



OUT AT WORK: EXPERIENCES OF QUEER EMPLOYEES IN URBAN INDIAN CORPORATE SETTINGS

WHAT?

Workplace studies of the 'hidden' identity marker—**sexuality** are yet to enter mainstream research, especially in the Global South. Until queer stories from inside the office are voiced, **discrimination against sexual minority groups** will be difficult to assess and thus impossible to combat.

This study contributes to the development of this research area by documenting the **experiences of employees from sexual minority groups in urban India**.

HOW?

The [Indian Workplace Equality Index](#) has been ranking companies operating in India on the basis of their **queer inclusiveness** for 4 years. This Index, although a great initiative, does not take into account the **experiences of queer people on ground**.

This thesis **fills this gap by conducting interviews with queer people** working at companies that have been constantly ranked as "gold" employers to validate their experiences against the company's rankings.

WHY?

This thesis is an effort in **counter-storytelling**, i.e., documenting stories that are not often told.

These stories are **essential for companies** to understand what they can do to make their **queer employees feel safer** and invite more queer talent inside their office.

As we try to create a **more inclusive world**, understanding the current scenarios becomes indispensable.

TO WHOM?

1. **Companies** who want to be truly inclusive, alongside their HR personnel and senior leadership.
2. **Queer people** who want to assess how inclusive the company culture is.
3. **Researchers** who would like to study sexuality at the workplace.

KEY OUTCOMES

1. **Comparative analysis** of company rating vs on-ground employee experience.
2. **Documentation of queer narratives** at the workplace.
3. **Suggestions** for company **policy and programme revision**.



VALUE AND IMPACT

1. **Companies** are able to foster a more **queer affirmative culture** after understanding their shortcomings.
2. **Impetus** for more **sexuality-oriented studies** at workplaces.
3. **Contribution** to the **liberation of a historically marginalised group**.