

Dr MALIKA BASU (PhD in Development Studies)

Research & Policy Analyst, Monitoring & Evaluation Specialist, Gender and Knowledge Management Expert. In 2015, Launched Development Initiatives for Change (Di4C) - MB Knowledge Management and Consultancy Services.

Worked and successfully led assignment/projects for several national and international agencies including the UN (ILO, UNESCO, WFP, UNDP, UNICEF, UNWOMEN), The World Bank, Oxfam Novib (Netherlands), CORDAID (Netherlands), World Vision India, Plan India, Trickle Up (USA), PRADAN, RAHI Foundation to name only a few; also Government of India.

Previously, led the knowledge management programme of the United Nations in India on *Gender, Solution Exchange (2008-2014) Recipient - Outstanding Woman Achievers' Award* for knowledge based gender related work by National Commission for Women, Government of India.

AREAS OF EXPERTISE

Extensive experience and expertise in leading & facilitating innovative project- programme designs; research, process documentation & evaluation; policy analysis with gender focus; knowledge management; promoting strategic partnerships; training and other technical support.

WORK EXPERIENCE (25 years +)

- I. February 2015: Launched Development Initiatives for Change (Di4C) - MB Knowledge Management and Consultancy Services (<http://www.di4c.org/>). *Working as an Independent Consultant through Di4C.*
- II. October 2008 - December 2014 : Led the Gender Community of Practice, Solution Exchange - a Knowledge Management Initiative of the United Nations agencies in India
- III. August 2006-December 2007: Worked in various capacities involving research, evaluation, training and other programme inputs to socially inclusive projects of the South Asia Bureau, Oxfam Novib, The Hague, The Netherlands
- IV. August 1999 - September 2008: Independent work as gender analyst and development specialist leading and undertaking research-evaluation-policy analysis with gender focus, training and other technical support for gender mainstreaming in inclusive and social development projects/programmes of national/international organisations.
- V. October 1993- December 1998: Senior Project Officer, Displacement and Rehabilitation Cell, Multiple Action Research Group (MARG), New Delhi, India

EDUCATION

- PhD in Development Studies, Institute of Social Studies, (ISS), The Hague/The Netherlands, 2008. Thesis (published) on 'The Microcredit Business and Women's Empowerment in India: Myths and Realities.'
- PG Diploma in Rural Policy and Project Planning with merit at ISS, The Hague, The Netherlands, 1999.
- Masters/MPhil in Political Science, Jawaharlal Nehru University (JNU), New Delhi, India. A minus Grade, 1992/1995.
- BA (Hons) Political Science, Lady Shri Ram College for Women, Delhi University, New Delhi, India. First Division, 1990.

SPECIALISATION/FOCUS AREAS

Inclusive & Social Development with special focus on:

- Gender Mainstreaming and Gender Responsive Policies and Programmes
- Child Rights and Protection
- Inclusion and Equity
- Knowledge Management, Training & other Technical Support
- Gender based Violence (including Persons with Disabilities, Elderly, Single Women)
- Microfinance and Self Help Groups
- Governance (e.g. Local Institutions, Role of Elected Women Representatives; Basic Needs - Health, Education, WASH)
- Displacement and Related Problems i.e. Rehabilitation & Livelihood issues; migrants and internally displaced persons.

DETAILED WORK EXPERIENCE (25+ years)

I. Since February 2015 - Present

Launched Development Initiatives for Change (Di4C) - MB Knowledge Management and Consultancy Services. **Work as an Independent Consultant through Di4C.** Di4C was registered under the Service Tax Department, Government of India (now under GST); <http://www.di4c.org>

Overview of Key Assignments (2015-Present)

International Labour Organisation (ILO)

- ✚ ILO Lead Consultant for SCOPE-ILO Study on Empowering Women in Public Sector Enterprises, "Adoption of Work from Home (WfH) Model".
- ✚ ILO Lead Consultant for training and setting up a "Network of Champions" in Public Sector Undertakings (PSUs) in India to act as a taskforce to promote "Women's Career Advancement especially to Leadership and Management in PSUs" (SCOPE-ILO Collaborative Initiative). *Champions trained certified by ILO.*
- ✚ ILO National Consultant for India to conduct Independent Final Evaluation of Work in Freedom (WIF) - an ILO-DFID Partnership programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East.
- ✚ ILO Lead Consultant for SCOPE-ILO Study on "Women in Leadership and Management in PSUs in India." Available on ILO website.

Jal Seva Charitable Foundation (JSCF)/WaterAid India

- ✚ Scoping study on WASH in schools (Bihar, Chhattisgarh & Uttar Pradesh) and propose recommendations with regard to the following: WASH standards and O&M needs, hygiene curriculum.

Ibtada

- ✚ Baseline Study: Girls Education and Empowerment Programme of Ibtada.

RAHI Foundation

- ✚ Developing and Application of Monitoring and Evaluation (M&E) Framework within a change theory
- ✚ Monitoring and Evaluation of RAHI's HumRAHI project
- ✚ Training of RAHI staff on Theory of Change

Sar-La Education Trust

- ✚ Documentation & Developing Customized Knowledge Products

Plan India

- ✚ Consultant - Gender and Social Inclusion. Plan India. Mainstreaming Gender in PLAN India's Country Strategic Plan (CSPIV) 2016-2020, by developing a gender strategy paper and a roll out plan (2016)

The Dhan Academy (TDA)

- ✚ Documentation & Developing Customized Knowledge Products

CBM India

- ✚ Vision Building Workshops, Learning Workshops for CBM India Partners to promote access to quality healthcare, education, and livelihood for persons with disabilities, and those at risk of disability.

NEG-FIRE

- ✚ Rapid Gender Assessments of four NEG-FIRE partners
- ✚ Gender Guidebook for NEG-FIRE Partners.

World Vision India

- ✚ Process Documentation of World Vision India's (WVI) interventions in Schools for making them WASH Inclusive and Gender Friendly; Training workshop with WVI staff to develop guidelines for facilitating "model schools" with respect to WASH.
- ✚ Research and Documentation; Technical Editing for a book, 'The Unfortunate Reality of Child Marriage in India' highlighting World Vision India's multiple initiatives to address the issue of child marriage (a World Vision India Publication, 2015).

UN-World Food Programme (WFP) India

- ✚ Gender Expert to Mainstream Gender in WFP operations in India.

Professional Assistance for Development Action (PRADAN)

- ✚ Development of a Knowledge Management (KM) and Learning System. for PRADAN

ALPINE Concern

- ✚ Di4C acts as a technical knowledge partner for Alpine Concern, which is enabling students, youth and young professionals in Dimapur/Nagaland by providing them career guidance, counselling, training, and generating awareness amongst them.

Indian Public Library Movement (IPLM), NASSCOM Foundation

- ✚ Technical Editing, India Public Library Conference (IPLC) 2016 Report
- ✚ Workshop on Theory of Change (Level 1) for IPLM, an initiative to transform public libraries into vibrant knowledge spaces.

Love Matters India

- ✚ Workshop on Theory of Change (Level 1) for Love Matters, a NGO working with Adolescents/young people in India.

Rajiv Gandhi National Institute of Youth Development (RGNIYD)

- ✚ Status Paper: Impact of COVID-19 on Livelihoods of Women in Informal Sector
- ✚ Policy Briefs on Adolescents in Tamil Nadu
- ✚ Status Paper: Skill Development of SC/ST Youth in India (*to be published soon*)

United Nations Educational, Scientific and Cultural Organization (UNESCO)

- ✚ Knowledge assistive inputs and services to develop an online knowledge portal for UNESCO India (New Delhi office) - Gender Youth Migration (GYM) and facilitated the functioning of the knowledge initiative through technical assistance that included leading and consolidating two migration related documents :
 - Right to Education for Migrant Children: Policy Recommendations and Best Practices
 - Domestic Remittances in India: Estimates and Uses?

The Hunger Project (THP) - India

- ✚ Online Knowledge Portal Services related to developing web/portal content of THP-India.

United Nations Development Programme (UNDP) India

- ✚ Innovative Programme Designs including developing guidelines and facilitating a *Gender Training Manual for Civil Servants* in consultation with UNDP and Department of Personnel and Training (DoPT)
- ✚ Research and Documentation for developing Profiles (Fact Sheets) on select parameters for nine States and India.

Gender at Work (G@W)

- ✚ Research and Documentation to develop a case study on 'Mahatma Gandhi National Rural Employment Guarantee Act' (MGNREGA) within the conceptual model of *Gender Equality Framework* as proposed by Gender at Work.

Guest Faculty/Resource Person (Recent)

- ✚ Guest Speaker (Webinar): Role of Media & Social Media during COVID-19 focusing on Gender Based Violence during the Pandemic. Field Outreach Bureau (Coimbatore), Ministry of Information & Broadcasting, Government of India.
- ✚ Lecture sessions (Webinar) - Delhi School of Social Work (Social Policy), Institute of Home Economics (Lockdown Bites: Redefining Gender Roles)
- ✚ Panel Speaker, "Startups and Young Entrepreneurs: Opportunities and challenges", VV Giri National Labour Institute, Noida/UP.

- ✚ Guest Faculty at Institute of Secretariat Training & Management (ISTM), Department of Personnel & Training (DoPT), Government of India to conduct gender training and sensitization sessions for government functionaries.
- ✚ Resource Person on "Inclusion and Equity through Informal Sector Livelihoods: Challenges and Prospects", for a training of international participants at (ISTM), Department of Personnel & Training (DoPT), Government of India
- ✚ "Inclusive City: Women and their Right to Housing and Basic Services in the City", a Joint Programme organized in Yangon/Myanmar (February 2017) by Department of Urban and Housing Development, Ministry of Construction, Government of Myanmar and Institute of Housing and Urban Development Studies (IHS), The Netherlands for professionals and policy makers in Myanmar to share learn and interact with South Asia and South East Asia Professionals.
- ✚ Guest Faculty, Delhi School of Social Work. Offer sessions on: "Policy Analysis - Understanding Rationale and Limitations"; "Understanding and doing Knowledge Management"; also lecture on: "Doing Field Work"; MA Development Policy and Practice Programme, Rajiv Gandhi National Institute of Youth Development (RGNIYD); "Theory of Change" to PG students in Development Management at The Dhan Academy (TDA).

Other Technical Support

- ✚ Task based Consultant, National Commission for Protection of Child Rights (NCPCR) to assist in developing the model framework for fee regulation of unaided private schools.
- ✚ Pre-editing/preview of Chapters of the High Level Committee (HLC) Report on Status of Women in India, Government of India.
- ✚ Provided audio-visual documentation and knowledge inputs/creative conceptualization for UNICEF supported TV Series on Routine Immunization (RI). It was broadcasted over various Zee Network Channels; available on: <https://www.youtube.com/user/unicefindia> (Ek Star Aisa Bhi Series)

II. October 2008 -December 2014

Led and Managed the Gender Community of Practice, Solution Exchange, United Nations, India

Tasks: Knowledge Management (KM) and through KM Services and (Customized) Products - involving Research, Policy Analysis, Programme Design and Implementation, Training, Partnerships and Advocacy - to facilitate Development Programmes/Practitioners' Work including that of the Government at State and National Level.

- Lead, manage and maintain the Gender Community of Practice (CoP) comprising nearly 5000 members plus 1500 network partners as a vibrant forum for knowledge sharing to increase use of knowledge and collaboration in development practice; offer multiple virtual and non-virtual knowledge management and collaboration promotion services to practitioners particularly in India/South Asia working on issues related to MDG3 (Promoting Gender Equality and Women Empowerment)
- Enable practitioners to raise problems and share experiences; facilitate and moderate virtual discussions. Ensure the quality of materials (Consolidated Replies, E-discussion Summaries, Updates, Newsletters, etc.) posted on the Gender Community mail groups, websites, and Community's social media forums
- Prepare, post and disseminate relevant and customized knowledge products on various thematic issues (Policy Briefs; thematic Compendiums; Information Booklets, etc.)

- Work with UN Agencies' staff on Gender related programming issues; provide specific knowledge support and services to facilitate programme deliverables of UN agencies (e.g. UNICEF-Child Protection Unit, WASH Unit; ILO-Child Labour Project; UNDP-Disaster Management Unit, UNESCO - Social and Human Sciences Unit, UNWOMEN)
- Provide inputs and facilitate programme outcomes of different non-UN agencies (e.g. PACS-DFID on Gender and NREGA; CBM-SARO on People with Disabilities focusing on women and young girls)
- Through Resource Mobilization conceive, plan and organize thematic learning programmes/events to feed primarily into policy processes; also programme implementation and advocacy/campaigns
- Facilitate Action Research Groups' development, progress and results' dissemination; supervise and provide quality check to deliverables of Action Research Groups
- Anchor membership growth and diversification of the Gender "Community of Practice" by including grassroots practitioners in knowledge sharing; managing and facilitating face-to-face activities/events to strengthen Community's identity
- Manage collaborations with India/International based networks on Gender issues
- Support the development of Solution Exchange activities, and KM methodologies. Participate in Solution Exchange collective activities and collaborative initiatives; promote team-building. represent Solution Exchange in Community events

As a UN Resource Person-Gender, provided specific inputs as a Gender Analyst and Knowledge Management specialist to (list not exhaustive):

- Provided Technical Editing to the Document: India Newborn Action Plan (INAP) - Government of India; for Save the Children
- Wrote a Manual on 'Gender and Political Participation' - Election Commission of India; for UNDP India.
- Pre-feasibility and scoping study of SawaiMadhopur/Rajasthan (MLA Constituency) for UNDP India
- Audio-visual documentation and knowledge inputs for UNICEF supported TV Series on Routine Immunization (Produced by NDTV-RedDotTeam)
- Info-graphic film on Gender Community (supported by UNW and UNRCO)
- Co-authored articles on WASH for WASH Unit UNICEF
- Led an on-field learning exercise bringing experts and practitioners working on WASH issues in urban areas
- Led an Action Group on Persons with Disabilities with assigned deliverables culminating into a National Consultation
- Social and Gender Development Specialist to Evaluation Team for World Bank Funded Jalswarajya Project (Maharashtra/India)
- Desk Based Report covering four South Asian Countries on Child Marriage for World Vision (International NGO)
- Task Force Member, Gender Sensitization of Public Health Curriculum (National Institute of Health & Family Welfare, Government of India)
- Additional charge of the Maternal and Child Health Community of Solution Exchange supported by UNICEF for four months
- Resource Person for Delhi School of Social Work for Soft Skills training of trainers to impart such skills to J&K Police

- Task Force Member - Social-Cultural Domain, High Level Committee on the Status of Women, constituted by Government of India.
- Led a Social Medium Initiative on Youth Perspectives in Development in partnership with RGNIYD/Tamil Nadu.
- Led a Project on "Recognizing Gender Concerns in Waterlogged Areas and Exploring Sustainable Livelihood Options" with focus on Bihar and Odisha in partnership with IIT-Kanpur.

III. August 2006-December 2007

South Asia Bureau, Oxfam Novib, The Hague, The Netherlands

Tasks: Provide support services to Oxfam Novib's (ON) South Asia related programme work involving research, evaluation, programme inputs to socially inclusive and Gender related Projects. Specifically,

- Review and prepared the Gender Tool Box (i.e. gender traffic lights to understand mainstreaming of Gender in ON partners)
- Interim work as a Credit Focal Point focussing on ON Partners working on SHGs, Gender and Microcredit
- Initial inputs to WEMAN (Women Empowerment and Mainstreaming) project
- Through ON Support to Oxfam Australia Team in their Tsunami Rehabilitation Programme by reviewing O-Aus partners especially working on SHGs, Gender, and Microcredit
- Analysis/Review of Oxfam Novib Partners (using the Tool Box) in South Asia

IV. August 1999-September 2008

Independent Work as Gender Analyst and Development Specialist - leading and Undertaking Research-Evaluation-Policy Analysis with Gender Focus and Mainstreaming in Development projects/programmes -- for national and international organisations

(List Not Exhaustive)

- **DFID sponsored project**, coordinated by Marlene Buchy, then at ISS/The Hague. Task: Research Support in Monitoring Impact Assessment and Learning Component of the Research into Use Programme for Rainfed Agriculture Innovations (report available on internet)
- **Reach India**, Kolkata, India; working with Self-help Promoting Institutions (SHPIs). Task: Detailing a Proposal on Capacity Building of organisations promoting SHG-Bank linkages
- **CORDAID**, a Dutch Development Agency, The Netherlands. Task: Evaluation of Programmes related to Women's Empowerment through Self Help (WETSH) Project and Institutional Initiatives for Food Security (IIFS) with Gender/Inclusion Focus and coming up with a Convergence Strategy.
- **Institute of Social Studies (ISS)**, The Hague, The Netherlands. Tasks:
 - Under Teaching Research Assistantship. Task: Research on International Migration, Multi-local Livelihoods & Security with focus on women
 - Extensive field research in India as part of PhD Study covering NGOs/microfinance institutions using SHGs for credit delivery in Andhra Pradesh, Gujarat, Orissa, Rajasthan
- **IDPAD** (Indo-Dutch Programme for Alternative Development) Project in India. Task: Evaluator 'Social Learning' Process of NGOs involved in Conflicts, Resource Management & Livelihood issues
- **Trickle Up**, USA. Tasks:

- Evaluator Micro grants programme of Trickle Up in Baliapanda, Orissa (Eastern India).
- Team Leader for evaluating micro grants programme of Trickle Up involving primarily women beneficiaries in Purulia-Kolkata, West Bengal (Eastern India).
- **Maulana Abul Kalam Azad Institute of Asian Studies (MAKAIAS)**, Under the Ministry of Tourism and Culture, Govt. of India, Kolkata, India. Tasks:
 - Independent Study/documentation of SEWA Bank, Ahmedabad (focus on credit to urban poor women). Published.
 - Independent Study/documentation of the Grameen Bank, Bangladesh in Extending Credit to the Rural Poor. Published.
- **Care India**, New Delhi, India. Task: Assistance in Preliminary work on a Manual on Disaster Management
- **Gandhi Labour Foundation**, Odisha, India. Tasks:
 - Research Consultant for a Documentary Film sponsored by ILO on Workers (Organised and Unorganised) Education
 - Facilitate Research Oriented Action (Educational) Programmes, Training & Advocacy for the workers in both organised and unorganised sector, targeting especially the rural poor, tribals & women
- **INASIA** (Srilanka) Coordinated by ASTHA, Rajasthan, India. Task: Evaluation-Documentation of a Micro-finance Institute - CCD in Madurai, Tamil Nadu (Southern India)
- **Focus on the Global South** (Bangkok, Thailand), Coordinated by YUVA, Mumbai, Maharashtra, India. Task: Associate for Research, Networking and Advocacy on Alliance Building and Networking of NGOs and Peoples' Movement
- **Action Aid**, New Delhi, India. Task: A Strategy Paper on Delhi's Political Overview, Health and Education for Ms. Mridula Singh
- **Rajiv Gandhi Foundation**, New Delhi, India. Task: Part-time Coordinator for Project Hriday: Coordinate between All India Institute of Medical Sciences (AIIMS, New Delhi) and Delhi City Schools to disseminate information on health related issues and write reports.
- **Institute of Social Studies Trust (ISST)**, New Delhi; part of MARG Assignment. Task: Health Report on Service Providers in a slum in New Delhi.

V. October 1993-December 1998

Senior Project Officer, Displacement and Rehabilitation Cell, Multiple Action Research Group (MARG)

Tasks: Action Research, Programme Management, Evaluation, Documentation, Advocacy, Training and Dissemination

- Action Research on Displacement related Rehabilitation issues covering states such as Jharkhand, Tamil Nadu, Chattisgarh, Orissa, Rajasthan, Maharashtra, Gujarat, Uttar Pradesh and West Bengal.
- Prepare, Document and Disseminate Information regarding displacement and rehabilitation issues to both the affected (with special focus on women and children) and the policy makers.
- Advocacy work on displacement and rehabilitation issues with government and state representatives, project management staff, other relevant stakeholders
- Evaluation and facilitation of Rehabilitation packages offered by development projects leading to displacement
- Provide programme inputs to rehabilitation packages or policies (reviewing particularly compensation packages and livelihood options)

AS WORKSHOP/EVENTS RESOURCE PERSON/FACILITATOR

(List Not Exhaustive)

- **2015 (as Di4C) -**
 - Guest Speaker (Webinar): Role of Media & Social Media during COVID-19 focusing on Gender Based Violence during the Pandemic. Field Outreach Bureau (Coimbatore), Ministry of Information & Broadcasting, Government of India.
 - Lecture Sessions on Webinar (due to Covid 19) for Delhi University Students (Delhi School of Social Work; Institute of Home Economics)
 - Panel Speaker, "Start-ups and Young Entrepreneurs: Opportunities and challenges", VV Giri National Labour Institute, Noida/UP.
 - Plenary Speaker at "Mind the Gap": National Workshop on Gender Equality from the Perspective of Agenda 2030, organised by Rajiv Gandhi National Institute for Youth Development (RGNID), Sriperumbudur/Tamil Nadu, India.
 - Resource Person cum Facilitator of multiple Di4C Training workshops (<https://di4c.org/training.html>) with NGOs/Development Organizations.
 - Facilitator, Consultation Meeting on ICT Enabled Skill Development in Raipur/Chhattisgarh. Organized by UNDP and Government of Chhattisgarh
 - Lecture cum workshop sessions as Guest Faculty with MA students, Delhi School of Social Work; MA students, Development Management, Tata Dhan Academy (TDA); MA Students, Development Studies, Rajiv Gandhi National Institute for Youth Development (RGNID).
 - Resource Person on "Inclusion and Equity through Informal Sector Livelihoods: Challenges and Prospects", for a training of international participants at Human Settlement Management Institute (HSMI), HUDCO, New Delhi.
 - Resource Person on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"; "Gender Sensitization"; Institute of Secretariat Training & Management (ISTM), Department of Personnel & Training (DoPT), Government of India
 - Interactive Workshops with NEG-FIRE Partners on 'Gender Mainstreaming' their work on Education
 - Training Workshop on Gender and WASH: Preparing the Guidelines for Making Schools Gender Friendly and WASH Inclusive for World Vision India Team
- **2008-2014**
 - Initiator/Planner, Organizer, Facilitator/Resource Person of/for multiple dissemination workshops, on-field learning exercises, events and seminars on various thematic issues in different states of India that enables policy makers, grassroots practitioners, and representatives from government, NGO, private sector and other individuals to come together, deliberate on key issues and come up with specific guidelines to influence policies and programmes.
 - Writer of several (customized) knowledge products that has helped in informing/influencing policies, programmes, advocacy initiatives and campaigns
 - Guest Speaker on Knowledge Management in various institutions including Delhi School of Social Work, IGNOU.

- Resource Person and Moderator, UNDP Consultation on Women's Social-Political-Economic Empowerment, Varansi, Uttar Pradesh, May 2011.
- Invited as Resource Person and Moderator to a session on Challenges in Gender Budgeting, in a workshop for government representatives, organized by Ministry of Women and Child Development (MWCD), GoI, in Mussorie, Uttaranchal, May 2011. Could not attend but sent inputs electronically.
- **1993-2007**
- Guest Speaker at Maerlant Lyceum - Dutch School, on 'Justice in an Unequal World', The Hague. October 2007.
- Synthesizer for Panel 3: Migration Management, Multi-local Livelihoods and Vulnerability: Resources, Institutions and Social Relations of Transmission. Part of an International Conference on International Migration, Multi-local livelihoods and Human Security, organised by ISS, The Hague, August 2007.
- Co-presented paper on 'Extreme Vulnerability and Sustainable Microenterprise Development' at Centre for Economic Self-Reliance, BYU, Provo, Utah, USA, March 2005. Paper received an award of \$1000.
- Co-facilitator for a Workshop on Successful Microenterprise Development. With Trickle Up for its South Asian Partnering Agencies. Kolkata, India, September, 2004.
- Panel Speaker at a Seminar on Fair Trade Facing New Trade Challenges, Brussels, June 2004.
- Panel Speaker at the International Forum on Social Participation, Cancun, Mexico, September 2002.
- Invited at the XXVII All India Sociological Conference held in Amritsar, Punjab, 26-28 December 2001. Facilitator for Research Committee (RC03) on Economy and Society.
- Invited to present and co-chair a session at an International Conference on Development Paradigms: Social Transformation and Gender Performance in Asia. (University of Madras, Chennai, August 27-29, 2001)
- Presented a Paper titled, *Going the Grameen Way in India: A Critical Review of NGOs as Actors in Civil Society*, at the XXVI All India Sociological Conference held in Trivandrum, Kerala, 29-31 December 2000.
- Invited at a Seminar on Empowerment of Women for Sustainable Development. March 2000. Organised by National Commission for Women (NCW), New Delhi.
- Resource Person to ISTR's (International Society for Third Sector Research) workshop cum seminar on NGO and Civil Society in Bangkok, Thailand, November 1999.
- Resource Person in a World Bank Sponsored Seminar, conducted by Coal India Limited, Ranchi (Jharkhand), to speak on Rehabilitation matters to Rehabilitation Officers of Coal India, 1998.
- Organiser and Presenter at the regional Workshops, a follow-up to research works on Displacement and Rehabilitation in Korba area, Madhya Pradesh (now in Chattisgarh). Part of Multiple Action Research Group Activity, New Delhi (1997-98).
- Resource Person to South Asian Forum for Human Rights (SAFHR's) workshop cum conference on Refugees, Migrants and Stateless Persons in South Asia in Kathmandu, Nepal, November 1996.
- Part of fact finding team constituted by Delhi-based NGO, Delhi Forum, to visit Singruali, Uttar Pradesh, India to review and report situation in a Power Plant affected villages, September 1996.

- Part of a Training Programme on Watershed Management for Ecological Balance. Indian Social Institute, New Delhi, September 1993.

HONORS-AWARDS, ETC.

- Recipient - Women Achievers Award 2014 hosted by National Commission for Women, Government of India
- Awarded the Netherlands Fellowship Programme (2002-2006) for PhD Programme at ISS, The Hague, The Netherlands
- Awarded Certificate with Merit at ISS, The Hague for the PG diploma Course in Rural Policy and Project Planning, 1999.
- Received a onetime Honorarium from the City University of New York for a Research Project (Mar-August 2000), Feminist Perspective/s and Gender Link in Development: The Critical Role of Women's Organisations. The Paper was chosen as one of the best nine to receive the honorarium.
- Awarded ICSSR (Indian Council for Social Science Research) Fellowship, 2000 for Ph.D. work in any Indian University
- Awarded Junior Research Fellowship, constituted by University Grants Commission (UGC), 1992 for M.Phil. Work. Also, cleared NET (Eligibility for Lectureship in Indian Universities), constituted by UGC, India, 1992.

LIST OF PUBLICATIONS

ONLINE and CUSTOMISED KNOWLEDGE PRODUCTS

Several online and customized knowledge products as Part of Gender Community Solution Exchange Knowledge Management work, some of which are also published by different UN agencies (e.g. Child Marriage - Best Practices to address CM by UNICEF; Issues related to Domestic Workers - by ILO; Social Inclusion of Manual Scavengers - by UNDP) and non-UN agencies (e.g. CD on three knowledge products - case studies, flagship programme reviews, central and state schemes - focusing on Persons with disabilities). Also, for UNESCO-GYM.

PUBLISHED WORKS in Books, Academic Journals, Occasional Papers, ONLINE...

- Women in Leadership and Management in Public Sector Undertakings in India (June 2020). Labour and Development, Vol.27, No.1, pp. 47-61. Full study available at: https://www.ilo.org/newdelhi/whatwedo/publications/WCMS_632553/lang--en/index.htm
- Making Schools Gender Friendly - A Guidance Note (2016). A World Vision India Publication (Available on Di4C website).
- The Unfortunate Reality of Child Marriage in India (2015). A World Vision India Publication. (Available on Di4C website).
- Co-authored article, Accelerating Gender Outcomes: The WASH Sector (2014) in Aidan A Cronin et al (eds) Gender Issues in Water and Sanitation Programmes: Lessons from India. Sage Publications.
- The Microcredit Business and Women's Empowerment in India: Myths and Realities (2008). PhD Thesis. (Maastricht/The Netherlands: Shaker Publishing) - Available on Di4C website.
- Gender Focus in Resettlement Planning (2006) in H.M.Mathur (ed) Managing Resettlement in India: Approaches, Issues, Experiences. (New Delhi: OUP). Chp.9, pp214-228.
- Building Economic Self-Reliance. Trickle Up's Microenterprise Seed Capital for the Extreme Poor in Rural India (2005) in *Journal of Microfinance*, Volume 7 No.2, pp.71-99.

- (Edited)The Unsung Kohinoor - Kanti Mehta (2005). (Delhi: Amala Publishers).
- From Exclusion to Participation: The Story of SEWA Bank (2004). Azad Institute Paper 26. (Kolkata: Maulana Abul Kalam Azad Institute of Asian Studies).
- The Grameen Way: Reaching the Bankable Poor (2001). Azad Institute Paper 13. (Kolkata: Maulana Abul Kalam Azad Institute of Asian Studies).
- Development and Discontent: Displacement and Rehabilitation in India (1997) in Tapan K. Bose & Rita Manchanda (ed.) States, Citizens and Outsiders. The Uprooted Peoples of South Asia. (Delhi: Manohar Publishers).

OTHER Journals, Newspapers...

(List Not Exhaustive)

- Hype or Reality? (March 2005) , *Humanscape* (On Microcredit for Women).
- Carrying Tahirih's Torch. (April 2002), *Humanscape* (On Bahai's work on education and empowering women).
- Total Woman (January 2002), *Humanscape* (On empowerment of women workers through workers education programme in Orissa).
- Marching Ahead (August 2001), *Humanscape* (On women's Self-Help Group/s in Rajasthan).
- Feminist Perspective/s and Gender Link in Development: The Critical Role of Women's Organisations (December 2001). Research Paper for Global Network, an international organisation advocating gender issues, for their International Electronic Conference. Paper was put on the Internet (www.philanthropy.org) for viewers to comment.
- The Twenty-Year Travail (December 1999). On Institute for Miners' and Metal Workers (IMME) completion of Twenty Years. (Puri/Calcutta: IMME).
- We, The Caste Hindus, *Mainstream*, September 2, 2000.
- Development Uproots Villagers to House Project Staff (November 1998), *Environment Bulletin - India* (Amsterdam).
- Displaced Again, *The Pioneer*, November 4, 1998. (On the proposed Land Acquisition (Amendment) Bill).
- Uprooted Societies, *The Pioneer*, October 30, 1998. (On displaced persons).
- Pensioning the Aged Poor, *Mainstream*, October 10, 1998. (On National Age Old Pension Scheme).
- Saraipali - the Silent Sufferer, *Mainstream*, April 4, 1998. (On a village in Madhya Pradesh). Also appeared in *Humanscape* (August 1998).
- Promoting Sustainable Livelihood (April, 1998), *Humanscape*. (On an NGO in Bihar)
- Bearing The Brunt of Mega Projects (February 1998), *Humanscape*. (On a Coal Mining Project in Hazaribagh and its impact on the lives of the people).
- The river runs through it, *The Pioneer*, January 14, 1998. (On watershed management in Rajasthan).
- The local Guardians (December, 1997), *Humanscape*. (On forest management in Alwar, Rajasthan & Korba, Madhya Pradesh).
- Down goes the hammer, *The Pioneer*, November 12, 1997. (On a community of idol-makers, Rajasthan).
- Planning for the Pandora's Box (April-June 1997), *Social Action*, Indian Social Institute, New Delhi. (On the unorganized labour force).
- A hearing that went 'unheard', *The Hindustan Times*, April 6, 1997. (On Bisalpur Dam Oustees, Rajasthan).

- Food Security and Sustainable Agriculture, Let "Our People" Decide, *Mainstream*, March 15, 1997.
- Development as a cause for distress in *The Hindustan Times*, February 7, 1997.
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MISCELLANEOUS

- Fluent in English, Hindi, Bengali (Mother Tongue). Taken Beginners lessons in French, Alliance Francaise, New Delhi, India.
- Good Working Knowledge of computer skills (MS Office, Atlas 5, Internet/e-mails, Mind Mapping, End Note, etc)
- Find Sports, Music, Travel, Book Reading, and Social Work motivational and inspiring
- Had the good fortune to travel internationally, study abroad, work at an international agency, work with international experts - all these have given me the opportunity to work and communicate with people from different countries, different cultures, and at different positions. Besides staying in The Netherlands for study and work, also stayed in Bangladesh. Travelled within South Asia, South East Asia as well as Europe (many nations) not only for study purposes or to participate in conferences but also as a tourist. Also travelled to Myanmar, Mexico, Thailand & USA to make presentations in International conferences and participate in international training programmes/workshops.

Sd/-

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