

Rahul S, PhD*Assistant Professor**Labour Market Research Facility**School of Management and Labour Studies**Tata Institute of Social Sciences, Mumbai India***Email:**rahulthnu@gmail.com, rahul.s@tiss.ac.in**Phone Number:**

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Linked In<https://www.linkedin.com/in/rahul-s-60508b30/>**ORCID**<https://orcid.org/0000-0002-9638-6248>**Educational Profile**

Course	Year	Name of the Institution
PhD	2020	Tata Institute of Social Sciences, Mumbai
M Phil	2015	Tata Institute of Social Sciences, Mumbai
Master of Arts in Social Work	2010	University of Kerala
B A English Language and Literature	2008	University of Kerala
Swedish Model of Welfare	2018	University of Stockholm, Sweden
Fellowship		
Junior Research Fellowship	2013	University Grant's Commission
Linnaeus Palme Fellowship	2018	Swedish Development Agency

Details of Doctoral Studies

PhD	A Study of the Triadic Relationship among Degree of Decentralisation, Inequality and Social Capital in Decentralised Democracies in Kerala
M Phil	Social Capital of Elected Representatives and Welfare Implementation in Decentralised Democracies: A Case Study of Karakulam Gramapanchayat, Thiruvananthapuram, Kerala

Publications**Journals**

Rahul, S., Pattnaik, U., & Paul, B. (2024).

Upgrading for sustainability: The human–technology nexus in Tamil Nadu's leather clusters. *Business Strategy & Development*, 9(1), e70308.

DOI: <https://doi.org/10.1002/bsd2.70308>

Impact Factor: 4.5 | Quartile: Q1

Nathan, D., & Rahul, S. (2025).

Technological competition and the world order. *Economic and Political Weekly*.

DOI: <https://doi.org/10.71279/epw.v60i25.43066>

Quartile: Q2

Nathan, D., Rahul, S., Bhatia, L., Chakravarthi, R., & Ravi, P. (2024).

Global monopsony, contracting practices and labour outcomes: A study of garment GVCs in India. *The Indian Journal of Labour Economics*.

DOI: <https://doi.org/10.1007/s41027-024-00546-w>

Impact Factor: 1.1 | Quartile: Q2

Nathan, D., Rahul, S., Lee, J., Zhu, S., Milberg, W., & Johnston, L. (2024).

Technological upgrading and educational composition of the workforce. *The Indian Journal of Labour Economics*.

DOI: <https://doi.org/10.1007/s41027-024-00521-5>

Impact Factor: 1.1 | Quartile: Q2

Paul, B., Shaji, R., Pattnaik, U., Pulikkamath, A., Ahmed, I., & Ghosh, S. (2023).

Transition to sustainable development in the tanning industry: Evidence from leather value chain in Tamil Nadu, India. *Sustainable Development*.

DOI: <https://doi.org/10.1002/sd.2560>

Impact Factor: 9.9 | Quartile: Q1

Nathan, D., Rahul, S., & Kelkar, G. (2023).

After the long walk home: The gendered rural safety net. *Agrarian South: Journal of Political Economy*.

DOI: <https://doi.org/10.1177/22779760231164860>

Impact Factor: 0.9 | Quartile: Q1

George, J. E., & Rahul, S. (2020).

Multiculturalism and social work education. *International Journal of Human Rights and Constitutional Studies*.

DOI: <https://doi.org/10.1504/ijhracs.2020.109260>

Impact Factor: 0

Books

Reverse Subsidies in Global Monopsony Capitalism: Gender, Labour and Environmental Injustice.

Cambridge University Press

January 2022

Online ISBN: 9781009058179

DOI: <https://doi.org/10.1017/9781009058179>

Contributors:

Dev Nathan, Shikha Silliman Bhattacharjee, S. Rahul, Purushottam Kumar, Immanuel Dahagani, Sukhpal Singh, Padmini Swaminathan

Book Chapters

Rethinking the Gender Gap: Gender Inequality and Monopsony Capitalism.

Edited Volume, Women and Work in India: Challenges, Opportunities and Perspectives for Policy.

India Studies in Business and Economics. 2026

Springer, Singapore. https://doi.org/10.1007/978-981-95-6103-2_17

Contributors: Dev Nathan, Rahul S, Shikha Bhattacharjee, Govind Kelkar

What Makes Enterprises in Auto Component Industry Perform? Emerging Role of Labour, Information Technology, and Knowledge Management

Edited Volume, Globalization of Technology Springer

India Studies in Business and Economics

2018

DOI: [10.1007/978-981-10-5424-2_11](https://doi.org/10.1007/978-981-10-5424-2_11) URL: http://dx.doi.org/10.1007/978-981-10-5424-2_11

Contributors: Bino Paul, G. Jaganth, Minz Johnson Abhishek & S. Rahul

Others

Co-authored a working paper for ILO on Gendered Safety Nets and Growing Inequality: Pandemic-induced Recession in India https://www.ilo.org/global/publications/working-papers/WCMS_847029/lang-en/index.htm

Coauthored a Multi-country report on Wage Theft in garment Industry during COVID 19 Pandemic for Asia Floor Wage Alliance https://asia.floorwage.org/wp-content/uploads/2022/02/Money-Heist_Book_Final-compressed.pdf

Co-authored a Report on Existence and Effectiveness of Grievance and Remedy Mechanisms in Footwear and Leather Factories in India for INKOTA https://www.inkota.de/sites/default/files/2024-09/INKOTA_Study_grievance_remedy_shoes_India.pdf

Co-authored a report on “Gendered dimensions of empowerment: Women in the leather sector in Tamil Nadu” for Solidaridad

Co-authored a report on “Global Monopsony, Contracting Practices and Employment Outcomes: A Human Rights Due Diligence (HRDD) Framework for Garment GVCs” for CIVIDEP India, <https://cividep.org/project/human-rights-due-diligence-hrdd-framework-for-garment-gvcs/>

Co-Authored a report **Wearing Thin: Retailer Impact on Indian Garment Manufacturers**, for Transform Trade, <https://www.transform-trade.org/policy-resources/wearing-thin-retailer-impact-on-indian-garment-manufacturers>

Working Papers

Co-Authored a Paper on “Extractive Contracting Practices of Global Monopsony Capital: Competition Zones, Brand Collusion and Unfair Contracting” (Under Review)

Co-Authored paper on “Working from the Margins: Gender, Social Reproduction, and Labour Precarity in Home-Based Work Leather Value Chains in the Ambur, India” (Under Review)

Co-Authored paper on Why Organisational Capability Matters for Women-led Self Help Groups (SHGs) : Evidence from Rural Maharashtra, India (Under Review)

Co-Authored a paper on “Monopsony and the Contracting Practices in GVCs” (Accepted Under Production)

Academic Presentations

1. Presented a paper on *“Disability in India and Sustainability Challenges”* at the 15th Global Session, University of Basque Country, Basque Country, Spain
2. Presented a paper on *“Data-driven insights on disability in India and lessons for global cooperation”* at Marie Cederschiöld University, Stockholm, Sweden
3. Presented a paper on *“Transitions in Employment: Intersections of Gender, Caste and Employment”* National Seminar on Women and Employment in India: Issues and Challenges organised by The Institute for Human Development (IHD), New Delhi and Rajiv Gandhi University (RGU), Itanagar, Arunachal Pradesh
4. Presented a paper on *“The Impact of Technology Use, Assimilation, and Creation on the Workforce: A Comparative Analysis of China, India and South Korea, 1995-2020”* at the International Conference on New Technologies and Future of Work in the Global South by the Institute for Human Development, Delhi
5. Presented a paper on Gendered Safety Nets and Growing Inequality: Pandemic-induced Recession in India at the 62nd Annual Indian Society of Labour Economics Conference, Roorkee
6. Presented paper on *‘Gender Gap in Participation and Income in Indian Labour Market’* in 2020 at the Annual Meet of Centre for Globalisation and Labour, Tata Institute of Social Sciences, Mumbai.
7. Presented a paper on *‘Degree of Decentralisation and Levels of Inequality in India: An Interstate Comparative Analysis’* in 2018 at the National Seminar on Two Decades of Decentralisation Reforms in Kerala: Lessons to be Learnt and Tasks Ahead.
8. Presented paper on *Development Perspectives on India and Data-driven approaches* in 3rd Kerala Social Work Practitioners’ Congress 10-11 Aug 2018 (KSWC 2018)
9. Paper presented on *What makes enterprises in the auto component industry perform? Emerging role of labour, information technology and knowledge management*, in 2017, at the International Conference on Globalisation of Technology and Development in the 11th Annual Conference of the Forum For Global Knowledge Sharing
10. Presented paper on *Inter linkages between technology and livelihood: A case of furniture industry in India* in 2016, at the International Conference on Innovation and Industry organised by Forum for Global Knowledge Sharing.
11. Presented a Paper on *Social Capital and Human Capital of Elected Representatives in Local Self Governments* in 2016 at the International Conference on Marginalisation, Poverty and Decentralisation organised by Kerala Institute of Local Governance

Employment Record

Period	Employing organization & Designation	Summary of activities performed relevant to the Assignment
December 2020-Present	Tata Institute of Social Sciences, Mumbai <i>Assistant Professor</i>	Teaching PG programs and coordinating the research and development activities
July 2020-December 2020	Tata Institute of Social Sciences, Mumbai <i>Research Associate</i>	Coordinating the research on Due Diligence on Leather Industry in Chennai
Jan 2019 – August 2020	Society for Labour and Development, New Delhi <i>Research Consultant</i>	Coordination of Research on Global Value Chains in the Garment, Leather and Auto Component Industry
Sept 2019-Present	Jesuit Conference of India, New Delhi <i>Officer, Data and Knowledge Management</i>	Data Management, Research Design and Implementation and Organisational Development
July 2017-August 2018	Kudumbasree Mission, Govt. of Kerala <i>Social Development Specialist</i>	Monitoring and Implementation of PradhanMantri Awas Yojana in Thiruvananthapuram Municipal Corporation
Nov 2010 to June 2013	SICHREM, Bangalore, <i>State Coordinator, Human Rights Education Program</i>	Monitoring and Implementation of the Human Rights Education Program in Kerala

Teaching Engagement at Tata Institute of Social Sciences

Program	Course	Credits
MA/MSc Analytics	Statistics for Analytics	4
	Tools for Data Visualisation	2
	Research Methods	4
	SDG Analytics	2
	Social and Economic Impact Evaluation	2
	Environmental Analytics	2
	Introduction to micro and macro data Visualisation in Research Methods	
BS in Analytics and Sustainability Studies	Introduction to Working with Spreadsheets	2
	Introduction to SPSS	2
	SDG Analytics	2
	Introduction to Micro and Macro Data	2
	Research Methods for Sustainability Studies	2
	Sustainability Reporting and ESG	2
	Global Value Chains and Sustainability	2
	Public Policy Analytics	
MA in Social Work	Women and Work	2
MA in International Development Practice	Quantitative Research for Sustainability Studies	2

Technical Skills

Software	Level
Statistical Package for Social Sciences (SPSS)	Proficient
Microsoft Office Suite	Proficient
KOBO Tool Box	Proficient
Power Bi	Intermediate
Tableau	Intermediate
JASP	Intermediate
VOS Viewer	Intermediate

Research Projects

1. Women, Upgrading and Employment relations in India, 2025 for Institute of Human Development
2. Industry and Labour Relations in Seafood Processing Industry in Veraval Cluster, Gujarat in India, 2025 for Society for Labour and Development
3. Effectiveness of social health protection through ESIS scheme in India among Garment workers, 2025 for CIVIDEP India
4. Identifying human rights risks and challenges in the electronics sector in Tamil Nadu, 2025 for GIZ and CIVIDEP India
5. Research on the Impact of Global Clothing and Footwear Retailers' Purchasing Practices on Indian Manufacturers in India, 2025 for Transform Trade
6. Gender Analysis of Leather Workers in Tamil Nadu, 2024 for Solidaridad Chennai, India
7. Living Wage Estimation for Garment Workers in South Asian Garment Production Units, 2023-24 for Global Labor Justice - International Labor Rights Forum in conjunction (GLJ-ILRF) across Bangladesh, Cambodia, India, Indonesia, Myanmar, Pakistan, Sri Lanka, Vietnam, Philippines
8. Study on the effectiveness of existing grievance and remedy mechanisms in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Companies in Indo-German footwear and leather garment supply chains, 2023-24, for INKOTA Germany.
9. Value Chain Analysis of Electronics Industry in Tamil Nadu India, 2023 for CIVIDEP-International Labour Organisation
10. GVC Analysis of the Garment Value Chains in Odisha and Andhra Pradesh 2022, International Labour Organisation
11. Living Wage Estimation for Garment Workers in South Asian Garment Production Units, 2022, for Asia Floor Wage Alliance (AFWA) across Bangladesh, Cambodia, India, Indonesia, Myanmar, and Sri Lanka.

12. Development of Human Rights Due Diligence Framework in Global Production Systems, 2022, for CIVIDEP, Bangalore
13. Wage and Employment Loss Estimation in Global Garment Value Chain as Result of COVID-19 Pandemic, 2021, for Asia Floor Wage Alliance (AFWA) across Bangladesh, Cambodia, India, Pakistan, Indonesia, and Sri Lanka.
14. ILO Working Report on Pandemic Induced Recession in Food Value Chains in India, 2021, International Labour Organisation.
15. Due Diligence Study in Leather Cluster in Tamil Nadu, 2021, for Inditex and Tata Institute of Social Sciences, Mumbai.
16. GVC Analysis of Garment, Leather and Auto Component Industry in India, 2017-20 for Society for Labour and Development