

ORCID: [0000-0002-0146-3918](https://orcid.org/0000-0002-0146-3918)

Email: ravikiran.naik@flame.edu.in

Cell: +91-9724-845-424

FLAME University Pune, INDIA

Department of Economics,

School of Liberal Education

Summary

Coming India—where over 90% of workers are in informal employment—I have spent the past five years investigating how platform workers navigate precarity in global digital labor markets. My ICSSR-funded research on 2,000+ workers across delivery, transport, and service platforms examines whether skill specialization enables workers to resist downward wage pressure in the gig economy. What distinguishes my approach is demonstrating how workers' actual skills—rather than formal credentials—determine bargaining power, particularly in Global South contexts where educational credentials poorly signal actual capabilities. My doctoral training in labor economics at Jawaharlal Nehru University and publications in *Economic & Political Weekly*, positions me to contribute rigorous quantitative analysis alongside ground-level institutional insights. My research bridges applied labor economics, platform work studies, and comparative institutional analysis, examining how workers exercise agency within algorithmic management systems across diverse economic contexts.

Research Interests

Primary: Applied Labour Economics, Platforms/Gig Work, Intergenerational Inequality.

Secondary: Informal Employment and Entrepreneurship, Skill Mismatch, AI and future of work

Education

2014-2020 **PhD in Economics**, Jawaharlal Nehru University (JNU), New Delhi, INDIA.

Thesis: Intergenerational Economic Mobility in India: During 1945–1990

PhD Supervisor: Prof. Praveen Jha

2005-2008 **MA Economics**, Gokhale Institute of Economics & Politics (GIPE), Pune, INDIA

2004-2009 **BA Economics**, Rajaram College, Shivaji University, Kolhapur, INDIA

Academic Appointments

2022-on **Assistant Professor**, FLAME University, Pune, India

Teaching: Labor Economics, Macroeconomics, Public Economics

Research: Platform workers, inequality, Informal employment and entrepreneurship

2020-2022 **Assistant Professor**, Christ University-Lavasa, India

Teaching: Economics courses across undergraduate & post-graduate curriculum

2018-2020 **Senior Consultant (Post Doc)**, Indian Institute for Human Settlements (IIHS), Bangalore, India

Focus: Urban labor markets, industrial transformation, platform economy

2009-2014 **Research Associate**, Institute of Rural Management Anand (IRMA), Anand, India

Focus: Informality, Women entrepreneurship

2008-2009 **Research Assistant**, CUTS International (CUTS), Jaipur, India

Focus: State-Business Relations, Economic Policy Analysis of International Trade using SAM.

Technical Skills

Statistical Software: STATA (Advanced) | Python (Basic) | Julia (Basic)

Quantitative Methods: Econometric analysis, Panel data methods, Survey design and analysis

Large-Scale Datasets: Periodic Labour Force Survey (PLFS), India Human Development Survey (IHDS), Primary surveys. Global Entrepreneurship Monitor (GEM) Data, World Values Survey (WVS), World Inequality Database

Document Preparation: LaTeX, Beamer presentations, academic writing

Languages: English (Fluent), Hindi (Native), Russian (Basic)

Current Research Projects

2022-on **Platform Workers in India: Wages, Skills, and Working Conditions**

Large-scale quantitative analysis of platform workers across delivery, transport, and service platforms

Methods: Econometric analysis, survey data (2,000+ workers)

Field Sites: Ahmedabad, Pune | Platforms: Zomato, Swiggy, Urban Company, Uber

Role: Co-Project Director

Research Experience

2018-2019 **Mapping Bangalore's Industrial Transformation** | Indian Institute for Human Settlements (IIHS)

Quantitative mapping of industrial transformation and deindustrialization processes

Role: Research Associate

2015-2017 **Women Entrepreneurs in the New Indian Middle Class**

Large-scale survey analysis of women entrepreneurs

Role: Research Associate and Co-coordinator

2017-2021 **IDRC-Think Tank Initiative (IDRC-TII) Project**

Multi-theme international development research project

Role: Research Associate

2009-2016 **Informality, Poverty and Growth in India-China**

Comparative quantitative study of informal employment and poverty in India and China

Role: Research Assistant

2008-2009 **State-Business Relations in Indian states**

Construction of State-Business Relations index for Indian states

Role: Research Assistant

Publications Under Review

2025 **Fighting the Double-Edged Sword: Innovation and Internationalisation of Emerging-Market Firms**

Abrar Ali Sayyad; Naik, Ravikiran.

Under Review at American Business Review

Submitted: November 2024

Publication Highlights

- 2025 **Gender Differences in Returns to Education Mismatch.** in *Women and Work: Challenges, Opportunities and Perspectives for Policy*, Springer Nature (Forthcoming) | Unni, Jeemol; Naik, Ravikiran.
- 2024 **Heterogeneity of Labour on Digital Platforms in India.**
Unni, Jeemol; Naik, Ravikiran.
Economic & Political Weekly
- 2023 **Human Development And Disaster Mortality: Evidence From India.**
Naik, Ravikiran; Unni, Jeemol.
Geophysical Journal International.
- 2022 **Gender Differentials in Entrepreneurship: Insights from a Multi-method Study.**
Unni, Jeemol; Vanita Yadav; Naik, Ravikiran; Swati Datta.
The Journal of Entrepreneurship, 31, No:1: 30–64.
- 2021 **Women Entrepreneurs In The New Indian Middle Class: Macro & Micro Perspectives.**
Unni, Jeemol; Vanita Yadav; Naik, Ravikiran; Swati Datta.
Orient Blackswan, ISBN: 9789354421457.
- 2013 **Employment Vulnerability in the Urban Labour Market in India.**
Naik, Ravikiran; Unni, Jeemol.
The Indian Journal of Labour Economics, Vol. 56 Issue 4, p509-523. 15p.
- 2013 **Measuring Informality of Employment in Urban India.**
Unni, Jeemol; Naik, Ravikiran.
The Indian Journal of Labour Economics, Vol. 56 Issue 4, p493-508. 16p.
- 2009 **Gujarat's Employment Story: Growth with Informality.**
Unni, Jeemol; Naik, Ravikiran.
Oxford University Press (9780199451180).
- 2009 **Rural Structural Transformation: Case of the Service Sector in India.**
Unni, Jeemol; Naik, Ravikiran.
Economic & Political Weekly. Vol. 46, Issue No. 26-27, 25 Jun

Working Papers

- 2025 **Earning Differentials among Heterogeneous Platforms and Non-Platforms in India.**
Unni, Jeemol; Naik, Ravikiran.
Target Journal: Labor Economics / Journal of Development Economics
- 2025 **Workers' Agency and Geographies of Resistance Within Global AI Production Networks**
Naik, Ravikiran
Target Journal: Work, Employment and Society / Economic Geography
- 2025 **Analysis of Returns to Education-Occupation Mismatch in Presence of Informality in India.**
Naik, Ravikiran; Unni, Jeemol
Target Journal: Journal of Human Resources / Labor Economics
- 2025 **Inter-generational Economics Mobility and Transmission India.**
Naik, Ravikiran
Target Journal: Review of Income and Wealth / Journal of Economic Inequality
- 2025 **Inter-generational Persistence and Role of Assortative Marriages In India.**
Naik, Ravikiran
Target Journal: Review of Income and Wealth / Journal of Economic Inequality

2025 **Is There Occupational Rank Premium in the Labour Market In India?:**

Naik, Ravikiran; Ravindra, Samvardhini

Target Journal: Review of Evolutionary Political Economy

Selected Conference Presentations

2025 **Platform Workers and Wage Determination in India's Gig Economy.**

61st Annual Indian Society of Labour Economics Conference (Planned presentation)

2019 **Dualistic Structure of Industry and Growth of Firms.**

28th International Association for Feminist Economics (IAFFE) Annual Conference, Glasgow Caledonian University, June 27-29.

2019 **Puzzle of Low Return Entrepreneurship and Small Business in India.**

60th Annual Indian Society of Labour Economics Conference, IGIDR, Mumbai, December 17-18.

2016 **Educational Mismatch, Informality and Returns to Education in India.**

58th Annual Indian Society of Labour Economics Conference, IIT Guwahati, November 23-25.

2015 **Educational Expansion and Social Mobility in India: Origin, Education and Destination.**

International Conference on "(Persistent) Inequalities Revisited", Monte Verità, Switzerland, July 26-31.

2012 **Informal Economy, Vulnerabilities and Employment in India.**

International Conference on "Informal economy, Vulnerabilities and Employment", University of Geneva.

Teaching Experience

2022-on **Assistant Professor**, FLAME University, Pune, India

- Labor Economics (UG)
- Macroeconomics (UG)
- Electives: Gender Economics, Public Economics

2020-2022 **Assistant Professor**, Christ University-Lavasa, India

- Labor Economics (Graduate), Econometrics
- Microeconomics (Intermediate level)
- Electives: Law and Economics, Public Economics

Grants and Funding

2024 **Digital Labour Platforms in India: Understanding Precarity and Empowerment**

Indian Council of Social Science Research (ICSSR), India

Role: Co-Project Director | Amount: Confidential

2017 **IDRC-Think Tank Initiative Grant** | International Development Research Centre

Role: Research Associate | Multi-year funding

Professional Service

2024 **Reviewer:**

- Economic & Political Weekly,
- Indian Journal of Labour Economics (SAGE)
- Humanities and Social Science Communications (Springer-Nature)

Memberships:

- Indian Society of Labour Economics (ISLE)
- European Association of Labour Economics (EALE)
- International Association for Feminist Economics (IAFFE)
- American Association of Geographers (AAG)

Selected Media and Policy Writings

- 2024 **Menstrual leave will have positive spin-offs.** The Hindu Business Line
Kinjalkini Guatam; Ravikiran Naik.
- 2024 **Why the 2036 Olympics bid is too ambitious.** The Hindu Business Line
Srishtee Ramchandani; Ravikiran Naik.
- 2024 **Plug the gaps.** The Telegraph India
Ananya Giria, Ravikiran Naik
- 2025 **We need a robust landslide mitigation policy.** The Hindu Business Line
Yashobanta Parida; Ravikiran Naik; Joyita Roy Chowdhury

References

Dr. Uma Rani

Senior Economist,
International Labour Organisation (ILO), Geneva, Switzerland
Email: amara@ilo.org

Prof. Praveen Jha (PhD Supervisor)

Centre for Informal Sector & Labour Studies,
Jawaharlal Nehru University (JNU), New Delhi, INDIA
Email: praveen@jnu.ac.in

Prof. Jeemol Unni

Amrut Mody School of Management,
Ahmedabad University, INDIA
Email: jeemol@gmail.com