

---

## Dr. Anukriti Dixit

Postdoctoral Researcher  
University of Bern

Visiting researcher  
Center for Study of Democracy  
University of Westminster

Phone no.: +41 763859798  
Email: anukriti.dixit@unibe.ch

Co-editor  
Gender(ed) thoughts  
Working paper series

---

### Education

---

**Ph.D.** IIM Ahmedabad 2016 – January 2022  
Public Systems Group  
Thesis title: Governing through problems: Public policies as discursive practices

**Thesis advisory committee:**

Prof Ankur Sarin (chairperson), Indian Institute of Management  
Prof Rama Mohan Turaga (member), Indian Institute of Management  
Prof Patricia Purtschert (member), University of Bern

**M.Sc.** HEC Paris 2014 - 2015  
Sustainable Development

**M.S.** Vellore Institute of Technology 2004 - 2009  
Software Engineering (5 years integrated M.S.)

### Awards & Grants

---

**University of Bern, Short Travel Grants for (Post)Docs** March 2023

In the framework of the University of Bern's grants for mobility, I have received a grant to do a research visitation at the University of Westminster's Center for the study of Democracy (July 2023 to August 2023). I am utilising this opportunity to work on my postdoc project on right wing populism and publish a second paper from the data analysis I undertake during this period.

**University of Bern, Fund for the Promotion of Young Researchers** December 2022

Awarded half-yearly by the University of Bern to a select group of postdoc applicants to organise networking events related to our research. I utilised this fund to organise a workshop together with scholars from India, Brazil, Switzerland and Germany – on a comparative analysis of right wing populist regimes in the global North and the global South.

**Swiss Government Excellence Scholarship**

September 2019- August 2020

Was conferred the annually presented Swiss Confederation's award, for the year 2019-2020. The award is given by the awarding committee – Federal Commission for Scholarships for Foreign Students (FCS). This includes a scholarship, stipend and a visiting research arrangement with a pre-approved host institute in Switzerland. The

applicant pool for this scholarship includes persons from over 180 countries. I was a visiting scholar at University of Bern, as part of my research fellowship.

**Ford Foundation and Institute for Social Sciences Trust (ISST) research grant**

September 2017 - July 2018

The grant required the grantees to devise solutions for policy evaluation from a feminist analytical lens, deliver a publishable article (forthcoming in Zubaan books' edited volume), discussing both theoretical and implementation aspects of the proposed policy evaluation, generate a policy analysis framework for anti-Sexual Harassment policies and generate insights for future policy evaluation. This was a paid grant project and a paper from this was also presented at the biennial conference 'Evalfest 2018'.

## Publications

---

### Manuscripts published

Dixit, A. (2023). Caste (d) knowledges:(Self)-problematizing epistemic impunity and caste-privilege in academia. *Organization*, 13505084231204102.

Dixit, A., & Banday, M. U. L. (2022). Problematizing the digital gender gap: invoking decoloniality and intersectionality for inclusive policymaking. *Gender & Development*, 30(3), 437-457.

### Manuscripts under review

Banday, M. U. L, Silveira, A., Dixit, A., Mondal, T., Donti, R., & Redij, A.(2023). Doing coalitional work for inclusion: A collaborative autoethnography. [Under review]

### Manuscripts under preparation

Comparative policy analysis: Problematizing discourses of gender equality in party manifestos of right-wing parties in India and Switzerland. **Targeted journal: Third World Quarterly**. Potential submission date: 1<sup>st</sup> October 2023

Decolonizing 'work': Unpacking the gendered-colonial distinctions between work from home and domestic work. Co-authored with Dr. Banday. **Targeted journal: Journal of Gender Studies**. Potential submission date: 1<sup>st</sup> of December 2023

Caste, sexual harassment and organizational ethics: Instances of impunity from India. **Targeted journal: Gender and Society**. Potential submission date: 25<sup>th</sup> of August 2023

### Books edited/authored

**Author for thesis monograph**

**Publisher: Palgrave Macmillan (contract signed, submission of completed manuscript by May 2024)**

**Volume title: The 'problem' of sexual harassment at workplaces: Neoliberalised policy making in postcolonial India**

Through a deep dive into specific 'problem' representations of sexual harassment at workplaces (SHW) in the Indian context, this book makes broader sense of the invocation of individuality (of arbitration and responsibility), as well as gendered, caste-based and colonial regimes of power.

**Co-editor for Edited Volume (3 other co-editors)**

**Publisher: Seismo (contract signed, completed volume submitted on 30<sup>th</sup> June 2023)**

**Volume title: Doing Gender Studies Otherwise**

**Description:** This volume is an effort to publish the diverse range of work done at the gender studies departments at Universities of Bern, Basel and Zurich. It has been commissioned through a grant by the Swiss National Foundation (SNF), to be published by Seismo in early 2023. All contributions have been peer reviewed (double blind). Editing of all the contributions is currently ongoing.

**Co-editor for Edited Volume (2 other co-editors)**

**Publisher: De Gruyter (Book proposal under review, expected publication date: January 2025)**

We seek to bring together debates on work, working and workers across disciplinary boundaries including sociology, organization studies, gender and feminist studies, postcolonial and decolonial studies, science and technology studies, queer studies, anthropology, political science, critical data studies among others. The contributions are offered from various situated contexts across geographic and epistemic boundaries. We interpret decolonization as the wider movement challenging the western-white-heteronormative-racist-casteist-ableist epistemes governing the organization of work, structuring of workplaces and production of workers. Decolonial scholarship is necessarily a cross disciplinary project as disciplinary segregation has historically been the foremost technology of imperial-colonial order.

## Book Chapters

Dixit, A., & Mathur, N. (2021). Evaluating policies and programs that address sexual harassment: A feminist deconstruction framework for the Indian context. In R. Nandi, & Sudarshan, R.M., (Eds.), *Recognizing connectedness: The practice of feminist evaluation* (pp. 87-161). Zubaan Books. ISBN: 978 93 90514 44 1.

Dixit, A & Samar (in press). Hegemonic discourses of religion and citizenship. *Handbook: Religion, Gender, & Sexuality*. Bloomsbury (forthcoming in January 2024)

Dixit, A. & Bandy, M. (2023). Postcolonial pandemic: Inadequate science, deferential business and disposable lives of the Global South. *Doing research otherwise*, anthology volume published by *Seismo* (forthcoming in December 2023)

Verma, S. & Dixit, A. (2020) (shared first authorship). A Governance-Practice Framework for Remanufacturing in the Indian Automobile Sector. In A. Kumar, J.A. Garza-Reyes, & S.A.R. Khan (Eds.), *Circular economy for the management of operations*. Taylor & Francis. ISBN: 9781003002482.

Dixit, A. (in press). Participatory development: A critical analysis of Ostrom's framework of seven design principles in context of social enterprises in India. Edited volume on social entrepreneurship. Publishers: World Scientific (forthcoming in November 2023)

## Peer reviewed conference papers/presentations/panels

**Section co-chair for European Consortium of Political Research, 4-8<sup>th</sup> September, 2023**

**Section title:** "Varieties of Nationalism in Postcolonial, Neoliberal and Hetero-Patriarchal Times"

**Section link:** <https://ecpr.eu/Events/Event/SectionDetails/1291>

Bandy, M. U. L. & Dixit, A. (2023). **Decolonizing work: Unpacking the gendered-colonial distinctions between work from home and domestic work**. Abstract accepted at the Swiss Association for Gender Studies conference, 14<sup>th</sup> and 15<sup>th</sup> of September 2023. (Upon feedback at the conference, a reworked version of this paper will then be sent to Journal of Gender Studies)

Dixit, A. (01/12/2022). Backlash as epistemic practice. Feminist matters conference, University of Oulu, December 2022.

Dixit, A. & Banday, M. (01/12/2022). Politicising the capabilities approach in the third world digital gender gap. Feminist matterings conference, University of Oulu, December 2022.

Dixit, A. (21/04/2022). Politicising 'knowledge' through a postcolonial lens: The context of anti-workplace harassment policies in India. British Sociological Association Annual conference, April 2022.

Dixit, A. & Banday, M. (20/04/2022). Postcolonial pandemic: Inadequate science, deferential business and disposable lives of the Global South. British Sociological Association Annual conference, April 2022.

Dixit, A. (27/08/2021). "It is about compliance, not social justice": Compliance as a neoliberal technology in India's anti-sexual harassment policies. Work Employment and Society annual conference, 2021.

Dixit, A. (21/05/2021). The Argumentations Within: Fighting Rejections while Acknowledging Privilege in Researcher Subjecthood. 17th International Congress of Qualitative Inquiry, June 2021.

Dixit, A. (15/04/2021). Governing through 'problems': public policies as discursive practices. British Sociological Association Annual Virtual Conference, April 2021

Dixit, A., Sarin, A., & Purtschert, P. (15/04/2020). Problematizing sexual harassment at workplaces in context of India's policymaking. 39<sup>th</sup> Indian Labour Process Conference (ILPC), University of Greenwich (virtually presented)

Dixit, A., & Mathur, N. (05/07/2021). Agency, hegemony and political participation: A critical look at the politics of parliamentary representation of women in India. European Conference of Politics and Gender (3-6<sup>th</sup> July 2019).

Dixit, A. & Mathur, N. (08/02/2018) Policy evaluation of India's law on Sexual harassment of women at workplaces. Authors: Anukriti Dixit Navdeep Mathur. *EvalFest*, New Delhi 2018.

Dixit, A. (2017). Participatory governance and the social enterprise. Authors: Anukriti Dixit. *International Consortium for Innovation and Entrepreneurship Research*, Christ University, Bangalore, 2017 (**Best paper award**).

### Publications in other outlets

Dixit, A. (2023). Anti-sexual harassment policies in the workplace: Lessons from India. Published 8<sup>th</sup> of March 2023. *The Loop: Official magazine for the European Consortium of Political Research*. URL: <https://theloop.ecpr.eu/anti-sexual-harassment-policies-in-the-workplace-lessons-from-india/>

Dixit, A. (2022). 'Solutions' for sexual harassment at workplaces in the Indian context. *genderstudies*, resident publication of the Interdisciplinary Centre for Gender Studies, University of Bern

Dixit, A., Pinto, J.S., & Garde, J. (2020). Making Connections: An interview with Margo Okazawa Rey. *genderStudies*, resident publication of the Interdisciplinary Centre for Gender Studies, University of Bern

Dixit, A. (2021). Manufacturing absences: The absence of caste in India's anti Sexual Harassment legislation. Author: Anukriti Dixit. Published in 'gendercampus.ch'. Published January 2021

Dixit, A. (2022). Book review - Undermining Intersectionality: The perils of powerblind feminism. *Network magazine*, British Sociological Association. Published in May 2022

### Teaching and Supervision

---

**Co-organiser (Fall Semester) at University of Bern**

**Course: Lecture Series on disability studies, together with the Center for the study of Language and Society (CSLS), University of Bern**

September 2023-December 2023

The course is being organized by the Faculty at the CSLS and their Gleichstellungskommission (Equalities Committee) and is intended as a general BA/MA introduction to the topic of Critical Disability Studies for students across the Faculty. It will be composed of 8 invited guest lectures across the semester. The course is worth 3 ECTS and is pass/fail.

**Co-conductor (Spring Semester) at University of Bern**

February 2023 – May 2023

Course: Intersectional feminist research colloquium

The colloquium offers doctoral scholars, early career scholars and masters students, a chance to present their work or discuss their theoretical frameworks, while also obtaining 1.5 ECTS

**Co-instructor (Spring Semester) at University of Bern**

February 9<sup>th</sup>, 2023

Course: Gender Medizin

This seminar was conducted as part of the ethics week for Medicine students at the University hospital – Inselspital Bern.

**Co-Instructor (Fall semester) at University of Bern**

September 2022 – December 2022

Course: Feminist and postcolonial critiques of neoliberalism. Program: Gender studies course for Masters students at University of Bern with 6 ECTS.

**Co-conductor (Fall Semester) at University of Bern**

September 2022 – November 2022

Course: Intersectional feminist research colloquium

The colloquium offers doctoral scholars, early career scholars and masters students, a chance to present their work or discuss their theoretical frameworks, while also obtaining 1.5 ECTS

**Instructor (Visiting)**

**Adani Institute of Infrastructure Management**

February 2019 - April 2019

Course: Public Policy & Program Evaluation. Program: Post Graduate Diploma in Management. Adani Institute of Infrastructure Management, Ahmedabad. Roles and responsibilities: Course design, instruction, student evaluation.

**Teaching assistance (at IIM Ahmedabad)**

Personal and corporate ethics (MBA course)

December 2021 - January 2021

Power and politics in organization (MBA course)

September 2018 - October 2018

**Supervision of Master (minor) thesis**

**Title: Exploring the contrast of giving and taking lives, Women's roles in resistance movements**

**Author: Naz Vatan**

**Time: Summer 2023-Fall 2023 as part of the Master (minor) coursework of the students of Gender studies at University of Bern**

**Professional service**

---

**Editor, Gender[ed] Thoughts, Working Paper Series**

A journal currently housed at the Göttingen Centre for Gender Studies, Georg-August-University Göttingen, supporting early career researchers with substantive feedback on their work. We also plan to apply for the Directory of Open Access Journals (DOAJ) in the October 2023.

**Visiting Scholar, Center for the Study of Democracy, University of Westminster**

**July 2023-August 2023**

Funded by the University of Bern, I am currently placed at the University of Westminster, for 3 weeks and working on a grant proposal for my habitation project on gender, development and populism(s).

**Organizer for a workshop on the rise of right-wing populism in the global north and south**

**Workshop title:** (post) Colonial Nationalisms in the global South and the global North

**Description:** Academics from Switzerland, Germany, Brazil, India and Colombia, whose work focuses on problematising 'gender equality' or anti-feminist discourses within contemporary right-wing regimes are invited to this workshop. We discuss case studies from our own contexts and deliberate on the idea of a special issue or an edited book that brings together solidarities from the global North and South on issues of social justice.

**Co-Organizer for British Sociological Association's workshop**

**Workshop title:** Critical qualitative research: Balancing methodological rigour with consistent publications

**Description:** An event that aids critical researchers in ensuring rigorous and ethical work alongside focusing on steadily disseminating their work through publications. As early-career researchers working in critical management and critical policy studies, we found a lack of systematic support when it comes to operational concerns within research, such as balancing the writing of one's dissertation and publishing one or two articles.

**Ad-hoc reviewer**

Academy of Management (AOM) Annual meeting, 2021

**Panel discussions/ Speaking engagements**

---

**Panel**

Structural racism at the university. Conducted by the students union at University of Bern. Date: 21<sup>st</sup> March 2023. URL: <https://www.sub.unibe.ch/en/culture/panel-structural-racism-at-university-7689.html>

**Public Roundtable**

Freedom? Equality? Human Rights? New Perspectives on Feminist Core Values. With Serene J Khader, Bettina Dennerlein and Patricia Purtschert. On 20<sup>th</sup> of October 2022, University of Bern

**Panel and book discussion**

The Vulgarities of Caste: Dalits, Sexuality, and Humanity in Modern India. A discussion on intersectionality, anti-caste movements and the book titled 'The vulgarity of caste' by Shailaja Paik. On the panel together with Rupa Vishwanath and Shailaja Paik at University of Göttingen. Forthcoming on May 26<sup>th</sup>, 2023

**Professional training**

---

**Workshops and training attended**

*Desiring neoliberalism* with Gundula Ludwig (University of Innsbruck), 23<sup>rd</sup> to 24<sup>th</sup> of March 2023. Interdisciplinary Centre for Gender Studies, *University of Bern*

*Transnational Feminist Ethics* with Serene J. Khader (CUNY), 19<sup>th</sup> to 20<sup>th</sup> October 2022. Interdisciplinary Centre for Gender Studies, *University of Bern*

*Workshop on homonationalism and homocapitalism* with Jasbir Puar (Rutgers University), 5<sup>th</sup> October 2021. Graduate school for gender studies, *University of Basel*

*Decolonising Desires* with Serena O Dankwa, December 11<sup>th</sup> to 12<sup>th</sup> 2019. Interdisciplinary Centre for Gender Studies, *University of Bern*.

*Konfigurationen von Geschlecht: Performativität und Verkörperung* (Configurations of Gender: Performativity and Embodiment). October 28<sup>th</sup>, 2019, *University of Zurich*.

Social Identity/Identity Politics with Linda Martin Alcoff, October 3rd-4th, 2019. Interdisciplinary Cultural Studies and Graduate School for Gender Studies, *University of Bern*.

Rethinking the Intersections of Gender, Politics and Religion. Online Workshop with Prof. em. Joan Scott. September 29<sup>th</sup> and 30<sup>th</sup>, 2020, *University of Bern*.

Early career event on 'Understanding and resisting institutional racism, sexism and homophobia in academia', at European Conference on Gender and Politics, July 3<sup>rd</sup>, 2019, *University of Amsterdam*.

5 day Research workshop by Frank Fischer on critical public policy evaluation, winter school organised by International Public Policy Association (IPPA), January 8<sup>th</sup>-12<sup>th</sup>, 2018, in *Autrans, France*.

## Ongoing Research Projects

---

**(post) Colonial Nationalisms in the global South and the global North** March 2022- present  
Independent postdoc research project

Nationalist movements that invoke imagery of conservatism are the popular social movements and have been gaining strength over the last decade. They continue to use neoliberal strategies of resource capture, colonial and imperialist elitism, ideas of 'purity' and importantly, misogynistic ideas of masculine 'superiority'. These movements see a large number of elite women participate in their respective contexts – in the US – white women, in India – "upper" caste women and the world over – upper-class women.

In this backdrop, the tendency is to assume that the women supporting right-wing nationalisms are either having a 'false consciousness' or a sort of 'quid pro quo' arrangement with these ideals. However, I challenge this idea to propose an alternate way of understanding what 'gender equality' or indeed 'feminism' has come to mean for large sections of elite women across the world. Equality, I posit in line with Brown (2015), cannot be demanded if it does not already exist. Only previously equal subjects can demand increasing levels of equality. Thus "upper" caste women ask for more 'gender equality' on the grounds that they are already elite. For their claims to such an 'unequal equality' they may rely on neoliberal technologies of consumption and purchasing power, individual arbitration and individual rights.

**The many futures of gender: An oral history of feminist theory** March 2022-February 2023  
Together with Prof. Patricia Purtschert

The aim of the project "The many futures of gender. An oral history of feminist theory" is to tell and reflect the different histories of feminist theory since the 1970s. To this end, conversations with protagonists are carried out who have or had a formative influence on feminist theory. The project will also show the contributions of feminism into analyzing and challenging powerful differences other than gender – such as race, class, nationality, religion, and coloniality. It further aims at situating gendered power in capitalist and neoliberal regimes. We further address possible shortcomings of feminist theories, questions that still need to be asked, knowledges have not been taken into account and collaborations that wait to be set up.

## Work experience

---

**Postdoctoral researcher at University of Bern** March 2023 – February 2023  
Job responsibilities

- 50% of 'protected time' for my postdoc project titled 'The gendered postcolonial pandemic', exploring the geopolitical implications of colonial regimes and logics, for the Covid pandemic.
- 50% of work time dedicated to two main activities: a. An 'Oral histories of feminist theory' project done with Prof Patricia Purtschert as the lead investigator b. A seminar course titled 'Feminist and postcolonial critiques of neoliberalism', to be co-instructed with Professor Purtschert.
- Other responsibilities include organizing workshops and participating in the activities of the graduate school for gender studies as well as co-editing and writing for the anthology volume titled 'doing gender studies otherwise' (currently in press).

**Research assistant for CLEIA and applied Master thesis at HEC**

January 2015 – December 2015

**Role: Research assistant**

Job responsibilities

- Effect collaboration of international development agencies and governance setups, for sustainable technologies such as that of Cleia, to enter the Indian market.
- Engage with French and Indian real estate developers and brickmakers for identifying sustainability best practices with regard to Cleia's advanced brick making solution.
- Predictive analysis for strategies for companies with advanced technologies & products, attempting to penetrate emerging markets.

**ITC Grand Chola, Chennai**

**Role: Assistant Manager, Information Systems**

July 2013 - January 2014

Job Responsibilities

Managed Information systems operations for the Grand Chola property as a system administrator. Handled server applications and data centre. Managed hotel operations and maintained consistent performance ratios in line with the company's rigorous SIX SIGMA ratios while managing three Digital Innovation Projects and maintaining LEED Platinum standards in ITC Data Centre at ITC Grand Chola, Chennai.

**West India Hospitality Limited**

June 2011 - May 2013

**Role: Manager operations**

Job Responsibilities

Revenue modelling and business process optimization for improved bottom lines for West India's hospitality businesses. Reporting team of 25 people including assistant managers, managers and executives.

**Certifications**

---

Strategic Management in Emerging Markets

*Cornell University certificate course, Hyderabad, June 2012*

Revenue Management & Dynamic Pricing

*Indian Institute of Management, Ahmedabad, November 2012*

**Research interests**

---

Poststructural/ Postcolonial/ Decolonial policy analysis

Gender and Social policy

Neoliberalism and Sustainable Development

**Teaching interests**

---

Public policy

Public management

Development studies  
Sustainability and social justice  
Postcolonial studies in management

#### Data analysis tools

---

##### Qualitative (Advanced level)

Atlas.ti  
Nvivo

##### Quantitative (Basic level)

R and SPSS  
MS Excel  
Latex

#### Databases

---

SCC Online  
Heinonline  
WESTLAW (including INDLAW)  
AIRSC/HC (All India Reported Supreme Court/ High Court)  
Indiakanoon.org  
Bloomberg  
LexisNexis Academic  
Euromonitor Passport  
The Economist - Historical Archive 1843- 2015  
World Bank eLibrary  
IMF eLibrary

#### Languages

---

Proficient/Fluent: English, Hindi  
Working: Tamil, German  
Native: Hindi

#### References (available on request)

---

- 1. Patricia Purtschert**  
*Professor of Gender Studies and co-head of the Interdisciplinary centre for gender studies (ICFG)*  
University of Bern  
Email: [patricia.purtschert@unibe.ch](mailto:patricia.purtschert@unibe.ch)
- 2. Michele Amacker**  
*Professor of Gender Studies and co-head of the Interdisciplinary centre for gender studies (ICFG)*  
University of Bern  
Email: [michele.amacker@unibe.ch](mailto:michele.amacker@unibe.ch)
- 3. Ankur Sarin**  
*Professor of Public Systems Group*  
Indian Institute of Management Ahmedabad  
Email: [asarin@iima.ac.in](mailto:asarin@iima.ac.in)  
Telephone: (079) 7152 4826
- 4. Rama Mohan Turaga**  
*Professor of Public Systems Group*  
Indian Institute of Management Ahmedabad  
Email: [mohant@iima.ac.in](mailto:mohant@iima.ac.in)  
Telephone: (079) 7152 4857
- 5. Rakesh Basant**

*Professor Emeritus, Economics Area*  
*Former Dean, Alumni and External Relations,*  
*Former JSW Chair Professor of Innovation and Public Policy*  
Indian Institute of Management Ahmedabad  
Email: [rakesh@iima.ac.in](mailto:rakesh@iima.ac.in)  
Telephone: (079) 7152 4838

---