *"I have given interviews in multiple place along with my CV, but I haven't received any response"*. Similarly, participant 6 reported: *"Where ever I go people don't behave nicely, and our problems are labelled as less important"*. Khan (2020) conducted a qualitative study in Islamabad, Pakistan to explore the psychological, social, and emotional challenges faced by transgender individuals. Through in-depth interviews, the study revealed that transgender people often experience a deep disconnect between their internal gender identity and physical sex, leading to identity conflicts and emotional distress. Participants reported widespread discrimination, stigma, and being labeled as socially deviant or mentally ill, which contributed to high rates of mental health issues. The study highlighted the negative attitudes of families and society, frequent experiences of violence, and significant social, financial, and interpersonal challenges, including workplace discrimination and poverty. Trans individuals are always considered as a taboo and people are often seen humiliating them. As narrated by the participant 3: *"People mostly enter into the shop just for the sake of teasing"*. Similarly, participant 4 reported: *"The most pain I feel is when people make fun of us"*. People often used bad words for calling them and due to this attitude these individuals get hurt. However, participant 5 highlighted severe harassment on part of males as she said: *"Mostly men misbehave with us, they give smiles as they pass by"*. All the participants faced challenges based on their professions. As reported by the participant 1: *"We have to struggle a lot but still people don't value us"* Similarly, participant 2 reported: *"First of all people reject us by saying that why should we employ trans genders"*. A significant wage gap

is faced by trans genders and due to which they suffer from economic challenges and financial strains. These individuals are not being paid according to their struggle and abilities as participants 6 reported: *“Income is not much, only enough to fulfill basic needs”*. Similarly participant 1 narrated: *“Can’t really say salary is enough, it is quite less”*.

Impact on psychological health

All the challenges adversely affected the mental health of all the participants and they suffered from constant depressive thoughts as narrated by participant 2, *“I stay mentally depressed usually and its quite disappointing”*. Similarly, participant3, reported *“I am mentally disturbed mostly”*. Transgender individuals often experience excessive stress due to various factors, including minority stress, identity concealment, and lack of support. The cumulative effect of stigma, prejudice, and discrimination can lead to increased stress levels, while hiding one's true identity can be stressful and affect mental health. Inadequate support from family, friends, or community can further exacerbate stress. Isolation is another common experience for many transgender individuals, resulting from social exclusion, lack of acceptance, and internalized shame. Participants 3 reported *“Rejection by loved ones is the most difficult phase of my life”*. Societal stigma and discrimination can make it challenging to form and maintain social connections. Negative self-perceptions and internalized shame can also contribute to feelings of isolation. Anxiety-provoking thoughts can arise from fear of rejection, fear of violence, and uncertainty about the future. According to participant 4 *“What is my future, who will be with me at my old age.”* The risk of physical violence and harassment can lead to anxiety and hypervigilance, while uncertainty about access to healthcare and employment can contribute to anxiety. Depression is a significant concern for many transgender individuals, often resulting from cumulative stress, lack of support, and internalized shame. The cumulative effect of minority stress, isolation, and anxiety-provoking thoughts can contribute to depression, while inadequate support from family, friends, or community can exacerbate depressive symptoms. Negative self-perceptions and internalized shame can also contribute to depressive symptoms. Lenning & Buist, (2013) gain insight through personal narratives of the transgenders. According to them transgenders face considerable levels of discrimination, stigmatization and harassment and due to the rejection in society, isolation and violence higher rates of substance use and mood disorders, anxiety and suicidal thoughts are experienced by the transgender community. This

study that was conducted in the USA revealed the reported feelings of social stigma coupled with economic hardship and mental suffering. Furthermore, their gender identity affected their performance as well. Social challenges took a toll on their psychological health as their identity caused them to struggle with how to behave because they did not fit society's expectation and definition of female or male.

Self- satisfaction after employment

Almost all the participants reported the feelings of contentment and denoted an improved sense of self-esteem after having an employment as said by participant 1: *"I feel I am at peace now."* Participant 2 narrated: *"I am quite satisfied and my heart is at peace now."* Employed transgender individuals can experience a sense of pride and fulfillment from being able to provide financial support to their families. This can be particularly significant for those who have faced rejection or marginalization. By being employed, transgender individuals can demonstrate their ability to contribute to their families' well-being, which can help strengthen family bonds, improve self-esteem, and reduce financial stress. Providing financial support can also alleviate financial stress and provide a sense of security. Having a respectable profession can be a source of pride and dignity for employed transgender individuals. According to participant 1, *"I feel over the moon when I give my money with my family."* A professional career can earn respect and recognition from others, helping to counteract negative stereotypes and stigma. A profession can also provide a sense of purpose and direction, which can be beneficial for mental health and well-being. Being part of a professional community can foster a sense of belonging and connection with others. Self-sufficiency is another important aspect of employment for transgender individuals. By being financially independent, individuals can reduce their dependence on others, increase their autonomy, and improve their mental health. Participant 5 reported: *"Now I'm deeply satisfied that I'm not asking money from anyone instead supporting my family."* Financial stability and independence can be liberating and empowering, allowing individuals to make their own choices and decisions. Overall, employment can have a profoundly positive impact on the lives of transgender individuals, providing a sense of purpose, dignity, and self-sufficiency.

Coping strategies

Lastly, the trans-respondents revealed their coping strategies and social network occurred to be one of the most significant coping mechanism, building a support network of other transgender individuals, allies, or support groups can provide a sense of community and help mitigate feelings of isolation or marginalization. As reported by participant 1: *“I have friends, if a problem comes up I usually discuss it with them”*. Similarly, participant 2 reported: *“I mostly tend to discuss with my, we guide each other since our circle is includes all trans genders”*. Chinazzo et al. (2024) examined the quality of life of Brazilian transgender youth and how their coping strategies relate to both general and gender-related stress. Among 185 participants, including transgender boys, girls, and non-binary individuals, findings showed that better quality of life was associated with receiving social support, while the use of avoidance coping strategies in response to general stress was linked to lower quality of life. Another study applies the psychological mediation framework to understand how family rejection, a distal minority stressor, affects mental health in transgender and gender diverse (TGD) young adults by influencing proximal stressors like internalized transphobia and general psychological factors such as social support. Using data from 227 TGD individuals (average age 21.7), the research found that family rejection did not directly predict depression or anxiety but was indirectly linked to increased anxiety through reduced social support. Internalized transphobia was associated with higher depression, while social support helped reduce anxiety. Additionally, resilience played a protective role by lessening the negative impact of family rejection on anxiety. These results suggest that proximal stressors have a stronger direct effect on mental health than distal stressors and highlight the crucial buffering roles of social support and resilience in improving mental health outcomes for TGD young adults (Costa et al., 2025). One of the coping strategies opted by two of the participants was positive self-talk and taking an optimistic approach as said by participant 3: *“I say this to myself usually that I have my work at least and I don’t have to beg for my needs”*. In the workplace, employed transgender individuals set clear boundaries and expectations with colleagues and supervisors that also help maintain a safe and respectful work environment. Additionally, seeking support from management can address workplace issues and create a more inclusive environment. Participant 4 said *“I always prefer to tell my problems to my incharge as he always finds way to solve it.”* Self-care is also essential for employed transgender individuals. Prioritizing mental health through activities like exercise, yoga or mindfulness practices can help manage stress and maintain mental well-being.

“I feel happy to find time for myself outside of work as it provides a sense of purpose and fulfillment.” Participant 6 reported. Emphasizing their strengths and accomplishments help transgender individuals build confidence and resilience. Participant 2 said *“I always focus on my strengths that God has given me.”* As reported by participant 5: *“Finding a mentor who can offer guidance and support can be beneficial for us, I’m so lucky to find one.”*

Implications

In the field of gender studies the current study will provide empirical information to the upcoming research. In Pakistan the empirical information about this group is either not sufficient or is not available for the detailed account of transgender individuals. The present study can fill the research gaps with reference to our society. Overall, these factors highlight the importance of addressing the mental health needs of transgender individuals. Research studies can help identify effective interventions and support systems to mitigate these negative experiences and promote overall well-being.

Limitations and Future Directions

This study on employed transgender individuals has several limitations that should be considered when interpreting the findings. One limitation is the potential sample and representation issue, where the sample may not be representative of all employed transgender individuals as it was difficult to find the participants who fulfill the inclusion and exclusion criteria. However, limitations include the reliance on qualitative methods, which may not fully capture the complexity of the phenomenon. Despite these limitations, this study provides valuable insights into the experiences of employed transgender individuals. Future research should aim to address these limitations by conducting longitudinal studies that examine the experiences of employed transgender individuals over time. Including a more diverse sample of employed transgender individuals from different industries, locations, and backgrounds would also provide a more comprehensive understanding of their experiences. Moreover, future research should consider incorporating a Mixed-Methods approach to gain a more comprehensive understanding. Furthermore, the sample was limited to Lahore city only, restricting generalizability; future studies should collect data from all provinces of Pakistan for better representation of sample. Future studies could also focus on developing and evaluating interventions to support mental health of transgender individuals.

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Contribution statement:

Both the authors contribute to the designing of the study. Data collection and interpretation of data is done by first author however final approval of the version to be published is done by second author. Both author agree to be accountable for all aspects of the work in ensuring that

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