



# RUTGERS

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Rutgers University

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### EDUCATION

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Ph.D. Industrial Relations, School of Management and Labor Relations, Rutgers University  
Expected 2027

M.A., Women-Centred Practice, School of Social Work, Tata Institute of Social Sciences

B.A., Economics Honors, University of Delhi

### PUBLICATIONS

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Thusoo, S., & Deshwal, S. (2021). Exploring the Formation of Jatt Masculinity in Contemporary Punjabi Music. *Economic and Political Weekly*, Vol. 57, Issue No. 16.

<https://www.epw.in/engage/article/exploring-formation-jat-masculinity-contemporary>

Prasad, B. D., Rao, A. E., Thusoo, S., & Inamdar, V. (2021). The Impact of COVID-19 Lockdown on Intra-Household Interactions in Urban, Middle-Class Households in India. *Economic and Political Weekly*, Vol. 57, Issue No. 16. <https://www.epw.in/journal/2022/16/special-articles/impact-covid-19-lockdowns-intra-household.html>

Panchal, T. J., Thusoo, S., & Ajagonkar, V. (2020). Child Marriages in Haryana Challenges in Implementing PCMA, 2006. *Economic & Political Weekly*, Vol. 55, Issue No. 19.

<https://www.epw.in/journal/2020/19/special-articles/child-marriages-haryana.html>

### WORKING PAPERS

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Panchal, T. J., Thusoo, S., & Inamdar, V. Domestic Violence and the Law: A Study of Complaints under the Protection of Women from Domestic Violence Act, 2005 in Maharashtra, India. **Under 2<sup>nd</sup> review** at *Violence Against Women*

Prasad, B. D., Thusoo, S., & Inamdar, V. The Impact of COVID-19 Lockdown on Families: An analysis of multigenerational and elementary households in Urban, Middle-Class Households in India.

### BOOKS

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Nair, P. M., Sekhon, G., Raha, S., Ramakrishnan, S., & Thusoo, S. (2018). A Handbook on the Legal Processes of the Police in respect of Crimes Against Children. *Tata Institute of Social Sciences and the Bureau of Police Research and Development*. <https://bprd.nic.in/WriteReadData/News>

### REPORTS

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Monk Prayogshala. (2021). Child Artists in India: An Exploratory Study in Mumbai, India. Authors:

Thusoo, S., Inamdar, V., Singhi, S., Tagat, A., & Lobo, M. *Child Rights and You*.  
<https://www.cry.org/downloads/safety-and-protection/Child-Artists-in-India-An-Exploratory-Study.pdf>

Thusoo, S., Bhattacharjee, D., and Murzello, L. (2019). Coalition to Convergence: Best Practices in Outreach and Advocacy. *EdelGive Foundation, Bill and Melinda Gates Foundation, and Monk Prayogshala*. <https://www.edelgive.org/wp-content/uploads/sites/3/2020/04/Paper-5>

Thusoo, S., Bhattacharjee, D., and Murzello, L. (2019). Skilled Futures: Best Practices in Capacity Building and Community Engagement. *EdelGive Foundation, Bill and Melinda Gates Foundation, and Monk Prayogshala*. <https://www.edelgive.org/wp-content/uploads/sites/3/2020/04/Paper-4>

Inamdar, V., Bhattacharjee, D., Thusoo, S., Tagat, A., and Kapoor, H. (2018). Growing at Scale: Best Practices in Scalability. *EdelGive Foundation, Bill and Melinda Gates Foundation, and Monk Prayogshala*. <https://www.edelgive.org/wp-content/uploads/sites/3/2020/04/Paper-3>

Inamdar, V., Tagat, A., Bhattacharjee, D., Thusoo, S., and Kapoor, H. (2018). Best Practices for Building Sustainability of NGOs for Social Impact. *EdelGive Foundation, Bill and Melinda Gates Foundation, and Monk Prayogshala*. <https://www.edelgive.org/wp-content/uploads/sites/3/2020/04/Paper-2>

Thusoo, S., Inamdar, V., Tagat, A., and Kapoor, H. (2018). Best Practices for Building Strong Foundations. *EdelGive Foundation, Bill and Melinda Gates Foundation, and Monk Prayogshala*. <https://www.edelgive.org/wp-content/uploads/sites/3/2020/04/Paper-1>

Nair, P. M., Thusoo, S., Gandhi, V., Fernandes, M., Ranjan, N., & Game, Y. (2017). Standard Operating Procedures on Inter Jurisdictional Transfer of Evidence in Trafficking Crimes Through Video Conferencing. *Tata Institute of Social Sciences, Maharashtra Judicial Academy, Maharashtra State Legal Services Authority, International Justice Mission, and Justice and Care*.  
[https://www.researchgate.net/publication/360236267\\_Standard\\_Operating\\_Procedures\\_on\\_Inter-Jurisdictional\\_Transfer\\_of\\_Evidence\\_in\\_Trafficking\\_Crimes\\_through\\_Video\\_Conferencing](https://www.researchgate.net/publication/360236267_Standard_Operating_Procedures_on_Inter-Jurisdictional_Transfer_of_Evidence_in_Trafficking_Crimes_through_Video_Conferencing)

## POPULAR PRESS PUBLICATIONS

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Thusoo, S. (2022, August 22). Bilkis Bano to Civic Chandran: Indian judiciary's stand on sexual harassment cases reiterates misogyny knows no politics. *News9Live*.  
<https://www.news9live.com/art-culture/society/bilkis-bano-to-civic-chandran-indian-judiciarys-stand-on-sexual-harassment-cases-reiterates-misogyny-knows-no-politics>

Thusoo, S., & Inamdar, V. (2022, August 12). Stature of child artists in Indian entertainment industry is on the rise — but how does it affect their personal lives? *News9Live*.  
<https://www.news9live.com/art-culture/stature-of-child-artists-in-indian-entertainment-industry-on-the-rise-how-does-it-affect-their-personal-lives>

Prasad, B. D., Thusoo, S., & Inamdar, V. (2022, May 23). How the 2020 COVID-19 lockdown impacted intra-household interactions in India. *News9Live*.  
<https://www.news9live.com/lifestyle/fitness/how-the-2020-covid-19-lockdown-impacted-intra-household-interactions-in-india-a-data-analysis-171812>

Thusoo, S., & Deshwal, S. (2022, April 30). What Contemporary Punjabi Music Tells Us About the Construction of Jatt Masculinity. *The Wire*. <https://thewire.in/film/punjabi-music-jatt>

[masculinity-caste](#)

- Thusoo, S. (2022, March 15). The Kashmir Files: This Cathartic Film Is Not Without Its Prejudices. *The Quint*. <https://www.thequint.com/voices/opinion/the-kashmir-files-this-cathartic-film-is-not-without-its-prejudices>
- Thusoo, S., & Inamdar, V. (2021, November 5). More Vulnerable Than Ever, Construction Workers Protest Failures Of Law Meant To Protect them. *Article 14*. <https://article-14.com/post/more-vulnerable-than-ever-construction-workers-protest-failures-of-law-meant-to-protect-them>
- Thusoo, S., & Kapoor, H. (2021, October 22). Bad Boy Billionaires, Scam: The case for having more women leading financial sector. *News9Live*. <https://www.news9live.com/art-culture/bad-boy-billionaires-india-scam-1992-2003-more-women-leadership-financial-sector-behavioural-economics>
- Nair, D., Thusoo, S., & Jain, D. (2021, September 30). Pushed By Protests, Govts & Courts Are Ceding - Some - Benefits To India's Army Of Female Health Workers. *Article 14*. <https://article-14.com/post/pushed-by-protests-govts-courts-are-ceding-some-benefits-to-india-s-army-of-female-health-workers>
- Sheoran, V., & Thusoo, S. (2021, September 2021). Why Indians In Live-In Relationships Must Be Wary Of Seeking Protection From Courts. *Article 14*. <https://article-14.com/post/why-indians-in-live-in-relationships-must-be-wary-of-seeking-protection-from-courts>
- Thusoo, S. (2021, September 8). The Impact of COVID-19 on Anti-Human Trafficking Initiatives in West Bengal. *The Wire*. <https://thewire.in/women/impact-of-covid-19-on-anti-trafficking-initiatives-in-west-bengal>
- Thusoo, S. (2021, August 30). In 'Wanderlust' tie-up with H&M, Sabyasachi Mukherjee fails to live up to his own sermons on business trickle-down. *Firstpost*. <https://www.firstpost.com/living/in-wanderlust-tie-up-with-hm-sabyasachi-mukherjee-fails-to-live-up-to-his-own-sermons-on-business-trickle-down-9923161.html>
- Nair, D., & Thusoo, S. (2021, August 27). All work, no vaccines: Security guards and COVID-19. *India Development Review*. <https://idronline.org/article/rights/all-work-no-vaccines-security-guards-and-covid-19>
- Nair, D., Singhi, S., & Thusoo, S. (2021, April 6). Why Amendments to Medical Termination of Pregnancy Bill Don't Go Far Enough. *The Wire*. <https://thewire.in/health/medical-termination-of-pregnancy-amendment-bill-women-abortions>
- Thusoo, S. (2020, October 30). Feminist Cinema: The Economics And Politics Of It. *Feminism in India*. <https://feminisminindia.com/2020/10/30/feminist-cinema-the-economics-and-politics-of-it/>
- Inamdar, V., & Thusoo, S. (2020, October 16). COVID-19 Reverse Migration Calls for Long-Term Rural Development Planning. *The Wire*. <https://thewire.in/rights/covid-19-reverse-migration-long-term-rural-development-planning>
- Singhi, S., & Thusoo, S. (2020, October 4). How films like Dolly Kitty Aur Woh Chamakte Sitare promote nuanced dialogue on trans identities and rights. *Firstpost*. <https://www.firstpost.com/living/how-films-like-dolly-kitty-aur-woh-chamakte-sitare-promote->

[nuanced-dialogue-on-trans-identities-and-rights](#)

Deshwal, S., & Thusoo, S. (2020, September 30). Rasode Mein Kaun Tha? - The Kitchen As A Site Of Contention In Feminist Politics. *Feminism in India*.  
<https://feminisminindia.com/2020/09/30/rasode-mein-kaun-tha-kitchen-feminist-politics/>

Deshwal, S., & Thusoo, S. (2020, August 31). Reading Rhea Chakraborty's public vilification as a modern-day witch hunt: Actress' harassment has historic roots. *Firstpost*.  
<https://www.firstpost.com/art-and-culture/reading-rhea-chakrabortys-public-vilification-as-a-modern-day-witch-hunt-actress-harassment-has-historic-roots-8770681.html>

Deshwal, S., & Thusoo, S. (2020, July 25). When is a woman's grief 'good' enough? Reactions to a celebrity death highlight gendered social expectations. *Firstpost*.  
<https://www.firstpost.com/living/when-is-a-womans-grief-good-enough-reactions-to-a-celebrity-death-highlight-gendered-social-expectations-8637231.html>

Thusoo, S. (2020, June 11). Is There A Way Towards Achieving Gender Justice In The Times Of Sexting And 'Send Nudes'? *Women's Web*. <https://www.womensweb.in/2020/06/achieving-gender-justice-times-sexting-send-nudes>

Karandikar, S., & Thusoo, S. (2019, April 21). What 'Orange Is the New Black' Gets Right in Its Portrayal of Women Prisoners. *The Wire*. <https://thewire.in/women/orange-is-the-new-black-rights-women-prisoners-india>

Puthillam, A., & Thusoo, S. (2019, January 1). In 2019, Bollywood must invest in female friendships: More Veeres, no Sonu Ke Titu ki Sweety. *The Print*. <https://theprint.in/opinion/in-2019-bollywood-must-invest-in-female-friendships-more-veeres-no-sonu-ke-titu-ki-sweety/171659/>

Thusoo, S. (2018, December 25). Re-examining the Grey Areas of Consent in the Age of #MeToo and Dating Apps. *The Swaddle*. <https://theswaddle.com/re-examining-the-grey-areas-of-consent-in-the-age-of-metoo-and-dating-apps/>

Thusoo, S. (2018, December 20). 'Parlour didis' have long been caricatured; it's time to acknowledge their quiet feminism." *Firstpost*. <https://www.firstpost.com/living/parlour-didis-have-long-been-caricatured-its-time-to-acknowledge-their-quiet-feminism-5758301.html>

Thusoo, S. (2018, December 6). Moving Past Black Magic. *Pragati*.  
<https://www.thinkpragati.com/opinion/6317/moving-past-black-magic/>

Thusoo, S. (2018, January 21). From #MeToo to #HerToo: A Feminist Review of 2017. *The Wire*.  
<https://thewire.in/gender/metoo-hertoo-feminist-review-2017>

Bahadur, K., & Thusoo, S. (2017, June 14). Mental Healthcare Law: Drastically changes the understanding of illness, but will it be effective? *Firstpost*.  
<https://www.firstpost.com/india/mental-healthcare-bill-drastically-changed-understanding-of-illness-but-will-it-be-effective-3642525.html>

## WORKSHOPS

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- Conducted a two-day integrated workshop on the Gender Sensitization and Prevention of Sexual Harassment in the Workplace for CivicDataLab on 27<sup>th</sup> September 2022.
- Conducted a workshop on the Prevention of Sexual Harassment in the Workplace for Archetype Private Limited on 20<sup>th</sup> July 2022.

- Conducted a workshop on the Prevention of Sexual Harassment in the Workplace at Dolphin (PG) Institute of Biomedical and Natural Sciences, Dehradun on 16<sup>th</sup> July 2022.
- Conducted a workshop on the Prevention of Sexual Harassment in the Workplace at Sri Aurobindo Society on 10<sup>th</sup> June 2022.
- Conducted a Gender Sensitization Workshop at Shri Guru Ram Rai University, Dehradun on 8<sup>th</sup> June 2022.
- Conducted a session on the History of Women's Movement in India at Dolphin (PG) Institute of Biomedical and Natural Sciences, Dehradun on 28<sup>th</sup> May 2022.
- Conducted a Training on Labor Rights, an awareness workshop on labor laws for Justice Ventures International, a not-for-profit working towards eradicating modern slavery in September 2021.
- Conducted a two-day workshop on Measuring Social Impact for Early-Stage Social Enterprises for Upaya Social Ventures' Accelerator Program 2019 Cohort in August 2019.

## **OTHER RESEARCH EXPERIENCE**

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### **Monk Prayogshala**

*Research Author*, Department of Sociology

- Led research activities at the Department of Sociology at Monk Prayogshala.
- 25 peer-reviewed popular press articles, 3 peer-reviewed articles, 6 reports, 3 working papers.
- Conducted training and skill-building in research processes with students, development professionals, and NGOs.

### **International Organization for Migration (IOM)**

*Project Assistant*, Strengthening Corporate Responsibility to Eliminate Labour Exploitation, Slavery and Trafficking in Apparel and Home Textile Supply Chains in Asia (Bangladesh, Cambodia, Lao PDR, India, and Thailand)

- Conducted research work - supply chain mapping in garment sector, trends in internal and trans-national migration (India-Bangladesh-Jordan corridor), designing Pre-Departure Orientation Training (P-DOT) manuals.
- Recorded and compiled relevant research data, information, and findings on labor migration trends in and outside of India to do gap analysis and to advocate for the role of businesses in tackling labor exploitation of migrant workers.
- Conducted International Recruitment Integrity System (IRIS) orientation sessions for international recruiting agencies for promoting ethical recruitment.

### **United Nations Office on Drugs and Crime (UNODC)**

*Individual Consultant*, Strengthening the Implementation of a Comprehensive Response to Trafficking in Persons in India

- Carried out preparatory and background work to organize regional and national level consultations bringing together key government and other functionaries for discussion and responses to smuggling of migrants (SOM) from/in South Asia.
- Reviewed documents to prepare invitation letters, background and logistical notes, follow-up plans; and other associated activities.
- Conducted review of literature for internet-enabled trafficking in persons (TIP) in South Asia - India, Sri Lanka, Nepal, Bhutan, and the Maldives.

### **Global Fund for Children**

*Child Protection and Anti-trafficking Specialist*, Empowering Grassroots Organizations to Address Child Trafficking and Hazardous Labor

- Examined the needs and key issues affecting victims, and children, and youth at risk of trafficking and hazardous labour in India.
- Mapped out current programmatic trends, innovative approaches, and interventions to address and prevent child trafficking and hazardous labour in India.
- Analyzed policy aspects and on-the-ground contexts and highlighted key organizations that work on the focus areas in the country.
- Identified key organizations and institutions working with children and youth impacted by trafficking and hazardous labor in India and designed programmatic outcomes for partner NGOs to measure changing knowledge, attitudes, and practices around trafficking and hazardous child labor.

**Tata Institute of Social Sciences**

*Research Associate*

Project: Trafficking in Persons: Addressing Women and Children's Risk from Enhanced Regional Connectivity in Assam and Mizoram

- Desk Research of Secondary data: Undertook desk research and analyzed the necessary documents pertaining to human trafficking, including national legislations, regional and international policies including protocols and trade agreements signed/ratified pertaining to human trafficking and studies and relevant project documents published by bilateral and multilateral organizations such as World Bank and ADB.
- Primary Data Collection: Determined locations for the survey, parameters/indicators for questionnaires, identified categories of relevant stakeholders for carrying out focus group discussions, and detailed stakeholder analysis. The focus groups discussions and key informant interviews covered a broad range of stakeholders including community members; enforcement agencies; NGOs; relevant government agencies, institutions, and other stakeholders.
- Data Analysis: The findings from the data analysis included:
  - The extent and nature of human trafficking in Assam and Mizoram, particularly in transport corridors, cross-border areas, and in regions experiencing high levels of seasonal and long-term population mobility.
  - Map of transit routes for human trafficking in Assam and Mizoram, illustrating trafficking patterns and flows between source, transit, and destination (both at the national and trans-regional level) along with pull and push factors that have an impact on trafficking flows.
  - Policy gaps in the states' efforts to address human trafficking, situated within the purview of regional connectivity, ranging from shortfalls in policies, victim support services, response mechanisms, monitoring mechanisms, and transport-related infrastructure, among others.

Project: Standard Operating Procedures on Inter-Jurisdictional Transfer of Evidence in Trafficking Crimes Through Video Conferencing

- Compiled a series of case laws to streamline the trans-border systems and institutionalize the best practices from the experiences of concerned stakeholders.

Project: A Handbook on Legal Processes for the Police in respect of Crimes Against Children

- Conducted desk research to collate the existing legal provisions with reference to child rights in India.
- Organized a preliminary research meeting with experts and practitioners working on child rights to identify gaps and arrive at a general structure for the handbook.

- **Writing and Documentation:** Compiled and drafted a comprehensive document in an easy-to-use format for various stakeholders, specifically the law enforcement agencies.
- Organized a second research meeting to share and solicit feedback on the first draft of the handbook.
- Finalization of the handbook and website development to post the contents of the handbook in a searchable database to be accessed easily.

## **OTHER PROFESSIONAL EXPERIENCE**

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### **NyāyaSarathy Foundation**

*Founder and Director*

- Responsible for the organization's administrative compliance.
- Leading socio-legal research, training, and development for the organization.

### **Red Dot Foundation**

*Program and Outreach Officer, Safecity*

- Facilitated community-driven interventions to address hyperlocal issues of sexual violence by aggregating related data through encouraged reporting, campaign meetings, and legal awareness sessions.

### **Seeking Modern Applications for Real Transformation (SMART)**

*Coordinator*

- Facilitated Mothers School curriculum and workshops to scope their 'prevention-based modules' for the world's first female counter-terrorism platform SAVE (Sisters Against Violent Extremism).

### **Oxfam India**

*Fundraising Executive*

- Raised \$ 4,710 from individual donors and raised awareness about the Empowerment For Rehabilitation Academic and Health (EFRAH India) that has been working in Education, Health, and Livelihoods to make communities economically self-reliant.

### **Smile Foundation**

*Management Trainee, Smile Twin e-Learning Programme (STeP)*

- Monitored NGO partners in Delhi NCR regions and led employee engagement programs to connect youth trained under STeP with placement agencies.

## **CERTIFICATIONS**

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- Human Research - Social/Behavioral/Epidemiologic Research Investigators (September 2022)  
Online Course - Collaborative Institutional Training Initiative
- Foundational Primer on the 2030 Agenda for Sustainable Development (April 2021)  
Online Course - United Nations System Staff College
- I Know Gender: An Introduction to Gender Equality for UN Staff (March 2021)  
Online Course - IOM - UN Migration

- Ethics and Conduct at IOM: The Values We Share (January 2021)  
Online Course - IOM - UN Migration
- Introduction to IOM's Migration Governance Framework for Staff (January 2021)  
Online Course - IOM - UN Migration
- Prevention of Sexual Exploitation and Abuse (PSEA) Webinar (January 2021)  
Online Course - IOM - UN Migration
- BSAFE (December 2020)  
Online Course - UNDSS
- Information Security Awareness - Foundational (December 2020)  
Online Course - UNDSS