



randstad  
insights

in partnership with



randstad  
risemart

# inclusion without exception

where India Inc.  
stands with respect to the  
LGBTQ+ community

knowledge partner

women's web  
*for women who do*

report 2021

# how we approached this study

Our approach to the study was centered around understanding the underlying sentiments of the respondents, beyond just the presence or absence of policies and provisions at the workplace. Through in-depth qualitative interviews with LGBTQ+ members, actively employed in corporate roles, we gathered experiences of individuals, nature of their interactions with other members at work and finer behavioural nuances.

In this multi-perspective study, we also gathered inputs from other stakeholders at workplace like HR leaders, members of support groups, policy makers, and colleagues.

Keeping in mind the sensitivity involved in protecting identities of LGBTQ+ individuals, and providing safe expression to them, certain details of their employment have not been shared.



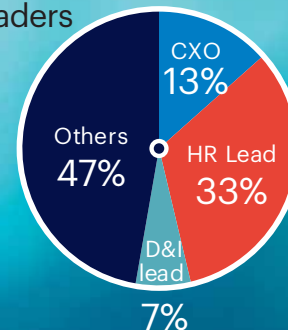
## qualitative survey

- 31 LGBTQ+ Members
- 10 HR/D&I Leaders
- 5 Policy Makers
- 5 Community Leaders



## quantitative survey

201 Business Leaders  
across all levels  
and sectors



## use of social media

110 Colleagues  
& Peers

# our research focused on

## organizational readiness for LGBTQ+ inclusion

Current state of organizations when it comes to readiness for embracing diversity beyond gender: What is the stage of implementation for various employers, given the stated intention to become truly inclusive of these groups?



## how LGBTQ+ members in India feel at workplace

Understanding the aspect of LGBTQ+ inclusion from the employee lens. How included do they feel at work - and a deep-dive of understanding perceptions, challenges and behaviors at work



## role of allies and support groups in driving inclusion

Understanding how allies at work perceive inclusion. Do they understand the meaning of allyship in its essence? Where do external support groups come in and the impact of neutral entities from the employer and employee lens?



## plans for the future

Future gazing to understand how India Inc. will be placed in times to come. What will it take to create an accepting culture of inclusion and the role of leaders in shaping this future workplace?





# "there is a lot planned.."

Where is India Inc. today in their journey of LGBTQ+ inclusion, and the role of external communities

What you'll find inside:

The Context Under Which Inclusion Operates

The 3 Zones Of LGBTQ+ Focus

Employer Journey For LGBTQ+ Inclusion

Where External Support Groups Come In (Role of Communities)

The Paradox Of Coming Out

# the context under which inclusion operates

2018

Section 377 decriminalized,  
making way for higher  
acceptance of LGBTQ+ at work

2019

Transgender Persons Bill 2019 passed; although  
with lacunae, it also raised conversations on  
transgender persons employment

## 4 levers of motivation for MNCs



“If we really want to be considered as an inclusive organization in the market, we cannot ignore the fact that this community really belongs, and they haven't been represented quite well. They deserve equal opportunity and representation”

- Vineeta Raghuwanshi, Associate Director HR, EY India

## 2 approaches to inclusion followed



### pre section 377

- Inward
- Internal advocacy focused
- No display of allyship
- Negative branding
- MNCs



### post section 377

- Outward
- Policies and process review
- Creating allies
- Positive branding
- MNCs & Indian cos

### Data from quantitative study indicates:

- Close to 70% of the respondents believe there have been no significant efforts in the direction of LGBTQ+ inclusion
- Among those who believe changes have been significant, 70% respondents work with MNCs

### efforts made by organizations to be LGBTQ+ inclusive

Average	Significant	Limited
21.4%	9.5%	69.2%

# the 3 zones of LGBTQ+ focus

Different organizations are at different stages of LGBTQ+ inclusion. To understand the plans for the future, it is important to first understand the zones in which companies can be viewed from the LGBTQ+ lens

## peripheral



- Beginners in the journey of LGBTQ+ inclusion
- In the stage of reviewing existing policies
- No support for closeted/out employees
- No dedicated Employee Resource Groups (ERGs)
- Limited commitment from leadership teams

Companies with peripheral focus follow the concept of 'Equality' for inclusion

“It is not one community or section that we are focusing on, its anti discrimination in general.”

- Shambhavi Solanki, Associate Director  
-Corporate HR, Policybazaar.com

## deep



- 4-5 years old in the journey
- Policies and infrastructure support inclusion
- Hiring and allyship as priority areas
- Dedicated Employee Resource Groups (ERGs)
- LGBTQ+ inclusion not built in leadership goals

Companies with deep and immersive focus follow the concept of 'Equity' for inclusion

“It is imperative that we look at affirmative actions, if we are going to be moving into the social justice, equity space, as an evolved organization.”

- Zainab Patel, HR Director: Inclusion & Diversity, KPMG in India

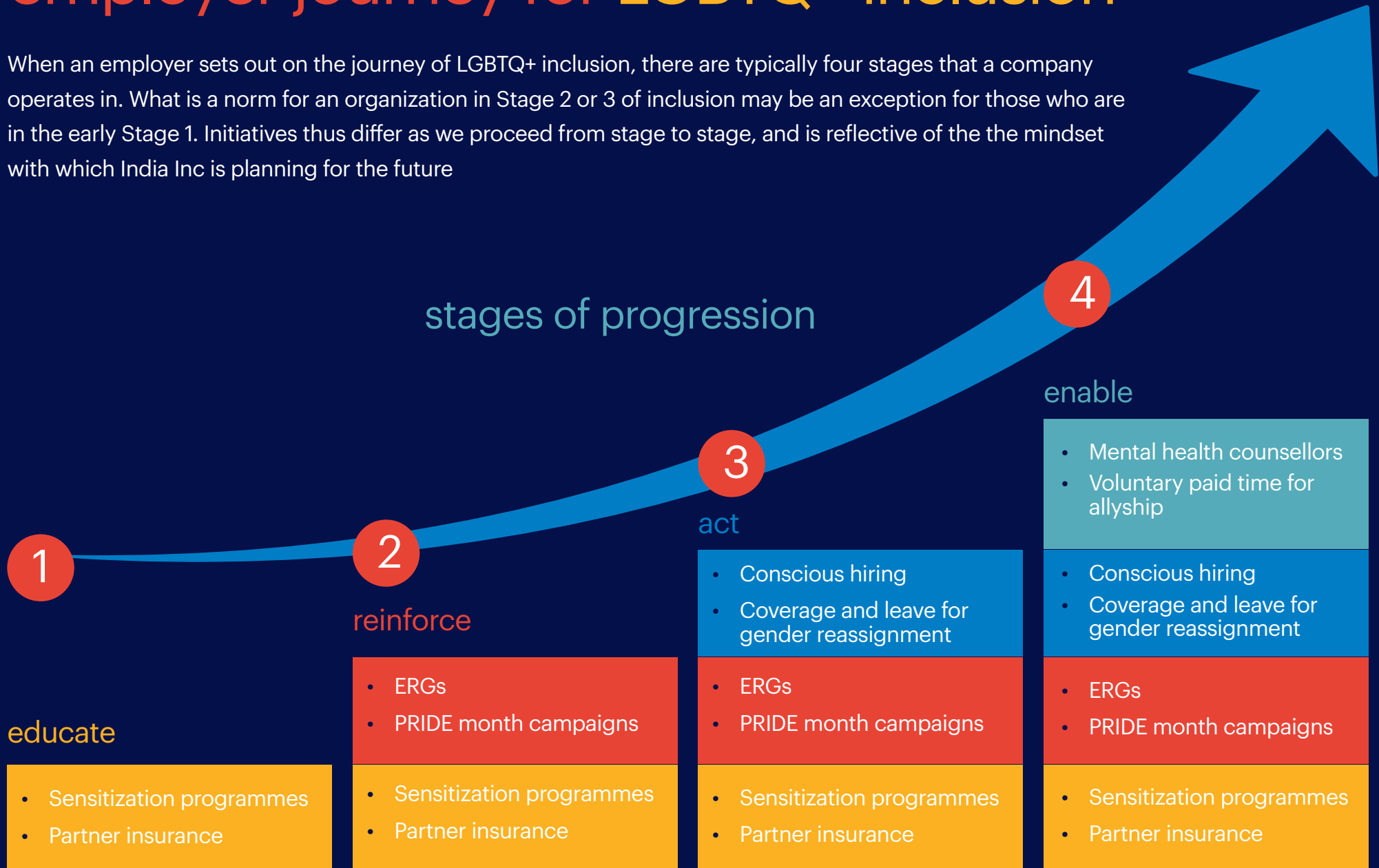
## immersive



- Pioneers in LGBTQ+ inclusion
- Inclusion as culture
- Dedicated focus and infusion of D&I in all processes
- Employees as allies
- LGBTQ+ representation in leadership
- Inclusion goals for leadership (as corroborated by quantitative study on 60% MNC leaders having such goals)

# employer journey for LGBTQ+ inclusion

When an employer sets out on the journey of LGBTQ+ inclusion, there are typically four stages that a company operates in. What is a norm for an organization in Stage 2 or 3 of inclusion may be an exception for those who are in the early Stage 1. Initiatives thus differ as we proceed from stage to stage, and is reflective of the the mindset with which India Inc is planning for the future





# where external support groups come in...

## how employers look at them



### service partners

- For hiring needs through job fairs or direct hiring
- Upskilling of potential hires



### support partners

- For sensitization workshops
- For literature and engagement for campaigns

“We are very uniquely placed. In a position where we are like a bridge between or a connector between the both the beneficiaries, the LGBT community as well as the India Inc.”

- Srinu Ramaswamy, Chief Evangelist & Co-Founder, The Pride Circle

Data from quantitative study indicates

36% of surveyed organizations turn to external communities for support

COMMUNITIES

## how LGBTQ+ members look at them



### support partners

- For employment support
- For rehabilitation and medical support



### bonding

- For connecting with other members of the community
- For association with various causes

“We have to explain gender sensitization is more than men and women. We have to explain the fluidity.”

- KVJ Dr Sumitra Prasad, Founder, General Secretary, DORAI Foundation

40% of surveyed organizations provide training for reducing hiring biases toward LGBTQ+ workgroups

# the paradox of coming out

employee thinks....

“Coming out is cathartic. Before I came out, the struggle was real and it took up a lot of my time and mentally I was not that focused.”

- Tanvi, a TEDx speaker and a transwoman working as a consultant for a multinational financial servicing company

“Coming out is a very personal journey and it completely depends on the person to reveal their true identity. No matter how inclusive the workplace is, coming out shouldn't be expected, because it's the same people who are from the workplace, are coming from a society where homophobia is very prevalent.”

- Suresh Ramdas, a cis gay man, working as Global Training Lead in a multinational company in Bangalore and winner of Mr. Gay India 2019

Employee is more input focused and 'wants to come out'. However, certain red flags in the way are fear of change of attitude of manager and peers, facing biases (conscious or unconscious), and repercussions on career growth

employer thinks....

“Unless and until you have people coming out, you will never be able to understand what do they really need. That's one challenge.”

- Vineeta Raghuvanshi, Associate Director-HR, E&Y India

Employer is more output focused and 'more supportive of people coming out'. This is largely driven by the need to understand the efficacy of policies, better employer branding, and eventually higher inclusion of diverse workgroups in their workforce



“While it is true that many community members want to come out, some do not - for various reasons. Hence the goal of employers should be to make everyone feel included regardless of their position of being out or not.”



acceptance



culture of inclusion



safety & comfort

“Interestingly, some companies know how to deal with a person from trans communities coming in & starting fresh but not how to handle someone they have already been working with who just came out and desires to socially transition.”

- Dr L Ramakrishnan, Vice President,  
SAATHII, a national NGO headquartered in Chennai



# "do I belong here?"

Where is India Inc. today when it comes to this aspiration for the LGBTQ+ community?

What you'll find inside:

The Context In Which Belonging Operates

Understanding Perceptions: Why People Don't Feel Included At Work (And Why They Do!)

How Included Does The LGBTQ+ Community Feel In Reality?

Understanding Behaviour: Allyship In Practice

Understanding Challenges: LGBTQ+ Not A Monolith

Understanding Challenges: What HR Leaders Face

# the context in which belonging operates

We begin from a context of anxiety that makes the workplace matter even more

- Cultural & Familial rejection is rampant
- For some, the workplace is where they find a tribe & accept themselves fully
- Since India does not have a legal POSH-like framework specific to discrimination against LGBTQ+, employer policies are even more crucial

“Given my family hasn’t come to terms with my identity, I cannot be myself there. The workplace becomes much more important as I spend most of the time there and it becomes the space where I can be myself especially after I undergo transition.”

Navleen Kaur, a 24 y.o trans woman, works as a Software Engineer at Travelex India, Mumbai

## how inclusion impacts everyday life @ work

### feeling safe



“

Am I behaving in such a way that I might be giving away that this is my gender identity (if you're hiding) or this is my sexual identity? Those kinds of thoughts should not be there between you and your work.

”

- Rakesh Kumar Duan,  
29 y.o cis gay man,  
works in HR at Finastra, Bangalore

### being creative



“

I don't think you can really access the best parts of you – creative, extraordinary, and perform amazingly well – if you're not allowed to be yourself.

”

- Leena N, a 36 y.o queer person heading strategy and ops for an IT healthcare company

### collaborative working



“

For the initial 2.5 years in my current workplace, I kept my personal and professional life separate. It was difficult for me to form connections...

”

- Annith Infanta, 35 year old lesbian, managing I&D strategy at Accenture

# understanding perceptions: why people don't feel included at work

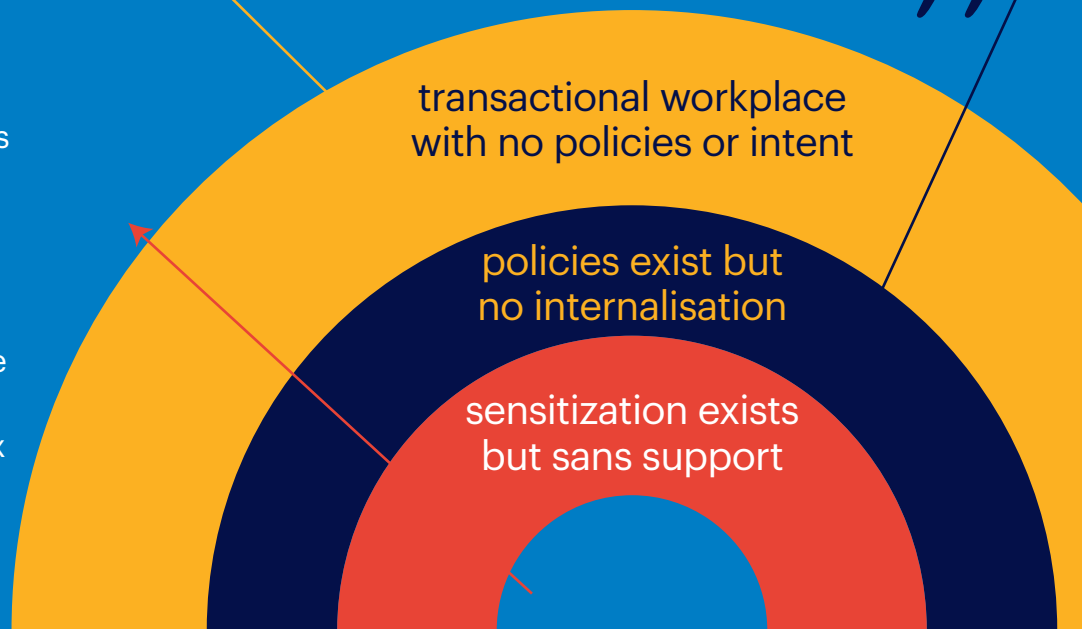
- Identity is ignored under the guise of 'neutrality' ("Don't ask, don't tell")
- Openly hostile/homophobic or micro-aggressions are common

“  
My manager, boss and super boss – no one reached out to me after my article came out. Nothing at all. They just ignored it.  
- Joe, 36 y.o, trans woman, a media professional in Mumbai

”

- Formal policies & training exists, but not sunk in deeply
- Sensitization has not happened across work groups
- Intrusive questions, being treated as a curiosity

- No clarity on what to do if there is discrimination or bias
- No penalties for employees who do not comply with policies
- Lack of infrastructure & facilities (for e.g. benefits for same sex partners, gender reassignment surgery coverage etc)



“  
They should have awareness starting with their security person. We've already faced so much discrimination outside the society. When you enter the corporate, you've to go through the security check where they don't understand the community.  
- Shanthi Muniswamy, Transgender Person

”

# understanding perceptions: why people feel included at work

- Encouraged towards appropriate roles
- Considered for leadership, with the necessary support
- Not encouraged to lead only LGBTQ+ related initiatives

## Sense of Growth

- Genuine interest in me as a person, willing to learn even if not aware
- Disclosure at own pace, in confidence
- The team participates in PRIDE & company/ally initiatives willingly
- Invited into team members' lives

## Sense of Acceptance

- Using preferred pronouns
- No homophobic comments or tolerance for the same
- Allowed to express gender identity
- Facilities/Benefits easily accessed (gender-neutral washrooms, insurance coverage for same-sex partners etc)
- Competitive wage structure

## Sense of Safety & Comfort

“It says, everyone has something special – what’s your special sauce?”  
- Ruj, a 33 y.o non-binary / gay individual leading strategic planning and growth at Forage AI

“People weren’t entirely aware of the community but weren’t ignorant either. They wanted to learn.”  
- Sandipan Kushary, a 25 y.o open and proud Queer leading Mobbera Foundation & an IT professional in Hyderabad.

“Even if there are 2-3 people using policies, there is a sense of security. If the company has a policy in place means they are committed to it.”  
- X, a trans man with 12+ years of HR experience, working with a corporate in Bangalore



# understanding perceptions: how included does the LGBTQ+ community feel in reality?

1

## a long way to go

- Despite some change, many feel a total lack of vision/ policies for the LGBTQ+ community at their orgs, or that these are limited to HR
- Data from the quantitative survey confirms - only 9.5% of respondents felt efforts were significant or extremely significant (of which most were from MNCs)
- Some also believe that orgs focus only on equality, not on equity - minimising the community's unique challenges



“My HR doesn't know. She'll hire LGBT people if it's made compulsory. She'll do it as a part of her job.”

- Archana, a queer woman working in a media house in Bangalore

“When I tried to get rehired into my previous org they offered to pay Rs.12000 as salary when I was drawing 12 lakhs per annum before my transition at the same organization.”

- Rekha, Head of HR, Siam V, talking of a previous employer

“They said let's make equal policies. Whatever is applicable to straight people should be applicable to others – so gender neutral policies should be implemented. But I had a problem with that. The needs of people may differ so check what they need and give them that instead of giving everyone the same things.”

- Alok Kulhar, a gay man & heads Talent acquisition at AXA XL, Gurgaon

# understanding perceptions: how included does the LGBTQ+ community feel In reality?

2

## related to overall work culture

- Inclusion is seen as a function of how employee-friendly the org is in general
- Importance given to work-life balance (esp. since some LGBTQ+ employees have major life issues that need some time)
- Whether LGBTQ+ employees are assigned to 'core roles' or 'support roles' and whether the company values these roles equally
- Intersection with rather than competing over programs for women, esp. since many LGBTQ+ employees may find these useful



“...90% hostile, little bit of friendliness. I am not saying so from an LGBT lens, it's just from an employee lens. I got opportunities, but the work environment was really toxic...”

- Rakesh Kumar Duan, a 29 y.o cis gay man in HR at Finastra, Bangalore, talking of a previous employer

“There are a lot of townhall sessions to talk about women's rights and safety. What about us? People from lgbtq community?”

- Shubham Bhatnagar, a 32 y.o gay man & senior journalist in Delhi

“People who are perceived to do important work get bigger piece of the pie. Support people get the smaller piece.”

- Ruj, a 33 y.o non binary/gay individual leading strategic planning and growth at Forage AI

# understanding perceptions: how included does the LGBTQ+ community feel in reality?

## 3

### a spectrum of behaviour

- Even in places without overt discrimination, there is a spectrum of behaviour that ranges from borderline toxic to 'neutrality'/indifference to making the other feel comfortable
- There is also a feeling that without adequate internalisation, homophobia and bias may only go underground
- It is also harder to deal with such behaviour which need not be work-related but can be isolating nonetheless



“...when your colleagues are socializing, you tend to be excluded out of those groups even if it's not explicit.”

- X, (he/they), 27 y.o queer person working in Bangalore

“Biggest challenge is to make friends.”

- Rene, a 34 y.o gender fluid person working in sales in a Tech company

“When Sec 377 was read down, I tried to explain to a colleague that it's a struggle for a lot of people out there, just to be mere citizens and not be criminalized. She was very indifferent.”

- Shweta, 27 y.o, bisexual working as an educator in Bangalore

# understanding behaviour: allyship in practice

- At an overall level, at least in MNC orgs, people believe that there are more allies.

“It’s normalized now rather than being science fiction. It’s something that exists, and people acknowledge it.”

- Arpit Mudgal, a 22 year old queer leading Brand & Creative services at MBATrek in Gurgaon

- There are, however, concerns about performative allyship that people offer to get visibility. Signs perceived include not standing up to bias and not building trust by sharing of themselves too

“They’d say I am there for you but they wouldn’t face any questions about their own sexuality. There is a lot of support that people are willing to offer in private spaces, not necessarily stand up for you, speak up for you.”

- X, a lesbian woman employed with a global MNC



- While external allies matter, there is a disproportionate impact of the immediate team & manager, and hence an urgent need to build allies within teams; these are often the first people an individual confides in

“It becomes very important that your colleagues are loved and you’re loved by them. Colleagues matter more than employers.”

- Archana, a lesbian woman working in a media house in Bangalore

- Women are perceived as natural allies. While this does not mean allyship programs need to target only women, there is scope for making women-centric programs more intersectional

“Most women do understand the issues of the LGBTQ+ community because they also know what it means to have their freedom snatched away and not have all the rights.”

Suresh Ramdas, a cis gay man, working as Global Training Lead in a multinational company in Bangalore and winner of Mr. Gay India 2019



# understanding challenges: LGBTQ+ not a monolith



Trans: Low access to education; few open to hiring/treated as charity; few white-collar roles; blue-collar jobs follow 'default male' template

Queer/Gender-Fluid/Non-binary: Low success in interviews if they don't follow a gender-binary appearance

“We don't need sympathy, we have skills. We can manage ourselves.”

- X, a trans woman, at a global tech company

Trans: Low access to more skilled roles  
All: Anxiety that identity/preference may cause subtle shunning (Quantitative survey reveals 53% of orgs do not have career development opportunities for the people from LGBTQ+ community)



Trans : Misgendering, more hostility

Gender-fluid/Queer/Bisexual: Absolute ignorance

All: Overt curiosity on marriage, kids

“I say I am queer (as they don't understand pansexual), but even people within the LGBT community are not very supportive of those with fluid sexuality.”

- Sruthi Praveen, a pansexual woman, working in the IT industry for 4 years

Trans: Need support for transition, washroom access

All: Support for partner benefits

# understanding challenges: what HR leaders face

## internal



- Readiness of HR Teams to take up the challenge of differential hiring, and management of employee life cycle of community members
- Readiness of Functional Teams within the organization to include LGBTQ+ members with complete acceptance
- Readiness for sharing spaces with members of the LGBTQ+ community
- Readiness of employees to sign up as allies and display allyship through actions and behaviours at work
- Unbiased representation in performance management and career progression discussions
- Inclusion not merely an HR activity but an attitude to adopt

## external



- Finding the right talent for hiring for specific positions
- Hiring of white-collared employees for skilled and technical positions to ensure uniform spread of diverse team members
- Suitability of infrastructure especially when team members are based out of client locations or for offsites and official trips

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“There are always going to be biases, people's attitudes, culture, religion, perspectives coming into place. And as a people's manager, this is a challenge that we all deal with.”

- Zainab Patel, HR Director: Inclusion & Diversity,  
KPMG in India

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# "it would be an abundant planet."

Future gazing on what it takes to reach the desired state of inclusion

What you'll find inside:

Bridging The Gap: Through Policies

Bridging The Gap: Through Actions

Bridging The Gap: Through Behaviour

Dialling Up The Rewards Of Inclusion/Costs Of Bias

Leader Allies: Walking The Talk On Inclusion

Other Allies: How To Be Supportive + Impactful

# bridging the gap: through policies



- Building inclusive recruitment processes so that the candidate does not face fear of rejection by openly talking about orientation
- Creating documentary provisions for all genders across all documents
- Including representation from LGBTQ+ community while drafting policies
- Creation and communication of policies to deal with non-inclusive behaviour

“

If you want complete inclusion, then first before making the policies, form a committee which has a representation of everyone, the non-binary, the transgender, the lesbian woman and the gay man to gauge what their community is feeling. You cannot have binary people making policies. It is like like seven men sitting in a room deciding about women rights.

- Ritushree Panigrahi,  
Lawyer & D&I professional

”

“

What is in front as marketing or CSR, or corporate communications is very different from what they do. Policies are there but not many people follow them.

- Rene, a 34 year old gender fluid person working in sales in a Tech company

”

“

When you're interviewing, you're not going to know how friendly or unfriendly they are. So people have this fear that I might not crack this interview if I mention my orientation...

- Ruj, a 33 year old non-binary / gay individual leading strategic planning and growth at Forage AI

”

“

The policies are like band-aids. They are not really solving the core issue. At policy level, you can give protection.

- Leena N, a 36 year old queer person heading strategy and ops for an IT healthcare company

”

“

There is a need for a help desk and trained people to deal with cases of any violations/discrimination. We have hired a couple of lawyers and senior people at the firm and call it Chamber of Acceptance where all pride related issues are escalated.

- Alok Kulhar, identifies himself as a gay man & heads Talent Acquisition at AXA XL in Gurgaon

”

# bridging the gap: through actions



- Move metrics away from hiring alone to larger metrics of culture (measuring allyship or bias); hiring would happen as a result
- Move away from the classroom approach of training to innovative, experience based approach that includes efforts like role play and storytelling based approaches
- Training for all staff including housekeeping, cafeteria and transport employees

“ People attending these workshops will be slightly dismissing – they think we already do a lot for inclusivity, we don’t need to learn more. That is why the classroom training approach needs to change.

- X (he/they), 27 year old queer person working in Bangalore

“ ..there can be more such initiatives where people can be connected on a one-on-one level. Or training sessions for managers and managers can have this conversation with their team members.

- Suraj Agarwal, a 25 year old cis-gendered gay man, who is an HR professional at Accenture

“ Everyone is driven by the need to do something good for the feel-good factor. They don’t get out of the comfort zone to actually understand about the community.

- KVJ Dr Sumitra Prasad, Founder & General Secretary, DORAI Foundation

“ In interviews that I took before I had transitioned – more than 15 or so interviews - I was only asked about my gender expression. They thought it was immature behavior to dress up as an opposite gender.

- an anonymous respondent working in an IT company

# bridging the gap: through behaviour



- Displaying allyship by not just signing up to be an ally but advocating for colleagues when needed
- Creating mentors from the LGBTQ+ community so that new joiners feel comfortable opening up about their orientation if they wish to
- No stereotyping of the LGBTQ+ members at work
- Respect the context of the individual which includes age, cultural background, race etc.

“  
The kind of advice I got from the mentor I talked to was – if you keep your head down and continue working and let your work speak for you, then over time these things won't matter much.  
- X (he/they), 27 year old queer person working in Bangalore  
”

“  
Essentially when you start working, you'll understand that you know your work gets hampered by people who are working around you, and the work culture  
- Suraj Agarwal, a 25 year old cis-gendered gay man, who is an HR professional at Accenture  
”

“  
There were a couple of other colleagues I came out to, they were pretty excited about it because they didn't have friends from the community. But that's again stereotyping  
- Swapnil, a 28 year old bisexual software developer at Virtusa in Bangalore  
”

“  
People who choose to become allies should not see it as a favour or help or something they are doing for others but because they believe in it. This mindset shift is important.  
- Annith Infanta, 35 year old lesbian, managing I&D strategy at Accenture  
”

# dialling up the rewards of inclusion/costs of bias

Highly inclusive orgs link inclusion to team individual success

“...you cannot succeed at my company if you're not a very inclusive human being. There's peer pressure about that. It works the other way around – instead of against lgbtq or inclusivity of all sorts – it forces people to change their mindsets....”

- Leena N, a 36 y.o queer person heading strategy & ops for IT healthcare company

Dealing with hidden bias needs internalising + reiteration of values

“...Even if anybody would be homophobic or hostile towards LGBTQ+ people, they won't show it to your face...”

- Rakesh Kumar Duan, a 29 y.o cis gay man in HR at Finastra Bangalore

Making it easy, practical + safe to report bias/discrimination is essential

“If there is a violation of policy, how many times is the person at the receiving end confident to report it at the risk of putting your career and life on line?”

- Felix Selvaraj, 36, a cis-gender gay man, working in IT for a MNC in Chennai

Fair process made public + zero tolerance

“If someone discriminates against me, can I anonymously complain to the senior, and will they take it seriously? Will senior leaders support me? Will they understand, empathize, or act when needed and ensure it doesn't happen again?”

- Abhishek Ghosh, a queer person working in consulting in Mumbai



# leader allies: walking the talk on inclusion



When community members are part of the leadership

“Instead of having fancy D&I, course material, forums (all of that is great) make it a part of your DNA. One way of doing that is to have more LGBT people in the senior leadership positions....”

- Ruj, a 33 y.o non-binary / gay individual leading strategic planning and growth at Forage AI

When leaders who are part of the LGBTQ+ community are visible and proud

“With famous people in leadership positions coming out/being queer, the stigma goes away. It really helps.”

- Sanchit, a 26 y.o queer MBA student from Mumbai

When leaders who are not part of the community consistently articulate support + show up

“...anyone from leadership doesn't insist on even attending the seminars.”

- Swapnil, a 28 year old bisexual software developer at Virtusa in Bangalore, talking of an ex-employer-

# other allies: how to be supportive + impactful

## do's

- Learn more about the different members under the LGBTQ+ umbrella, their challenges and needs
- Share what you've learnt in one-on-one or group settings or on virtual forums
- Call out discrimination or homophobic behaviour when you come across it
- Encourage others to become allies

“Ally doesn't mean you've simply heard about it. Allyship comes when you spread the word or when you see discrimination, you raise the voice.”

- Sandipan Kushary, a 25 years old open and proud Queer leading Mobbera Foundation and an IT professional in Hyderabad.

## don'ts

- Treat everyone as 'the same' under the garb of neutrality'
- Stop being supportive - if bandwidth is a concern, find smaller ways to keep participating
- Use your allyhood to demand others' personal stories

“They might start because they are inspired. But once you start facing stigma, the interest level, activeness comes down.”

- X, a lesbian woman employed with a global MNC

“If somebody is an ally and you come out, they say, so what? I don't care what your orientation is. It sounds like it's supportive on the surface but actually it's very dismissive. It's trying to erase your experiences...”

- X (he/they), 27 year old queer person working in Bangalore

## about Randstad

Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential by combining the power of today's technology with our passion for people. We call it Human Forward. In 2020, we helped nearly two million candidates find a meaningful job with more than 236,000 clients. Furthermore, we trained close to 350,000 people. Randstad is active in 38 markets around the world and has a top-three position in almost half of these. In 2020, Randstad had on average 34,680 corporate employees and generated revenue of € 20.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext.

For more information, see [www.randstad.com](http://www.randstad.com)

## about Randstad India

Randstad India offers the broadest HR services portfolio ranging from Staffing, Search & Selection to Recruitment Process Outsourcing (RPO). The organization has a vast network of offices across the country to be within the reach of clients, candidates and flexi workers. The company, previously called Ma Foi is a leader in the HR services industry in India for more than 25 years and became part of Randstad through its global acquisition of Vedior in 2008. The Randstad Group is the global leader in the HR services industry, active in 38 countries across the globe. Randstad India continues to focus on developing customized and innovative HR services, leveraging on its unique strengths of geographical presence and end-to-end capability across all HR service functions.

For more information, see [www.randstad.in](http://www.randstad.in)

## about Randstad RiseSmart

Transitioning Talent. Changing Lives RiseSmart, a Randstad company, is the leading provider of contemporary career transition services for organizations in more than 40 industries and 80 countries. In response to rapidly developing workforce changes, talent mobility challenges, and the absolute necessity for a stellar employer brand, Randstad RiseSmart was founded. RiseSmart is the first outplacement and redeployment provider to recognize, and respond to, the new Employee Relationship Economy, we provide dedicated career coaching and personal branding with patented technology and tools to support transitioning employees. RiseSmart partners with HR teams and provides onsite support, specialized training and secure reporting in a results-oriented approach.

For more information, see [www.randstadrisemart.in](http://www.randstadrisemart.in)

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