

Ratna Mangala Sudarshan

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Professional Experience

Present Position: Independent researcher

Research interests: Understanding the linkages between women's work, the informal economy, and education; employment, education and social change; research, action and policy linkage; gender and evaluation

Advisory positions currently held include

- Trustee, Institute of Social Studies Trust
 - Member, Governing Body, Uttarakhand Environmental Education Centre, Almora
 - Member, Research Advisory Group, Centre for Gender and Labour, V.V. Giri National Labour Institute
 - Member, Academic Committee, Institute of Human Development
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- November 2013 to October 2015, National Fellow at National University of Educational Planning and Administration (NUEPA), New Delhi; conducted a study on 'Gender equality outcomes of the SSA'; taught an optional MPhil course on 'Gender, education and development'.
 - Jan 2012 – October 2013: independent researcher and Advisor at the Institute of Social Studies Trust
 - August 2003 – December 2011
Director, Institute of Social Studies Trust, an NGO in Special Consultative Status with the United Nations Economic and Social Council. The position required direction and supervision of all aspects of institutional functioning, including research and evaluation (areas of focus being women in the informal economy, economic reform, governance); resource centre activities including library and documentation services, seminars and discussion groups; a community outreach programme in East Delhi; finance, administration and fundraising; staff recruitment and personnel management at the offices in Delhi and Bangalore and the community centre in East Delhi. The Director reports to the Board of Trustees of the Institute via the Chairperson.
 - February 1995 - July 2003
Principal Economist, Human Development Programme Area, National Council of Applied Economic Research, New Delhi (NCAER); (April 2000- July 2003) Responsible for initiating, managing and implementing research projects; member of Management Council. Led research projects in the areas of literacy and education; gender and the informal economy. Senior Economist, NCAER; (February 1995-March 2000) associate editor of Margin, the NCAER journal; initiated a seminar series on Gender and Development, held at NCAER since May 1999. Work included research, management of research, and occasional supervision of

visiting research students. Project leader for projects on education, and on the contribution of the informal sector to the economy.

- November 1990 - January 1995

Research Officer at South Asia Regional Office, International Development Research Centre (Canada); (1990-92 Research fellow; 1992-3 Planning Officer; 1993-5 Research Officer). Responsibilities included assistance with programme development, planning and evaluation, and monitoring of programme strategy; co-ordination of country studies (1992), institutional mapping and assistance with developing a strategic programme framework for South Asia.

- July 1987 – November 1990

Project Leader, Institute of Social Studies Trust, New Delhi for IDRC-supported study on the 'Socio-Economic Impact of Mining in the Kumaon Himalayas', a multi-disciplinary research project examining the impact of mining on livelihood options of local communities, with special focus on impact on women; also assisted in editing bibliography on 'Women at Work'

- October 1976-June 1977

Research Assistant to Ms Peter Ady at Commodity Research Unit, Queen Elizabeth House, Oxford; assisted in developing and using forecasting models for rubber and cocoa.

- July 1974-October 1976

Lecturer in Economics, Lady Shri Ram College, University of Delhi; taught B.A. (Hons) courses in macro-economic theory, economic policy, Indian economic history.

Other Professional Activities

Committees

Member, Special Task Force on Women in the Informal Economy in Bihar (2012-14)

Member, Working Group of Feminist Economists set up by the Planning Commission for the Twelfth Plan (2012)

Member, Gender Sub Group for engendering the BPL Census 2011, Ministry of Rural Development, Government of India 2010

Member, committee to examine matters relating to maintaining buffer stock of dairy Commodities through imports, Govt of India, May to August, 2011.

GOI Nominee to 11th Joint Review Mission of Sarva Shiksha Abhiyan, January 2010, and 12th Joint Review Mission of Sarva Shiksha Abhiyan July 2010.

Member, Committee of Feminist Economists set up by the Planning Commission for the Eleventh Plan, 2007.

Member, National Resource Group, Mahila Samakhya, 2007-11

Member, South Asia Regional Hub Advisory Committee, Pathways for Women's Empowerment, Institute for Development Studies, Sussex (IDS) – BRAC 2007-11 and Member, Pathways Consortium Advisory Group 2008-11

Member, Core Committee set up by UNIFEM for SAARC Gender Infobase, 2006-8.

Member, Group of Experts set up by the Transport Department, Govt of NCT Delhi, to recommend principles of fare fixation for auto rickshaws in Delhi, December 2002.

Special Invitee to the Study Group on Women Workers and Child Labour set up by the Second National Commission on Labour, 2000-01

1992-1995: Member, Programme Evaluation Committee of Integrated Eco-Development Research Programme in the Himalayan Region (co-ordinated by G.B. Pant Institute, Almora for Ministry of Environment, Government of India); responsibilities included screening of proposals received, selection for funding, and monitoring on-going research.

1993-94: Member of committee to draft section on 'Women and Population' for the India Country Paper for UN Conference on Population and Development, Cairo 1994; and member of committee to draft chapter on 'Women in Extreme Poverty' for India Country Paper for the UN Conference on Women, Beijing 1995.

Teaching/Training, including:

Set of lectures on aspects of economic development and policy in India to Women's Studies and Development Centre, University of Delhi, November 2016.

Taught optional MPhil course on Gender, education and development at NUEPA (April- May 2015);

Lecture on "Women in Panchayati raj: a national perspective" at TOT course on Gender and Governance, LBSNAA, Mussoorie, March 14, 2013;

Talks at training courses for civil servants organized by Indian Institute of Public Administration, Delhi (occasional);

Trainer for DFID India staff in a course on Social Protection, with Rosalind Eyben and Rachel Sabates Wheeler, IDS Sussex: course conducted March 31-April 2, 2003;

March 2000. Lecture on 'Gender and Livelihood' at training programme for officers of NABARD, Institute of Economic Growth, New Delhi;

March 1999. Lecture on 'Gender Issues in Economics' as part of a Refresher Course for Delhi University lecturers, Delhi School of Economics; have also given lectures in the first four Refresher Courses (1998-99) on Women's Studies conducted by the Centre for Professional Development in Higher Education, University of Delhi, on aspects of women's work.

January 4-14, 1999: Guest Faculty at the Centre for Development Studies, Thiruvananthapuram to teach a course on 'Gender Relations, Population and Development' as part of a UNFPA sponsored Global Programme on Population and Sustainable Development for mid career professionals.

Evaluations:

2017: Evaluation of SEWA project on financial literacy and livelihood training in Ujjain, MP.

2010-11: Evaluation of UNDP – Planning Commission Partnership on Human Development 1999-2009 for UNDP, India (team leader)

2010: Review of ILO Green Jobs Initiative (India).

2006: Team Member for review of Fellow Programme in Rural Management, Institute of Rural Management, Anand.

September 2004: Team Member for an evaluation of the MV Foundation, Hyderabad, for HIVOS.

November 2003: National Consultant, evaluation of programme on 'Improving Working Conditions and Employment Opportunities for Women in the Beedi Industry in India', International Labour Organisation, New Delhi.

October-November 2001: Team leader for organisational review of the National Foundation for India, New Delhi.

Feb-March 2001: Consultant to DFID India for an Impact and Expenditure Review of the Social Welfare Department, Andhra Pradesh. Nov 2000: Consultant to DFID India for preparation of the Inception report for the same.

February 1999: Team Member for a participatory evaluation of Ahmedabad based NGO, 'Unnati', a support organisation specialising in development education.

June 1998: Consultant to UNIFEM, Bangkok, to evaluate a UNIFEM/ESCAP Gender Statistics project carried out by the Central Statistical Organization, Delhi.

November 1993: Member of Evaluation Mission for NOVIB North India Consultancy Office, to conduct an evaluation of 'Mass Education', an NGO based in Calcutta and engaged in a range of educational, health and income-generation activities in South Bengal.

August 1991: Member of team to evaluate IDRC-WFP action research project on 'Weaning Foods' in Rajasthan, involving visits to several Integrated Child Development Service (ICDS) Centres and assessment of interventions.

Other Consultancies include

Consultant, Home Net South Asia, 2018 - 2021

Consultant, World Bank, New Delhi (TA on SBM-G) (July - November 2017)

Consultant, ILO Delhi for a policy paper on women's labour force participation in Asia Pacific and Middle East (2016); and in South Asia (2013)

National Consultant, ESCAP project on Strengthening Social Protection, wrote paper on 'Strengthening Social Protection: extending social protection to the informal sector in India' (Jan-July 2013)

Advisor to Home Based Workers programme, WIEGO, August 2012 – March 2013

Advisor, SEWA Bharat, for a study on informal women workers in Bihar (2012-13)

Consultant to the World Bank for a paper on 'Understanding the Formal-informal and 'missing middle' in labour force participation', June- October 2012; and a scoping paper on 'Women's Economic Empowerment and Macro Economic Growth in India', June -July 2011.

Contracted by UNESCO for a paper on 'National skills development strategies and the urban informal sector: the case of India' (October-November 2011)

Consultant to UN Women (Dec 2011-Jan 2012) for advisory inputs and a paper on 'Feminist Evaluation'.

Education/Awards

DSE Distinguished Alumni Award received on the occasion of DSE Annual Day, Feb 17, 2017, Delhi School of Economics.

Awarded an M.Sc. in Economics in 1985 by the University of Cambridge, U.K. for dissertation on 'The Development of the Telephone Service in Britain, 1912-39', supervised by Prof. Leslie Hannah.

Commonwealth Research Scholar at Newnham College, Cambridge (1977-83).

M.A. (Economics) 1974: Delhi School of Economics, University of Delhi, Delhi.

University Grants Commission Scholarship for post-graduate study (1972-74).

B.A. Hons. (Economics) 1972: Lady Shri Ram College, University of Delhi, Delhi.

Placed first in the rank list of University of Delhi in the B.A. (Hons) Economics exam; awarded Ranade Prize, E.M. Nanavati Memorial Prize and M.P. Pillai Gold Medal (1972).

Diplome de Langue Francaise, Alliance Francaise de Delhi (1973)

Languages

English, Hindi, French (fair)

Publications

Edited Books

- Rajib Nandi and Ratna M. Sudarshan (eds) 2021. Recognizing Connectedness: the practice of feminist evaluation. Zubaan Books, Delhi.
- Ratna M. Sudarshan and Jandhyala B.G. Tilak (eds) 2018. Gender in Contemporary Education Research, NIEPA and Gyan Books, New Delhi.
- Ratna M. Sudarshan and Rajib Nandi (eds) 2018. Voices and Values: the politics of feminist evaluation, Zubaan Books, Delhi
- Ratna M. Sudarshan, Ranjani K. Murthy and Shraddha Chigateri (eds), 2015, Engendering meta-evaluations: towards women's empowerment, New Delhi: Institute of Social Studies Trust
- Kabeer, Naila, Ratna Sudarshan and Kirsty Millward (eds), 2013, Organising Women Workers in the Informal Economy, London: Zed Books

- Ratna M. Sudarshan and Suchi Pande (eds.) 2007. Ensuring Public Accountability through Community Action: A Case Study in East Delhi. New Delhi: Institute of Social Studies Trust.
- Renana Jhabvala, Ratna M. Sudarshan, Jeemol Unni. (editors). 2003. Informal Economy Centrestage. New Delhi: Sage Publications.
- Swapna Mukhopadhyay and Ratna M. Sudarshan (editors). 2003. Tracking Gender Equity under Economic Reforms: Continuity and Change in South Asia. New Delhi: Kali for Women and IDRC, Ottawa.
- Maitreyi Krishnaraj, Ratna M. Sudarshan and Abusaleh Shariff,(eds) 1998. Gender, Population and Development. New Delhi: Oxford University Press.

Journal Special Issue:

- Special Issue on 'Evaluating gender and equity' of the Indian Journal of Gender Studies, Vol 19, no 2, June 2012. Guest editors Katherine Hay, Ratna M. Sudarshan and Ethel Mendez

Occasional Paper:

- Sudarshan, Ratna M (2016), Gender Equality Outcomes of the SSA: a case study, NUEPA Occasional Paper 47, New Delhi: National University of Educational Planning and Administration.

Papers

- Ratna M Sudarshan and Anjali Thomas, 2024, 'Gendered academic trajectories through research and publications: influences and implications', in N.V. Varghese and Nidhi S. Sabharwal (eds) India Higher Education Report 2022: Women in Higher Education, Routledge London and New York.
- 'Higher Education and Gendered Norms: Enabling the 'Use' of Women's Education' in N V Varghese, Nidhi Sabharwal and C M Malish (eds), 2017, India Higher Education Report 2016: Equity, NUEPA and Sage Publications, pp 221-242.
- 'Enabling equality: girls' education, social norms and community interventions', in Avinash Kumar Singh (ed), 2016, Education and empowerment in India: Policies and Practices, New Delhi: Routledge, pp 140 - 156.
- 'Organising, gender and solidarity: some reflections on Indian experience' in Christine Verschuur, Isabelle Guerin, Isabelle Hillenkamp (eds), 2015, Une economie solidaire peut-elle etre feministe? Paris: L'Harmattan, pp 123-138.
- 'Employment-responsive education in an informal economy: context and challenges', *Journal of Educational Planning and Administration*, Vol XXIX no 2 April 2015, pp 121-135. Revised version titled 'Employment and education: policy challenges' in Elizabeth Hill, Amitendu Palit (eds), 2017, Employment Policy in Emerging Economies: the Indian Case.
- 'Education and social transformation in India: a role for action-based research and evaluation?', *Educational Assessment, Evaluation and Accountability* (2015), Vol 27, No 1, pp 85-92
- 'Enabling Women's Work', October 2014, ILO Asia-Pacific Working Paper Series at http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_324624.pdf
- Naila Kabeer, Kirsty Millward and Ratna Sudarshan (2013), 'Organising women workers in the informal economy', *Gender and Development*, 21:2, 249-263.
- 'Women workers: addressing constraints to work' (2013), *Indian Journal of Industrial Relations*, Vol 48, no 3, 2013, pp 428-437.

- Ratna M. Sudarshan and Divya Sharma. (2012). 'Gendering Evaluations: Reflections on the Role of the Evaluator in Enabling a Participatory Process', *Indian Journal of Gender Studies*, 19(2) 303–320
- Sukti Dasgupta and Ratna M. Sudarshan (2011) *Issues in Labour Market Inequality and Women's Participation in India's National Rural Employment Guarantee Programme*, Working Paper No. 98, Policy Integration Department, ILO, Geneva
- *India's National Rural Employment Guarantee Act: Women's Participation and Impacts in Himachal Pradesh, Kerala and Rajasthan*, (2011), CSP Research Report, IDS, Sussex; reviewed at <http://www.ifad.org/drd/policy/44.htm>
- Ratna M. Sudarshan and Shalini Sinha (2011) *Making Home-Based Work Visible: A Review of Evidence from South Asia*. Urban Policies Research Report, No. 10
- Divya Sharma and Ratna M. Sudarshan (2010), "Towards a politics of collective empowerment: learning from hill women in rural Uttarakhand, India". *IDS Bulletin* Volume 41 Number 5 September 2010 pp 43-51
- Ratna M. Sudarshan, Rina Bhattacharya, Grace Fernandes (2010), "Women's Participation in the NREGA: Some Observations from Fieldwork in Himachal Pradesh, Kerala and Rajasthan". *IDS Bulletin* Volume 41 Number 4 July 2010 pp 77-83
- "Reading the Signposts: Social Protection for Home-based Women Workers in South Asia" in Social Protection as Development Policy: Asian Perspectives, (2010), edited by Sarah Cook and Naila Kabeer, Routledge, Taylor & Francis Group, London, New York, New Delhi, pp 165 - 189.
- Rina Bhattacharya, Meera Pillai, Ratna M. Sudarshan (2010), "The NREGA and Rural Women in Poverty: Entitlements, Issues and Emerging Concerns" in What Works For The Poorest? Poverty Reduction Programmes For The World's Extreme Poor edited by David Lawson, David Hulme, Imran Matin and Karen Moore, Practical Action Publishing, pp195-208.
- (with Medha Bisht). 2010. "Voice' as a pathway to women's empowerment: reflections on the Indian experience", in Mapping Women's Empowerment: experiences from Bangladesh, India and Pakistan edited by Firdous Azim and Maheen Sultan, Dhaka: BRAC Development Institute and The University Press Limited, pp 39- 60.
- 'Making Research Matter in South Asia', with Katherine Hay, *Economic and Political Weekly*, Jan 16, 2010 pp 34-36
- 'Through the magnifying glass: women's work and labour force participation in urban Delhi', with Shrayana Bhattacharya, *Economic and Political Weekly*, Vol XLIV no 48 November 28- December 4, 2009, pp 59-66.
- 'Child labour in industrial outworker households in India', with Mario Biggeri and Santosh Mehrotra, *Economic and Political Weekly*, Vol 44 No. 12 March 21 - March 27, 2009
- 'Engendering Governance: a preliminary enquiry into formal and informal institutions' in Engendering Governance Institutions: State, Market and Civil Society, (2008), edited by Smita Mishra Panda, New Delhi: Sage Publications, pp 249- 264.
- With Laveesh Bhandari and Shanta Venkataraman, 2007, 'Subcontracted Home-based Work in India: A case study of bidi, agarbathi and zardosi', in Santosh Mehrotra and Mario Biggeri (eds) *Asian Informal Workers: Global Risks, Local Protection*, Routledge.
- 'Reflections on gender, social norms, and the conditions for change', *Psychological Foundations – The Journal*, IX (2), September 2007, pp 6-9.
- 'Vocational Training for Women in Informal Employment'. *Journal of Educational Planning and Administration*. Vol XIX No 4 Oct 2005 pp 543-550; also in Jandhyala B.G. Tilak (edited) 2007 "Women's Education and Development", New Delhi: Gyan Publishing House.

- Ratna M. Sudarshan and Rina Bhattacharya 2004 'Chronic poverty and gendered patterns of intra household resource allocation: a preliminary enquiry', Working paper no 12, Indian Institute of Public Administration, New Delhi; revised version in Chronic Poverty and Development Policy in India. 2006. edited by Aasha Kapur Mehta and Andrew Shepherd, New Delhi: Sage Publications, pp 222-247.
- 'The Costs of Informality: an illustration from India'. *Labour Education* 2002/2 no 127. International Labour Office. P 51-55.
- 'Managing Ecosystems for Health and Sustainable Development: an illustration from the Kumaon'. 2001. *Indian Journal of Gender Studies* 8:2 p. 207-222. Also in Sumi Krishna (ed) Livelihood and Gender: Equity in Community Resource Management (Sage Publications, 2004). Abstracted in World Agricultural Economics and Rural Sociology Abstracts section of the CAB ABSTRACTS(r) database.
- J.B.G. Tilak and Ratna M. Sudarshan. 2001. Private Schooling in Rural India. NCAER Working Paper Series No. 76. Also in Abusaleh Shariff and Maithreyi Krishnaraj (edited) 2007 State, Markets and Inequalities: Human Development in Rural India, New Delhi: Orient Longman.
- 'Contribution of the informal sector to the economy: report of a seminar'. *Margin* 33: 1 pp 70-83.
- Ratna Sudarshan and Jeemol Unni. 2001. 'When Home Based Workers Raise their Voices: An Indian Perspective'. *SAIS Review* vol XXI no. 1, Winter-Spring 2001. p 109-115.
- 'New partnerships in research: activists and think tanks, an illustration from the NCAER, New Delhi'. 2000. in Diane Stone (ed) Banking on Knowledge: The Genesis of the Global Development Network. London: Routledge, p. 87-103.
- 'Educational status of Girls and Women: the Emerging Scenario' 2000. in Rekha Wazir (ed) The Gender Gap in Basic Education: NGOs as change Agents. New Delhi: Sage Publications, p 38-79 adapted in Writing the women's movement: a reader edited by Mala Khullar, Zubaan 2005, p 249-268.
- Ratna Sudarshan and Rupinder Kaur. 1999. 'The Tobacco Industry and Women's Employment: Old Concerns and New Imperatives' in *Indian Journal of Labour Economics*, vol 42/4, p. 675-685.
- Ratna Sudarshan and Nita Mishra. 1999. 'Gender and Tobacco Consumption in India', *Asian Journal of Women's Studies*, vol 5, no.1, p 84-114.
- 'Education in the new millenium' *IIC Quarterly*, Spring 1999 p 183-7.
- 'Poverty and Indian Women'. 1998. *The Administrator*, October-December 1998, vol XLIII no 4 p. 139-152.
- 'Where are we at?' 1998. *Seminar* issue on Basic Education, April.
- Abusaleh Shariff and Ratna Sudarshan. 1996. 'Elementary Education and Health in Rural India: Some Indicators'. 1996. In Sites of Change ed. N. Rao, L. Rurup and R. Sudarshan. Delhi: UNDP-FES, p. 45-117.
- 'Employment Issues relating to women: a case study of Haryana'. 1996. in K. Raghavan and Leena Sekhar (ed) Proceedings of the National Conference on Poverty and Employment: analysis of the present situation and strategies for the future. Delhi: New Age International.
- Ratna Sudarshan and Bibek Debroy. 1996. 'Global Trading Practices and Poverty Alleviation in India: a gender perspective', in Global Trading Practices and Poverty Alleviation in South Asia: Regional Perspectives on Women and Trade. New Delhi: UNIFEM, p 173-197.
- 'Time for a Truce: an assessment of change in the hill economy and women's work'. 1993. In A.N. Sharma and S. Singh (eds) Women and Work. Delhi: Indian Society of Labour Economics, p 238-249.