

Curriculum Vitae

Gagan Chhabra

Core Competence

- Date of Birth:** 18.08.1986
- Academic research and critical writing
 - Interpersonal and communication skills
- Address for Communication:**
- Public speaking and Analytical abilities

Stensberggata 26, office
number 666
0171, OSLO

Language and Computer Skills

Contact No. :
+47 4098 2780
+47 67238457

- Fluent in English, Hindi, Punjabi and Gujarati (C2 level, Written & Oral)
- Beginner Level of Norwegian (A2 level)
- Skilled in screen reading technologies (i.e.) JAWS and VoiceOver

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Education

Year	Degree	Institute
2015-2017	Masters in Special Needs Education	University of Oslo
2012-2015	Masters in International Social Welfare and Health Policy	Oslo Metropolitan University
2008-2010	Masters in Business and Administration	Indian Institute of Management, Bangalore (Ranked #19 in the world for its master's program)
2007-2008	Post-Graduate Diploma in Human Resources	Gandhi Labour Institute, Ahmedabad
2004-2007	Bachelors in Commerce (Advance Accountancy and Auditing)	HL Institute of Commerce, Ahmedabad

Work Experience in the United States of America

University of California, Berkeley- Haas Institute:

August 15, 2018 till date

Designation: Visiting Researcher

To conduct comparative research on the disability policies and labour market experiences of disabled youth for Norway and India.

Responsibilities:

- Compare and contrast social regulation policies, such as anti-discrimination legislation for Norway and India
- Writing policy briefs, academic research articles and case reports
- Giving guest lectures at research institutes and universities

Work Experience in Norway

Oslo Metropolitan University- Department of Social Work, Child Welfare and Social policy:

September 2016 till date

Designation: Doctoral Candidate

To conduct comparative research on the disability policies and labour market experiences of disabled youth for Norway and India.

Responsibilities:

- Compare and contrast social regulation policies, such as anti-discrimination legislation for Norway and India
- Conduct in depth interviews with policy experts and disabled youth
- Publishing academic research articles and writing case reports
- Presenting the research findings at international conferences

Achievements:

- As a first phase of the research project, successfully map the social regulation policy context in Norway and India
- Finish the Disability Policy Review for Norway and India
- Presented preliminary research findings at international conferences such as the Nordic Network of Disability Research and Alter Conference, 2017

Oslo Metropolitan University:

October 2013- June 2016

Designation: Lecturer and Tutor

Deliver lectures and offer tutorial services to Master and Bachelor level students with the aim to enhance their academic performance at Oslo Metropolitan University

Responsibilities:

- To create and deliver academic content through lectures
- To lead and guide tutorial group discussions
- To offer individual mentorship sessions for academically weak students

Achievements:

- Considerable improvement in grades across the board
- Increased class participation and enhanced academic engagement

International Students Union of Norway:

November 2013- October 2015

Designation: Vice-President Academic Affairs and Student Welfare

Accountable to the ISU National Assembly

Responsibilities:

- Responsible for presenting cases and petitions pertaining to academic and welfare issues from 27 local branches to the National Board.
- Representing the National Board in external fora and to lobby for the academic interest and inclusion needs for all the international students.

Achievements:

- Co-created and organized campaigns such as “NEI TIL SKOLER PENGER” (Stop Tuition Fees) and “Internasjonale studenter dag” (International Students Day) to harness collective action against imposition of tuition fees on international students coming to pursue higher education in Norway from outside European Union.
- Lobbied along with interest groups to stop discrimination against International Students in the Norwegian Education System.
- Initiated events such as Intellectual Lectures Series, International Week, Education Fare for students at Oslo Metropolitan University.

Norwegian Students and Academics' International Assistance Fund (SAIH):

October 2014- October 2015

Designation: National Council representative (Volunteer)

Accountable to the National Assembly

Responsibilities:

- To advise the executive board of SAIH with regards to the overall functioning and solidarity initiatives.
- To initiate debate and discussions about information and political campaigns.

Achievements:

- Facilitated in creating a more inclusive environment at SAIH meetings.
- Offered perspectives on aid and development from the global south.

Work Experience in Management and Administration

Subros Limited–India's Largest Automobile Air Conditioning Systems Manufacturer:

June 2011 – July 2012

Designation: Deputy Manager – Corporate Planning & Strategy and Human Resources (Reporting to Chief Executive Officer)

Responsibilities:

- Program & Project management for Business Management Group (Program Management Office)
- To drive cross-functional projects mandated from the CEO office
- End to end accountability and ownership of the projects from conceptualization to implementation

Projects:

- **Manpower Rationalization:** Coordinating with external consultant (Hay Group) to conduct time and motion study for direct and indirect jobs.
- **Policy Deployment:** Base-lining of the company policies, evaluating its implementation & formulating new policies □ **Establishment of Training & Development Centre:** Conceptualization and implementation of training function.

Achievements:

- Manpower rationalization projects & right sizing initiatives implemented for production & support functions respectively.
- Formulated new policies (mentorship module & buddy program) for the Leadership Development drive of the HR Department.
- Successfully established and revamped Training & Development function with defined process controls and ownership.
- Developed a Recruitment Process Framework to track the manpower cost with a view to capture internal customer satisfaction.

Internships

India Sight Screener's Foundation (ISSF)

Dec 2010 – Jan 2011

Business Development Manager – Reporting to the Founder

Responsible to find new geographical markets and industries for the sight screening equipment - 'Titmus'.

Hongkong and Shanghai Banking Corporation (HSBC)

Apr 2009 – Jun 2009

Management Trainee- Human Resources Division

Developed a business model to market the bank's HR services; presented results to senior management, convincing them of the viability of **converting HR from a cost to a profit center.**

Academic Publication and Participation

- **Intergenerational and Comparative Perspectives on Quality of Inclusive Education, Stockholm, Sweden, June 2018:** presented comparative perspectives from Norway and India; discussing emerging policy convergence within social regulation measures aimed at the employment of persons with disabilities
- **International Council for Education of People with Visual Impairment, Ahmedabad, India in December 2017:** Presented comparative findings from disability policy review and expert interviews highlighting the disability policy convergence in Norway and India.
- **Alter Conference, Lausanne, Switzerland in July 2017:** Presented preliminary findings, mapped the disability policy and institutional context in Norway and India, examined the disability policy reforms, such as the anti-discrimination legislation and the adoption of social regulations in both the countries.
- **The Nordic Network of Disability Research Conference, Örebro, Sweden in May 2017:** Compared the disability policy discourse between Norway and India, used the specific example of anti-discrimination legislation from 2009 and 2013 for the Norwegian Policy Discourse and anti-discrimination provisions from the Rights of Persons with Disabilities Act 2016 for the Indian policy discourse.
- **'Universal Design for Learning - License to Learn', Ghent, Belgium in June 2016:** Represented Norway and shared experiential insights on how can I, as a visually impaired lecturer at Oslo Metropolitan University can create an inclusive and universally designed classroom for the Master programme students.
- **'Universal Design for Learning - License to Learn', Dublin, Ireland in February 2016:** Participated and gave inputs in the 'Design Challenge' workshop to sketch out a blueprint for an online/ virtual UDL toolkit for students in Higher Education.
- **DISCIT seminar, Oslo- Norway, 2015:** Presented the findings from the Master thesis: **Blinds of shame, light of work.**
- **International Workshop, Anand, India, 2011:** Presented experiential insights on the nexus of poverty and disability in the Indian context.