

RESUME

TINA KURIAKOSE JACOB, PH D

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EDUCATION

- **PhD**, International Law Jawaharlal Nehru University, 2011
- Fox International Fellow, **Yale** University, USA 2005-2006
- **MPhil**, International Law Jawaharlal Nehru University, 2005
(Class topper)
- **LL.B** (College topper) Kerala Law Academy, 2002
- **B.A.L.** (Bachelor of Academic Laws) K.A.L., University of Kerala, 2000
(University First Rank)

ADVANCED TRAINING

- Development Associates International (DAI)**, 2020-2023
Master's Programme in Organizational Leadership
- ESG Framework and Metrics Certification by **CII** May 2023
(Confederation of Indian Industries)
- CITI** Training on Human Subjects,
Responsible Conduct of Studies & Conflict of Interest 2022
- DPro** Project Management Certification Dec 2021
- Certificate course in Labour Migration, **Aajevika Bureau**
and **Azim Premji University**, Bangalore May 2019
- Training in Budget Advocacy, including forced labour, Aug 2015
Centre for Budget and Governance Accountability, New Delhi
- Certificate Course, Labour Migration Academy July 2012
International Labour Organization, Turin, Italy
- National Level Capacity Building in Trade and Gender, April 2009
Training of Trainers, **Indian Institute of Foreign Trade**, New Delhi

WORK EXPERIENCE

INTERNATIONAL JUSTICE MISSION, NEW DELHI

NATIONAL, SENIOR LEAD, RESEARCH (MERL) Oct 2022-present

Developing M&E and programme frameworks for India teams relevant for stakeholder capacity building, policy uptake and business leadership in the Region

Led research and dissemination of programme relevant State research for 4 Indian states

Supported with orientations on M& E Indicators for IJM programme states from 2023-2024.

Helped draft and review Regional Guidelines on M& E Indicators and created relevant FAQs for the same based on inputs from Indian and Global teams and subject matter experts (SMEs)

Initiated consultation with relevant programme teams (Regional and Global) on the Performance and Confidence Protection Studies; led tool creation for all verticals and relevant programme stakeholder categories (November 2023-ongoing in 2024).

Participated in national and regional events for training and sensitisation on labour related issues with organisations like the Indian Institute for Corporate Affairs (IICA); CII; Migration Studies Desk Calcutta Research Group

Initiated and led first Learning & Development session on Interstate Migration: Trends and Pattern for Indian team on June 30th, 2023.

HEAD, CENTRAL GOVERNMENT PARTNERSHIPS

Jan 2019-Sept 2022

Capacity building for policy and implementation at multiple levels to achieve IJM goals via expanded networks, mentoring and leading by example

Mentored team to build national institutional capacities by organizing critical **policy and communication** events:

- **“Rehabilitation and Labour Trafficking”**: IJM India’s first inter-Ministerial Consultation, in collaboration with the Central Ministry of Labour & Employment. This involved survivor leaders, the Government of India’s Ministries of Labour, Home Affairs, Rural Development and Skill Development & the apex National Human Rights Commission; and five state government representatives and IJM’s NGO partners. Our commitment to end forced labour and expertise was recognized and reiterated by senior bureaucrats.
- **National level Multi-stakeholder Consultation on Interstate Labour Trafficking and Unsafe Migration**: This was IJM India’s first event to showcase our evidence base linking forced labour and unsafe migration; actionable good practices and measures to create wins across all stakeholders by strengthening law enforcement measures and rehabilitation were also highlighted.
- Invited for inputs to the **Ministry of Corporate Affairs**’ Draft National Action Plan on Business and Human Rights.
- Worked across IJM India offices to sensitize, collate and represent IJM’s views on the **Draft Rules on Wage Code** to the **Ministry of Labour & Employment**.
- Organizer: “Coordination and Convergence in Bonded Labour Rehabilitation”: **IJM’s first ever Consultation co-organised** with **V V Giri National Labour Institute**, the **Ministry of Labour’s** research and training institution.

Effective communication skills. Proven ability in providing valuable and actionable research insights.

- **Multiple times have represented IJM at National Human Rights Commission's (NHRC) Core Group on Bonded Labour discussions and related national level review meetings with government and NGOs on issue of forced labour, trafficking and challenges related to law enforcement and rehabilitation.**
- **Invitee: National Human Rights Commission's COVID Expert Panel's Review Meeting (July-August 2020).** Researched an integrated note for the NHRC, including IJM casework data, field level inputs from partners on enforcement and rehabilitation challenges during the pandemic and Department-specific solutions across Ministry of Labour, Police, Women & Child, Livelihood and Rehabilitation.
- **Invited by the National Human Rights Commission for recommendations to respond to the Supreme Court of India's Directions on measures for "protection, release and rehabilitation of bonded labourers during this unprecedented pandemic"**
- **Represented IJM on Rajya Sabha TV (a national media channel) on issues related to violence against domestic workers and human trafficking since 2015.**
- **Member, Editorial Review Committee, IJM Delhi** for quality control of all external communications, including policy and training materials.

Demonstrated ability to innovatively optimize opportunities to advance IJM's mission

- **Conceptualized and led** a cross-functional Delhi team through an "exposure visit" to anti-human trafficking projects in Jharkhand and Kerala, hitherto coordinated by the Central Ministry of Rural Development. This visit was **officially hosted** by Jharkhand and Kerala state governments (February 2020)
- Even under national Covid-19 lock-down conditions, **demonstrated strong relationship building skills** with national bureaucrats and experts:
 - Led a **3-month IJM project with Jharkhand government's Rural Livelihood Mission, to rescue and help stranded migrant workers under COVID 19 lockdown restrictions.** This showcased IJM and partner staff expertise.
 - The 3-month partnership with Jharkhand government, IJM Delhi and IJM Chennai and support across all IJM offices and a number of organisations, also:
 - Led to official acknowledgement of *our credibility to work with state government departments; and,*
 - developed *a wide network of like-minded organisations* with new opportunities in safe migration, rehabilitation and livelihood support for vulnerable workers including rescued bonded labour and trafficked victims.
 - **Impact: IJM directly served around 5000 stranded workers under this project across 16 states in India. (April-July 2020)**

LEAD, RESEARCH AND POLICY

Nov 2017- Jan 2019

Invited to provide research expertise at international and national fora

A. India-specific fora:

- **Research Study on Assessing Budgetary Priorities for the Rehabilitation of Bonded Labour:** Provided inputs and review of research project proposal and findings of the Centre for Budget Advocacy and Governance (CBGA).
- Review of National Intervention team's RFP for research on summary trials in India.
- Coordinated research on supply chains and forced labour, international and national experiences with to support IJM's representation for the Quality Council of India (QCI) Conference, **Ministry of Corporate Affairs**, in September 2018.
- Support for discussions and review of IJM Delhi's programme **baseline study** (2018)
- Undertook an analysis of **National Crimes Record Bureau's (NCRB's)**, Crime in India Report 2016, based on IJM India's casework data on forced labour trafficking and submitted formal **recommendations to improve reporting of the crime of bonded labour and trafficking** to Director, NCRB following an in- person meeting in August 2018.
- Guided Research Assistants and Interns on IJM's policy & research-related activities.

B. International fora:

- Research inputs provided on behalf of IJM for **US Department of State's TIP report on Human Trafficking**, including sharing of resources related to data clarifications on bonded labour cases, FIRs, status of enforcement and rehabilitation policy etc.
- **Advocacy Expert** for **IJM's Global Advocacy Task Force** that visited **IJM's Philippines** project for the Internal Evaluation & Learning (IE&L) unit at HQ and supported development and review of IE&L Advocacy material for IJM global.

RESEARCH AND DEVELOPMENT SPECIALIST

Jan 2015- May 2017

- **Policy briefs for senior bureaucrats and Members of Parliament, with actionable research inputs:**
 - Stronger rehabilitation and law enforcement against forced labour employing varied methods:
 - Casework data analysis,
 - Rapid assessment surveys,
 - Key informant interviews,
 - Media tracking,
 - Review of National Human Rights Commission cases,
 - Court judgments, government rules & orders in specific IJM funded projects with 2 external research agencies (CEC and Kaarak, New Delhi);
 - and ensuring timely and interactive dissemination.
- **Quality control and review of research projects by CEC and Kaarak.**
- **Member, Editorial Review Committee for IJM Delhi's communication materials.**
- Policy briefs and state analytical micro briefs for Advocacy Summit organized with Members of Parliament by Delhi's National Advocacy team and Casework Partners
- Research inputs on discussions with **US Department of Labour** on India's Forced and Child Labour status.
- Critical research support to Delhi's National Advocacy team, in coordination with all 3 bonded labour offices in India and **innovative research opportunity seized to pushback with casework data evidence** to highlight failures in government's new rehabilitation policy on forced labour. Resulting in increased rehabilitation amount for forced labour survivors and partial policy rollback communicated by Ministry of Labour in February, 2017.

- Created innovative and **educational internal monthly research digest for IJM** to apprise teams of relevant contemporary policy developments, relevance of national and international data findings etc. on forced labour.
- Review and support given to IJM Chennai & Bangalore team in findings of Chennai and Bangalore **Bonded Labour Prevalence studies and dissemination plans**, in view of ground realities and operating environment.
- Created talking points and supported with **research inputs for advocacy on Trafficking of Persons Bill by IJM India offices**.

INDIA CENTRE FOR MIGRATION (ICM)

A think-tank funded by the Ministry of External Affairs, Government of India, New Delhi

HEAD, RESEARCH

Sept 2012 – Jan 2014

Strategically relevant inputs given to the Ministry of Overseas Indian Affairs (now integrated with the Government of India's Ministry of External Affairs) on research, mobility partnerships, MoUs, and proposals for international cooperation on irregular migration and human smuggling.

Policy Inputs and Research Management

- Conceptualized and commissioned 14 evidence-based research papers under the India-EU Project, "Developing a Knowledge Base for Migration Policy-Making between India and the EU":
 - **Impact:** Completed and published **10 of 14** papers -- **ICM's first research products**. Hosted by the **European University Institute, Italy** at <https://cadmus.eui.eu/>
- **Conceptualised, coordinated and led** ICM's survey and research study of 21 stakeholders in Denmark and the Netherlands to examine conditions for the mobility of nurses from India to the EU (October 2012).
- Author of a paper for the **Ministry of External Affairs**, making recommendations for coordinated policy response and initiatives for safe, informed and mutually beneficial mobility of nurses from India to the EU. Paper was published by the European University Institute, Florence: <https://cadmus.eui.eu/handle/1814/29481> (June 2013)
- Survey conceptualisation and development for **Ministry of External Affairs** on the processes by which Indian labour migrants become irregular, in the light of the United Arab Emirates' amnesty programme.
- Initiated and coordinated the commission of research under "Dalits and Migration Abroad" project to enable policy feedback to **Ministry of External Affairs**.
- Initiated, conceptualized and completed a preliminary assessment report on the impact of Social Security Agreements to the **Ministry of External Affairs**.
- Focal Point and Editor, ICM Annual Report 2012-13

RESEARCH OFFICER

July 2011 – Sept 2012

- Project management of the India-EU Project's €20,000 research component (with additional funding from ICM)
- **Led negotiations** with the **International Centre for Migration, Policy and Development, Brussels** and successful initiation of a proposal under the Migration EU Expertise (MIEUX) Initiative for a €300,000 research and capacity building project on safe and legal migration. This was to be the first engagement by MIEUX in South Asia.
- **Proposal development** for the *India Mobility Report* -- an Indian perspective on the international migration discourse. The proposal won two-year funding of **USD 200,000** from the International Organization for Migration (IOM) Development Fund
- **Member, Task Force** for Development of a Sub-National Framework for Tackling Irregular Migration;
 - *Initiated and coordinated state level consultations* at New Delhi, Thiruvananthapuram and Hyderabad
- **Chief Organiser, Chair and Presenter** at the *National Consultation Workshop on Facilitating Safe and Legal Migration and Prevention of Irregular Migration*.
 - This resulted in interactions between over 100 participants representing the EU Delegation in India, Central and state government representatives, international organisations, academicians and migrant rights activists
 - Key recommendations documented in the technical report available at <https://cadmus.eui.eu/handle/1814/29480>
- **Developed Internship programme** to build ICM's research capacities; expanded this to include undergraduate interns
- **Mentoring:** guided a Research Assistant and Intern on ICM research-related activities

International Union Against Tuberculosis and Lung Disease

RESEARCH FELLOW

Sept-Nov 2010

Author, original research, "India's Tobacco-Related Policy through the Prism of a Cigarette Lifecycle"

Invited Presentation, "Policy Advocacy Areas that can be explored by Tobacco Control Advocates", **Second National Tobacco Conference on Tobacco or Health**, Mumbai

Sept 2010

PUBLICATIONS & INVITED PRESENTATIONS (select)

- **Tina Kuriakose Jacob** and Divya Ruth Jose, "Human Trafficking and the case for Victim Centric Outcomes to Strengthen Prosecution Outcomes," Chapter 6, pp. 89-104, in *Revisiting Reforms in the Criminal Justice System in India*, edited by Dilip Ukey, Chirag Balyan, Melissa Walavalkar, Yesudas Naidu and Mary Sebastian (Thomson Reuters, 2020).
- John Richard Ebenezer, **Tina Kuriakose**, and Ruth Thomas, Systemic Apathy: Victims of Human Trafficking and their Struggle for Justice, pp.49-65, in *Justice Frustrated: The*

Systemic Impact of Delays in Indian Courts, edited by Shruthi Vidyasagar, Shruthi Naik, Harsh Narasappa (Bloomsbury, 2020).

- Praveena Kodoth and **Tina Kuriakose Jacob**, “International Mobility of Nurses from Kerala (India) to the EU: Prospects and Challenges with Special Reference to the Netherlands and Denmark”, CARIM-India RR 2013/19, Robert Schuman Centre for Advanced Studies, San Domenico di Fiesole (FI): European University Institute, 2013, available at <https://cadmus.eui.eu/handle/1814/29481>
- **Book Review**, C.M. Correa (ed.), A Guide to Pharmaceutical Patents, *Indian Journal of International Law*, vol. 49, no. 2, October 2009.
- **Moderator**, Centre for Responsible Business (CRB) & IJM co-hosted session on “Responsible Recruitment: a Post COVID Agenda across Supply Chains”, at **CRB’s India & Sustainability Standards**, 29th October 2020.
- **Presenter**, “Policy Recommendations to Protect Migrant Workers,” at **National Institute for Disaster Management, Ministry of Home Affairs**, & IJM collaborated Webinar, 3rd September 2020.
- **IJM resource person** at National Law University, New Delhi’s training session with senior police officials, “Victimological application to Police & Criminal Administration”, New Delhi, June 2019.
- **Presenter**, “Best Practices and Lessons Learnt,” Plenary 4, UN Women-State Conference on Rehabilitation on Rehabilitation and Combatting of Trafficking of Women & Children, New Delhi, 8th May 2019.
- **Presenter**, “Stakeholder Consultation on Child Labour and Bonded Labour”, co-organised by Maharashtra National Law University and IJM Mumbai, 27th April 2019.
- **IJM resource person** on Human Trafficking at Centre for Responsible Business and Thomson Reuters Conference on Modern Day Slavery: Innovation, Collaboration and Best Practices, New Delhi, 16th November 2018.
- **Presenter**, “The Assessment of Working Conditions of Foreign Trained Health Professionals in Europe”, **ILO’s Expert Roundtable Discussion**, India Habitat Centre, New Delhi, 26th July 2013.
- **Presenter**, “Role of Indian Diaspora in Leveraging Economic and Commercial Relations: Lessons for Diaspora Engagement from Case Studies across the World”, **High Commission of India in South Africa, Pretoria, South Africa**, 25th Apr 2013.
- **Presenter**, “Skills, Certification and Standards in Ethical Recruitment of Indian Women Migrants in European Health Care Sector,” Workshop on Women and International Migration: Opportunities and Challenges, New Delhi, Dec 2012.
- “India and the Future of Migration”, Seventh Annual International Conference on Public Policy and Management, **Indian Institute of Management, Bangalore**, Aug 2012.

TEACHING, TRAINING AND MENTORING

- **Trainer** on Human Trafficking and Forced Labour for practitioners and NGO representatives, at Ajevika Bureau & Azim Premji Labour Migration course, *May 2019*
- **Guest Lecturer**, Indian Society of International Law, New Delhi *2008-2010*
- **Guest Lecturer**, Tata Energy and Resources Institute, New Delhi *2009*
- **Workshop Leader**, Legal Literacy Workshop for Social Activists at the Indian Social Institute, New Delhi *Feb 2005*
- **Workshop Leader**, Legal Literacy Workshop for Social Activists, Evangelical Fellowship of India Commission on Relief (EFICOR), New Delhi *Feb 2005*

REFERENCES

Last Reporting Manager: **Shamira Manwar**, ex Director of Operations, IJM New Delhi.

Ajoy Daniel Varghese, Regional Vice President, South Asia Programs, IJM.

LANGUAGES

English, Hindi and Malayalam

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