

DIVA DHAR

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EDUCATION

University of Oxford, UK

DPhil in Public Policy

Topic: Essays on constraints and solutions to women's human capital development in India

Yale University, USA

Master of Arts in International and Development Economics

Mount Holyoke College, USA

Bachelor of Arts in Economics and International Relations Cumulative GPA: 3.95/4.0

PROFESSIONAL EXPERIENCE

Deputy Director, Women's Economic Empowerment, Gates Foundation (2021-present), Seattle and London

Leading a team, strategy and portfolio on R&D and evidence to action for gender equality, including new global agendas on poverty graduation, digital empowerment and care work; working across health and livelihood teams and with external research, donor and government partners to shape policy and programming; received a High Impact Award in 2024

Senior Program Officer, Gender Data and Evidence, Gates Foundation (2019-2021), Seattle

Foundation's lead expert on gender data and evidence, including translation to strategy and policy, launched new global investments and research and policy partnerships in East Africa, built new streams of work on entrepreneurship and adolescent empowerment; received a High Impact Award in 2020

Program Officer (Specialist), Measurement, Learning and Evaluation (MLE), Gates Foundation (2016-2018), Delhi

Leading a large portfolio of R&D grants on digital, nutrition, health systems and gender equality; working closely with internal teams and policymakers to support evidence needs for programming; anchoring strategy and investments to strengthen the evidence and policy ecosystem in India; received a High Impact Award in 2017

Associate Director, Jameel Poverty Action Lab (J-PAL) South Asia, New Delhi (2013-2014)

Program Director, Centre for Learning on Evaluation and Results (CLEAR) South Asia regional centre (2013-14)

Leading a new centre and building M&E capacity building and technical advisory programs to strengthen evaluation practices and systems in South Asia; partnership development, training and technical assistance to state governments and NGOs in India, Sri Lanka, Nepal and Bangladesh

Policy and Training Manager, Jameel Poverty Action Lab (J-PAL) South Asia (2011-2013)

Building, staffing, fundraising and developing strategy for a new centre (CLEAR), coordination and delivery of evaluation programs, trainings and knowledge products; policy outreach and advisory on data for policy with governments and NGOs

Research Manager, Jameel Poverty Action Lab (J-PAL), India and Bangladesh (2010-2011)

Managing research teams with up to 10 direct reports, managing partnerships and overseeing the implementation and design for large scale randomized controlled trials of gender, health and education programs in India and Bangladesh

Project Associate, Innovations for Poverty Action (IPA), Morocco (2008-2010)

Research, fieldwork, data analysis for research projects under Esther Duflo on microfinance, water and health

Consultant, Planning Commission, Government of India (Summer 2005, July 2006-July 2007)

Aide to member, Planning Commission in charge of Women and Child Development, Health and Small and Medium Enterprises; conducting research and writing for national Five Year Plan documents; assessing state schemes and outlays; coordinating the country's first Committee of Feminist Economists

Short Term Consulting assignments: World Bank (IEG), UNICEF, Avanti Fellows, SafetiPin, Yale School of Management, GROOTS International, United Nations Conference on Trade and Development (UNCTAD), South Asians for Human Rights (SAHR), Jagori Women's Resource Center, Search for Common Ground Morocco, Talk About Reproductive and Sexual Health Initiative (TARSHI)

SELECT APPOINTMENTS

Member, Partnership Council, World Bank Umbrella Fund for Gender Equality (2023-present)

Member, G20 Advisory Group on Digital Public Infrastructure for SDGs (2023- 2024)

Member, UN Women Technical Advisory Group on COVID-19 Violence Against Women Data (2021-2022)

Co-chair, Advocacy Advisory Group for World Bank Group's Gender Data Portal (2020-present)

Member, International Development Innovation Alliance Gender and Innovation Working Group (2019-2021)

Member, UN Women Women Count Steering Committee (2019-present)

Member, Program Advisory Committee, National Data Innovation Centre, National Council for Applied Economic Research (2017-2019)

Member, Technical Advisory Group on Evidence Based Approach to Addressing Intimate Partner Violence in India, International Centre for Research on Women in South Asia (2016-19)

Member, High Level Task Group on Girls' Education, Government of Haryana (2013-2015)

SELECT PUBLICATIONS

“Women’s Work, Social Norms, and the Marriage Market” (with F. Afridi, A. Arora, K. Mahajan), *Economic Development and Cultural Change* (2025)

- Op-ed in [The Indian Express](#)

“Can Bridging the Learning Gap Improve Test Scores On A Key National Exam? Evidence From A Remedial Education Program in Indian Secondary Schools” (with G. Chiplunkar), *Economic Development and Cultural Change* (2025)

“Evidence Review of Women-Led Small And Medium-Sized Enterprises (SMEs) Before, During, and After Covid-19” (with M. Kevane, A. Ratan), *Feminist Economics*, (2024)

“Across the Board: The Impact of Gender Quotas on Corporate Boards in India” Working Paper: 2023

“Indian Matchmaking: Are Working Women Penalized in the Marriage Market?” SSRN Working Paper: 2023

- Press coverage in [Times of India](#), [Times of India](#), [CNBC TV18](#), [Hindustan Times](#), [CNBC-Awaaz](#), [New Indian Express](#), [The Swaddle](#), [The Federal](#), [Ideas for India](#), [Navjivan](#) and shared in [World Bank blogs](#)

“Reshaping adolescents’ gender attitudes: Evidence from a school-based experiment in India” (with T. Jain, S. Jayachandran), *American Economic Review* (2022)

- Press coverage in [The Economist](#), [The Hindu](#) and [Mint](#)

“Measuring Gender Attitudes: Developing and Testing Implicit Association Tests for Adolescents in India” (with T. Jain, A. Raj, V. Kapoor, V. Kapur), *PLoS One* (2022)

“Assessing the reliability of phone surveys to measure reproductive, maternal, and child health knowledge among pregnant women in rural India: a feasibility study” (with A. Ng, A. Lefevre, D. Mohan), *BMJ Open* (2022)

Evidence Review of the Global Childcare Crisis and the Road for post-COVID-19 Recovery and Resilience (with K.Grantham, L. Rouhani, N. Gupta, M. Melesse et al), IDRC and Gates Foundation: 2021

- Press coverage in [The Guardian](#), [Forbes](#)

Strengthening Gender Measures and Data in the COVID-19 Era: An Urgent Need for Change (with ILO, World Bank, UN Women, Data2x, Stanford, UCSD EMERGE, GH5050), Gates Foundation: 2021

“Does having a mobile phone matter? Linking phone access among women to health in India: An exploratory analysis of the National Family Health Survey” (with D. Mohan, J. Bashingwa, N. Tiffin, N. Mulder, A. George, A. Lefevre), *PLoS One* (2020)

“Development of a Phone Survey Tool to Measure Respectful Maternity Care” (with A. LeFevre, K. Scott et al). *Journal for Medical Internet Research* (2019)

Are stage-based health information messages effective and good value for money in improving maternal newborn and child health outcomes in India? Protocol for an individually randomized controlled trial (with A. LeFevre, S. Agarwal, S. Chamberlain et al) *Trials* (2019)

“Intergenerational Transmission of Gender Attitudes: Evidence from India” (with T. Jain, S. Jayachandran). *Journal of Development Studies* (2018)

“Associations between Intimate Partner Violence and Reproductive and Maternal Health Outcomes in Bihar, India: A Cross-Sectional Study” (with J. Silverman, L. McDougal, A. Raj) *Reproductive Health* (2018)

Effects of an mHealth intervention for community health workers on maternal and child nutrition and health service delivery in India: protocol (with S. Nimmagadda, L. Gopalakrishnan, R. Avula et al) *BMJ Open* (2018)

“Associations of intimate partner violence with postnatal health practices in Bihar, India” (with S. Boyce, J. Silverman, L. McDougal, Y. Atnavilas, K. Hay, A. Raj) *BMC Pregnancy and Childbirth* (2017)

BOOKS AND BOOK CHAPTERS

“[Women's unpaid work has been unmeasured and undervalued for too long](#)”, in *Essays on Equality*, Global Institute for Women's Leadership (2019)

“Healthcare in India: A Fork in the Road,” (with N. Mor, S. Venkateswaran) in *India Transformed: 25 Years of Economic Reforms* (2017), ed. Rakesh Mohan, Penguin

- Press coverage in [Mint](#), [Financial Express](#), [Bloomberg Quint](#), [The Hindu](#), [Indian Express](#), [NDTV](#), India Today

Evaluation and Civil Society Stakeholders' Perspectives on National Evaluation Capacity Development, ed. Jim Rugh and Marco Segone, UNICEF: 2013

Export Success and Industrial Linkages (with S. Khan, M. Navaid, M. Pradhananga, F. Siddique & S. Yanthrawaduge (2009), Palgrave Macmillan US.

SELECT WORKING PAPERS

“Across the Board: The Impact of Gender Quotas on Corporate Boards in India” Working Paper: 2023

“Indian Matchmaking: Are Working Women Penalized in the Marriage Market?” SSRN Working Paper: 2023

- Press coverage in [Times of India](#), [Times of India](#), [CNBC TV18](#), [Hindustan Times](#), [CNBC-Awaaz](#), [New Indian Express](#), [The Swaddle](#), [The Federal](#), [Ideas for India](#), [Navjivan](#) and shared in [World Bank blogs](#)

RESEARCH GRANTS

J-PAL Post Primary Education Initiative grant (2014, 2018, 2024), Centre for the Study of African Economies, University of Oxford (2023, 2019); Blavatnik School of Government, University of Oxford (2019); MacArthur Foundation grant (2015-2018); International Growth Centre India-Central grant (2013); International Initiative for Impact Evaluation grant (2013 – 2017)

REFeree Review of Economics and Statistics, Economic Journal

SKILLS

Strong analytical, research, writing and communication skills; Strong project and team management skills across cross-functional and global teams; capacity building and systems thinking for M&E for decision-making
Language skills: **English**: mother tongue, **French** and **Hindi**: fluent, **Spanish**: intermediate