

DIYA DUTTA

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D.O.B. 29 January 1982.

INTRODUCTION

Diya holds a Ph.D. in Sociology from Jawaharlal Nehru University (JNU). Diya has 22 years of research experience and 19 years of professional experience in public policy research, monitoring and evaluation, strategic planning and design; policy & advocacy, knowledge management, project management, research management and networking including working with the INGOs, Governments, and Multilateral Institutions (World Bank, UN Women and UNDP).

Diya was previously Head of Monitoring, Evaluation, Accountability and Learning (MEAL) at Oxfam America and Head of Research at Oxfam India. Diya specializes in the convergence between research methods and evaluation principles, especially qualitative feminist evaluations. Diya has over two decades of experience in leading, supervising, designing and conducting gender and feminist research including feminist participatory action research in India and S. Asia more broadly. She led the Oxfam India Inequality Report, a flagship report, from conceptualization to implementation and publication for 4 successful years. She has researched and published widely on female labour force participation in India and S.Asia; paid and unpaid care work in the global South; gender based violence (GBV) and Violence Against Women and Girls (VAWG); SRH studies; and was selected by the W7 to prepare a background paper on care for the 2025 W7 deliberations in Canada. Diya was also the Co-Editor of the Gender & Development Journal Double Issue on Feminist Protest and Politics in a World of Crisis (November 2021).

Diya attended Oxford University on a Commonwealth scholarship for her MPhil degree in Development Studies and specialized in gender, political economy of South Asia, and ageing. In her free time, she aces word games; reads voraciously; travels extensively; experiments with world cuisine; and writes quirky life observations on social media.

She has worked in programme (MEL), research and policy advocacy roles with various national and international organizations. She has domain expertise in gender: SRHR, gender transformative care policies and social protection, women's political empowerment, gender-based violence (GBV); shifting civic space for civil society actors, chronic poverty, inequality, intersections of GBV, climate and unpaid care work, labour and employment, decentralized governance, ageing, demography, trade & investment, regional cooperation, ESG issues and accountability and transparency issues of multilateral banks. Globally, Diya has experience working in South Asia, South East Asia, MENA and West Africa; and gender rights issues in the LAC region. She has technical competency in Policy Advocacy; Research, Knowledge Management; Project Management; Monitoring, Learning and Evaluation; Organizational Strategic Planning and Design; Partnership Building & Training; Coordination; Communications for Development; Field-based studies and surveys; Data collection and analysis; Editing; Report writing.

EDUCATION

Degree	University	Department/College	Year	Topic
PhD Sociology	Jawaharlal Nehru University, New Delhi	Centre for Study of Social Systems, School of Social Sciences	2010-2014	'Negotiating New Vulnerabilities: Impact of Economic Liberalisation on the Elderly Urban Middle Class in India'
MPhil Development Studies	Oxford, United Kingdom (Commonwealth Scholarship and	Oxford Department of International Development, Queen Elizabeth House	2005-2007	Gender, South Asian Studies, Development Economics, Cross-Cutting Issues Research Methodology

	Fellowship Plan)	Said Business School	2006-2007	Professional Training for Social Scientists
B.A. Sociology	University of Delhi, New Delhi	Lady Shri Ram College for Women	2001-2004	Sociology (Awarded Certificate of Merit for Outstanding Contribution to the Academic Ethos of the College – 2004; Nominated for Faculty Prize – 2004)

WORK EXPERIENCE

CONSULTANCIES:

Oxfam in Asia, TROSA: 2026: **Consultant** to develop a Report on 2 Forums organized by TROSA PMU in 2025 and 2026.

University of Vermont, USA: 2026: **Consultant** to design and undertake an exploratory qualitative research on liminal spaces created by women entrepreneurs in low income households.

Tomorrow's Foundation: 2026: **Consultant:** Designing and conducting an external Impact Evaluation of their Rural ECCE programme.

Oxfam America: 2026: **Consultant:** Updating and Publishing Paper on Female Labour Force Participation in India.

Mobile Creches/World Bank: 2025: **Lead Consultant** for documenting the political economy process of establishing government child care centres in public works sites in Haryana and Karnataka.

GADN, UK: 2025: **Consultant:** Prepare Background Paper on Unpaid Care and Domestic Work for upcoming W7 discussions at the G7 meeting in Canada, 2025.

Heifer International: 2023: **Lead** Peer Reviewed Journal Publication process based on past work from 2021-23.

Oxfam International: 2023: **Co-Lead** the WE-Care Phase IV Program Designing and develop MEL Framework

OI Regional Platform in Asia: 2022: **Consultant** to Review ADB's Country Partnership Strategies from a Care Lens.

Heifer International: 2022: **Lead** the research work on Heifer International Nepal study [benchmarking with global indicators](#).

Oxfam International: 2022: **Consultant** to draft Box on India in Global hunger report 2022.

Oxfam GB: 2022: **Consultant** to undertake a Stakeholder Mapping and a Gender Power Analysis on Shifting Narratives of Unpaid Care Work in Zambia, Zimbabwe, Kenya, Bangladesh, Occupied Palestinian Territory and the United Kingdom.

Amaltas Consulting Pvt. Ltd.: 2021: **Consultant** to work on the IDRC supported MENA and West Africa Project Cohort Support Team.

Centre for Catalyzing Change (C3): 2021. **Consultant** to develop a Scoping Paper on Opportunities for Engaging PRI Members on Health and Nutrition in Covid Rebuild Processes in UP and Bihar, India.

Oxfam in Cambodia: 2021: **Consultant** to prepare [Policy Paper on How Social Protection Can Address Unpaid Care and Domestic Work in the ASEAN region](#)

Heifer International: 2021: **Research Lead** to develop Mixed Methods Study on impact of Heifer's Livelihoods programme on women's empowerment in Nepal.

Oxfam Great Britain: 2021: **Programme Manager and Co-Editor**, *Gender and Development* Journal Double Issue on [Feminist Protest and Politics in a World of Crisis](#).

Oxfam America: 2021: **Leading and Coordinating** the research on 3 strands of work related to unpaid care work, agriculture supply chains and Gender Based Violence. Written a Policy Paper on Importance of Investing in Care Infrastructure for advocacy with the United States Government.

World Bank, India: 2020: **Lead Qualitative Researcher** for Strengthening Women's Economic Empowerment Program (SWEEP) in Afghanistan.

UNDP, India: 2017: Decentralised Governance unit: **Rapporteur** for Global Conference on Election Commissions for promoting youth franchise

UN Women, India: 2015: Gender Responsive Budgeting unit: **Content editing** of report

UNDP, India: 2014 & 2015: Decentralised Governance unit: **Conference Coordinator:** *partnership with* Government Performance Management Unit, Cabinet Secretariat, GoI: Global Roundtable Conference on Government Performance Management

RMSA-TCA, India: 2015: **Copy editing** of Secondary education reports

UNDP, India: 2014: Decentralised Governance unit: **Rapporteur** for Election Commission workshop for SAARC countries

OUP, India: 2007-2011: Consulting Copy-editor for journals, report, academic publications

HEAD of MEAL **Oxfam USA** September 2023-December 2024

Lead on implementing a MEAL system that institutionalizes organization-wide assessment of outcomes, measurement of impact, learning loops and adaptation working with Director, Knowledge for Impact.

Responsible for Strategy formation both at organization level as well as at division, Team, Change Goal levels

Responsible for MEAL oversight for Gender Justice and Inclusion Hub Team

Facilitating Systems Thinking: Connect evaluation and learning products to organizational planning, learning, decision-making, and strategy development processes.

Facilitate a learning culture and create an enabling environment for high-quality, feminist MEAL activities to occur across OUS.

Align and simplify OUS' knowledge production processes across organizational knowledge and data systems in collaboration with the Global Partnership and Engagement Team and Director, Knowledge for Impact.

Lead and develop a Feminist MEAL approach for OUS.

Oversee peer review and approval processes for program evaluation and learning products across 2 programmatic divisions.

NON-RESIDENT RESEARCH FELLOW **Oxfam USA** July 2022-May 2023

Research on four projects and managing and coordinating knowledge products.

Research: (1) Mapping of low female labour force participation in India; (2) the effects of external shocks—climate change (Bangladesh) and economic crisis (Sri Lanka) on social norms related to care; (3) women and plantation politics; (4) global care migration chains.

Management and Lead: Coordinating and authoring the peer reviewed research article on Oxfam's work on women in plantation politics across the world

RESEARCH MANAGER **Oxfam India** March 2017-February 2021

Overall lead in research across themes and regions. Also lead for the India and The World (IATW) portfolio looking at South South Development Cooperation and International Financial Institutions.

Research: Responsible for developing and producing research products such as factsheets, policy briefs, practice notes, study reports and media articles. Flagship reports developed under my supervision: India Inequality Report; Davos Inequality Report: India Supplement; Bihar Inequality Report 2020; CRI Index: India Supplement to Davos Inequality Report.

Co-Author of Oxfam India Inequality Report 2020: On Women's Backs.

Lead Researcher on FPAR study of SRHR issues among Adolescent Boys and Girls in India.

Davos Co-Lead 2020: Was appointed Davos co-Lead working with international colleagues for Oxfam International's ED's engagement at Davos for the launch of the global Inequality Report.

Networking: Responsible for establishing new partnerships and nurturing existing partnerships and advocating for Oxfam India research outputs with wider civil society coalitions, government and policy advocates

Management: Responsible for managing research team and IATW, liaising with Public Engagement team, designing and planning strategic positioning of Oxfam India's work in India and in the global South especially among BRICSAMIT countries.

Coordinating Editor: Oxfam India report, *Mind the Gap: The State of Employment in India*. Contributing author for chapter on Women's Unpaid Care Work; India Inequality Report 2021.

Indian membership: Chair of Internal (Complaints) Committee, Bihar regional office, member of Purchase Committee.

Global membership: Steering committee member of Oxfam Research Network. Steering Committee member of Oxfam Care Policy Scorecard.

IATW: Lead and develop policy documents on south south development cooperation, accountability and transparency issues including ESG issues of multilateral banks such as the World Bank, AIIB, and NDB.

SENIOR PROGRAM MANAGER **Digital Green Trust, New Delhi** July 2015-Nov. 2016

Work closely with various programme teams across Digital Green to assist Monitoring, Evaluation and Learning (MEL) related activities that will try to assess progress, performance and research opportunities for various Digital Green programs.

- Responsible for assisting in operationalisation of MEL framework within Digital Green projects in India
- Design and execute various research and evaluation studies that support the R&L team's annual agenda
- Deliver high quality analysis and reports based on secondary and primary data collection activities that are carried out as part of MEL team's work plan
- Contribute to developing research funding proposals and contributing to the research section within program funding proposals

PROGRAMME MANAGER & RESEARCH ASSOCIATE **Centre for Policy Research, New Delhi**

September 2013-June 2015

In-charge of 2 projects on South Asia Regional Cooperation in Trade and Investment.

Responsible for:

Project Management: Planning, designing, implementation, budget, M&E, network building of 2 projects on Southasia regional cooperation.

Research & Policy Advocacy: Support & coordination of research; Envisioning a knowledge sharing platform; research capacity building on think tanks in India, Pakistan and Sri Lanka; network building, branding, dissemination.

Editor at [The SARCist](#): Editorial, commission editorial pieces and policy papers; liaise with govt. depts., think tanks, chambers of commerce and others.

Communications & Knowledge Management: Support and coordination to develop a South Asia Think Tank website for knowledge management; branding; designing; dissemination; ICT; networking & fundraising.

Team Leader: UNDP-CPR Research Project to prepare background paper on 'Statistical Challenges and Opportunities for Tracking Progress on SAARC Development Goals'.

RESEARCH ANALYST

UN Women, MCO, New Delhi

August 2010-July 2013

Part of the Gender Responsive Governance programme which aims to *Promote Women's Political Leadership and Governance in India and South Asia*, in the UN Women Multi-Country Office.

- Programmatic delivery responsibility of over USD 2 million from 2010-2013
- **Regional & Developing Country Experience:** Provided research, policy, M&E, training, and programme coordination to Bangladesh, Bhutan, India, Nepal and Pakistan: Studies & Reports developed under my supervision [Available here](#)
 - **Bhutan Country Focal Point** for UN Women Governance programme. Developed training module on gender and governance for Bhutan Parliamentarians. Baseline Survey developed under my supervision [Available Here](#)
- **Project Coordination:** Organise S. Asia regional conference (Bhutan); coordination for regional centre of excellence; design & coordinate south-south & north-south cooperation; coordinate WIP Gender sub-community in Sol. Exchange.
- **Partnerships with Government:** Substantial experience working with national and provincial governments in South Asia; grassroots level, community development.

Responsible for 4 portfolios:

- **Knowledge Management:** External and Internal – Policy Advocacy, Reporting, Resource Mobilization; strategy development, envisioning a Regional Centre of Excellence, developing training modules for senior government officials of India and Bhutan
- **Research Management & Policy Advocacy:** Supervision and coordination of partnerships, develop strategic plans, data analysis, networking, training & capacity building, government partnerships, regional partnerships, field-based studies, policy briefs, research memos. Studies & Reports developed under my supervision [Available Here](#) ; [Available Here](#)
- **Communications for Development Management:** Internal and External – multiple stakeholder approach; Media and PR Strategy, managing communications for development agency
- **Monitoring and Evaluation** of the programme; Baseline survey; managing M&E agency
- **UN Inter-agency Coordination** between UN Women, UNICEF and UNDP on decentralised governance. Represented UN Women on thematic discussion group on Anti-Corruption.

Also provide support to speech writing, op-ed write-ups, presentations, drafting of strategic papers, concept papers, factsheets, etc.

Courses completed: (1) All mandatory courses under the UN system (Basic and Advanced Security, Gender Journey, Ethics, Legal

Framework; UN Prevention of Harassment); (2) IPSAS for Beginners; (3) PRINCE2; (4) RBM training.

CONSULTANT National Council of Applied Economic Research, New Delhi March 2009—June 2010

Research on Building Policy Research Capacity for Rural Governance and Growth in India (NCAER-IDRC).

- **Research & Policy Advocacy:** Qualitative research support including preparation of annotated bibliographies, literature reviews and background papers for policy advocacy.
- **Knowledge Management:** Reports for funding body.

RESEARCH ASSISTANT, Oxford Department of International Development, (QEH), University of Oxford, July 2009—November 2009

Research on Indian Cities Beyond the Metropolis and Megacity (Nandini Gooptu).

- **Data collection:** Primary and secondary source data collection for pilot phase of the project.
- **Report Writing:** 3 extensive annotated bibliographies.

RESEARCH ASSISTANT, School of Women's Studies, Jadavpur University, Kolkata, Feb'-Dec' 2009

Research on Re-negotiating Gender Relations in Marriage: family, Class and Community in Kolkata in an Era of Globalization.

- **Qualitative Research:** Coordination & survey design; orientation for surveyors; data codification and analysis
- **Research Coordination & Policy Advocacy:** Academic papers, reports for funding body and dissemination notes.

**RESEARCH ASSOCIATE, Oxford Department of International Development, University of Oxford
May—September 2008**

Research on Liberalisation of Land in India and the role of the State (Dr Nikita Sud):

- **Data Collection:** Collecting primary data from activist NGOs working on displacement, legal issues, legal affidavits filed in connection to land acquisition, land acquisition government documents on land liberalization policy on select case studies in West Bengal, Orissa and the NCR.

RESEARCH ANALYST AND PROJECT MANAGER Institute for Financial Management and Research (IFMR), Chennai, Centre for Innovative Financial Design November—May 2008

Project on Psychological Barriers to New technology Adoption in Paddy Cultivation in Orissa, India.

- **Project Management:** Coordination with local stakeholders and partners to undertake experimental trial on optimal fertilizer use; coordination with govt. of Odisha and local NGOs
- **Research Management:** Fieldwork, data collection, data analysis, recruiting, training and supervising survey team
- **Policy Advocacy:** Negotiating with state government and local village heads from the learnings of the project.

RESEARCH ASSOCIATE, Overseas Development Institute (London) November 2007—April 2008

- **Research and Policy Advocacy:** Authored Annotated Bibliography on Inheritance Practices and the Intergenerational Transfer of Property in South and South-East Asia commissioned for the Intergenerational Transfer of Poverty theme under the Chronic Poverty Research Series (2005—2010) and a Literature Review based on the Annotated Bibliography developed. [Available Here](#)

EDITOR, Sage Publications India Pvt. Ltd. August-November 2007

- **Editorial Team:** Responsible for content and copy editing academic books, journals, reports.

PUBLICATIONS

Academic Publications:

Dutta, Diya. (2026). '[Constructing Old Age Personhood in India](#)', in Nathanaël Wallenhorst and Christoph Wulf (eds), *Encyclopedia of the Anthropocene: Planetary and Pluriversal Perspectives*, Springer NATURE.

- Dutta, Jayanti and Diya. (2025). 'From Grief to Reminiscences: memories of my Mother's Early Travels and Family', in Shilpi Goswami and Suryanandini Narain (eds), [Framing Portraits, Binding Albums: Family Photographs in India](#), Zubaan Books.
- Dutta, Diya. (2022). 'Women's Burden of Unpaid Care Work and the Power of Public Services', in Elina Samantroy and Subhalakshmi Nandi (eds), [Gender, Unpaid Work and Care in India](#), Routledge (1st Edition).
- Dutta, Diya. (2011). 'At Crossroads? Gender and multiple patriarchies in marriage and family in contemporary Bengali society in Kolkata' in Samita Sen, Ranjita Biswas, and Nandita Dhawan (eds), *Intimate Others: Marriage and Sexualities in India*, Kolkata: Stree Publications. [Available Here](#)

Policy Publications:

Editorial articles in *The SARCist*: [February 2014 – June 2015](#)

- Dutta, Diya. (2019). '[No Work is Easy! Notes from the Field on Women's Unpaid Care Work](#)', in Oxfam India report, *Mind the Gap: The State of Employment in India*. Oxfam India: New Delhi.
- Dutta, Diya. (2019). '[The State of Employment in India—What the Report Says](#)', in Oxfam India report, *Mind the Gap: The State of Employment in India*. Oxfam India: New Delhi.
- Dutta, Diya. (2019). '[Public Good or Private Wealth: The India Story](#)', *Oxfam Inequality Report*, 21 January 2019.
- Dutta, Diya. (2009). *Elite Capture and Corruption: Concepts and Definition. Bibliography — with an overview of the suggested literature*. New Delhi: NCAER. [Available Here](#)
- Frankenthal, Isadora and Diya Dutta. (2021). [Risk Factors for Gender Based Violence: The Case of Indian Agriculture](#), Oxfam America: Washington D.C.
- Dutta, Diya. (2020). [On Women's Backs: India Inequality Report 2020](#), Oxfam India: New Delhi.
- Dutta, Diya. (2008). 'Inheritance Practices and the Intergenerational Transmission of Poverty in South Asia', [Chronic Poverty Research Centre Working Paper](#), Manchester: CPRC.
- Oxfam International. (2022). '[Fixing Our Food. Debunking 10 Myths About the Global Food Systems and What Drives Hunger](#)', Oxfam International, The Hague, Netherlands.
- Oxfam America. (2021). '[Increasing Investments in Care in the IDA20 Replenishment](#)', Oxfam America: Washington D.C.
- Oxfam International. (2021). '[Recommendations for a Social Protection Framework that Empowers Women in the ASEAN](#)', Oxfam International, The Hague, Netherlands
- Dutta, Diya. (2017). '[Gender and Development in Chhattisgarh: Some Policy Prescriptions](#)', Policy Brief No. 27, New Delhi: Oxfam India.

Blog Posts:

- Dutta, Diya. (2020). '[Understanding social realities through gender transformative and participatory research methods](#)', April 16, 2020, Warwick Interdisciplinary Research Centre for International Development.
- Dutta, Diya. (2017). '[Can India be a Leader in Disaster Risk Reduction Measures in Asia?](#)' August 18, 2017, Oxfam India.
- Dutta, Diya. (2017). '[Lessons to be Learnt from the Gorakhpur Tragedy](#)', August 14, 2017, Oxfam India.

Media Articles:

- Dutta, Diya. (2021). '[How the post-pandemic world can be more equal for women](#)', *Forbes Magazine*, 12th Anniversary Issue, May 2021.
- Dutta, Diya. (2020). '[Women and Work: How Unpaid Labour by Women Subsidises the Indian Economy](#)', *Indian Express: Opinion*, 16 October 2020
- Dutta, Diya. (2020). '[Are Economic Systems Sexist?](#)', IDR Online: Inequality.
- Dutta, Diya. (2019). [The State of Employment in India: A Political Narrative](#). Oxfam India Media Supplement: New Delhi.
- Dutta, Diya. (2018). '[Context](#)' in Oxfam India Annual Report 2017-18.
- Dutta, Diya. (2017). '[Gender Equality at 70](#)' in Oxfam India Annual Report 2016-17.
- Dutta, Diya, and Tomojit Basu (2017), '[How India can emerge as the global leader in bringing sustainable development](#)', WION, Opinion.
- with Bornali Bhandari, (2012), 'The Road to Safety', *Times of India*, Opinion/Editorial, 6 January 2012. [Available Here](#)
- with Bornali Bhandari, (2011), 'Macho madness of Delhi's Roads', *Business Standard*, 23 January 2011. [Available Here](#)

Training Modules:

- Tomorrow's Foundation. 2026. Qualitative Research Methods ToT.
- Tomorrow's Foundation. 2026. Gender ToT. Basic Training in Gender for Programme on Adolescent Girls and Boys.

Oxfam 2021. Gender and Decent Work: Module 1: [Women and the Care Burden](#)

Profile/Interviews:

Presentation of *On Women's Backs: India Inequality Report 2020* at global webinar: [Available Here](#)

Interview with HEC for Women: [Available Here](#)

Featured in the MINT: [Available Here](#)

Featured in the Lady Shri College for Women, [Alumni Website](#)

Discussant in Tiranga Tv show, [This Is Us](#) by Barkha Dutt

Quoted in *Live Mint* article on Oxfam India Inequality Report Launch. [Available Here](#)

Quoted in *India Spend* article on Unpaid Care Work. [Available Here](#).

Quoted in *Financial Express* on Oxfam report, *Mind The Gap: The State of Employment in India*. [Available Here](#).

PAPER PRESENTATIONS

- Panelist in 2 sessions on measuring Systems Change at the European Evaluation Association Conference, Rimini, Italy, 2024
- Panelist at Duke University webinar on Amplifying Women's Voices in emerging research areas, March 2022.
- Presented study findings on Making Social Protection Gender Transformative to Address UCDW in ASEAN at the [ASEAN Regional Forum on Social Protection that Empowers Women](#) organized by Oxfam in Cambodia in June 2021.
- Discussant and Moderator for online [Webinar on Rethinking Care Economy](#) with Prof. Indira Hirway and Prof. Samita Sen organised by Rethinking Economics, India Chapter in May 2021.
- Panelist in international webinar on Unpaid Care Work and Covid-19: Missed Opportunity jointly organized by Universities of York and Warwick on 5 March 2021.
- Co-presenter for panel discussion on Measuring Time Use for Unpaid Care Work jointly organized by Oxfam GB and Warwick University on 4 March 2021
- Co-presenter for [paper presentation](#) on Intersectionalities of women's unpaid care work at Glasgow Caledonian University organised by International Association for Feminist Economists (IAFFE)—26-29 June 2019.
- Panel Discussant for *Women in the Workforce* organized jointly by Centre for Policy Research and Just Jobs Network, 13 February 2019
- Resource Person for Oxfam Asia Research Bootcamp held in Bangkok in February 2019.
- Guest Speaker at *Open Lecture Series*, "The Widening Gap: The Inequality Story in India—based on Oxfam India report on Inequality", Jindal School of Government and Public Policy, 28 March 2018.
- Renegotiating Intimacies: Marriage, Sexualities, Living Practices (II), School of Women's Studies, Jadavpur University, Kolkata, 2009, (December) on *The Private and The Public: Breaching the Gendered Social Spaces in Contemporary Bengali Society in Kolkata*.

TRAININGS

- Hands-On Training: Qualitative Data Analysis with Deedoose with Sharon Weir
- Oxfam Feminist Principles Training
- Monitoring and Evaluation: Frameworks & Fundamentals, Claremont Evaluation Centre, Claremont Graduate University, 2024
- Monitoring, Evaluation and Learning for Development, Duke University, 2024
- Feminist Evaluations training workshop with Donna Podems at the European Evaluation Society Conference in 2024
- Understanding Wicked Problems and applying Systems Thinking Solutions training workshop by Dr. Anne Stevens at the European Evaluation Society Conference in 2024.
- Attended Workshop on School of Systems Thinking Mental Models, 2025.

LANGUAGES

English, Bengali, Hindi, and French (basic)

