



NALSAR UNIVERSITY OF LAW, HYDERABAD

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ADVERTISEMENT FOR THE POST OF RESEARCHER (SHORT-TERM) RESEARCH PROJECT TITLED: “UNVEILING WOMEN’S WORKPLACE REALITIES: A STUDY OF THE FUNCTIONING OF DIVERSITY, EQUITY, AND INCLUSIVITY IN HYDERABAD AND BENGALURU’S IT INDUSTRY”

Applications are invited for the post of Researcher for a short-term, full-time engagement under the research project titled: “Unveiling Women’s Workplace Realities: A Study of the Functioning of Diversity, Equity, and Inclusivity in Hyderabad and Bengaluru’s IT Industry”, *It is supported by the National Foundation for Corporate Governance (NFCG), CII.*

This research project will be a case study on the impact of laws on gender equality, ESG mandates and adoption of DEI measures on the IT sector in India. It will employ a mixed-methods approach to evaluate annual reports, DEI policies, ESG frameworks and other relevant corporate governance documents in order to measure their effectiveness in creating a safe, equitable, diverse and inclusive IT sector.

Position Details

- **Role:** Researcher
- **Duration:** 3 months (full-time engagement)
- **Remuneration:** ₹30,000 per month (consolidated stipend)
- **Location:** Bengaluru or Hyderabad (with occasional travel between cities)
- **Number of positions:** 1

Eligibility Criteria

- Postgraduate degree in Law, Gender Studies, Sociology, Public Policy, Development Studies, or related disciplines
- Demonstrable experience in academic or policy-oriented research, particularly involving fieldwork
- Familiarity with concepts of Diversity, Equity, and Inclusion (DEI), labour and employment laws, and ESG reporting
- Proficiency in MS Office; familiarity with tools such as NVivo, SPSS, or R is desirable
- Excellent communication skills, both written and oral
- Ability to work independently and manage time across multiple tasks
- Working knowledge of Kannada or Telugu will be an added advantage

Key Responsibilities

● Research Design and Coordination

- Assist in finalising the research framework, tools, and methodology for both qualitative and quantitative research components
- Support in setting up timelines, checklists, and workflows to ensure smooth execution of all phases

● Data Collection and Management

- Conduct desk reviews of annual reports, DEI and ESG policy documents, and company disclosures
- Coordinate and conduct surveys and semi-structured interviews with employees, HR personnel, and DEI leaders
- Ensure ethical data handling and proper documentation of consent and research protocols

- **Data Analysis**
 - Assist in quantitative data analysis using descriptive and inferential statistics; coordinate with data analysts for regression or thematic analysis
 - Conduct qualitative analysis using thematic and content analysis approaches
 - Support integration of mixed-method insights for comprehensive interpretation
- **Documentation and Reporting**
 - Draft research briefs, summaries, interview transcripts, and internal memos
 - Contribute to the final case study report, including graphs, charts, and other visual data representations
 - Assist in preparing presentation decks, interim reports, and policy briefs
- **Stakeholder Engagement**
 - Liaise with participating IT companies, experts, and field researchers to facilitate data access and interviews
 - Coordinate logistics for field visits and data collection

How to Apply?

Candidates are advised to read the notification and submit their [application form](#) along with detailed CV and Statement of Purpose by clicking the below link.

<https://docs.google.com/forms/d/e/1FAIpQLSexk-sWEesVmrdsXj-fFNHEqTBy9geeUwmPHsrOEJMCkFFnfA/viewform?usp=header>

Applicants are also required to email a copy of their application to recruitments@nalsar.ac.in

Last Date to Apply: May 03, 2025

The Selection Process

Shortlisted candidates will be called for an interview, based upon which, final selection will be made. The outstation candidates may request an online interview in the application form.

General Information

1. The prescribed qualifications and experience are minimum and the mere fact that a candidate possesses the same will not entitle him / her for being called for interview. The University reserves the right to restrict the candidates to be called for online interview to a reasonable number on the basis of qualifications and experience higher than the minimum prescribed; or by any other condition that it may deem fit. Those who are possessing higher qualifications will be given preference in short- listing the candidates. The University may constitute a Screening Committee to scrutinize the applications and short-list the candidates. Call letters for test / interview will be sent only to the short-listed candidates and no correspondence will be made with applicants who are not short-listed.
2. It would be open to the University to consider the names of suitable persons who may not have applied, but recommended by experts in their respective fields.
3. The University will have the right to relax any of the qualifications, experience etc.
4. Canvassing in any form on behalf of any candidate will disqualify such a candidate.
5. The Selection Committee may decide its own method of evaluating the performance of the candidates in interview. The University may utilize written test / interview as method of selection.
6. Incomplete applications in any respect shall not be considered at all.
7. No interim queries regarding test / interview / selection will be entertained.
8. University reserves the right not to fill any of the vacancies advertised, if the circumstances so warrant.
9. University will not be responsible for any technical problems in submission.
10. In case of any disputes / suits or legal proceedings against the University, the Jurisdiction shall be restricted to the Courts in Hyderabad, which is the Headquarters of the University.

Registrar (I/c)