**Curriculum vitae**



1. **Family name: Andersen**
2. **First names: Gitte (Ms.)**
3. **Date of birth: 16.01.1960**
4. **Nationality: Danish**
5. **Civil status: Cohabiting**
6. **Contact Details: +45 40 17 40 86,** [**mail@gitte-andersen.dk**](mailto:mail@gitte-andersen.dk)
7. **Education:**

|  |  |
| --- | --- |
| Institution  [ Date from - Date to ] | Degree(s) or Diploma(s) obtained: |
| Institute of Personnel and Develop­ment, University of Wolverhampton, UK, 1994 | Certificate in Training and Development, |
| Roskilde University, DK, 1979 - 88 | MA International Development Studies and Geography (Cand.Scient.Soc.) |

1. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

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| --- | --- | --- | --- |
| Language | Reading | Speaking | Writing |
| Danish | Mother Tongue | | |
| English | 1 | 1 | 1 |
| French | 3 | 4 | 4 |
| German | 4 | 5 | 5 |

1. **Membership** **of professional bodies:** The Danish Association of Masters and PhDs
2. **Other skills:** Computer literate
3. **Present position:** Independent Consultant
4. **Years within the firm:** 12 years
5. **Key qualifications:**

Gitte Andersen has more than 25 years of professional experience with socio-economic analysis and development: Socio-economic baseline and affordability studies, social impact assessment, corporate social responsibility, public participation planning and community based management systems. Key services include gender analysis, gender policy and gender action plan development, equal opportunities, poverty and minority issues.

Gitte is an experienced workshop facilitator and she uses participatory data collection techniques including rapid rural appraisal, focus groups & semi-structured interviews besides questionnaires. She has extensive project cycle management experience: Project identi­fica­tion, surveys and feasi­bi­lity studi­es, develop­ment of terms of references, propo­sals, documents and programmes, appraisal, implementation, monitoring, review and evaluation.

Gitte has solid experience with EU pre-accession assistance: Support to ministries in drafting Operational Programme for HRD and project fiche under Instrument for Pre-accession Assistance (IPA); support to regional and municipal levels in programming and facilitation of European Social Fund (ESF) proposal development by final beneficiaries; screening of proposals and training of trainers in ESF proposal development; facilitate study tour for ministries to other candidate country.

Sectors include: Rural/community development, micro/small enterprise development, labour law and regulations, labour market/social inclusion, international trade and investment, water and sanitation, health, waste management, environment, forestry, aquaculture, energy, transport and telecommunications.

**Country experience:**

Africa: Angola, Egypt, Kenya, Malawi, Morocco, Namibia, South Africa, Swaziland, Tanzania, Tunisia, Uganda, Zambia and Zimbabwe.

Asia:Bangladesh, India, Malaysia, Thailand and Vietnam.

Europe: Albania, Denmark, Hungary, Latvia, Macedonia (FYROM), Malta, Poland, Romania, Russia and Serbia.

1. **Specific experience in the region:**

|  |  |
| --- | --- |
| Country | Date from – Date to |
| Vietnam | 2012 |
| Bangladesh | 2012 |
| Bangladesh | 2010 |
| Bangladesh | 2009 |
| Bangladesh | 2008 |
| Bangladesh | 2007 |
| Bangladesh | 2006 |
| Bangladesh | 2001 |
| Bangladesh | 2000 |
| Malaysia | 1999 |
| Vietnam | 1999 |
| Thailand | 1994 |
| India | 1994 |

1. **Professional** **experience**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date | Location | Client/Company & reference person | Position | Description |
| June – Nov  2013 | Albania | **World Bank**   * Drita Dade, Senior Projects Officer, IBRD, [ddade@worldbank.org](mailto:ddade@worldbank.org) * Bekim Ymeri, Social Scientist, IBRD, [bymeri@worldbank.org](mailto:bymeri@worldbank.org) * Robert Nygård, First Secretary, Program Officer, Embassy of Sweeden, Tirana, [robert.nygard@gov.se](mailto:robert.nygard@gov.se) | Social Expert  (Team leader of social assessment) | ***“Preparation of the Environmental Services Project”***  Responsible for social assessment as a basis for the design of a country wide communal forestry project which includes a competitive grant scheme. Assessment includes rapid rural appraisal, household survey (600) besides focus groups & semi-structured interviews and stakeholder workshops. Preparation of social assessment report, gender action plan and participation plan incl. grievance mechanism for vulnerable stakeholders (women, young people and poor HH’s). Field work in the communes of Zall-Bastar, Ulza, Kthelle, Ligenas and Shëngjin. |
| Oct – Dec  2012 | Vietnam | **European Commission**   * Bryan Fornari, Deputy Head of Cooperation Development, Delegation of EU to Vietnam, [bryan.fornari@eeas.europa.eu](mailto:bryan.fornari@eeas.europa.eu) * Claudio Dordi, TL, [claudio.dordi@unibocconi.it](mailto:claudio.dordi@unibocconi.it) | Senior Social Expert | ***“European Trade Policy and Investment Support Project – MUTRAP IV”***  The project aims to support the Ministry of Industry and Trade in facilitating sustainable international trade and investment particularly vis-à-vis the EU. Responsible for improvement of the investment policy framework with particular reference to social issues in relation to the preparation of the Overall Programme Estimates. |
| June 2010,  March – April 2012 | Bangladesh | **UNIDO**   * Karl Schebesta, Industrial Development Officer, UNIDO, [K.Schebesta@unido.org](mailto:K.Schebesta@unido.org) * David Holbourne, CTA, [dholbourne@googlemail.com](mailto:dholbourne@googlemail.com) | International Expert Labour Law | ***“Better Work and Standards Programme - Better Fisheries Quality”.***  The programme focuses on strengthening the national fisheries quality infrastructure. Assignments involved: Identification of governing rules and regulations for workers in the shrimp sector, baseline study of social compliance of the shrimp processing factories, gap analysis and development of implementation plan to improve the social compliance of the shrimp sector involving the Ministry of Labour, the private sector and NGOs. Field work in Khulna and Chittagong. |
| Oct 2011 | Denmark | **Danida**   * Margrethe Andersen, Danida, [marand@um.dk](mailto:marand@um.dk) * Carsten Schwensen, Orbicon, [cars@orbicon.dk](mailto:cars@orbicon.dk) | Gender Expert | ***“Evaluation of the Farmers´ Field School Approach in ASPS II, Bangladesh”***  Evaluation of Danish support to the agricultural sector through extension and education. Responsible for input on “gender and social context” to the evaluation report. |
| Jan – Dec 2011 | Macedonia  (FYROM) | **European Bank for Reconstruction and Development**   * Debbie Cousins, Environmental and Sustainability Advisor, EBRD, [cousinsd@ebrd.com](mailto:cousinsd@ebrd.com) * Michaela Bergman, Chief Counsellor for Social Issues, EBRD, [bergmanm@ebrd.com](mailto:bergmanm@ebrd.com) | Social Impact Specialist  (Team leader of social impact assessment) | ***“Feasibility study for the Eastern Section of Corridor VIII and Environmental and Social Impact Assessment”***  Responsible for social impact assessment of 2 alternative alignments of the 90 km railway line from Kumanovo to Bulgaria in accordance with EBRDs 10 performance requirements e.g. Socio-economic Baseline and Impact Assessment, Stakeholder Engagement Plan, Resettlement Compensation Framework and Labour and Working Conditions. Field work in the municipalities of the North Eastern Region. |
| Oct - Nov 2010 | Tanzania | **GIZ**   * Ernst Doering, Head of Water Programme Tanzania, GIZ, [ernst.doering@giz.de](mailto:ernst.doering@giz.de) * Graeme Monro, TL, [gcmonro@gmail.com](mailto:gcmonro@gmail.com) | Socio-economist | ***“Handeni Trunk Main Water Supply Scheme”.***  Carried out socio-economic baseline investigations related to a sustainable rehabilitation, improvement and extension of the existing water supply scheme. Field work in Handeni and Korogwe Districts. |
| Nov 2007 – Jan 2008,  April – May 2008,  June – Sept 2008,  Nov – Dec 2008,  May – July 2009,  March – April 2010 | Bangladesh | **UNIDO**   * Karl Schebesta, Industrial Development Officer, UNIDO, [K.Schebesta@unido.org](mailto:K.Schebesta@unido.org) * David Holbourne, CTA, [dholbourne@googlemail.com](mailto:dholbourne@googlemail.com) | International Expert WID  (Team leader of gender component) | ***“Bangladesh Quality Support Programme – Fisheries”***  The programme aims to bring the fish inspection and traceability of the Dept. of Fisheries and the private sector up to a level to meet EU and USA standards. Assignments comprise 5 missions and home based support related to gender and social compliance issues: Assessment of gender needs and demands of poor stakeholders in the shrimp value chain focusing on fry collectors, small shrimp farmers and shrimp industry workers. Formulation of a gender support program as CSR input. Monitoring and assistance to local consultant in the implementation of the programme, workshops for Dept. of Fisheries, factory managers and contractors on gender and CRS, facilitate the involvement of private and government agencies, research on international standards and models for use of casual/ contract labourers besides socio-economic baseline study of shrimp fry collectors. Assessment of impacts and recommendations of follow up programmes. Field work in Khulna, Chittagong and Cox’s Bazar. |
| Jan - Nov 2009 | Macedonia  (FYROM) | **European Commission**   * Martyn Osborn, Energy Sector Expert, WYG Int. Ltd, [martyn.osborn@gmail.com](mailto:martyn.osborn@gmail.com) | Social Impact Expert | ***“Infrastructure Projects Facility for Western Balkans”***  Feasibility study for a pilot project wind park development. Responsible for social impact assessment of four potential sites for a wind park in the south-eastern part of Macedonia. Field work in the Municipalities of Gevgelija, Valandovo, Bogdanci and Dojran. |
| October  2008 | Serbia | **European Training Foundation**   * Francesco Panzica, ETF, [fpa@etf.europa.eu](mailto:fpa@etf.europa.eu) * Marie-Astrid Corbisier, TRANSTEC, [mcorbisier@transtec.be](mailto:mcorbisier@transtec.be) | International Expert  (Team leader) | ***“Training and capacity building for drafting IPA 09 project fiche on gender issues”.***  Facilitation of LFA workshop for the Ministry of Labour and Social Policy elaborating project fiche dealing with domestic violence for funding under IPA. |
| Feb – June 2007 | Macedonia  (FYROM) | European Commission  * **Mjellma Mehmeti, Secretariat for European Affairs,** Government of the Republic of Macedonia, [Mjellma.Mehmeti@sep.gov.mk](mailto:Mjellma.Mehmeti@sep.gov.mk)  Irem Metin, SAFEGE, [irem.metin@safege.be](mailto:irem.metin@safege.be) | Expert | ***”Technical Assistance to the Government of the former Yugoslav Republic of Macedonia to prepare the IPA”***  Responsible for drafting the multi-annual (2007-13) Operational Programme for Human Resources Development (employment, education and social inclusion) in close collaboration with stakeholders in Ministry of Labour & Social Policy and Ministry of Education. Operational Programme is in accordance with IPA. |
| July – Aug 2006 | Bangladesh | **European Commission**   * Arham Siddique, Delegation of the European Commission, [arham.siddique@cec.eu.int](mailto:arham.siddique@cec.eu.int) * Stewart Grant, Danish Agricultural Advisory Service, [vfl@vfl.dk](mailto:vfl@vfl.dk) | Sociologist | **“*Bangladesh – Final Evaluation of Adarsha Gram Project II”***  The project is concerned with settling landless poor on government land in “ideal villages”. Responsible for, inter alia, impact assessment of poverty alleviation, improvement of living conditions, education, hygiene, health, social status and self-help potential of villagers. Field work in Barisal, Bhola and Raipur. |
| Aug – Oct.  2005 | Denmark | **Danida**   * Esther Lønstrup, Danida, [estlon@um.dk](mailto:estlon@um.dk) * Sven Nilsson, Nordic Consulting Group, [sni@ncg.dk](mailto:sni@ncg.dk) | Consultant | ***“Joint Evaluation of the International Trade Centre”***  Editor of the Country Reports on India, Kenya, Tanzania and the Kyrgyz Republic related to a comprehensive evaluation of the International Trade Centre. |
| Feb – July 2005 | Denmark/  Tunisia | **World Bank**   * Carmen Niethammer, World Bank,   [CNiethammer@ifc.org](mailto:CNiethammer@ifc.org) | Project Manager | ***“Middle East and North Africa Women Entrepreneurship Institutional Assessment Study”***  Analysis of prospects, constraints and assistance to women entrepre­neurs in the Middle East and North African countries. Facilitation of data collection by women from the MENA countries, i.e. guiding the women via video conferences, preparation of background material and guiding questions, maintaining a discussion space on the homepage of the World Bank and individual guidance and feed-back via e-mail. Field work in Tunisia. |
| Nov 2004 | Denmark | **Municipality of Albertslund**   * Svend Germer, [germer@valnod.dk](mailto:germer@valnod.dk) | Consultant | ***“Job up North”***  Designof questionnaire guide and interviewing families with ethnic minority background in Albertslund North with a view of increasing labour market integration. |
| Aug 2004 | Denmark | **Danida**,   * Darriann Riber, Danida, [darrib@um.dk](mailto:darrib@um.dk) | Consultant | ***“Annual Transport Sector Seminar”***  Design of questionnaire guide on gender issues and comparing recipient countries experience with gender and transport as an input to Danidas Annual Transport Sector Seminar. |
| March – Aug  2004 | Hungary | **EU / PHARE**   * Henning Steffen Christensen, Rambøll Management,   [henning.christensen@r-m.com](mailto:henning.christensen@r-m.com)   * Michael Gericke, [michael-gericke@gmx.de](mailto:michael-gericke@gmx.de) | System Employment Group Expert | ***“Elaboration of ESF Project Proposals in Hungary”***  Project Generation Facility under the programme for Economic and Social Cohesion to assist project promoters in elaborating successful ESF proposals. In line with call for proposals, application guidelines and forms, consultancy included:  a) Training of local ESF consultants in proposal development and equal opportunities;  b) Assistance to proposal development within the subjects of social inclusion and enhancing women’s employment possibilities. |
| Feb – March 2004 | Poland/ Romania | Danish Ministry of Foreign Affairs  * Peter Johan Plesner, Ministry of Foreign Affairs, [petple@um.dk](mailto:petple@um.dk) | Consultant  (Team leader) | ***“Study Tour to Poland as preparation for European Social Fund implementation”***  Organising and carrying out study tour to Poland for the Romanian Ministry of Labour & Social Solidarity and the National Agency for Employment to learn from Polish ESF experience. |
| 2004 – 06 (part time) | Denmark | Copenhagen Regional Administration/European Social FundLisbet Fich, Katalyst, [Lisbet@fich.biz](mailto:Lisbet@fich.biz) | Co-Project Manager | ***“Project Knowledge in Work”***  Co-initiating, -planning and -managing two successive courses supporting approx. 60 academic entrepreneurs with business start-ups. Involved curriculum development, internship concept development, documentation, organising major networking event, mentoring and evaluation of training. |
| Oct – Nov 2003 | Poland | **DANCEE**   * Per Haugsted Petersen, Rambøll, [PRP@ramboll.dk](mailto:PRP@ramboll.dk) | Socio-economist (Team leader of affordability study) | ***“Waste Management Facilities in Swidwin Powiat, Poland”***  Feasibility assessment of different waste collection systems in view of affordability and convenience for end-users. Field work in Swidwin Powiat. |
| June 2003 | Romania | Danish Ministry of Foreign Affairs  * Peter Johan Plesner, Ministry of Foreign Affairs, [petple@um.dk](mailto:petple@um.dk) | Consultant | ***“Programming Mission to Rumania in the areas of EU pre-Structural Funds and Continued Professional Training (CPT) as well as other areas of assistance requested by the Rumanian Ministry of European Integration”***  Formulation of two projects related to ESF implementation:  a) Study tour to Poland for the Romanian Ministry of Labour & Social Solidarity and the National Agency for Employment and  b) Training of civil servants in Project Cycle Management and ESF principles. |
| Sept 2002 – Nov 2003 | Poland | Danish Ministry of Foreign AffairsHenning Steffen Christensen, Rambøll Management, [henning.christensen@r-m.com](mailto:henning.christensen@r-m.com) | Training expert | ***“Regional Development and Preparation of Administration of EU Pre-accession Activities and Structural Funds”***  Assistance included:  a) Support to regional authorities in managing the process,  b) Facilitation of three workshops to generate project ideas (one in each voivodship) and c) Assistance to local consultants, beneficiaries and social partners in development of project proposals for ESF funding in the areas of employment, education and social inclusion.  Field work in the voivodships of Podlaskie, Lubuskie and Warminsko-Mazurskie. |
| Jan. 2002 – May 2003 | Zambia | Danida[Jan Gerrit Tesink](http://www.linkedin.com/profile/view?id=21428680&authType=name&authToken=4kSz&goback=) [Jan Gerrit Tesink](http://www.linkedin.com/profile/view?id=21428680&authType=name&authToken=4kSz&goback=) [Jan Gerrit Tesink](http://www.linkedin.com/profile/view?id=21428680&authType=name&authToken=4kSz&goback=)Jan Gerrit Tesink, TL, [jan.gerrit.tesink@gmail.com](mailto:jan.gerrit.tesink@gmail.com)  * Jens Kjems Toudal, Rambøll | Socio-economist  (Team leader of recovery study & social impact assessment) | ***“Lusaka Solid Waste and Sanitation Management Project”***  Design and establishment of community based waste management in 8 peri-urban areas of Lusaka City, study of materials recovery in Lusaka City, Social Impact Assessment of three potential landfill sites as part of an Environmental Impact Assessment and development of a Resettlement Policy for displaced families. |
| June – Aug 2001 | Zambia | **Danida**,   * Hans Holm Petersen, Rambøll, [hhp@ramboll.dk](mailto:hhp@ramboll.dk) | Socio-economist  (Team leader of social impact assessment) | ***“Rehabilitation and Maintenance of the Lusaka to Mongu Road”***  With a view of securing and improving all weather access road between Lusaka and Mongu, activities include studies, surveys, investigations, engineering designs, environmental assessments and preparation of tender documents for road rehabilitation and backlog maintenance works. Responsible for social impact assessment and elaboration of a gender policy and a public participation plan in relation to the roadwork. Field work in communities along the road in Central and Western Provinces. |
| Feb – March 2001 | Bangladesh | Danida  * Thorsten Strand, Danida, Dhaka  Carsten Sørensen, TL, Rambøll | Gender Specialist  (Team leader of gender study) | *“****Ferry Service Rehabilitation and Privatization, Bangladesh”***  Provision of improved, cost-effective and safe cross-river ferry transport at eight ferry services in Patuakhali and Barguna Districts. Responsible for identification of gender issues related to the use of ferry services and possibilities for female job creation. Field work in Patuakhali and Barguna Districts. |
| Oct – Nov 2000 | Bangladesh | Danida  * Henning Jensen, Danida * Hans Egerrup, TL, Rambøll | Senior Socio-economist / Gender Specialist | ***“Pre-appraisal of Urban Water Supply and Sanitation Component, Bangladesh.”***  Draft Component description for Phase III based on a pre-appraisal of the on-going activities. Responsible for the socio-economic activities, e.g. provision of water, latrines and hygiene promotion. Field work in Noakhali and Patuakhali Districts. |
| 2000 | Swaziland | **DANCED** | Consultant | ***“National Solid Waste Management Strategy for Swaziland”***  Capacity analysis of the major stakeholders as part of theinitial Status Quo Analysis of the project. |
| 2000 | Denmark | Danida | Gender Specialist | ***“Transport Sector Programme Support - Bangladesh”***  Quality assurance related to gender issues of the draft Transport Sector Programme Support Document for Bangladesh. |
| 2000 - 01 | Poland | **Danish Ministry of Labour** | Project Manager | *“****Strengthening Environmental Awareness in Labour Market Policy”***  Support to local initiated and managed pilot projects in the four Northern voivodships (Podlaskie, Warminsko-Mazurskie, Pomeranian and West-Pomeranian). The projects are implemented through partnerships and integrate environment, employment generation and training/education. The programme includes website, a media presentation of pilot project experience and a manual on “green job creation”. |
| 1999 | Poland | **Danish Agency for Development of Trade and Industry** | Training Expert | ***“Business Development, Denmark - Poland”***  Programme involves matching 20 Danish and Polish companies within the agro-industrial sector. Training needs analysis of Polish managers and training plan development. |
| 1999 | Russia | **Danish Agency for Development of Trade and Industry** | Training Expert | ***“St. Petersburg Export Skills Development “***  Upgrading of the SME foundation with better qualified staff. Responsible for training of trainers (36 persons) in training techniques. |
| 1999 | Malaysia | DANCED | Human Resource Development Specialist | **“Management of Krau Wildlife Reserve”.**  Project concerned with development of a Management Plan for Krau supported by organisational and Human Resource capacity development. Mission involved carrying out an Institutional TNA and elaboration of a training strategy. |
| 1999 | Vietnam | Danida | Social and Gender Specialist | ***“Programme and selected projects under the Programme for the Danish Environmental Assistance to Vietnam”***  Responsible for cross-cutting issues of gender, poverty and public participation to the overall Environmental Programme for Vietnam. Also responsible for appraisal and editing project document: “Energy and Environmental Improvements through Peoples Participation in Thanh Xuan Bac, Hanoi”. |
| 1998 – 99 | Tanzania | Danida | Socio-economist | *“****Formulation Mission for Health Sector Programme Support, Phase II”***  Analysis of the crosscutting issues of poverty reduction, gender and public participation. Involved drafting of TOR, contracting local consultants, supervision of studies and preparation of strategy for the integration of the crosscutting issues in the Sector Programme Support |
| 1998 | Latvia | Danish Agency for Development of Trade and Industry | Training Expert | ***“Business Development, Denmark - Latvia”***  Programme involves matching 15 Danish and Latvian companies within the food sector. Training needs analysis of Latvian managers and training plan development. |
| 1997 – 99  (8 months) | Namibia | DANCED | Training Expert and Socio-economist | ***"Integrated Coastal Zone Management of the Erongo Region”***  Establishment of a management system for sustainable development of the coastal zone of Erongo Region. Responsible for the development of a comprehensive training strategy involving all concerned departments and organisations in Erongo Region. Development of a socio-economic profile as part of a State of Environment profile for the Region. |
| 1997 | South Africa | Danida | Training Expert | ***“Business-to-business Programme Development: Goba Moahloli & Associates and Rambøll Joint Venture”***  Training needs analysis of all 24 employees, identification of training institutions and development of an overall training plan for the company. |
| 1997 | Malawi | Danida | Socio-economist | ***"Preparation-Formulation of a Pre-Programme Package for Support to the Telecommunications Sector".***  Analysis and formulation of the component on Public Telephones to be implemented by the Malawi Posts and Telecommunications Corporation. |
| 1997 | Denmark | University of Copenhagen | Consultant | 2 days course in Logical Framework Approach for 14 MPH students (doctors, nurses etc.) as part of module on International Health. |
| 1997 | Morocco | **UNDP/GEF** | HRD and Training Task Leader | ***“Treatment of Municipal Solid Waste – Khemisset”***  Feasibility study cum project formulation mission on the establishment of a Municipal biogas facility in Khemisset. Responsible for HRD issues. |
| 1996 – 97 | South Africa | Danish Agency for Development of Trade and Industry | Training Co-ordinator | ***“Business Development, Denmark - South Africa”***  Programme involves matching of 50 Danish and South African businesses in two rounds. Training needs analysis of South African managers and design and co-ordination of a flexible and target oriented training programme. |
| 1996 | Malta | Malta Development Corporation | HRD Specialist | ***“Malta Development Corporation”***  In the process of implementing a new strategy, assistance was provided to the “Change Management Team” handling personnel issues for the 140 staff members of the Corporation. |
| 1996 | Uganda | Danida | HRD / Gender Specialist | ***"Support Programme for Uganda National Farmers’ Association"***  The Programme includes institutional strengthening at national and district level and provision of services to the members. Responsible for review of training activities and gender issues of the Association. |
| 1996 | Romania | EU / PHARE | Consultant | ***“Regional Policy Analysis and Development Support”***  Facilitation of problem analysis workshop for the Project Management Team and key stakeholders. |
| 1995 – 96 | Angola | Sida | Project Administrator | ***“Support to the Fishery Sector in Angola”***  Co-ordinator of short term consultants, mobilisation of long-term personnel and assistance to establishment of a local project office. |
| 1995 | Namibia | DANCED | Socio-economist | ***“Integrated Coastal Zone Management Plan for the Walvis Bay area, Erongo Region”***  Project formulation mission. Also responsible for facilitation of problem identification workshop with the participation of 17 stakeholders. |
| 1995 | Egypt | Rambøll | Bid-master | ***“Environmental Information and Monitoring Programme”***  Fact-finding mission and bid-master of proposal for submission to Danida. |
| 1994 | Uganda | ILO | Gender and Institutional Dev. Specialist | ***"Masulita Rehabilitation Project”***  Responsible for institutional analysis with a view of securing women as benefici­aries of the revolving fund. |
| 1994 | Thailand | Danida | Gender Specialist | ***“Management Development of Department of Vocational Education Agricultural Colleges”***  Identification of rural women's formal and non-formal training needs and the demand for female manpower in agriculture and agricultural­ly related sectors in four Regions. |
| 1993 - 94 | India | World Bank | Training Specialist | ***"Mine Planning and Operation"***  Editor of a major training package for the Indian cement Industry including development of two VHS videos and two computer-based training programmes. Training of trainers in Tamil Nadu. |
| 1993 | Denmark | NORAD | Consultant | ***“Evaluation of the Norwegian JPO/AE Programme to the United Nations”***  Design of database, processing incoming questionnaires and analysis of data. |
| 1993 | Denmark | BUPLThe Organization of Children & Youth Teachers | Consultant | ***“Early Childhood Development – Ghana”***  Development of project proposal and TOR for appraisal mission for submission to Danida. |
| 1992 – 93 | Denmark | Institute of Social Science,University of Roskilde | Lecturer/Tutor | Lecturer in economy, Censor on project: "Popular Participation in Tanzania", tutor and examiner for 2 project groups with the subjects: "Democratic Development in Uganda" and "Romania and Danish aid". |
| 1989 – 91  (2 years) | Zimbabwe | United Nations Development Fund for Women (UNIFEM) | Junior Professional Officer | Responsible for UNI­FEM's support to women entrepreneurship development in Zimbabwe: Socio-economic survey of women entrepreneurs in Zimbabwe; organisation of regional seminar, monitoring two women trained as blacksmiths, development of project proposal on "Training Women Entre­preneurs in Non-traditional Skills"; feasibi­lity stu­dy on "Moving Women Entrepre­neurs from the Infor­mal to the Formal Sector"; monitoring the development of a training manual for rural women on income generating activities, leadership etc.; feasibility study of "Low Cost Rural Transport"; assisting NGOs with de­ve­lopment of pro­ject proposals. |
| 1988 – 89 | Denmark | Institute of Social Science,University of Roskilde | Lecturer/Tutor | Lecturer in economy and poli­tical science, examiner in sociology, tutor for 2 project groups with the subjects: "Economic Integration of the EC" and "USA's Economic Crisis". |
| 1985 – 86  (5 months) | Kenya | Danida | Internship, Ministry of National Dev. and Planning | ***“Rural Development Fund”***  The aim of the Fund was to decentralise identification, planning and implementation of small-scale development projects. Carried out socio-economic apprai­sal of 32 income-ge­nera­ting pro­jects supported by the Fund in 15 Districts. |

1. **Other Trainings:**

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| --- | --- |
| Institution  [ Date from - Date to ] | Course Content |
| The Hara Practice Collaborative, London, UK, 2006 | Art of Hosting |
| Technological Institute, Denmark, 2006 | Appreciative Inquiry |
| Aarhus University, Denmark, 2005 | Coaching/mentoring Techniques |
| Management for Development Foundation, the Netherlands, 1998 | Institutional Development and Organisational Strengthening |
| DanEduc a/s, Denmark, 1994 | Quality Assurance |
| DanEduc a/s, Denmark, 1993 | Logical Framework Analysis |
| Copen­ha­gen Busi­ness Colle­ge, Denmark, 1992 | Business Economics |
| UNDP, USA, 1990 | Programme, Policy and Operations |
| UNDP, Zim­bab­we, 1989 | Women, Gender and Development |

**Selected Publications and reports:**

2013 *Social Assessment.* Preparation of the Environmental Services Project, Albania, World Bank (Includes Participation Plan, Grievance Redress Mechanism, Social Risk Assessment, Stakeholder Matrix and Gender Action Plan)

2013 *Rapid Rural Assessment.* Preparation of the Environmental Services Project, Albania, World Bank

2010 *Social Impact Assessment for a proposed Wind Park in Macedonia,* European Commission

2009 *Socio-Economic Baseline Study of PL Collectors, Kalabogi Village, Polder No. 32, Dacop.* Bangladesh Quality Support Programme. UNIDO

2005 *Middle East and North African Women Entrepreneurship. Institutional Study*. World Bank

2003 *Socio-economic Survey of Proposed Waste Collection Systems.* An analysis of end-users need and demand beside ability/willingness to pay for different waste collection systems in Swidwin Powiat, Poland. Danida

2003 *Social Impact Assessment.* A socio-economic and cultural impact study of two potential new landfill sites and one existing in Lusaka City. Danida

2003 *Materials Recovery in Lusaka.* A review of the opportunities and constraints for materials recovery at Chunga dumpsite and Lusaka City. Danida

2002 *Solid Waste Management Strategy for Peri-urban Settlements of Lusaka.* Danida

2001 *Gender Policy and Public Participation Plan.* Rehabilitation and Maintenance of the Lusaka to Mongu Road. Danida

1990 *Women in Zimbabwe*. An overall picture of the situation of rural and poor urban women in Zimbabwe. UNIFEM-Harare, Zimbabwe. (Published paper)

1989 *Support Services for Women Entrepreneurs in Zimbabwe*. UNIFEM-Harare, Zimbabwe. (Presented at seminar)

1988 *Agricultural Policy and Development in Zimbabwe and Zambia*. Centre for Deve­lopment Research, (Den Ny Ver­den), Year 21, No. 4. (Ar­ticle)

1988 *Agricultural Policy and Development in Zimbabwe*. Analy­sis of the agricultural policy in Zimbabwe since 1980 and the impact on the develop­ment of agriculture, indu­stry and social classes in Zimbabwe. M.A. Thesis, University of Roskilde, Denmark.

1986 *Support to Women's Grass-roots Development Initiatives*. Apprai­sal of 32 pro­jects in 15 Districts of Kenya. Rural Development Fund, Nairobi, Kenya.