

**ALIYA HAMID RAO**[A.H.Rao@lse.ac.uk](mailto:A.H.Rao@lse.ac.uk)

London School of Economics and Political Science  
Houghton Street  
London, WC2A 2AE, UK

***Employment***

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**London School of Economics, Department of Methodology**

2020-present Assistant Professor of Qualitative Research Methods

**Singapore Management University, School of Social Sciences**

2018-2020 Assistant Professor of Sociology

**Stanford University**

2016-2018 Postdoctoral Research Fellow, Clayman Institute for Gender Research

***Education***

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**University of Pennsylvania**

2016 Ph.D. Sociology (with Distinction)  
Exams: Sociology of the Family (with Distinction); Sociology of Work  
2012 M.A Sociology

**London School of Economics**

2008 MSc. Gender, Development and Globalization

**St. Stephen's College, Delhi University**

2006 B.A (Hons.) English

***Research and Teaching Interests***

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Gender, Work and Occupations, Family, Qualitative Methods, Emotions, Economic Sociology

***Publications***

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*Book*

**Rao, Aliya Hamid.** (2020). *Crunch time: how married couples confront unemployment*. Oakland, CA: University of California Press.

- In Press: [Harvard Business Review](#); [The Huffington Post](#); [Women at Work Podcast](#); [This Working Life](#) podcast; [MindBodyGreen](#), [LSE Review of Books](#); [New Books Network](#); [The Sociology Show](#); [Radio New Zealand](#)
- Book Salon at ASA annual meeting 2021 (online, due to Covid-19); SWS Book Salon (2021, online due to Covid-19), Book Salon at Work Family Researchers' Network conference (June 2022)
- Winner, Silver Medal in Women/Minorities in Business Axiom Business Book Awards (2021)
- Reviewed in: American Journal of Sociology, Social Forces, Gender & Society, British Journal of Sociology, Contemporary Sociology, Industrial and Labor Relations Review, Choice, LSE Review of Books, Women's Budget Group

*Peer-reviewed articles*

**Rao, Aliya Hamid.** 2022. "Relational work in the family: The gendered microfoundation of parents' economic decisions." *American Sociological Review* 87(6): 1094-1120.

Lareau, Annette and **Aliya Hamid Rao.** 2022. "Intensive family observations: a methodological guide." *Sociological Methods and Research* 51(4):1969-2022.

Knott, Eleanor, **Rao, Aliya Hamid**, Teeger, Chana and Kate Summers. 2022. "Interviews in the social sciences." *Nature Reviews Methods Primers* 2(73).

**Rao, Aliya Hamid.** 2021. "Gendered interpretations of job loss and subsequent professional pathways." *Gender & Society* 35 (6): 884-909.

- In Press: [Gender & Society blog](#)

**Rao, Aliya Hamid.** 2021. "Experiences of white-collar job loss and job-searching in the U.S." *Sociology Compass* 15(9): e12918.

**Rao, Aliya Hamid.** 2021. "The ideal job-seeker norm: unemployment and marital privileges in the new economy." *Journal of Marriage and Family* 83 (4): 1038-1057.

- Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (One of 6 finalists from over 2,500 articles published in 2021. Nomination and review by a committee of 70+ leading scholars from more than 10 countries determined the list of nominees, selected from over 75 English-language journals).

**Rao, Aliya Hamid.** 2020. "From professionals to professional mothers?: how college-educated, married mothers experience unemployment in the US." *Work, Employment and Society* 34 (2): 299-316.

- In Press: [Work in Progress](#)

Wynn, Alison and **Aliya Hamid Rao.** 2020. "Failures of flexibility: how perceived control motivates the individualization of work-life conflict." *Industrial and Labor Relations Review* 73 (1): 61-90.

- In Press: [Harvard Business Review](#), [The American Lawyer](#), [Consultor](#)

**Rao, Aliya Hamid** and Megan Tobias Neely. 2019. "What's love got to do with it?: passion and inequality at work." (Equal authorship). *Sociology Compass* 13 (12).

**Rao, Aliya Hamid.** 2017. "You don't dare plan much': contract work and personal life for international early-career professionals." *Research in the Sociology of Work* 31: 429-453.

- In press: [Work in Progress](#)
- Society for the Study of Social Problems, Graduate Student Paper Award Family Division (Honorable Mention)

**Rao, Aliya Hamid.** 2017. "Stand by your man: wives' emotion work during men's unemployment." *Journal of Marriage and Family* 79(3): 636-656.

- In press: [The Atlantic](#); [MEL Magazine](#); [Gender News](#); [Work in Progress](#) (cross-posted at [Gender & Society blog](#)).
- ASA, Sociology of Emotions, Graduate Student Paper Award (Honorable Mention)

**Rao, Aliya Hamid.** 2015. "Gender and cultivating the moral self in Islam: Muslim converts in an American mosque." *Sociology of Religion* 76(4): 413-435.

- In press: The Society Pages

*Manuscripts under peer review or in progress*

**Rao, Aliya Hamid.** Chapter on gender and unemployment for *Handbook on Unemployment and Society* eds. Ofer Sharone, Victor Tan Chen, Sabina Pultz. *Chapter accepted for handbook.*

Brooke, Siân and **Aliya Hamid Rao.** "Designing for fairness in freelancing: Testing platform interventions to minimize discrimination in online labour markets." *Revise and resubmit, Big Data & Society.*

Neely, Megan Tobias, Gilmartin, Shannon, Simard, Caroline, Wehner, JoAnne, **Rao, Aliya Hamid**, Kennedy, Sofia. "The lifecycle of a stretch assignment: Projects, careers, and gender inequality in the new economy." *Under review.*

**Rao, Aliya Hamid.** "Is rapport in interviews needed for high-quality data? *Draft available.*

*Book chapters, book reviews, and other writing*

**Rao, Aliya Hamid.** 2023. Book review of *Equal Partners? How Dual-Professional Couples Make Career, Relationship, and Family Decisions.* Review forthcoming in *Gender & Society.*

**Rao, Aliya Hamid.** 2023. Book review of *Getting to Diversity: What Works and What Doesn't.* Frank Dobbin and Alexandra Kalev, Harvard University Press, 2022. Review forthcoming in *American Journal of Sociology.*

- Rao, Aliya Hamid.** 2020. "The squandered potential of working mothers." Review of *Opting Back In: What Really Happens When Mothers Go Back to Work*. *Contemporary Sociology* 49 (6): 481-485.
- Rao, Aliya Hamid.** 2019. Book review *Marriage, divorce, and distress in northeast Brazil: Black women's perspectives on love, respect, and kinship*. Melanie A. Medeiros, Rutgers University Press, 2018. *Gender & Society* 33 (2): 325-327.
- Rao, Aliya Hamid.** 2019. "Work-life Experiences, Challenges, and Policies in Singapore." Report prepared for the 3<sup>rd</sup> Japan Institute for Labor and Policy Training Seminar on Comparative Labor Policy. 4-5<sup>th</sup> March 2019.
- Rao, Aliya Hamid.** 2018. Comment on Allison Pugh and Esther Dermott: Parenting and Inequality in Insecure Times. *SocioLogica: Italian Journal of Sociology*.
- Rao, Aliya Hamid.** 2018. Book review *Mothers at work: who opts out?* Liana Christin Landivar, Lynne Rienner Publishers, 2017. *American Journal of Sociology* 124 (3): 936-937.
- Lareau, Annette and **Aliya Hamid Rao.** 2018. "It's about the depth of your data." In Syed Ali and Philip Cohen (eds.) *The Contexts Reader* (third edition). New York; W.W. Norton & Company, Inc.
- Rao, Aliya Hamid.** 2018. Book review *Anthropologies of unemployment: new perspectives on work and its absence*. Eds. Jong Bum Kwon and Carrie M. Lane, Ithaca ILR Press, 2016. *Industrial and Labor Relations Review* 71(1): 278-280.

*Public Sociology* (selected)

**Rao, Aliya Hamid.** 2024. Capitalising on Care. Review of Premilla Nadasen's *Care: The Highest Stage of Capitalism*. Forthcoming in *Stanford Social Innovation Review*.

**Rao, Aliya Hamid.** 2023. [Research: How Losing a High-Paying Job Affects Family Relationships](#). *Harvard Business Review*.

**Rao, Aliya Hamid.** 2021. [When you know layoffs are coming](#). *Harvard Business Review*.

**Rao, Aliya Hamid.** 2020. "[When losing your job feels like losing yourself](#)." *Harvard Business Review*. (selected to be in the Spring 2021 special issue on Career Resilience as "Best of hbr.org")

**Rao, Aliya Hamid.** 2019. "[Even breadwinning wives don't get equality at home](#)." *The Atlantic*. (12 May).

Wynn, Alison and **Aliya Hamid Rao.** 2019. "[The stigma that keeps consultants from using flex-time](#)." *Harvard Business Review* (2 May).

**Rao, Aliya Hamid.** 2017. "[A new performance review process could fight cultural bias against women at work](#)." Quartz.

**Rao, Aliya Hamid.** 2017. "[The woman behind the man: unemployed men, their wives, and the emotional labor of job-searching](#)." Work in Progress: Sociology on the economy, work, and inequality.

- Cross-posted at Gender & Society blog.

***Selected Awards and Distinctions***

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2023	Excellence in Education Award, LSE
2022	Rosabeth Moss Kanter Award for Excellence in Work-Family Research, <i>Finalist</i> .
2022	LSE Research and Impact Support Fund, £12,563
2022	ESRC grant for Diversity and Productivity: from Education to Work (DaPEW), £2 million, with PI Grace Lordan and Co-Is Aliya Hamid Rao, Gill Wyness, Clare Crawford, Dario Krpan, Steve McIntosh, Andrew Dickerson, Jack Britton, Arun Advani, and Lindsey McMillan

2021	British Academy/Leverhulme Small Research Grant (in collaboration with Siân Brooke and Martin Lukac) £10,000
2021	Excellence in Education Award, LSE
2021	STICERD Research Grant, LSE (in collaboration with Siân Brooke and Martin Lukac), £5000
2020-2021	Early Career Fellow, Work and Family Researchers Network
2019	SMU Internal Research Grant for “The Global Ideal Worker” (SGD 20, 590)
2016	Distinction awarded in Ph.D.
2016	American Sociological Association, Sociology of Emotions section Graduate Student Paper Award (Honorable Mention)
2015-2016	Critical Writing Teaching Fellowship, <i>University of Pennsylvania</i> (\$27,396)
2015	National Science Foundation Doctoral Dissertation Research Improvement Grant. Proposal # 1538951. PI: Annette Lareau; Co-PI, Aliya Hamid Rao. (\$12,000)

### ***Current Teaching***

#### London School of Economics

MY421/521 Qualitative Research Methods

MY423/523 Interview Methods for Social Science Research

Teaching on advanced short courses on qualitative methods offered by the LSE PhD academy.

PhD students:

Hannah Wilson (co-supervisor, along with Sam Friedman in Sociology)

MSc student supervision:

2022-2023

Young-Kyung Kim (SRM)

Shamara Lowe-Mbirimi (SRM)

2021 – 2022

Diyang Lin (SRM)

Vicky Lee (SRM)

Yiwen Zeng (SRM)

2020 – 2021

Iona Stewart (SRM)

Sayaka Yanagi (ASDS)

Mentoring:

Dr. Jasmine Virhia, LSE postdoctoral fellow at the Inclusion Initiative.

For LSE Atlantic Fellows Programme, 2021-2022 cohort.

Masters students in the Department of Methodology.

### ***Selected Presentations***

#### Invited Talks

October 2023	Crunch Time: How Married Couples Confront Unemployment. School of Social Sciences, Singapore Management University.
May 2023	Crunch Time: How Married Couples Confront Unemployment. Dept of Sociology, University of Oxford, Colloquium series.
April 2023	Invited speaker at a conference in honor of Dr. Annette Lareau. University of Pennsylvania, Philadelphia, PA.
April 2022	Employment Uncertainty: Implications for Families. Center for Family and Demographic Research, Bowling Green State University. (Panellist).
April 2022	Families and Money: Exploring Gender Inequality in Elite Families. LSE Online Public Event. (Discussant).
September 2021	Crunch Time: How Married Couples Confront Unemployment. Dept of Sociology, Trinity College Dublin, Colloquium series.
November 2020	Crunch Time: How Married Couples Confront Unemployment. Dept of Sociology, University of Cambridge, Colloquium series.

- August 2020 Invited panellist for Presidential thematic panel: “Downsizing Layoffs: Understanding their Origins and Effects.” American Sociological Association’s Annual Conference, San Francisco, CA. (Cancelled due to Covid-19)
- August 2020 Invited panelist for Presidential thematic panel: “Intersectional Understandings of Contemporary Parenting and Work.” American Sociological Association’s Annual Conference, San Francisco, CA. (Cancelled due to Covid-19)

### Conference and Other Presentations

- Aug 2023 Invited panellist on Special Session on ‘The Pandemic and the Culture and Meaning of Work,’ American Sociological Association’s annual conference. Philadelphia, PA.
- Aug 2023 Invited panellist on Special Session on “Automation, Algorithms, and the Future of Work” American Sociological Association’s annual conference. Philadelphia, PA.
- Aug 2022 Invited critic for Book Forum on *The Tolls of Uncertainty: How Privilege and the Guilt Gap Shape Unemployment in America*. Author Sarah Damaske. American Sociological Association’s annual conference. Los Angeles.
- June 2022 Invited panellist for special session “The Importance of Qualitative Methods for Work-Family Scholars” at the Work Family Researchers Network biennial meeting. New York City, June 2022
- Aug 2021 Book Salon for *Crunch Time: How Married Couples Confront Unemployment*, Author. American Sociological Association, annual meeting. Online.
- Aug 2019 “Raising the secure child: parenting in affluent families experiencing unemployment.” Affluence/Wealth session. American Sociological Association, annual meeting, New York, USA.
- Aug 2018 “From professionals to professional moms?: how motherhood mediates unemployment.” Family section session. American Sociological Association, annual meeting, Philadelphia, USA.
- Aug 2017 “Central or peripheral unemployment?: marital dynamics and the reproduction of gender norms.” Sex and Gender section session, Doing gender: 30 years later. American Sociological Association, annual meeting, Montreal, Canada.

### Service to the discipline

#### American Sociological Association

Organisations, Occupations, and Work elected Council Member, 2023-2026

Chair Weber Book Award committee, 2023-2024

Sex and Gender Section elected Council Member, 2020-2023

Chair, Sally Hacker Graduate Student Paper Award 2022-2023

Chair, Communications Committee 2021-2022

Organizations, Occupations, and Work Nominations Committee 2019-2020

Sex and Gender Section Distinguished Book Award Committee 2017-2018, 2019-2020

Family Section Article of the Year Award Committee 2018-2020

Sex and Gender Section Distinguished Article Award Committee 2018-2019, 2020-2021

#### Eastern Sociological Society

Co-organizer with Megan Tobias Neely for mini-conference on Emotions and Work, 2019.

*Gender & Society*, Editorial Board Member, 2023-2026.

*Journal of Marriage and Family*, Editorial Board Member, 2021-2024.

Occasional reviewer for: *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Journal of Family Issues*, *Social Psychology Quarterly*, *Qualitative Sociology*, *Socius*, *Sociological Forum*, *Poetics*, *The Sociological Quarterly*, *Religions*, University of California Press, Princeton University Press

### Languages

Fluency in English, French, and Hindi

### References

Available upon request.