



Indian Institute
of Management
Kozhikode

Globalizing Indian Thought



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globalizing indian thought

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Let's have a chair for them: Transgender & Organisations

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Manvendra Singh Gohil is a prince and world's first Gay prince too. This daring and tireless soul works towards the betterment of sexual minorities. Vedic period accepted third sex and incorporated them accordingly into society. They possessed a special place in society.

A part of Dharmasastras called Narada-Smriti urges society to provide a basic need for third sex. We can find and quote more details on the vital role played by the third sex in our culture.

Without missing any intensity we can also figure how society discriminates, illtreats and rejects third sex.

Since 90's policymakers, public forums, and NGOs started working towards the betterment of third sex or the LGBT community. 2018 September 6 become a milestone in the history of the third sex community as the Supreme Court decriminalised homosexuality. It's been a year still the fight continues to find a better world for the third sex. The mission is clear but the question of how it can be achieved is wide open. The majority of the third sex community misled due to the employability issue. Their lives doomed because they were denied the right job and the right opportunity. The third sex community gaining its importance at the global talent pool (Day & Greene, 2008) we have to create better human resource policy for the third sex community. With the help of an organisation called Periferry (<https://www.periferry.com>), our work describes how important it is to have cultural blended HRM policy for the third sex community for diversity and inclusiveness.