Dr. NIKITA SONI

Email: nsoni@hs.iitr.ac.in , niki100893@gmail.com
Contact: 7277882771, 7677887771
LinkedIn: linkedin.com/in/nikita-soni-3b755b1a7

Profile Summary

I am an Economist and a research enthusiast with a core specialisation in Labour and Development Economics, focusing on employment trajectories, gender, inequality, informality, education and discrimination. I have worked on multiple projects, particularly on socio-economic assessment, and drafted research proposals for sponsored projects. I bring strong teamwork grounded in research and analysis, with a positive, hardworking attitude and openness to learning. I firmly believe that everything happens for a reason and thus hold unwavering optimism towards any situation. In a dynamic and competitive setting, I aspire to leverage my skills, knowledge and expertise to achieve desirable output.

PhD Thesis Title

Wage Inequality in the Segmented Indian Labour Market: Trends and Determinants

Core Competencies

- Statistical software: **STATA, SPSS**
- Reference Manager Software: **Mendeley**
- Proficiency in **MS Suite**
- Database: Large-Scale Data Handling
  - NSS Employment Unemployment Survey (EUS)
  - NSS Household Social Consumption: Education
  - Periodic Labour Force Survey (PLFS)
  - UDISE

Work Experience

- Assistant Director, National Institute of Labour Economics Research and Development (NILERD), Autonomous institute under NITI Ayog, Government of India
  Term Period - September 2026 – **Present**

- Senior Research Associate, International Forum for Environment, Sustainability and Technology (iFOREST), Noida
  Term Period- October 2025 – August 2026 **10 Months**

- Senior Research Analyst, Institute of Economic Growth (IEG), New Delhi
  Term Period- February 2025 – April 2025 **3 Months**

- Associate Research Fellow, Asian Development Research Institute (ADRI), Patna
  Term Period- August 2016 – February 2017 **6 Months**

- Lecturer, Department of Economics, Magadh Mahila College, Patna University
  Term Period- July 2017 – December 2017 **6 Months**

- Teaching Assistantship, Department of Humanities and Social Sciences, IIT Roorkee
  Term Period- July 2018 – June 2021 **3 Years**

Project Ongoing

- Human Resource Landscape Report 2027, (associated with NILERD)

Projects Completed

- Green Jobs for Green Growth and Just Energy Transition in India (associated with iFOREST)
- ClimateWorks Foundation (CWF) Project on Building Maharashtra's Green Economy Workforce: Jobs, Skills and Entrepreneurship Opportunities, 2026 (associated with iFOREST)
- ClimateWorks Foundation (CWF) Project on Building Odisha's Workforce: Green Jobs, Skills and Entrepreneurship Opportunities, 2026 (associated with iFOREST)
- Heinrich Boll Foundation (HBF) Project on Building the Gender Gap: Skilling, Entrepreneurial Pathways and Policy Incentives for Empowering Women in Green Transition, 2025 (associated with iFOREST)
- Building Odisha's Green Workforce: Strengthening the Skilling Ecosystem and Enabling Integration in the Emerging Economy, 2025 (associated with iFOREST)
- Ministry of Finance Project on Study on Education for the 16th Finance Commission 2025 (associated with Institute of Economic Growth, New Delhi)
- UNFPA Project on The Status of Muslim Youth in Bihar - Quantitative and Qualitative Assessment (associated with Asian Development Research Institute, Patna)

Publications

- Soni, N., & Pattanaik, F. (2025). Mapping gender wage gaps in regular employment: a counterfactual decomposition analysis for India. International Journal of Manpower, 46(5), 867-898. https://www.emerald.com/insight/content/doi/10.1108/ijm-05-2024-0299/full/html. (ABDC-A; Scopus Q1 Journal)

- **Manuscript under Revision:** "Social Identity Induced Inequality in the Indian Labour Market: A Counterfactual Decomposition Analysis", Submitted to Contemporary Voice of Dalit (SAGE) (ABDC-B; Scopus Q2 Journal)

- **Manuscript Submitted:** "Wage Inequality across Formal and Informal Employment Segments in India: Evidence from the NSS and PLFS data"

National/International Conferences

- Presented Research Paper at the 62nd Indian Society of Labour Economics Conference, 2022 titled ***"Trends and Patterns of Wage Inequality in India: A Socio-Economic Perspective"*** at IIT Roorkee, 11-13 April **(2022)**

- Presented Research Paper at the 63rd Indian Society of Labour Economics Conference, 2023, titled ***"Trends and Determinants of Gender Wage Inequality among Regular Salaried Workers: Evidences from NSS and PLFS data"*** at Rajiv Gandhi University, Itanagar, 1-3 March **(2023)**

- Presented Research Paper at the 16th Doctoral Thesis Conference, 2024, titled ***"Identity Induced Discrimination in the Indian Labour Market: A Quantile Regression Decomposition Analysis"*** at ICFAI Business School, Hyderabad, 9-10 May **(2024)**

Seminars/Training/ Consultation programmes

- Attended Pre-Summit Event of the AI Impact Summit on **"Securing Labour Justice in the age of AI: A Global South Policy Dialogue"** organised by the Government of India and JustJobs Network on January 15, 2026
- Attended a Stakeholder Consultation with Heinrich Boll Foundation (HBF) on **"Gender Just Energy Transition"** in Regional office, New Delhi, on December 16, 2025
- Presented a seminar paper titled **"Gender-Based Discrimination in the Labour Market: An Overview"** in the Department of Humanities and Social Sciences, IIT Roorkee, on November 30, 2018.
- Attended a Training Programme titled **"Labour Market Analysis"** from December 10-14, 2018, at V.V. Giri National Labour Institute, Noida
- Attended a Training Programme titled **"Labour Market and Employment Policies"** from September 16-19, 2019, at V.V. Giri National Labour Institute, Noida
- Attended a Training Programme titled **"Qualitative Methods in Labour Research"** from December 16-27, 2019, at V.V. Giri National Labour Institute, Noida
- Presented paper in the departmental talk series titled **"Impact of Covid-19 Pandemic on the labour market: An Overview"** on March 17, 2021 in the Department of Humanities and Social Science, IIT Roorkee

Awards and Achievements

- Participated in Research Project under the College with Potential for Excellence (CPE) scheme of the UGC on the Research title *"The Working and Impact of Janani Evam Bal Suraksha Yojana, With special reference to Danapur District"* **(2014)**
- First prize in Research project under the College with Potential for Excellence (CPE) Scheme of the UGC on the Research title *"The Role of Financial Inclusion in Economic Development of Bihar, A Case study of Patna District"* **(2016)**
- Secured Distinction in MA with 75.88%, **(2016)**
- Qualified the UGC NET-JRF examination in Economics, securing 64% marks **(2016)**

Non-Technical Engagement

- Member of the International Conference organising committee at the Indian Institute of Technology Roorkee
- Hosted Smart India Hackathon (SIH) 2019, a national-level innovation and technology-led solution-oriented event, at the Indian Institute of Technology Roorkee

Educational Qualifications

- PhD Economics, Department of Humanities and Social Sciences, IIT Roorkee **2026**
- MA Economics, Magadh Mahila College, Patna University (75.88%) **2016**
- BA Economics, Patna Women's College, Patna University (67.39%) **2014**
- 12th, Commerce from St. Michael's High School, CBSE Board (80%) **2011**
- 10th, St. Michael's High School, CBSE Board (78.2%) **2009**

Additional Qualifications

- 3 Years Advanced Diploma Course in Public Relations **2014**
- 1 Year Certificate Course in Office Management **2014**