

Sadhana Sanjay

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I am a lawyer by training, and hold a master's degree in international law from Leiden University, the Netherlands. I work with IT for Change, where I research intersections of digital technologies, gender and labour. My academic and research interests are centred on the role of international law and multilateralism in the 21st century, with a keen focus on human rights, peace, conflict, humanitarian response, and development.

EDUCATION

LL. M (Master of Laws) in Public International Law | Universiteit Leiden, the Netherlands

September 2018 – August 2019

- * Graduated *cum laude* with a specialisation in international humanitarian law (IHL).
- * Achieved a grade of 8.5/10 (distinction) for my master's thesis, which examined the position of cultural property in armed conflict vis-à-vis the increasing involvement of armed non-state actors.

BA, LL. B (Bachelor of Arts, Bachelor of Laws) | Christ University, Bangalore – India

June 2013 – May 2018

- * Graduated with a first-class honours degree and served as the President of the Literary and Debating Society.
- * Achieved a distinction grade for my dissertation on the applicability of the principle of non-refoulement to refugees fleeing indiscriminate armed conflict and generalised violence, rather than the targeted persecution demanded by the 1951 Refugee Convention.

WORK EXPERIENCE

Research Assistant | IT for Change, Bangalore

February 2020 – Present

- * My work is centred around research and advocacy at the intersection of human rights and technology policy, with a focus on labour protection, gender, platform governance and international trade justice.

Legal Researcher | Centre for International Justice – Amnesty International, the Hague

July 2019 – January 2020

- * Monitored the progress of international criminal trials, with a focus on the work of the International Criminal Court (ICC).
- * Attended public hearings, managed campaigns and targeted social media messaging to protect the rights of the accused and victims alike, and participated in working groups and consultations with civil society and diplomatic delegations.
- * Researched victims' right to truth, justice and reparation for serious violations of human rights, and drafted an [amicus curiae brief](#) arguing for an ICC investigation to be opened into Afghanistan.
- * Led research informing policy positions on issues arising in international justice, and drafted a [position paper](#) on a proposed (and now adopted) amendment to Article 8 of the Rome Statute, criminalising starvation as a method of warfare in non-international armed conflicts.

Graduate Research Assistant | Kalshoven-Gieskes Forum on International Humanitarian Law, Leiden

September 2018 – February 2019

- * Contributed to the 'IHL in Action' research database, an initiative by the International Committee of the Red Cross, documenting compliance with the rules of war in armed conflict.
- * Meticulously evaluated a range of sources such as press reports, reports by human rights organisations, government communiqués, and civilian testimonies, among others.
- * Prepared case studies on battle strategies adopted in the Gulf War 1990-91 to avoid civilian casualties, the clearing of landmine remnants in [South Sudan](#), and the provision of medical care to enemy combatants in [Iraq](#). Two of these case studies were published on the database, after a scrupulous review.

Research Intern | Indian Society of International Law, New Delhi

October 2017 – November 2017

- * Led a research initiative to highlight, from a postcolonial perspective, the shortcomings of international refugee law in protecting individuals fleeing armed conflict and generalised violence.
- * Assisted on a project concerning international maritime law, with a focus on the law of extradition from the high seas and Exclusive Economic Zones.
- * Conducted supporting research on gender specific protections in IHL.

Legal Intern | Diverse law practices across India

October 2015 – April 2017

- * Reviewed legislation and judicial decisions relevant to cases before the court, and prepared legal documents under supervision including memoranda, affidavits, counter-statements and constitutional writ petitions.
- * Engaged with aspects of contract law, family law, tort law, corporate taxation and cross-border mergers, constitutional law and local government regulations.

PUBLICATIONS, RESEARCH & CONSULTATIONS

- * IT for Change et al; [Inputs to the public consultation on the draft Code on Social Security \(Central\) Rules, 2020](#); December 2020.
- * Sadhana Sanjay, Anita Gurumurthy & Nandini Chami; [The gig is up! Worker rights for digital day labour in India](#), Friedrich Ebert Stiftung, September 2020.
- * Sadhana Sanjay, Anita Gurumurthy & Khawla Zainab; [Covid-19 lockdown exposes gaping holes in e-commerce and farm food supply chains](#); The Hindu Business Line, April 14 2020.
- * Sadhana Sanjay & Neil P. Cockerill; [Sudan/South Sudan, Commitment of Non-State Armed Groups against Anti-Personnel Landmines and South Sudan's Ratification of the Ottawa Convention](#); ICRC 2019.
- * Sadhana Sanjay & Johanna Trittenbach; [United States/United Kingdom, Medical Treatment and Care of Wounded Soldiers during the Persian Gulf War](#), ICRC 2019.

* Sadhana Sanjay; *Protection of the Environment as a Peremptory Norm: Strengthening Obligations under International Environmental Law*; International Journal of Enviro-Legal Research, Vol. 2, 2017 (ISSN: 2463-6401).