

# Fairwork Foundation-IIITB Online Platform Labour Workshop

5<sup>th</sup> July 2018

International Institute of Information Technology, Bangalore

List of Participants

- **Oxford Internet Institute, Oxford University**

**Mark Graham** is Professor of Internet Geography at the Oxford Internet Institute, University of Oxford. His research focuses on digital inequalities. A full list of his publications is available at [www.markgraham.space](http://www.markgraham.space)

**Jamie Woodcock** is a sociologist of work, focusing on digital labour, the gig economy, and resistance. He is currently involved in the Fairwork Foundation, a project about online labour platforms.

- **Centre for Information Technology and Public Policy (CITAPP),  
International Institute of Information Technology - Bangalore**

**Preeti Mudliar** is an Assistant Professor at IIIT-Bangalore. Her research interests include infrastructure studies, gender and technology, and social and digital media. She employs ethnographic methods and analyses to study people and their social contexts of technology use. Her work on India's national broadband infrastructure and gendered use and access to public WiFi hotspots has been supported by the Hindu Centre for Politics and Public Policy. She is currently collaborating with Google to understand public WiFi access and use in India.

**Balaji Parthasarathy** is a Professor at IIIT-Bangalore. His interests broadly focus on the relationship between technological innovation, economic globalization and social change. He is especially interested in how states mediate this relationship. Within this broad focus, his work follows two threads. One thread examines the impacts of technological change and public policies on the division of labour and the organization of production in the ICT industry. Another thread deals with ICTD. Here his interests lie in understanding how ICTs are deployed in various domains of activity to transform social relationships, especially in the context of late industrialization. He recently authored, with Yuko Aoyama, *The Rise of the Hybrid Domain: Collaborative Governance for Social Innovation* (Edward Elgar, 2016).

**Janaki Srinivasan** is an Assistant Professor at IIIT-Bangalore where she teaches courses on Technology in Development, Privacy and Ethnographic Research. Janaki's research examines the politics of information-based development initiatives. She uses ethnographic and archival research to examine how ideologically diverse entities deploy information and communication technologies towards achieving their varied visions of development in India. At the other end, she studies how the equally heterogeneous targets of these efforts fundamentally shape information use along gender, caste and class lines. Janaki's recent projects have focused on digital identity ecosystems, the role of intermediaries in cash-based economies, and learning in open information systems.

**Oindrila Matilal** is a Doctoral student at the Centre for Information Technology and Public Policy, IIIT-Bangalore. Her research interest is in the area of gender and entrepreneurship in the digital economy.

**Kavitha Narayanan** is a Doctoral student at IIIT-Bangalore. Her interests include the interplay between technology, innovation, location, and politics. She has previously worked on understanding digital work by looking at the case of ride hailing apps, which was presented at SASE 2016.

**Ananya Rao** is a research intern at IIIT-Bangalore. She is an undergraduate student at Ashoka University, majoring in Anthropology and minoring in Environmental Science.

- **Other Participants**

**Vinoj Abraham** is Associate Professor at Centre for Development Studies (CDS), Thiruvananthapuram. His areas of research include Labour Economics, Gender and Development, Regional Development, Technology and Innovation. He teaches courses relating to labour markets and Development Economics at CDS. Since receiving his PhD from Jawaharlal Nehru University, New Delhi in 2005 he has been with CDS, but for a short stint at ISID, New Delhi. He has published extensively in journals, contributed to reputed edited volumes, edited two books and has been appearing on print and electronic media. He has been a referee to many highly reputed journals and book publishers. He has also worked on a number of research projects funded by international and national agencies, including the Planning Commission, Norwegian Research Council, ICSSR, IDRC, UNCTAD and the European Union. He has been a consultant to the World Bank, ILO, and has been part of various expert committees set up by the Government of India and the Government of Kerala.

**Urvashi Aneja** is the founding director of Tandem Research, a multidisciplinary research collective examining the intersection of technology, society and sustainability. She is an Associate Fellow with the Asia-Pacific Programme at Chatham House; and a visiting fellow at the Observer Research Foundation. Urvashi is also on the T-20 task forces for digital economy and gender equity and is co-chair of the Scientific Committee of the Encyclopaedia for Humanitarian Action, at the University of Geneva. Urvashi has published widely, across academia and policy circles. She is a regular contributor at online publications such as the Indian Express and The Wire. She has a PhD from the Department of Politics and International Relations, University of Oxford.

**Ira Anjali Anwar** is a research fellow at Tandem Research, Goa, looking at the intersection of technology and society. Her main area of focus is the Future of Work, with a particular concern around the platform economy. Prior to joining Tandem Research, she worked with Aruna Roy and the School for Democracy on Public Policy. She writes for online publications such as The Wire.

**Sean Blagsvedt** is the founder of Babajob.com, an Indian job site for aspiring labor, reaching 9 million applicants and 500,000 employers that was acquired by Quikr.com in June 2017. Previously, Sean was the 3rd founding member of Microsoft Research India and

helped design the user interface of Windows Vista, Office 2003 and XP. Sean also worked as a White House intern with President Clinton's Internet Policy Czar, Ira Magaziner. Sean is an Unreasonable Entrepreneur, TED Fellow and recipient of the Namma Bengaluru award for Best Foreign Resident. He holds degrees in Computer Science and Public Policy from Brown University, lives in Bangalore, India and is married to Archana Prasad, founder of Jaaga.in with whom they share a wonderful son, Vyom and a street dog named Berlin.

**Sumandro Chattapadhyay** is a researcher interested in political economy, media and technology studies, digital methods, and public policy. He is a Research Director at the Centre for Internet and Society (CIS), India, where he contributes to public policy research on data and governance, and co-leads the researchers@work programme. Previously, Sumandro has worked with the Sarai programme at Centre for the Study of Developing Societies, Azim Premji University, MOD Institute, and Greha.

**Premilla D'Cruz** holds a PhD in Social Sciences from the Tata Institute of Social Sciences, Mumbai, India. She is currently Professor of Organizational Behaviour at the Indian Institute of Management Ahmedabad, India. Premilla's research interests include workplace bullying, emotions at work, self and identity, organizational control, and information and communication technologies (ICTs) and organizations. Premilla has published numerous papers in reputed peer-reviewed international journals including *Information and Organization*, *Journal of Contemporary Asia*, *International Journal of Human Resource Management*, *Economic and Industrial Democracy*, *Personnel Review*, and *New Technology, Work and Employment*. Premilla, along with Ernesto Noronha, is Chief Editor of *Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Volumes 1-4* (Springer). Her inquiries into online labour markets have looked at freelancer experiences and issues of abuse. Premilla has been a visiting scholar at various European and Australian universities and has received multi-lateral and bi-lateral study grants and research awards. She has been on the Board of the International Association on Workplace Bullying and Harassment (IAWBH), having served as President (2016-2018), Secretary (2010-2016) and Special Interest Groups Coordinator (2008-2010).

**Lilly Irani** is an Assistant Professor of Communication & Science Studies at University of California, San Diego. She is a co-founder and maintainer of digital labor activism tool Turkopticon. She is currently writing a book on the cultural politics of entrepreneurialism in transnational India. Her work has appeared at ACM SIGCHI, *New Media & Society*, *Science, Technology & Human Values*, *South Atlantic Quarterly*, and other venues. She has a Ph.D. in Informatics from University of California, Irvine.

**Prakash K** is the State Vice President of CITU and KSTRC's Workers Federation, President of KSTDC Taxi Drivers Union and Former Secretary of the Students Federation of India. He has represented Karnataka in the World Students Youth Festival Havana 1997. He has a post-graduate degree in History and a Ph.D. in the History of the Communist Movement in Karnataka. He has written books on Terrorism and on Unemployment and has translated books on Post-Modernism, Fidel Castro, Fascism etc. He has given hundreds of lectures on current issues, participated in many struggles, led many movements, and has been jailed twice for conducting agitations, etc.

**Mathangi Krishnamurthy** is Assistant Professor of Anthropology at the Department of Humanities and Social Sciences, IIT Madras. Her areas of interest include the anthropology of work and gender, medical anthropology, urban studies, globalization, and affective labour. Her new book "1-800-Worlds: The Making of the Indian Call Centre Economy" published by OUP chronicles the labour practices, life-worlds, and media atmospheres of Indian call centre workers, and locates them within the socio-political context of the new Indian middle classes. She is currently pursuing a project on bodily imaginations in relation to genetic diagnostics.

**Senthil Kumar** has more than a decade of experience in online product management. He is currently pursuing his graduate studies in public policy at Humphrey School of Public Affairs, University of Minnesota specializing in econometric methods to study the gig economy.

**Jacki O'Neill** is a Senior Researcher in the Technology for Emerging Markets (TEM) area at Microsoft Research India. Broadly her research area is Human-Computer Interaction (HCI). She uses ethnomethodologically-informed ethnography to inspire the design of technologies which support and enhance the work and lives of their users. Current research interests span the future of work, from new labor platforms (crowdwork, Uber, Ola) to workplace AI; digital currencies and financial inclusion. She is passionate about designing technologies which enhance, rather than remove, agency and create sustainable futures, and her goals include having not just academic but societal impact. She has more than 40 peer-reviewed articles; 13 patents and 3 patents pending; two innovation awards, and been serving regularly on the Program Committees of conferences such as CHI, CSCW, ECSCW and ICTD for many years. She was Paper Chair of INTERACT 2017, India HCI 2014 and, as part of the Mobile HCI 2018 organizing committee, she was awarded a SIGCHI Internationalization, Diversity and Inclusion grant.

**Ernesto Noronha** holds a PhD in Social Sciences from the Tata Institute of Social Sciences, Mumbai, India. He is currently Professor of Organizational Behaviour at the Indian Institute of Management Ahmedabad, India. Ernesto's research interests include workplace ethnicity, technology and work, labour and globalization, and collectivisation and union action. Much of his current research centres around global production networks, precarious work and teleworking. Ernesto has several papers in reputed peer-reviewed international journals including *ILR Review*, *Information and Organization*, *Journal of Contemporary Asia*, *International Journal of Human Resource Management*, *Journal of World Business* and *New Technology, Work and Employment*. Ernesto, along with Premilla D'Cruz, is Chief Editor of *Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Volumes 1-4* (Springer). He has been awarded bi-lateral and multi-lateral grants to study various aspects of employee experiences of work in India's offshoring and outsourcing sector. He has recently completed an ILO-Eurofound study on teleworking in India. Ernesto has been a visiting professor at the Industrial and Labour Relations (ILR) School, Cornell University and at the Institute for Sociology, University of Vienna. He has presented invited talks as a visiting scholar at numerous European universities such as Strathclyde, Portsmouth, Bergen and Hamburg, in addition to the keynote address at the 2010 Work, Employment and Society (WES) conference

**Nitin Pamnani** is an accidental creative entrepreneur who ventured from an award-winning documentary filmmaker to becoming one of the co-founders of India's most loved online store, [itokri.com](http://itokri.com), dealing with handicrafts, handmade textiles and design products. Nitin has an experience of more than 7 years in the online digital space working closely with freelancers and professionals.

**Tanveer Pasha** is the founder of OTU (Ola, Taxi for Sure and Uber Owners and Driver Association). This association aims to provide upliftment to the driver community, social justice where ever the need arises, support for a happy life to drivers and their family and an equal status and access to all the facilities enjoyed by other people in society. It provides free legal and financial aid to the driver community and has addressed several problems faced by the drivers through organizing agitations and protests. The association has also established a blood donor group in the driver community to actively help the community and public during emergencies like accidents, medical surgeries etc. He presently heads the Transport Wing of Janata Dal (Secular) as State President. He serves as Principal Consultant – Policy and Operations to TYGR a New Cab Aggregator Company in Bangalore. He has been awarded as “Emerging Leader” by AYUDA Foundation (A Charitable Trust), “Best Union Leader” by Jai Bheem Drivers Association. He has also received a letter of appreciation from Former Prime Minister of India Mr. H.D. Devegowda and has been awarded as “Star Campaigner” by the Chief Minister Mr. H.D Kumaraswamy. He has actively participated in more than 50 live discussions and debates on national television regarding rules, policy and law making and its impact on the driver community. He has completed his MCA (Master of Computer Applications) from Bangalore University. He has voluntarily served as Guest Lecturer in Government Degree College in Magadi Town, Karnataka and successfully spread computer literacy to more than 100,000+ students. He is also the founder of ‘India Calling’, a consultancy recruiting for call centres in and around Bangalore.

**Uma Rani** is Senior Economist at the Research Department and joined the International Labour Organization (ILO) in 2008. She holds a Ph.D in Development Economics from the University of Hyderabad, India. Prior to joining the ILO she worked as an Associate Professor at Gujarat Institute of Development Research, Ahmedabad, India. She has also held Visiting Fellow positions at Institute of Developing Economies, Japan; ETH-NADEL, Zürich and Institut de Recherche pour le Developpement, Paris to undertake research on informal employment, precarious and non-standard forms of work. Her main research interest lies in development economics, the informal sector, minimum wages, social policies and gender. Her current research focuses on minimum wages in developing economies, income inequality, global supply chains in the electronics sector and the platform or gig economy, wherein she explores how labour and social institutions could be strengthened to address economic and social inequality.

**Sunil K.N. Rao** has nearly 25 years of experience across Entrepreneurship, Operations, Process Automation, Engineering and Information Technology. He is currently Chief Delivery Officer for a startup he co-founded in the home interiors space operating across 3 cities in India. Having worked across the globe in start-ups to companies with half a million workforce in the past, he continues to be very active on the freelancing platforms for various projects for his current company and also advises peers on best practices to efficiently get work done on these platforms. He has personally managed a team of 350

resources spread across 32 countries for a project on UpWork (formerly oDesk). He holds a Masters Degree in Computer Science from the University of Pennsylvania and is currently settled in Bangalore.

**Aayush Rathi** is a lawyer by training and is currently working at the Centre for Internet and Society on the research being undertaken on the future of work.

**Kamala Sankaran** is Vice Chancellor, Tamil Nadu National Law School, Tiruchirappalli, Tamil Nadu. She is also Professor at the Faculty of Law, University of Delhi. Her research work is in the areas of constitutional law, international labour standards and the informal economy. She is currently working on the legal regulation of the informal economy, and equality and discrimination issues in South Asia. Her most recent books include *Affirmative Action: A View from the Global South* published by SunMedia, South Africa in 2014 (co-edited with Ockert Dupper) and *Challenging the Legal Boundaries of Work Regulation*, published in 2012 by Hart Publishing, Oxford (co-edited with Judy Fudge and Shae McCrystal).

**Vinay Sreenivasa** is an Advocate with the Alternative Law Forum. He works primarily with informal sector worker collectives and on issues of urban transport. He also works on issues of pastoralists, urban governance and has advocated for Free and Open Source Software. In a past life he was a computer scientist and worked in the Software Industry.

**Aditi Surie's** work centers around questions of precarity and vulnerabilities in Indian cities, and how these are exacerbated by conditions of the informal economy. Aditi is trained as a sociologist with a body of work on questions of technology, social protection and livelihoods, and has extensive experience managing complex field-based research studies in urban Indian contexts.

**Saritha T.P.** is presently Senior Vice President, Human Resources, at Portea Medical. She is an HR professional with well-rounded experience in HR Strategy, HR Operations, Talent Management, Succession Planning, Development Centers, Employee Engagement, Performance Management, Behavioral Training, Leadership Development, Human Process Lab and Theatre methodology.

**Latha Tummuru** is a design graduate (1992 batch) from the National Institute of Design, Ahmedabad. She has worked in the handicraft and handloom sector for over 20 years specialising in clothing and textiles. She conducted design trainings and developed products for urban markets while working with various craft organisations across India. She worked with traditional embroidery artisans, at Kala Raksha in Gujarat & Urmul in Rajasthan, Sabala in Bijapur & Sandur Kushala Kala Kendra in Sandur with lambada and kasuti embroidery artisans. She was a visiting faculty at National Institute of Design & Srishti design school for few years after her graduation in 1997. She was part of design documentation for sarees of Andhra along with Rita Kapur Chishti as part of Saris of India book series. She began working for Dastkar Andhra as a designer from 2000 and joined full time with additional charge of marketing in 2004. She is the clothing designer for the retail handloom brand dāram, initiated by Dastkar Andhra. She is now a core management member & trustee of Dastkar Andhra (DA), and design & marketing-in-charge of the Dastkar Andhra Marketing Association (DAMA).