4. RESEARCH FINDINGS

The following chapters describe the findings and conclusions of this research. The research findings analyses information on the diversity dimensions – Gender, Disability, Sexual Orientation, Religion and Caste. The next six chapters include:

- An overview of the IT and ITES Sector

- Gender – Traces the evolution of Gender diversity and discusses the impact of gender in Indian society, workplace and more specifically in IT and ITES sector. Several factors like Glass ceiling, Gender pay gap, Representation in the sector, Policies and initiatives are researched and presented in detail.

- Disability – The meaning of the term ‘Disability’, Employability, Disability as a diversity dimension in Indian workplaces and IT and ITES sector is explored.

- Nationality – This section concentrates on Nationality, discrimination on the basis of nationality, its significance in workplace and associated factors. Nationality in Indian IT and ITES sector, its importance as a diversity dimension and the extent of its influence the sector is detailed.

- Sexual orientation – This section gives a worldwide perspective regarding how sexual orientation is looked upon in society and workplace. The legal angle in India which brings out a criminality aspect to this dimension is discussed. The initiatives in the sector and the stand of the industry are analysed.

- Religion and Caste – The last section in research findings section examines whether existing religious and caste inequalities are reflected, challenged or is a non-issue in IT and ITES industry