

GUIDELINES ON SWEEKRUTI

(A Scheme for Promotion of
Transgender Equality & Justice)



Social Security and Empowerment of Persons with
Disabilities (SSEPD) Department,

Government of Odisha

• INTRODUCTION

The Constitution of India ensures equality, freedom, justice and dignity of all individuals and implicitly mandates an inclusive society for all including Transgender persons. In the recent years, there have been significant changes in the perception of the society towards transgender persons. It has been realized that transgender persons can lead a better quality of life if they have equal opportunities and effective access to different social development services.

Transgender persons had been part of Indian society for centuries. There is historical evidence of recognition of “third sex” or persons not conforming to male or female gender in the writings of ancient India. The idea of “Tritiya prakriti” had been an integral part of the Hindu mythology, folklore, epic and early Vedic and Puranic literatures, Vedic culture recognized three genders. The Vedas describe individuals as belonging to one of three separate categories, according to one's nature or prakriti. A third sex is also discussed in ancient Hindu law, medicine, linguistics and astrology. The foundational work of Hindu law, the Manu Smriti explains the biological origins of the three sexes. Transgender persons in India enjoyed a noble position till Mughal period. The Transgender persons during the colonial rule with enactment of Criminal Tribes Act, 1871 were criminalized and denied civil rights and have been undergoing agony of human rights violation since then.

UN General Assembly observed “In all regions, people experience violence and discrimination because of their sexual orientation or gender identity. In many cases, even the perception of homosexuality or transgender identity puts people at risk. Violations include – but are not limited to – killings, rape and physical attacks, torture, arbitrary detention, the denial of rights to assembly, expression and information, and discrimination in employment, health and education. United Nations mechanisms, including human rights treaty bodies and the special procedures of the Human Rights Council, have documented such violations for close to two decades.”

The application of international human rights law is guided by the principles of universality and non-discrimination enshrined in Article 1 of the Universal Declaration of Human Rights, which states that “all human beings are born free and equal in dignity and rights”. All people, including lesbian, gay, bisexual and transgender (LGBT) persons, are entitled to enjoy the protection provided by international human rights law, including the right to life, security of person and privacy, the right to be free from torture, arbitrary arrest and detention, the right to be free from discrimination and the right to freedom of expression, association and peaceful assembly. The Vienna Declaration and Programme of Action confirms that, “while the significance of national and regional particularities and various historical, cultural and religious backgrounds must be borne in mind, it is the duty of States, regardless of their political, economic and cultural systems, to promote and protect all human rights and fundamental freedoms.” Non-discrimination is a core human rights principle embodied in the Charter of the United Nations, the Universal Declaration of Human Rights and core human rights treaties. Non-discrimination clauses in international instruments typically require that the rights set forth are made available to everyone without discrimination, and States ensure that their laws, policies and programmes are not discriminatory in impact.

Report of the Expert Committee on the issues relating to Transgender Persons of Ministry of Social Justice & Empowerment, 2013 finds that the Transgender community is one among the most marginalised and vulnerable communities in India. They face high levels of stigma in almost every sphere of their life such as health, schools/colleges, employment, social schemes and entitlement. Extreme social exclusion diminishes self-esteem and sense of social responsibility. The community needs to be included in the mainstream development program of the country and be protected from all forms of abuse & exploitation.

Hon'ble Supreme Court in Case No. CA 400 of 2012 observed "Seldom, our society realizes or cares to realize the trauma, agony and pain which the members of Transgender community undergo, nor appreciates the innate feelings of the members of the Transgender community, especially of those whose mind and body disown their biological sex. Our society often ridicules and abuses the Transgender community and in public places like railway stations, bus stands, schools, workplaces, malls, theatres, hospitals, they are side-lined and treated as untouchables, forgetting the fact that the moral failure lies in the society's unwillingness to contain or embrace different gender identities and expressions, a mindset which we have to change."

Hon'ble Supreme Court held "Everyone has the right to recognition everywhere as a person before the law. Persons of diverse sexual orientations and gender identities shall enjoy legal capacity in all aspects of life. Each person's self-defined sexual orientation and gender identity is integral to their personality and is one of the most basic aspects of self-determination, dignity and freedom. No one shall be forced to undergo medical procedures, including sex reassignment surgery, sterilisation or hormonal therapy, as a requirement for legal recognition of their gender identity. No status, such as marriage or parenthood, may be invoked as such to prevent the legal recognition of a person's gender identity. No one shall be subjected to pressure to conceal, suppress or deny their sexual orientation or gender identity."

The Hon'ble Court held that Transgender persons should be treated as third gender and given access to and representation in education and jobs. The Supreme Court also added that if a person surgically changes his/her sex, then he or she is entitled to identify as the changed sex and cannot be discriminated against. Transgender persons' rights to decide their self-identified gender was also upheld and the problems being faced by Hijras/Transgender such as fear, shame, gender dysphoria, social pressure, depression, suicidal tendencies, social stigma, etc. were sought to be addressed. The Hon'ble Court directed to provide medical care to TGs in the hospitals and take steps for framing various social welfare schemes for their betterment.

The Rights of Transgender Persons Bill, 2014 as introduced in Rajya Sabha has proposed provisions of Equality and non-discrimination; equal rights for Transgender children; Right to life and personal liberty; Right to live in the community; Right to integrity; Protection from torture or cruel, inhuman or degrading treatment or punishment; Protection from abuse, violence and exploitation; Right to home and family and Freedom of speech, etc. The Bill further proposes for duty of educational institutions to provide inclusive education to transgender students; Adult education for transgender persons; Vocational training and self-employment; Non-discrimination in employment; Social security; Healthcare facilities; Rehabilitation of transgenders; Leisure, culture & recreation; Reservation in primary, secondary and higher educational institutions; Reservation

of posts for transgender persons; Incentive to employers in the private sector; Special employment exchange & Awareness raising.

Human Rights Law Network Report, 2015 viewed that the lives of transgender persons living in Odisha remain subject to discrimination and hardship. Transgender persons still struggle to access basic services and support that other persons rely upon or even take for granted. Ingrained stigma causes hardships in accessing housing, land, education and employment. The transgender persons are afforded no support from the government in accessing employment, causing them to be trapped in occupations such as begging and sex work. They also receive no assistance with accessing proper housing and are not included in any other welfare schemes. No separate, transgender-specific services have been provided since the judgment.

- **OBJECTIVES**

Article 41 of the Constitution of India enjoins the States to make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement and in other cases of undeserved want within the limit of its economic capacity and development. Article 14 also guarantees to all person's equality before the law. Article 19(1) ensures for all citizens freedom of speech and expression. Article 21 expresses protection of life and personal liberty to all persons. Article 15 (1), 15(2) and 16 (2) in express terms prohibit discrimination on the ground of sex.

The Social Security and Empowerment of Persons with Disabilities (SSEPD) Department, Government of Odisha recognizes that Transgender Persons are valuable human resource for the society and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in society. As part of an integrated initiative for Transgender Equality & Justice, the Department has launched this new umbrella scheme "**SWEEKRUTI**" to be operated in a mission mode with manifold objectives. To ensure equitable justice for transgender persons the *Sweekruti* scheme focuses on the following broad objectives:

1. To create an enabling environment to ensure equal opportunities, equity, social justice & empowerment of transgender persons of the state.
2. To encourage voluntary action and participation of all stake holders for ensuring effective social integration of transgender persons.
3. To expand outreach activities for protection of rights and entitlements of transgender persons in the state.
4. To promote individual and group endeavors by transgender persons for employment, self-employment and other socio-educational services.
5. To strengthen the existing implementation machinery and create facilities for coverage of all transgender persons of the state.

- **STRATEGY**

The approach of this Scheme is to make available the whole range of services necessary for rehabilitation of transgender persons. With a view to include transgender persons in the mainstream of society and actualizing their potential, the thrust would be on the following key strategies:

1. Assistance to parents of transgender children and provision of pre- and post- matric scholarship for all transgender children pursuing education.
2. Skill upgradation and entrepreneurship development training, supply of Self Employment Kit and strengthening Self Help Groups.
3. Support for Critical Health Care & group insurance support for transgender persons.
4. Provision for Legal Aid and advice, counseling and guidance services for transgender persons in distress.
5. Organization of Community Awareness, sensitization and campaign on rights of transgender persons and training of staff and volunteers.

- **PROGRAMME COMPONENTS**

The Scheme for Promotion of Transgender Equality & Justice aims at providing comprehensive rehabilitation support to the target groups. The scheme will have the following programme components:

1. Assistance to Parents of TG Children
2. Hostel for Transgender Persons
3. Pre & Post Matric Scholarship
4. Personality Development
5. Skill Upgradation Training
6. Pre-Recruitment Coaching
7. Self-Employment
8. Self Help Group
9. Rehabilitation Centre for TG
10. Sensitization Of Workers & Activists on TG Issues
11. Community Awareness
12. State Award in the Field of TG Welfare
13. Research & Documentation on TG Issues
14. NGO Selection
15. Payment Practice
16. Project Management Unit
17. Budget Provision & Utilization
18. Miscellaneous Provisions
19. Role Of District Administration
20. Role Of Block/ULB Administration

- **ASSISTANCE TO PARENTS OF TRANSGENDERS**

- a. Need for Supportive Money

Awareness and information are needed among parents/ guardians to support their gender-nonconforming or transgender children, setting aside their discomfort and deeply held normative attitudes. Parents should be alert to the risk of the children facing bullying and other violence outside the home — in the extended family, at schools, on the playground, and support them accordingly. They also need to take cognizance of the escalation in stress and discrimination faced by a transgender child as he/she grows into adolescence.

Counselling and other mental health services that affirm the child's gender identity are needed for the child as well as their parents. Support groups help parents to (i) overcome misconceptions, understand the difference between sex, sexuality, gender, and intersex variations (ii) realize that they, as parents, are not alone (iii) that their children's gender-nonconformity is not the result of bad parenting (iv) be able to work through their negative feelings of anger, disbelief, shock, or disappointment in a safe space. Additionally, existing forums such as the Anganwadi Centres, Self-Help Groups and Bharat Nirman Volunteers (BNVs) may be oriented on transgender issues, and involved in providing information to parents of transgender youth.

Financial assistance will be provided to the parents of transgender children in order to support such parents in successfully bringing up their transgender children against societal intolerance, stigma, discrimination and violence. It shall also act as a feeder program for the component of pre and post matric scholarship.

- b. Eligibility

For purpose of claiming financial assistance, the following criteria shall apply:

1. Parent must certify on an affidavit that they have a child showing gender non- conforming behavior.
2. The age of the child is less than 18 Years.
3. In case of death of the parent, supportive money will be made available to the guardian subject to production of the relevant Certificate of guardianship obtained from Competent Authority.

- c. Extent of Assistance

The assistance under the head will be provided to parent at the rate of Rs 1500/- (rupees one thousand Five Hundred only) per transgender child per month and can be paid till the child attains the age of 18 years.

- d. Modus of allocation/ sanction / disbursement of assistance

1. The parents desiring to avail the assistance will submit an application as given in the **Annexure A** through the Block/ ULB Administration.
2. The Block/ ULB Administration on receipt of such applications will verify the information given therein with reference to records available, and recommend for sanction to concerned DSSO.

3. On the receipt of all such recommended applications, the concerned DSSOs will scrutinize the applications and get those sanctioned from the Collector as per rules and procedures.
4. DSSO, as the case may be, after sanctioning the assistance, will place Block and ULB wise requirement of funds to SSEPD Department at the beginning of the financial year.
5. After sanction of the assistance amount, the DSSO will ensure that bank account is opened in post office or scheduled commercial bank in the name of the transgender child jointly with father / mother/ guardian.
6. The District Social Security Officer (DSSO) will see that such requirement reaches him/ her by the given date line.
7. After receipt of requirement from the DSSO, the Department will release funds in first allotment to the DSSOs & fund will be remitted to concern child directly.
8. After disbursement, the DSSOs will submit consolidated UCs to the Department by the 31st March with due countersignature of the Collector.
9. The DSSOs will make online entry of data on parents assisted including information on the transgender child.

- **HOSTEL FOR TRANSGENDER PERSONS**

Transgender Persons facing challenges in moving to places for education, training and employment as they do not have the access to existing boys & girls hostels due to their limitations after acquiring self-perceived gender. They are also not preferred as tenants by house owners. As a result, the TG persons either drop out from availing education, training or employment at cities like Bhubaneswar, Cuttack, Rourkela, Berhampur or such other locations of importance with scope of better education, training and employment.

This component envisages supporting for creation of hostel facilities by Colleges, Universities, ULBs, NGOs working for TG persons either by modification of existing hostel blocks or construction of new blocks for TGs. Number of seats in the hostels will be subjected to number of Transgender Persons willing to continue their studies and will avail the hostel facility. Approval for such hostels will be determined on case-to-case basis on merit of each case. However, effort will be made to provide hostel facilities at strategic locations where both students and working TGs can be accommodated.

Financial Assistance Components

Construction/ renovation of hostels will be determined on case-to-case basis depending upon need, volume of TG persons requiring such facilities and capacity of the institution for managing such infrastructure.

One-time non-recurring grant at the rate of Rs. 15,000/- per inmate at the time of commencement of the hostel for purchase of furniture (including bed, table, chair, almirah etc.) and furnishings;

Students pursuing education and staying in hostel may be provided stipend towards meeting their hostel expenses at Rs. 3,000/- PM for the period of their education, subject to submission of recommendation of concerned educational institution.

- **PRE & POST MATRIC SCHOLARSHIP**

The objective of the component is to provide financial assistance to the Transgender students studying at post matriculation or post-secondary stage to enable them to complete their education. These scholarships are available to transgender students of Odisha for studies in India only and are awarded where the applicant is studying.

a. Scholarship

1. The students desirous to avail the scholarship shall submit applications in prescribed format to the DSSO with certificate availed from national portal for Transgender person.
2. Under this scheme students so eligible will get scholarship for a maximum period of 10 months in an academic year. The students availing scholarship from either the Central or State Govt. under any other scheme shall not be considered.
3. Rate of scholarship

Sl.	Category	Rate/ PM
1	Pre-Matric (From Std. V to X)	1000
2	Post-Matric (From Std. XI -XII)	1,500
3	General Graduate/ Post Graduate Courses	2,000
4	Professional Degrees/ Diplomas/ Certificates	2,500
5	Open University/ Non-formal Courses	3,000

4. The DSSOs will scrutinize the applications and shall submit requirement of funds to the Department by end of September. After receipt of the funds DSSOs will remit the scholarship to the accounts of the students with the approval of Collector.
5. The scholarship required will be remitted in advance for one year in question and roll over to the next academic session.
6. The utilization certificate on the expenditure shall be submitted by the DSSO along with proof of remittance with due counter signature of Collector to the Department by 28th February of each year.
7. Efforts should be made to utilize funds in the same year. In exigencies the undisbursed balance amount should be rolled over for next year payment and shall be utilized first.

b. Conditions of Eligibility

For the purpose of award of scholarship under the scheme, applications can be submitted subject to fulfilling the following conditions.

1. The applicant is a bona fide resident of Orissa.
2. The applicant is a regular student of recognized educational institutions.
3. The applicant shall have family income of not more than Rs. 2,40,000/- per annum.
4. The applicant does not receive any financial assistance from State Govt./ Central Govt. under any other scheme.

c. Modus of allocation/ sanction / disbursement of scholarship

1. The students desiring to avail the scholarship will submit an application as given in the **Annexure B** through the head of institutions immediately after taking admission.
2. The head of institution on receipt of such applications will verify the information given therein with reference to records available, and recommend for sanction to concerned DSSO.
3. On the receipt of all such recommended applications, the concerned DSSOs will scrutinize the applications and get those sanctioned from the Collector as per rules and procedures.
4. DSSO, as the case may be, after sanctioning the scholarship, will place Block and ULB wise requirement of funds to the Department under intimation to the Collector concerned.
5. After sanction of the scholarship amount, the DSSO /head of the institution will ensure that bank account is opened in the name of the candidate in case the candidate is 18 years of age or above, or a joint account in the name of father / mother/ guardian of the candidates in case the candidate is below 18 years.
6. The District Social Security Officer (DSSO) will see that such requirement reaches him / her by the given date line.
7. After receipt of requirement from the DSSO, the Department will release funds in first allotment to the DSSOs & they will remit the fund to the students directly.
8. After disbursement, the DSSOs will submit consolidated UCs to the Department by the 31st March with due countersignature of the Collector.
9. The scholarship will be payable from the month of admission up to end of the academic session including the month of examination subject to maximum of 10 months in an academic year.
10. For continued absence for a period not exceeding three months, the scholarship shall be paid in full, provided that the absence is on health ground. In case of continuous prolonged absence without justified reasons, the DSSO concerned shall take a decision after making an inquiry.

11. The DSSOs will make online entry of data on students including information on passing out from the course followed with certification.

- **PERSONALITY DEVELOPMENT**

Transgender persons often seen moving on the streets, market places and are engaged in anti- social activities being deprived off from mainstream society and family life. The prolonged oppression and deprivation often lead towards personality disorders. Transgender persons with personality disorders and deprivation will be identified and provided with essential counseling and guidance services, behavior therapy and socialization support under this programme.

Under this programme support for following will be admissible:

- a. installation of helpline
- b. honorarium to counselor
- c. honorarium to IT staff engaged for operation of telephone, computer & social media
- d. office furniture & equipment
- e. personality development training
- f. expenses for telephone, computer peripherals and
- g. rent, recurring and other contingencies.

- **SKILL UPGRADATION TRAINING**

The component aims at providing skill development trainings to the transgender persons to enable them to start income generating activities on their own or get gainfully employed in some sector or the other. Skill Development, is essential for transgender persons to get wage/self-employment and for higher earnings, and/or improved working conditions, such as getting formal certification for hither to informal skills, and/or moving from informal to formal sector jobs or pursue higher education/training.

Soft skills (which would include computer literacy, language and workplace inter-personal skills relevant for the sector/trade) will be an integral part of the skills training process and will be suitably integrated into the course modules. All Skill Development courses offered under the scheme framework will conform to the standards prescribed under National Skill Qualification Framework (NSQF)/ Odisha Skill Development Authority (OSDA) / State Institute for Development of Arts & Crafts (SIDAC) or other Govt. Agencies.

Eligibility

1. A beneficiary should be a transgender person above 18 years of age. A copy of the transgender certificate issued from National Portal of Transgender persons will be required.
2. The beneficiaries whose parents'/ legal guardians" income from all sources including the income of the beneficiary does not exceed Rs. 2.40 lakh annually will be eligible for availing the benefit under the scheme. (This condition is not mandatory if a transgender person not living with parents/legal guardians).

- **PRE-RECRUITMENT COACHING**

Transgender Persons due to social stigma and weak financial condition are unable to avail the facilities of proper coaching and guidance to appear in different competitive examination. Educational development leading to employment is to be focused on priority to minimize inequities in income and to endeavour to eliminate inequalities in status, facilities and opportunities for the students and aspiring job seekers Transgender Persons.

To facilitate socio-economic development of Transgender Persons the programme will be providing emphasis on educational development and pre- job recruitment coaching of such persons through free coaching of students and job aspirer Transgender Persons.

Education and training Institutions, Coaching Institutions and other Government, NGO and private institutions with ongoing coaching programmes may be empanelled/ selected for inclusion of TG persons in their regular/ ongoing pre-recruitment coaching to eligible TG persons.

Sr. No	Name of course for which coaching to be provided	Duration of coaching	Maximum ceiling of Coaching fee per Candidate (in Rs.)
1	Central & State Civil Services (Preliminary & Main separately), Entrance examination for Engineering, Medical, MBA and other professional courses	6 Months	24,000
2	Other Group A & B examination conducted by UPSC, Odisha Public Service Commission (OPSC), Group B examination conducted by SSC & SSSC	5 Months	20,000
3	Officers & Clerk Grade examination for recruitment in the Banks, LIC, GICs, PSU etc.	4 Months	16,000
4	OTET & other qualifying examination	2 Months	8,000

Stipend will be payable at the rate of Rs. 3,000/- per student per month for the entire duration of the coaching.

- **SELF EMPLOYMENT**

1. Self-Employment Kit

Socio-economic rehabilitation of transgender persons is one of the core areas of concern. For this purpose, skill training along with entrepreneurship development training will be one of the priority activities. But, in many cases the transgender persons instead of coming to vocational training centres are adopting to family professions or other economic activities with traditional training and practical experience by doing. Among all these categories a number of transgender persons are not interested in any financial assistance but require a start-up kit to start business. They face problems in availing such kits due to want of support they require for the purpose.

Transgender persons in these categories will be provided Self Employment Kits depending upon their trade requirement so that they can start their business from small scale or home-based units and earn livelihood for themselves and their families. For this purpose, such potential transgender persons can be identified along with the trade they are interested in pursuing and can be provided Self Employment Kits. The composition of kits and categories of kits which can be provided will be finalized in consultation with the SSEPD Dept. by the concerned DSSOs before procurement.

2. Individual Entrepreneurship

Individual entrepreneurship for generating self-employment-based income including production; marketing, service centres etc. can also be promoted by the registered Transgender persons. Such proposals must contain details of the activity, minimum ensured income etc. Projects not exceeding one time investment of Rs. 10.00 lakhs will be considered.

3. Group Endeavour

Group endeavour for generating self-employment based individual income including production; marketing, service centres etc. can also be promoted by the beneficiaries. The projects must ensure the object of providing individual income to the members of the group. Such proposals must contain details of the activity, minimum ensured income per member etc. Projects not exceeding one time investment of Rs. 20.00 lakhs will be considered.

• **SELF HELP GROUP**

Group based business activity can be good options for the transgender persons. Formation of Self- Help Groups by transgender persons can be useful. At least 5 Transgender persons can form one SHG. The group must open Bank account in the name of their SHGs with regular savings/ credit activity and proper maintenance of records.

SHGs formed by Transgender Persons fulfilling above criteria may apply for registration with DSSO concerned. DSSO will grade the SHGs of TGs by adopting standard gradation formula as applicable for in case of women SHGs and award gradation thereof. Standard Gradation format is enclosed at Annexure. The graded SHGs of TG persons may apply to DSSO concerned for one time assistance of Rs. 1,25,000/- for initial activity support and start-up capital.

The programme envisages promoting the SHGs through skill upgradation, entrepreneurship development training, book keeping and accounting, knowledge of market and some basic skills about activity etc. DDRCs/ NGOs / Voluntary Agencies / Development Agencies/ ITIs and RUDSETI or other capable institutions with good track record may be engaged for conducting such training. The training institution so selected must have accessible and disabled friendly arrangements for training.

• **REHABILITATION CENTRE FOR TRANSGENDER PERSONS**

To safeguard the rights of Transgender persons and protect the interest of the community, there is a prime need to establish Rehabilitation Centre for the Transgender community. Section 8(4) of the TG Act 2019 has mentioned that the appropriate Government shall take steps for the rescue, protection and

rehabilitation of transgender persons to address the needs of such persons. The establishment of Rehabilitation Centre will also align 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 person, the competent court shall by an order direct such person to be placed in the rehabilitation centre.

Rehabilitation Centre will not only ensure that the community has access to a safe and secure environment, it will also go a long way in the empowerment of transgender persons. Presently, there are many welfare schemes for the vulnerable groups, but a huge section of the community doesn't have access to basic facilities including proper housing facilities. There is an urgent need to start transgender shelter home (Garima Greh) facility with the inbuilt provision of skill development.

The Rehabilitation Centre can be run by Project Implementing Agency (PIA). The district administration should obtain prior order from Government in respect of number of Rehabilitation Centres to set up and capacity of such centres. The PIA are selected by adopting transparent procedures by inviting EOI. The DSSO concern then requested for mapping of PIA in PFMS and fund may be transferred to the PIA directly by DBT.

Aim & Objective

The main aim of Rehabilitation Centre is to provide shelter to transgender persons with basic amenities like food, medical care and recreational facilities. Besides, it will provide support for the capacity-building/skill development of Transgender persons. At initial stage intake capacity of 50 inmates will be considered. The intake capacity will increase on accordance of Success and demand of such centres.

Broader objectives are given below:

1. To provide shelter with basic amenities such as food, clothing, recreation, medical facilities and counselling;
2. To safeguard the rights of TG persons;
3. To confirm the prevalence of congenial atmosphere in the centres by adopting uniform rules and regulations suitable to be followed by all TG persons;
4. To empower a TG person through skill-development and skill up-gradation programmes to lead a decent and dignified life, and protect them from atrocities and social stigma.

Eligibility Criteria of Beneficiaries:

- i. TG I-Card by National Portal;
- ii. Transgenders who are abandoned, aged above 18 years and below 60 years;
- iii. TGs should not be engaged in sex work and beggary;
- iv. TG must be unemployed and not engaged in productive commercial activities

Eligible organization which can apply:

The following agencies/organizations can apply assistance under the scheme:

- Urban Municipal Bodies
- Panchayati Raj Institutions
- Non- Government Organizations having proven track record of working in the fields of Transgender Person welfare/social welfare/ subject to the condition that

such organization is registered under the Indian Societies Registration Act, 1860, etc.

Financial Assistance:

The eligible organisations will be selected by fair method with due approval from Minister, SSEPD. The selected organization will (in case of Urban Municipal Bodies) will take measures for selection of NGOs/PIAs etc through transparent procedures.

In case of Non- Government Organizations, the department will take measures through transparent procedures.

- **SENSITIZATION OF WORKERS & ACTIVISTS ON TG ISSUES**

Issue concerning transgender persons is a cross cutting issue for many line departments and a number of officers and staff of SSEPD and other departments are involved in providing different services to the transgender persons. Many of employees due to lack of adequate basic knowledge and information of problems and issues concerning transgender persons are unable to handle the matters relating to transgender persons. To address the issue special provision has been made to sensitize Govt. officials, NGO heads, PRI members, corporate managers and such other officials on issues relating to transgender persons.

Details of proposals for each programme should be submitted along with location, activity plans, timeline and budgetary requirements etc. to the SSEPD Dept. for consideration and approval. Participatory mode programmes will be considered on priority basis. In case of each approved programmes reports along with utilization must be submitted to the Dept. as prescribed.

- **COMMUNITY AWARENESS**

Services and infrastructure for rehabilitation of transgender persons are rapidly increasing and institutions in govt., NGO and even corporate sectors are coming forward to work for the transgender persons. But due to want of proper information on availability of services for them a major section of transgender persons is unable to take the benefit of those available services. To sensitize the transgender persons and their families on services, schemes and programmes available for them. Under this head following activities will be admissible:

- a. IEC material preparation (print/ electronic)
- b. Organization of fairs/ festivals
- c. Publication of magazines/ news letters
- d. TV/ Radio/ Print media publicity
- e. Cultural shows/ street plays
- f. Community level meetings/ campaigns
- g. Posters, Hoardings, Banners
- h. Events for transgender persons (sports/cultural)
- i. Such other awareness activities

Details of proposals for each activity should be submitted along with location, activity plans, timeline and budgetary requirements etc. to the SSEPD Dept. for

consideration and approval. Participatory mode programmes will be considered on priority basis. In case of each approved programmes reports along with utilization must be submitted to the Dept. as prescribed.

- **STATE AWARD IN THE FIELD OF TG WELFARE**

The Transgenders are forced to live in solitude and often found indulged in soliciting or receiving alms in a public place and as sex workers in humiliating conditions. The transgenders in process develop psycho-social problems and even develop sense of insecurity and inferiority complexes which at times prevent them from mainstreaming. To ensure a long-term incentive and support the transgenders they are required to be awarded for their achievements.

The Department has the provision for State award for the transgenders in following fields: -

- Individual performance in the field of Sports, Culture, Employment, etc

Categories:

- I. Trans Men
- II. Transwomen

- Group Performance in the field of Welfare of Transgender (NGO/CBOs, SHGs).

- **RESEARCH & DOCUMENTATION ON TRANSGENDER ISSUES**

The umbrella term transgender describes any person or persons whose outward expression and/or gender identity is variant beyond the boundaries of conventional binary gender or heteronormative expression and identity. These boundaries can often be vague and are highly subjective. Transgender people face a host of rights concerns including, but not limited to: hate crime laws inclusion, equal rights in housing, employment non-discrimination, bathroom use, changing name and gender on public documents, marriage rights, medical insurance, and financial assistance. There are a number of initiatives out on all of these, and transgender people find allies from a variety of backgrounds. Much can be learned about the experience of transgender persons, therefore, by studying how they are living, organizing, and advocating for their rights across different social and political conditions. Similarly, documentation on rehabilitation models and initiatives is another arena of concern. For this purpose, the Dept. proposes to support such research and documentation activities.

Details of proposals for each activity should be submitted along with location, activity plans, timeline and budgetary requirements etc. to the SSEPD Dept. for consideration and approval. Participatory mode programmes will be considered on priority basis. In case of each approved programmes reports along with utilization must be submitted to the Dept. as prescribed.

- **SELECTION OF PIAs**

PIAs/Non- Government Organizations having proven track record of working in the fields of Transgender Person's welfare/social welfare/ subject to the condition that such organization is registered under the Societies Registration Act-1860/Indian Trust Act-1882/Any other appropriate ACT in force, can be selected.

The eligible organisations will be selected through an open and transparent procedure by issuing EOI preferably at district level and submit the details of selected agency for Government approval.

- **PAYMENT PRACTICE (PFMS)**

The beneficiaries enrolled under this scheme get monetary assistance directly to their AADHAR linked bank accounts by DBT (Direct Benefit Transfer) mode eliminating the existing intervening layers. It aims to timely transfer of benefit to the beneficiaries by bringing efficiency, effectiveness, transparency and accountability in the Government system. Through the DBT Government intend to achieve electronic transfer of benefits, reduce delays in payments and most importantly, accurate targeting of beneficiaries, thereby curbing leakages and duplication.

- **PROJECT MANAGEMENT UNIT (PMU):**

State level Project Management Unit (PMU) under this Department will work for collection of data, information and monitoring the welfare of Transgenders in the State. The PMU cell shall act as a state cell to readdress the grievances and look after all round development of transgender persons.

The following positions are provided for the PMU: -

Sl.No.	Designation of Consultant	No. of Post	Qualification
1	Coordinator	1	Graduate/ Equivalent with computer knowledge
2	Counsellor	1	Masters in Social Work/ Psychology/ Psychiatric Social work/ Sociology
3	Documentation assistant	1	+2 or equivalent with computer knowledge

- **BUDGET PROVISION & UTILIZATION**

The Collectors concerned should place the estimated budget requirement for their respective districts well in advance to the SSEPD Dept. for release of funds. In case of NGOs the application/ request for funds shall be submitted to the SSEPD Dept. in prescribed proforma enclosed in **Annexure- C** along with support documents.

Proper records of beneficiaries, the acknowledgement of receipt of appliances by them, the tender procedure followed etc should be maintained as per govt. financial procedures. Utilization Certificates for the programme/ project should be sent to the Director SSEPD by 31st March of the ongoing financial year. Similarly, the NGOs shall submit utilization certificate (**Annexure-D**), audited statement and report cards (**Annexure- E**) along with such other documents as may be asked for. All soft copies must be sent to the Director, SSEPD at ssepdodisha@gmail.com within one month of completion of programme/ activity.

- **MISCELLANEOUS PROVISIONS**

- a. Monitoring

Monitoring of the scheme will be done by the Social Security & Empowerment of Persons with Disabilities Department, Government of Odisha through the on-line

portal. The DSSOs shall ensure that list of beneficiaries, with necessary particulars, are maintained properly and category-wise in respect of their districts concerned.

b. Administrative Expenses

In order to implement the scheme, the administrative expenses are likely to be involved including engagement of manpower at the Department for execution of the project. As the magnitude of data to be entered and processed would be enormous and the scheme gets implemented over the years there would be a need to engage qualified skilled personnel right from the beginning to ensure the data base of computerized systems are operational. Publishing advertisements and other publicity materials will be produced to generate awareness among the targeted beneficiary group. In order to meet the above expenditure or any other expenditure incidental to implementation of the scheme, a provision of not exceeding 3% of the total budget shall be kept as administrative expenditure.

c. Third Party Evaluation

Mid-term review of such Scheme/Project is to be done mandatorily as a pre-condition for their appraisal. Evaluation and impact assessment for a project is to be conducted engaging a third party and the major finding of the evaluation report is to be brought before. The District Social Security Officer will review and evaluate the programme every quarterly and submit the report to the Department and SSEPD Department will review and evaluate the programme half yearly. In addition, SSEPD Department will engage Third Party Evaluation agencies including Social Audit teams as per procedures prescribed by Finance Department and will endeavour to incorporate changes as per Third Party Evaluation reports to achieve desired goals.

d. Litigations

Any litigations on matters arising out of this scheme will be subject to sole jurisdiction of the courts situated in State Capital Territory of Bhubaneswar.

e. Change in Scheme Provisions

Social Security & Empowerment of Persons with Disabilities Department, Government of Odisha may, at its discretion, make necessary changes in the provisions of this scheme, as and when felt necessary, with the approval of secretary of that Department in consultation with the Financial Adviser concerned.

f. Review of Scheme

Social Security & Empowerment of Persons with Disabilities Department, Government of Odisha may, at its discretion, undertake review of the scheme as and when required.

• **ROLE OF DISTRICT ADMINISTRATION**

The District Administration will coordinate and converge the programmes and schemes of the Government for promoting comprehensive rehabilitation of the transgender persons in the district. District Administration needs to undertake detailed survey to identify all transgender persons living in the district so that an action plan to cover each person by appropriate benefits can be drawn up. Most of the problems of the transgender persons could be dealt with by effectively bringing them into the fold of Government schemes that already exist. However, benefits under most of the schemes are not reaching to the transgender persons because there is very little awareness among the implementing officers about the need to focus on the transgender persons or even earmarking of funds under schemes for transgender persons. Roles may include:

- a. Convergence and synergy among various development schemes for transgender persons.
- b. Ensure issue of TG certificate and other necessary documents to all transgender persons.
- c. Facilitate enrolment of all transgender children in schools, disbursement of scholarships and skill training of transgender youths.
- d. Ensure coverage of transgender persons in all programmes and schemes, employment and self-employment etc.
- e. Provide opportunities to all transgender persons for redressal of grievances, settlement of issues concerning guardianship and justice.
- f. Promote participation of line departments, NGOs, Red Cross and other CSR agencies in the process of rehabilitation of transgender persons.

• **ROLE OF BLOCK/ ULB ADMINISTRATION**

The Block/ Urban Local Body Administration are expected to coordinate and converge the programmes and schemes of the Government for promoting comprehensive rehabilitation

and due rights and opportunities for the transgender persons in their respective jurisdiction through:

- a. Coverage of transgender persons under different schemes of poverty alleviation, housing, pension etc.
- b. Sensitization of local leaders and PRI members on transgender persons' rights and issues.
- c. Participation of CBOs, BNVs, and other stake holders at the grass root level.

APPLICATION FOR AWARD OF SUPPORTIVE MONEY TO PARENT/GUARDIAN OF TRANSGENDER CHILDREN

1. Name of Transgender Child :
2. Date of Birth (enclose birth certificate) :
3. Caste/ Sub Caste :
4. ADHAAR Number of TG Child if any (enclose copy) :
5. Parent's Name :
6. Address :
7. Applicant's name & address (if applicant is other than parents) (enclose Certificate of guardianship obtained from Competent Authority) :
8. Certificate by parent/ guardian on an affidavit that they have a child showing gender non- conforming behavior :
9. If continuing education mention class and school name & address (enclose studentship certificate from head of the institution) :
10. Family Income per annum (please enclose Income Certificate) :
11. Any other information applicant wishes to provide :

Affix
Passport size
photograph

I hereby declare that information provided above is true to the best of my knowledge and I am aware that providing wrong information will make me liable to legal action and recovery of scholarship amount.

Date:	Applicant Name & Signature
Place:	Name & Signature of Parent/ Guardian

APPLICATION FOR AWARD OF SCHOLARSHIP TO TRANSGENDER CHILDREN

1. Name of candidate/ Transgender :
Child
2. Date of Birth (enclose birth certificate) : Affix Passport size photograph
3. Caste/ Sub Caste :
4. ADHAAR Number of TG Child if any (enclose copy) :
5. Parent's Name :
6. Address :
7. Guardian's Name if any (enclose Certificate of guardianship obtained from Competent Authority) :
8. Certificate by parent/ guardian on an affidavit that they have a child showing gender non-conforming behaviour :
9. Family Income per annum (please enclose Income Certificate) :
10. Details of last examination passed (enclose mark sheet and certificate thereof) :
11. Course/ Class of education for which scholarship applied for (academic session, duration, & date of admission) :
12. Name and address of the institution where course is undertaken :
13. Whether hosteller or a day scholar please specify :
14. Details of Scholarship / Stipend / financial assistance being received for the same course (if any) :
15. Any other information applicant wishes to provide :

I hereby declare that information provided above is true to the best of my knowledge and I am aware that providing wrong information will make me liable to legal action and recovery of scholarship amount.

Date:

Applicant Name & Signature

Place:

Name & Signature of Parent/ Guardian

(TO BE FILLED IN BY INSTITUTION)

Recommendation of the institution

(Only one application per student is to be recommended)

1. Certified that Shri/Kum. /Smt. _____ is studying course of _____ which is (please tick the relevant or specify) School/ College/ Diploma / Degree / PG level study / any other (please specify _____) and is presently studying in _____ Class/ Year and the duration of the course is _____.
2. The information furnished above by the student is in order and correct as per records of the Institution.
3. The student is receiving scholarship / financial aid / stipend from _____ / not receiving any scholarship / financial aid / stipend from any other source as per records of the Institute
4. General conduct of the student is satisfactory/ unsatisfactory (please strike out whichever is not applicable)

**Signature & Name of
Head of Institution /
Registrar / Dean**

Date: _____

Place: _____

**Seal of the
Institution**

Certified that the applicant is not receiving any financial assistance from state Govt./ central Govt. under any other scheme

Place: _____

Signature of Block Development
Officer/

Date: _____

Executive Officer NAC/ Municipality

**Form of Application for Grant –in-Aid to
NGOs/ VOs**

1. Financial Year for which Grant –in- :

Aid Requested for

2. Project for which grant –in- aid applied for (enclose detail project proposal & beneficiary list) :

3. Amount of grant-in-aid applied for (enclose detailed estimate) :

4. Name & complete address of managing organization (PIN Code, Phone, Fax, website, Email etc.) :

5. Date of Establishment :

6. Registration Details (Act under which registered with no. & date) (enclose copies of certificates & Byelaws) :

7. If registered under FCR Act, registration number, date & validity period (Enclose copy) :

8. Registration under Income Tax Act 1961 (PAN number, 12 AA, 80G etc.) (Enclose copies) :

9. Registration under PWD Act 1995 and NTMR Act 1999 if any (enclose copies) :

10. Details of Governing Body/Managing Committee of the

Organization (in the format)

S.No.	Name & Address	Occupation	Tel. No.	Educational Qualification

11. Financial status of the organization (enclose auditor's report & balance sheet with IT return certificate for last 3 years.) :

12. Whether separate project -wise accounts have been maintained for :

grants sanctioned earlier?

13. Whether principle of joint operation :

of Bank Accounts is being followed?

14. Details of assets of the organization (In format) :

Sl.	Items	No. of Units	Value

15. List of available staff :

Sl.	Name & Address	Qualification	Experience

16. Activities/ programmes of the organization (please enclose latest annual report) :

17. Projects/ programmes under implementation (in format) :

Sl.	Project Name	Location	Beneficiaries (category & no.)	Project cost

18. Weather the organization is ever black listed or charge sheeted by any authorities? If yes details thereof. :

19. Details of Bank Account (with branch address, account number, IFSC/ RTGS code etc.) :

20. Name and address of contact person with mobile & email address :

21. Utilization Certificate in respect of last year's GIA submitted or not. Enclose a copy of the same. :

22. Any other (specify) :

Date:

Signature of Secretary/ President with Seal

FORM O.G.F.R. 7 A

(See Rule 172)

Form of Utilization Certificate for the Year _____

I hereby certify that the grant placed at my disposal/at the disposal of..... in the year, and the amount available for expenditure during the said year were as follows: —

- I. (a) Unspent balance at the end of the year : Rs.
 (b) Grant received during the year of : Rs.

Quote the number and date of authorization issued by Accountant-General, Odisha. Whenever

it is dependent on such authority and in other cases only the number and date of sanction and designation of sanctioning authority.

(F. D. Memo. No. 30007-(144) F-, dard the 27th July, 1962)

Total : Rs.

II. Expenditure during the year

- (i) Out of unspent Balance as in 1 (a) above : Rs.
 (ii) Out of the grant referred to in 1 (b) above : Rs.
Total : Rs.

III. unspent balance at the end of the year Rs.

2. I further certify that the expenditure of Rs..... shown as expenditure in the year has been expended solely on..... under my charge within the Jurisdiction of..... and for no other purpose and

that the sum of Rs. (.....)

shown as balance at the end of the year. is available for expenditure and no part or it has been diverted to other purposes.

Cont..... p/2

// 2 //

3. I further certify that a list of works on which the expenditure Rs..... has been incurred and the amount spent on each has been prepared and maintained in my office in the office of the „

Dated, the

Chairman/President/Secretary

Dated, the.....

DISTRICT OFFICER

Annexure- E

MONTHLY PROGRESS REPORT

1.	Reporting Month	:	
2.	Programme / Component	:	
3.	Programme Location	:	
4.	Implementing Agency	:	

Part I – Physical Progress

A	Skill Upgradation Training for PwDs	Up to Last Month	Current Month	Total
1	Nos. registered for training			
2	Pre-training Counselling			
3	Skill training			
4	Post training support			
5	Post training employment			
6	Post training Self-employment			
7	Post-employment follow-up			
8	Others (Specify)			
B	SHGs	Up to Last Month	Current Month	Total
1	Nos. registered for SHG			
2	Number of SHGs formed			
3	No. of SHGs Opened Bank Account			
4	No. SHGs provided one time assistance			
5	Nos. covered under Skill upgradation			
6	Nos. of EDP Training Conducted			
7	Others (Specify)			
C	Others	Up to Last Month	Current Month	Total
1	Counseling Services			
2	Personality Development Training			

3	Self-Employment			
4	Self- Employment Kits			
5	Others (Specify)			
D	Community Awareness (IEC)	Up to Last Month	Current Month	Total
1	Meetings Conducted			
2	Street Plays organized			
3	Video Shows organized			
4	Events for TGs			
5	IEC material prepared			
6	Cultural shows/ competitions organized			
7	Publication if any			
8	Others (Specify)			

Part II – Special Aspects

1	Details of Notable Events	:	
2	Special Achievements	:	
3	Success Stories	:	Enclose Case History with Photograph/ Video
4	Problems, if any during	:	
5	Others (Specify)	:	

Part III – Financial Performance

A	Receipts					
Sl. No.	Approved Budget (Head Wise)	Grants			Other Sources	Grand Total
		Receipts up to Last Month	Receipts during the Month	Total Receipts		
1						
2						
3						
4						
5						

	TOTAL						
B	Expenditure						
Sl. No.	Approved Budget (Head Wise)	Grants available for the Year	Expenditure			Balance Available	Remarks
			Up to Last Month	During the Month	Total Expenditure		
1							
2							
3							
4							
5							
	TOTAL						

(Signature of Authorized Signatory)

Name: _____

Designation: _____

Dated: _____
