# SREYAN CHATTERJEE

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## SUMMARY

I am a lawyer and public policy professional with experience in finance, technology and employment regulation. My work history is in providing legal advice, producing independent academic research as well as engaging in policy research on diverse sectors of the economy including media, agriculture and trade policy. I have been engaged as a consultant for the last few years, having received my degree from the West Bengal National University of Juridical Sciences (Kolkata, India).

I have experience both in the industry as well as in the policy research space across a range of thematic areas: labour policy, finance, technology, mass media and agriculture. Currently I am pursuing my doctoral studies in business and law.

## PUBLICATIONS

### Academic Publications

- *On the Shoulders of Automation: A Worker's Inquiry into the Hybrid Nature of the Legal Managed Services Industry (LPO/ALSP)*, International Journal of Communication 17(2023), 3938–3954
- *Gigged: A Review*, NLS Business Law Review, Volume 5 (2019) available at (https://www.nlsblr.com/_files/ugd/f10044_0c6c999c16164172bd54473f763a548b.pdf)
- *Watching India's Insolvency Reforms: A New Dataset of Insolvency Cases,* available at (https://www.jstor.org/stable/26743938?refreqid=excelsior%3Afde2ec7cdacd1c4d31ab28481c79da07&seq=1), published in National Law School of India University Review Vol 30(2), presented at the UNCITRAL Asia Pacific Roundtable on Cross Border Insolvency (2017) (coauthored)
- *Copyright Law and Parallel Importation in Textbooks*, available at (http://mhrdiprchairs.org/Portals/18/IJIPL-Volume-6.pdf?ver=2016-04-25-175444-113) , published in Indian Journal of Intellectual Property Law Vol VI (2014) (coauthored)
- *Fraudulent Preference as a Risk to Creditors*, Company Cases [2015] 192 Comp Cas. (2015)
- *Who can reduce traffic without building more roads: An Analysis of the Proposed Congestion Tax in Delhi*, available at (http://docs.manupatra.in/newsline/articles/Upload/4CA458EE-353B-479A-9753-34E9BC0EBD28.pdf), published in the Journal of Indian Law and Society (JILS) Volume V (Winter) (2014)
- *Toxic Technology: E-Waste Management in Developing Economies*, published in the Environmental Law and Society Journal (ELSJ) Vol. I, Issue I (2013)
- *Mainstreaming the Margins: A Review of the HIV AIDS Bill, 2012*, available at (https://jils.co.in/volume-4-monsoon/), published in the Journal of Indian Law and Society (JILS) Volume IV (Monsoon) 2014 (co-authored)

### Book Chapters, Essays and Op-Eds

- Legal Workers and Legal Process Outsourcing (LPO) in India *in* Legal Workers Inquiry edited by Tanzil Chowdhury and Jamie Woodcock (ISBN- 978-1-73-920908-7) (2025) (Legal Workers Inquiry (Book) // Notes From Below)
- Rights concerns ignored in data law, Deccan Herald (2023) (https://www.deccanherald.com/opinion/rights-concerns-ignored-in-data-law-2711302)
- Suspension of labour laws is delirious policy making, Firstpost (2020) (https://www.firstpost.com/india/indian-states-decision-to-suspend-labour-law-amid-covid-19-crisis-is-delirious-policy-making-not-backed-by-empirical-analysis-8391901.html)
- UP Labour Migration Commission: What it means for the worker, Firstpost (2020) (https://www.firstpost.com/india/after-suspending-labour-laws-up-okays-migration-commission-adityanath-govts-move-can-leave-workers-at-mercy-of-predatory-capitalists-8420011.html)
- Public Funding may help the rot in Indian Media, Newslaundry (2020) (https://www.newslaundry.com/2020/06/24/to-make-it-work-for-our-democracy-indian-media-needs-public-funding )

- *A Political Case for the Capital Conundrum* won the fifth-best essay in The Surana and Surana International Essay Writing Competition and published in a book: Selected Essays on Death Penalty: Contemporary Issues (ISBN: 978-81-920809-2-5) (2014).

## EDUCATION

**(WB) National University Of Juridical Sciences** Kolkata, India
*Bachelor of Arts and Bachelor of Laws (Honors) [J.D. Equivalent]* May 2016

GPA: 5.1/ 7.0

Honors and Awards: Winning entry to NLSIU-PRS Legislative Analysis Competition (2013); Received highest grade in the class in the foundational course: Contracts I; Received highest overall grade in the cohort (6.6/7) in the 6th semester.

Relevant Courses: Micro-economics (Economics I); Macro-economics (Economics II); Law and Economics; Political Science I; Political Science II; Labor Laws; Law of Project Finance; Anti-Trust, Technology and Innovation; Issues in Moral, Legal and Political Philosophy; Contracts I and II; Corporate Finance.

Activities: Associate Editor, *Journal of Indian Law and Society* (2013-2014); Associate Member, *Journal of Telecommunication and Broadcasting Law* (2013-2014) Associate Member, *NUJS Law Review* (2012); Member, *Disciplinary Committee*, Men's Residence Halls (2014-15); Member, *Legal Aid Society* (2011-2012).

**Manchester Metropolitan University**
*Doctoral Researcher - Decent Work and Productivity team at MMU Faculty of Business and Law* Manchester, UK
2025(Ongoing)

## EXPERIENCE

**German Institute of Development and Sustainability (IDOS)** *Bonn, Germany*
*Fellow, Managing Global Governance* *August 2024 - November 2024*

- I was a part of the prestigious fellowship programme cohort of Managing Global Governance, 2024 which is funded by BMZ (Federal Ministry of International Cooperation, Germany) and implemented by IDOS (one of Germany's premier public think tanks). As a part of this full time, residential fellowship I explored leadership, policy and networking modules and knowledge exchanges in the field of international cooperation for sustainable development. I presented my work on technology policy and digital platforms at the Federal Foreign Office, Berlin as part of the International Futures seminar.

**Cividep India** *New Delhi, India*
*Senior Research Consultant* *July 2020 - May 2025*

- Leading Cividep's engagement on issues related to sustainable financing of the garment, leather and electronics sector. My role involves - (a) preparing position papers and other policy documents such as briefs, fact sheets, press releases, and reports. (b) engage partner think-tanks, financial institutions and community members to advocate for policy changes.
- Provided inputs to the Ministry of Corporate Affairs' public consultation on the revised Business Responsibility Reporting standards as part of the Fair Finance network. (https://fairfinanceindia.org/media/496200/comments_brsr-consultation_fair-finance-india.pdf )
- Participated in the Fair Finance Asia General Assembly, 2020 and 2021 and provided inputs based on Cividep's view on Indian labour conditions and future trends in labour policy in the electronics sector.
- Engaged communities and advocated for greater business sensitivity to community impact, particularly on Constitutional rights.
- Prepared empirical research reports on the debt funding of the garment manufacturing industry and identifying the shortfalls in ESG policy commitments of banks involved in such funding and presented in webinar

Microsoft Word - Final CN_FF India_Financial Actors and HRDD in Garments Sector (Webinar)_March 9, 2023.docx (fairfinanceasia.org)

- Prepared a report on mapping the supply chain and industrial relations in the electronics sector in Tamil Nadu for International Labour Organisation (ILO).
- Publications: *Threadbare: An Analysis of Working Conditions in South Indian Leather Based Workplaces* (Report) (https://cividep.org/wp-content/uploads/2023/02/TfDL-Leather-workplaces.-FINAL.pdf); (April 2023)
  *Mapping Garment Sector Funding from an ESG Reporting Lens* (Report)
  (https://cividep.org/wp-content/uploads/2022/03/garment-report.pdf ); (March 2022)
  What changes await workers, brands & suppliers in readymade garment sector: Karnataka Factories Act Amendments (https://cividep.org/karnataka-factories-act-amendment/) (May 2023)
  *Non-Financial Disclosures, Working Conditions and Corporate Accountability in Supply Chains* (Report)
  (https://cividep.org/wp-content/uploads/2024/11/Non-Financial-Disclosures-Working-Conditions-and-Corporate-Accountability-in-Supply-Chains.pdf )(October, 2024)

**IT For Change**
*Research Consultant* *March 2022- November 2023*

- Provided inputs to various central and state regulatory bodies, international multi-stakeholder organisations, research institutions on platform technologies and data rights.
- Worked with NSLIU's Centre for Labour Studies to produce a report on legal aspects of the platform economy.
- Submitted recommendations to the Committee of Experts on Decent Work of the International Labour Organisation (Decent Work vis-a-vis Workers' Data Rights and Social Security Concerns in an Algorithmified Workplace | IT for Change)
- Presented a paper on Pathways of Regulation of Digital Labor Platforms: The Algorithmic Management Question in Global South' at the 'International Conference on New Technologies and the Future of Work in the Global South' organized by the Institute for Human Development, International Labour Organization, and Wits University, in collaboration with Niti Aayog (July 2023)
- Publications:
  *Centring Rights in the Platform Workplace* (Report) (November 2023)
  (https://itforchange.net/index.php/centring-rights-platform-workplace)
  *Workers' Data Rights in the Platformized Workplace* (Working Paper) (May 2022)
  (https://itforchange.net/sites/default/files/2159/ITfC-Workers'-Data-Rights-Platformized-Workplace_1.pdf)
  *Glass Half Full? Where the Fight for Worker Equity in the Digital Economy is Headed* (Essay)
  (https://botpopuli.net/glass-half-full-where-the-fight-for-worker-equity-in-the-digital-economy-is-headed/)
  Platform Predicament (Podcast Series)
  (https://botpopuli.net/podcast/platform-predicament/ )
  The Southern Perspective (Essay)
  (https://botpopuli.net/a-southern-perspective-the-missing-piece-in-frameworks-on-extraterritorial-responsibility/ )

**Verite** *New Delhi, India*
*Consultant* *June 2023 - July 2023*

- Provided inputs to various regulatory questions of labour law compliances in manufacturing facilities of major manufacturing brands based in the United States.

**Provakil** *New Delhi, India*
*Consultant* *April 2021 – October 2021*

- Co-ordinated Provakil's efforts in the public policy, advocacy and outreach verticals. My role also involved offering strategic inputs to the core team on policy matters.

**The Dialogue** *New Delhi, India*
*Senior Research Consultant* *March 2021 - February 2023*

- Provided inputs to various central and state regulatory bodies on national security and encryption, e-health, digital identity and government technologies.
- Led a five-member team on a long term project studying public digital infrastructures.
- Publications: *Analysing National Security Implications of Weakening Encryption* (Report) (https://thedialogue.co/wp-content/uploads/2022/01/Report-_-National-Security-Encryption-_-The-Dialogue-DeepStrat-_-Jan-12-2022.pdf);
  *India's Digital Health Dreams: Getting It Right* (Report) (https://thedialogue.co/wp-content/uploads/2022/05/Indias-Digital-Health-Dreams.pdf )

**Vidhi Centre For Legal Policy** — *New Delhi, India*
*Research Fellow* — *May 2019 - September 2020*

- Provided legal advice to multiple ministries of the Government of India (MEITY, MOCI, MOHFW) on issues pertaining to interpretation of privacy standards, trade tariff imposition strategy and bye-laws relating to the regulation of biometric identification. Independently handled all research and legal requirements of a client department for over one year.
- Conducted independent research on various aspects of digital platforms including the effect on news media, housing and contract labour.
- Prepared research notes and inputs for the Research Director's Office on various external requests and internal management.
- Publications: *The Future of News in India* (Report) (https://vidhilegalpolicy.in/research/the-future-of-news-in-india/) presented at Medianama Policy Talk (https://www.medianama.com/2020/08/223-announcing-medianama-talk-a-policy-roadmap-for-the-future-of-news-in-a-digital-world-august-18-ad/);
  An Integrated Framework For the Study of Digital Platforms (Report) (https://vidhilegalpolicy.in/research/an-integrated-framework-for-the-study-of-digital-platforms/);
  Restructuring India's Labour Law Framework (Policy Brief) (https://vidhilegalpolicy.in/blog/restructure-indias-labour-law-framework/)

**Finance Research Group (Indira Gandhi Institute of Development Research)** — *Mumbai, India*
*Research Consultant, Legal* — *May 2017 – January 2018*

- Conducted independent empirical research on the efficacy of working of the Insolvency and Bankruptcy Code, 2016 to suggest legal reforms to streamline the resolution process. The database built was the first of its kind in India.
- Provided legal advice to the Government of India (Ministry of Finance, DEA) on the viability of various financial instruments and financial market regulation.
- Publications: *Watching India's Insolvency Reforms: A New Dataset of Insolvency Cases,* (https://econpapers.repec.org/paper/esswpaper/id_3a12105.htm), published in National Law School of India University Review Vol 30(2), presented at the UNCITRAL Asia Pacific Roundtable on Cross Border Insolvency (2017)

**Thomson Reuters** — *Mumbai, India*
*Senior Associate* — *March 2018 – February 2019*

- Handled the legal aspects of technology procurement for a global FMCG company which included drafting, reviewing and negotiating contracts such as software as service agreements.
- Advised the FMCG company on legal aspects of updating its supply contracts in order to comply with the GDPR regulation.

**Trilegal** — *Mumbai, India*
*Associate* — *July 2016 – April 2017*

- Advised clients on various aspects of the banking and finance regulatory regime in India.
- Drafted and reviewed various loan agreements relating to fin-tech products such as peer to peer lending.

**Volunteer Experience**

- Provided inputs to IT for Change led-joint submission on draft Social Security (Central) Rules.
- Provided inputs to CPPR Expert Consultation on the Draft OSH Rules (Kerala).
- Provided inputs at a closed-door roundtable on 'New Gig Economy' organised by Asia Foundation and Sattva Consulting wherein both the company as well as union representatives were present.
- Attended RLS-South Asia and NLSIU Centre for Labour Laws Workshop on 28th December.

**ADDITIONAL INFORMATION**

Language Skills: English (native); Bengali (native); Hindi (conversational).

Personal Interests: Reading military history, analysis of football tactics and hiking.