

Sneha P.

Berlin, s.menon@phd.hertie-school.org, sneha.menon@esmt.org
www.snehapmenon.github.io

Academic Background

- **PhD Candidate, Berlin School of Economics** Berlin, Germany
2021-Present
Hertie School and ESMT Berlin
Areas of research: Labour-force participation, Vocational training, Digitisation in education, ICT skills, School feeding programs, Climate
Policy Partners: GiZ, Rwandan TVET Board
Countries of research: India, Rwanda
Grants: Deutsche Forschungsgemeinschaft (DFG) Grant 2026-27; Joachim-Herz Stiftung Add On Fellowship 2025; German Institute for Development Evaluation (DEval) Grant 2023-2026; DAAD Doctoral Scholarship 2021-2023; Bocconi University Laboratory for Effective Anti-poverty Policies (LEAP) Grant 2024.
Employment: Research Associate (to Prof. Rajshri Jayaraman): DEval Project, ESMT Berlin, 2023-2026
Teaching Assistant (to Prof. Arianna Ornaghi): Political Economy, Hertie School, 2022, 2023, 2026
Teaching Assistant (to Prof. Rajshri Jayaraman): Data Analytics, ESMT, 2022, 2023, 2024, 2025
Research Assistant (to Prof. Alexandra Spitz-Oener and Prof. Sulin Sardoschau): Humboldt University, 2022
Average GPA: 1.5
- **MPhil Economics, University of Oxford** Oxford, U.K.
2015-2017
Department of Economics
Thesis: Impact of a Vocational Training on Employment, Employability and other Socio-economic Indicators
Program Partner: Labournet, India
Grants: St. Edmund Hall, 50th Anniversary Grant 2016; St. Edmund Hall, Graduate College Grant 2016, 2017; J. N. Tata Trust Scholarship for Graduate Studies 2015; K. C. Mahindra Education Trust Scholarship for Graduate Studies 2015; Contemporary South Asian Studies travel grant.
- **PGD Applied Statistics, University of Mumbai** Mumbai, India
2014-2015
Department of Statistics
Research project : Factors affecting the transmission of HIV from Parent to Child in Dharavi
Policy Partner: Mumbai District AIDS Control Society Award for academic performance (first percentile) 2014.
- **BA, Economics and Mathematics, University of Mumbai** Mumbai, India
2012-2014
Department of Economics and Mathematics
Grants: Vimlabai Paritoshik grant; Sudha Joshi grant; Late Chandrashekhar and Oak Prize for Performance in Mathematics; Kings College Summer School Scholarships 2013, 2014; Sir Dorabji Tata and J. R. D. Tata Scholarship 2011, Award for academic performance (first percentile) 2011, 2012, 2013.

Professional Experience

- **Senior Associate, Artha Global** Mumbai, India
Feb 2020 to Aug 2021
Political Economy Think Tank
Lead research and engagements related to state capacity and governance. Research areas include;
 - Bureaucratic Reforms: Risk Aversion and Indecision among civil servants in India
 - Kerala COVID-19 Response: State capacity and public health systems
 - Evaluation of Indian central pandemic relief package (Funded by World Bank)
 - Methodological and ethical evaluation of RCTs for policy
 - Data governance: Patient privacy, regulation of algorithms etc.
- **Economist, Ministry of Finance and Economic Affairs** Monrovia, Liberia
Oct 2017 to Dec 2019
Overseas Development Institute Fellowship
Assessing loan proposals, Analysing historic and expected public debt, Monitoring national macroeconomic indicators for Department of Economic Management. Projects include;
 - Developing Public Debt Data Dashboard
 - Data Analysis for Civil Service Wage Reform
 - Conducting training and workshops on excel dashboards

- **Economist, Ministry of Finance and Development Planning** **Banjul, The Gambia**
Overseas Development Institute Fellowship
Policy Implementation Review, Data Analysis, Research and Capacity Building for the Directorate of Economic Policy and Research, Department of Macroeconomic Policy Analysis (DMPA). Projects include;
 - Developing Department Working Paper Series (Corporate Taxation, Social Protection Budgeting)
 - Establishing and Managing Macro-fiscal Database
 - Data Analysis for Macroeconomic Reports
- **Consultant, Sattva** **Delhi, Mumbai, India**
Development Research and Consulting firm
Jan to Apr 2019; Aug to Sep 2017
 - Team lead on a meta-analysis of data and research on falling female-labour force participation in India as part of the Disha Project, UNDP India. Presented findings to Ministry of Skill Development and Niti Aayog (Planning Commission)(Funded by UNDP).
 - Mixed-Methods Assessment of NGO Yuva Parivarthan's Livelihood Development Programs (Centre-based, Out-reach, Online Job-exchange) in Maharashtra (Funded by J. P. Morgan).
- **Short term Consultant, Oxford Policy Management(OPM)** **Oxford, U.K.**
Decision Support Unit
Jul to Aug 2017
Providing Assessments on Data Quality and Reporting of Baseline and Mid-line Evaluations of 13 Private Sector Development Programs implemented in the Democratic Republic of Congo(DRC) (Funded by the UK Department for International Development)
- **Co-founder, Researcher, InsightsApplied** **Pan-India**
Policy and Development Research
2012 - 2021
 - Impact Evaluation and Development of MNE systems for a Livelihoods Social Enterprise Labournet (funded by Mahindra and Mahindra).
 - Assessment of Vocational Training programs for Construction workers (for Godrej Properties).
 - Sector report on pro-poor financially sustainable Health Care systems (for Acumen Trust).
 - Evaluation of a SDET NGO's educational institutions in Tamil Nadu (for TVS Motors).
 - Mapping Asset Creation under National Rural Employment Guarantee for Tamil Nadu Department for Rural Development.
 - White paper on the Political Empowerment of Women through SHG groups for Tamil Nadu Department for Cooperation for Development of Women (TNCDW).
 - Editing Tamil Nadu State Rural Livelihood Mission Implementation Plan for TNCDW.
 - Report on Electricity Sector Governance for Tamil Nadu Electricity Board.
 - Study of Bee-Keeping as Social Entrepreneurship, Gujarat.
- **Jr. Consultant, Institute for Financial Management and Research** **Chennai, India**
Centre of Development Finance
Sep - Oct 2011; Feb - Apr 2012
 - Citizen Charters of State policies for the Tamil Nadu Department for Rural Development.
 - Study on the adoption behaviour of improved cook stoves.
 - White paper on Renewable Energy Policies in India.
 - Creating a comprehensive database of social enterprises in India.

Articles and Publications

- **Working Papers and selected work in progress**
 - Gender differences in job search and career considerations among job market entrants in urban India.
 - Hazardous environments and labour market outcomes in India.
 - **Impact of In-law mortality on labour supply in India** (with Raji Jayaraman)
 - Long-term effects of school feeding programs on the labour market (with Raji Jayaraman and Tanika Chakraborty).
 - The trade off between social norms and flexibility in the labour supply of married women in India (with Vincent Ramos and Anirudh Tagat).
 - Interpreting recent trends in female labour-force participation in India (with Marianne Bertrand and Raji Jayaraman).
 - **Digital skills training in vocational education in Rwanda** (with Raji Jayaraman and Sunna Hüge-mann)

- Peer-reviewed Publications
 - **RCTs for Policy: Ethical and Methodological Concerns**, *Indian Public Policy Review 2020*
 - **Bureaucratic Risk Aversion and Indecision in India**, *Indian Public Policy Review 2021*
 - **Aadhaar-Based Biometrics and Food Security**, *Indian Journal of Human Development, 2018*
- Policy Papers and reports
 - **COVID-19 Pandemic in Kerala - A State Capacity Perspective**, *Artha Global 2020*
 - **PM Garib Kalyan Yojana: Coverage, Identification and Implementation**, *Artha Global 2020*
 - **Female work and labour force participation in India** (Report), *UNDP India, 2019*
 - **Social Protection Financing in The Gambia**, *Ministry of Finance Working Papers, 2018*
 - **Corporate Taxation in The Gambia**, *Ministry of Finance Working Papers, 2018*
- Articles/OpEds
 - **RCTs for policymaking**, *Ideas for India, 2020*
 - **Do COVID-19 Patients have a right to Privacy?**, *Wire Science 2020*
 - **Women and work: Examining India's policy landscape**, *Indian Development Review, 2019*
 - **Women's workforce participation: What We Need to Know**, *Indian Development Review, 2019*
 - **Social Norms keeping Indian women out of Labour Market**, *FirstPost, 2019*
 - **Not Everything that can be Counted is Counted**, *Economic Political Weekly, 2017*
 - **Nudging India forward: Setting up a Nudge Unit**, *Livemint, 2016*
- Multi-media
 - **Data Governance during COVID-19**, *Data Governance Network, 2020*
 - **Interpreting Kerala's COVID-19 Numbers**, *EPW 2020*
 - **Comicky Evaluation**, *Dharavi Biennale 2015*

Selected Summer Schools and Workshops

- **Gender Economics**, Barcelona School of Economics, Summer School.
- **Advances in the Difference-in-Difference Design**, Humboldt-Universität zu Berlin.
- **Text Analysis with R**, DataCamp (online).
- **Monetary and Fiscal Analysis with DSGEs**, IMF Institute of Capacity Building (Washington DC).
- **Financial Programming and Policies 1 and 2**, IMF Institute of Capacity Building (online).
- **Macroeconomic Diagnostics and Forecasting**, IMF Institute of Capacity Building (online).
- **Geographical Information Systems**, Indian Institute for Human Settlements (Bangalore).
- **Education and Neuroscience**, King's College London (London).
- **International Political Economy**, King's College London (Mumbai).
- **Grassroots Engineering**, (Innovation and Design Workshop) – MIT Media Lab (Mumbai).
- **Slum Studies**, Centre of Slum Studies (Mumbai).
- **Cartooning and Caricatures**, Institute of Fine and Applied Arts (Mumbai).

Other

Languages: English (native), Hindi (fluent), Malayalam (fluent), German (B1) and French (A2).

Software: R, Excel, STATA, Dynare(MATLAB) and L^AT_EX

References: Available on request