1. **Name of Staff** : Shagufta Naz

**2. Proposed Position**  : Qualitative Analysis & Social Development Expert

**3. Employer** : AAN Associates

**4. Date of Birth** : February 5, 1966 **Nationality** : Pakistani

**5. Education**

|  |  |  |
| --- | --- | --- |
| School, college and/or University Attended | Degree/certificate or other specialized education obtained | Date Obtained |
| Murdoch University, Western Australia, Australia | M.A. in Development Studies | 2001 |
| University of Peshawar, Peshawar, Pakistan | M.A. Economics | --- |

**6. Other Relevant Training**

* Training of trainers on gender issues
* Training and resource material development and management for workshops, seminars and training
* TOT on training and workshop
* Walk through on Manual for teacher training for earthquake affected areas Islamabad
* Sphere Project Training, Abbottabad
* Minimum Standards for Educations in Emergencies, chronic Crises and early Reconstruction, Peshawar
* Result Based Management, CIDA Islamabad 2004
* Gender perspectives in planning, Islamabad, 2002
* Women Empowerment, Australia August 2001
* Women in population policies, Australia, 2000
* Globalization and Asia, Australia, 2000
* Women in South East Asia, Australia, 2000
* Rights of indigenous people, Australia, 2000
* Food Security in developing countries, Bangladesh, 1999
* Management and monitoring of non-formal and community based schools, UNICEF, Islamabad
* Log frame for management and monitoring of community based schools, DFID, Islamabad
* Improvement of the status of women for government officers, Japan
* Advanced gender development training, PE&DD, Peshawar
* Problems and prospects of women in development, PARD, Peshawar
* Database management, ILO-PE&DD, Peshawar
* Trainings in gender awareness and other issues, PE&DD, Peshawar

**7. Countries of Work Experience**: Pakistan, Afghanistan

**8. Languages** **Language** **Read** **Write** **Speak**

English Excell. Excell. Excell.

Urdu Excell. Excell. Excell.

Pushto Excell. Excell. Excell.

Punjabi Good Good Good

Hindko Good Good Good

Dari Fair Fair Fair

**9. Employment Record**

**From** Sep, 2011 to date

**Employer** : EBDM Pakistan

**Position held and**

**Description of Duties**  : Senior Monitoring, Evaluation and Research Expert

Enterprise for Business and Development Management (EBDM) a management consulting and research experts in project management, monitoring & evaluation, research, data management, technology solutions, strategy and organizational development extends its services to the non-profit, commercial and government sectors. Specific responsibilities include:

* Development and implementation of MER frameworks for projects and programs for the organization and partners;
* Developed tools for the Monitoring and assessment of the Population, Profiling, Verification and Response (PPVR ) Household Survey of Afghan Refugees in Pakistan and their affected local communities;
* Contributed to the Population, Profiling, Verification and Response (PPVR ) Household Survey final report;
* Designed and conducted training for Internal Monitors, surveyors and field data collection team in M&E skills, checklists and tools for accurate reliable data collection;
* New project formulation and planning;
* Conducted periodic socio-economic reviews in specifically KP province and clients in other areas ;
* Undertake periodic evaluation of clients projects including formulation assessment, process evaluations, output evaluations, mid-term project assessments, summative evaluations, baseline assessment and impact assessment;
* Need assessments and monitoring tools developed for new projects;
* Identified and implemented research methodologies;
* Cost-benefit and effectiveness analysis of the ongoing and proposed projects+;
* Coordinated and supervised small and large scale surveys and managed field teams for data collection;
* Regular and periodic reports writing.

**From** July–2009 to April 2011

**Employer :** IBI International / USAID-Pakistan TRADE Project

**Position held and**

**Description of Duties :** Gender Advisor

Pakistan Trade Project is a USAID funded project aimed to increase volume of Pakistan trade and competiveness through three components including (1) Improved Trade Environment (2) Increased trade at Pakistani borders and (3) Reconstruction of opportunity zones. A cross cutting gender mainstreaming approach is followed in the project. Specific responsibilities included:

* Take measures to institutionalize gender into Pakistan Trade Project activities:
* Integrated gender into baseline assessments undertaken by each component and provide the orientation training teams prior to baseline assessment; and
* Developed skills for gender mainstreaming into project components through training and workshops.
* Collaboration with trade related bodies:
* Coordination with the Ministry of Commerce officials, bilateral agencies, and private sector ( trade chambers and association) on the current trade situation in the country; and
* Gender assessment of Trade Development Authority and to develop institutional strengthening plan for all counterparts.
* Explore Trade with respect to Gender sensitivity:
* Gender analysis of trade policy and developed strategy to increase women participation and competitiveness in trade;
* Developed practical gender mainstreaming checklists and tools for project components to determine priorities for achieving gender equality;
* Support to the project components in analyzing gender issues and enhance their capacity in gender analysis skills; and
* Provide guidance, mentoring and coaching for stakeholders in the mainstreaming of gender in trade related activities.
* Capacity Building of trade organization with the objective to improve women participation in the decision making and border management committees:
* Strengthening women chambers of commerce and women business associations;
* Developing capacity building plan for project staff and counterparts for gender integration; and
* Concept notes developed to facilitate business exchange visits for women trader on the Pakistani borders, to strengthen their capacity.
* Enhance women’s participation in trade:
* Arrange capacity building services for women entrepreneurs;
* Customized training for current and potential exporters on the formal export methods;
* Case studies documented of successful business women; and
* Build up a network of counterparts and stakeholders (Government, civil society, academia, media, private sector, chamber of commerce) who are instrumental to integrate gender issues in trade and business development.
* Research on gender issues in trade and develop technical reports on women in trade:
* Conducted a research study on the factors impacting women participation in trade;
* Conducted a research study on the impact of trade liberalization on female employment; and
* Mentorship and Internship for female students in the supply chain.
* Concept for the cross border and study tours of women entrepreneurs

**From** March–2008 to March-2009

**Employer :** Gender Equality Project / UNDP | AFGHANISTAN

**Position held and**

**Description of Duties :** Planning Specialist / Advisor

Working with the Ministry of Economy and other sectoral ministries to create knowledge base and transform capacities of government institutions; promote collaboration and synergies; develop, promote and ensure sustainable national capacity building; influence policy towards gender responsive planning and development through the following broad roles and responsibilities. Specific responsibilities included:

* Worked closely with the Ministry of Economy to facilitate gender responsive planning and budgeting exercises by mainstreaming gender considerations in the planning and reporting mechanisms of sectoral ministries including; Ministry of Finance (MOF), the Ministry of Agriculture Livestock and Irrigation and The Ministry of Women Affairs (MOWA), the Ministry of Hajj and religious Affairs;
* Ensured collaboration with MoWA and MoF in determining model gender planning resource materials and facilitate their use in practice;
* Tailor made training material and manuals developed for the Ministry of Economy to integrate gender considerations in the planning work;
* Capacity building for communities to practice on ministerial and sub-national levels staff to address gender equality issues in line with the Afghan National Development Strategy (ANDS) and MDGs; goals Ministry staff and provincial level heads of the Economy trained in gender mainstreaming in public and private sector activities;
* Developed monitoring system to measure performance as well as impact of capacity building initiatives on gender responsive planning processes;
* developed templates for gender responsive planning exercises and provide technical inputs in the piloting of gender responsive planning methodology, and in training for related national and provincial authorities;
* Conducted analysis and prepared assessment reports as well as position papers and/or policy briefs on gender aspects of the poverty reduction goal and the ANDS and Afghan Compact Benchmarks.
* Developed monitoring tools for the Ministry and trained staff in conducting field monitoring and reporting the finding to various implementing ministries;
* Conducted workshops and seminars on planning, M&E; and
* Conducted nationwide Seminar for the Development Plans of Bamyan Province

**From** June–2007 to Febraury-2008

**Employer :** National Area Based Development Project (NABDP) / UNDP | AFGHANISTAN

**Position held and**

**Description of Duties :** Provincial Development Planning Coordinator/Assessment Consultant

* Project cycle management operational guidelines developed for NABDP to integrate gender in the overall project cycle management;
* Provided technical support for establishment of District Development Assemblies (DDA) and District Development Plans (DDP);
* Provided technical inputs for participatory planning engaging locals from all sectors;
* Developed planning reporting and monitoring templates for DDAs and DDPs;
* Trained staff on gender, planning, monitoring and evaluation methodologies;
* Developed strategy for capacity building package for DDA and Women and Men Advisory Council separately;
* Developed guidelines for community led planning and trained staff for using guidelines in the field;
* Conducted assessment of DDA/P process to document success stories and lesson learned for women and minorities participation in the DDA and District Development Plans.
* Organized and led a team of 30-35 Afghan national staff to develop provincial development plans and district development plans in coordination with partners and relevant stakeholders;
* Worked closely with Regional Units, line Ministries/departments and relevant stakeholders at provincial and regional level;
* Ensured effective planning, coordination and inclusion of women and other vulnerable populations in the consultation process at districts, provincial, national level in line with the methodology; and
* Developed 34 Provincial Development Plans for all provinces of Afghanistan.

**From** February–2006 to January-2007

**Employer :** ISCOS (International NGO) | Mansehra, PAKISTAN

**Position held and**

**Description of Duties :** Project Manager/Capacity Development Advisor

As Project Manager/Capacity Development Advisor responsibilities include planning, management, budgeting, analysis, implementation, monitoring and evaluation and submission and report writing of the UNICEF and UNESCO funded project on Orientation of Teachers in Earthquake Affected Areas. Capacity development of the staff, partners and stakeholders is the main pillar of the project. Specific responsibilities included:

* Provide technical and managerial support to the Directorate of Curriculum and Teacher Education (DCTE) to develop and enhance the teacher training modules with gender related awareness, child protection and psychosocial issues;
* Support in 232 three-day trainings for 8700 elementary schools teachers in the earthquake affected areas including Mansehra, Battagram and Shangla districts of NWFP;
* Capacity developed of 8700 elementary and primary school teachers through training, workshops in disaster management and teaching in emergencies;
* Capacity developed of more than 100 government senior level educationist as master trainers in training methodologies, gender equality, gender and Islam, child protection, girls right to education in Islam, Role of PTAs in education, education in post-earthquake scenario, psychosocial wellbeing of the teacher and children of earthquake affected areas etc.;
* Developed and enhanced training material according to the INEE minimum standards for education in emergencies;
* Support to DCTE for the development of psychosocial training manual for teacher training on social reintegration of teacher, students and through PTAs for overall community;
* Facilitated and supported DCTE to conduct trainings for master trainers in psychosocial wellbeing manual including sessions on classroom management, psychosocial wellbeing, social reintegration, health and hygiene, survival techniques in disaster management, PTAs etc.;
* Supported DCTE in Provincial Seminar and outreach to community;
* Material development for 13 street theatre activities to introduce the psychosocial well; being, orderly exit etc. to students/children and PTA members. Supported to conduct focus group discussion;
* Developed and disseminated educational toolkits to 9500 elementary school teachers;
* Comprehensive capacity building of staff and partners on the project activities, working with minimal resources in emergencies and skills transfer;
* Coordination and communications with donors, education department and other stakeholders;
* Submission and analytical reports writing for donors and stakeholders;
* Monitoring of the deliverable, work planning, and coordination with partners and civil society organization to chalk out implementation plan for training of 9500 teacher in earthquake affected areas;
* Community involvement in the education normalization activities such as street theater for enrollment, and positive messages for female enrollment and focus group discussion for PTA/SMCs reactivation and involvement in education;
* Developed and maintained linkages with education authorities at local, provincial, federal level AJK government, and with donor agencies, and civil society organization through education cluster and other forums;
* Established M&E system and database;
* Thematic surveys and case studies on gender issues in the earthquake affected areas; and
* Overall management of the project.

**From** October–2002 to December-2005

**Employer :** Afghan Refugee Education Project / CIDA | Peshawar, PAKISTAN

**Position held and**

**Description of Duties :** Project Monitor and Gender Advisor

* Developed coordination and working relationships with AREP four partners: IRC, GTZ, Ockenden International and UNESCO;
* Screening of proposals perspective;
* Logical Framework Analysis matrices and Result Based Management of all partners
* Developed an understanding of the gender issues;
* Facilitated training for IPs on gender issues in emergency and refugee education;
* Developed with the partners LFAs and implementation and monitoring plans;
* Training Needs Assessment of partners for implantation and result based monitoring of the project;
* Budgeting;
* ToRs development for consultants engaged for assessment studies;
* Coordination for studies, assessment and trainings;
* Result based quarterly and annual project reports;
* CIDA educational best practices incorporated in partners teacher trainings and program;
* Networking and Linkages developed with organizations working for Afghan th and education in the country;
* Conducted training workshop on the issues of WID and Gender Equality Awareness with partners;
* Trained more than 80 mid-level professionals of the partner organizations in gender sensitive M&E tools and approaches;
* Collected and analyzed information on tangible and intangible outcomes for the project;
* Arranged with UNESCO first training of the world on INEE minimum standards on Education in Emergencies.

**From** June–2002 to September-2002

**Employer :** Pakistan Environment Program / IUCN – The World Conservation Union | PAKISTAN

**Position held and**

**Description of Duties :** Deputy Project Manager / Gender Coordinator

* Provided operational leadership to PEP-Partner Organizations for the implementation of Pakistan Environment Programme;
* Established management and coordination mechanisms among PEP-Partner Organizations, the donor agency and other stakeholders through Programme Advisory Committee meetings, PEP Partners Meetings and others;
* Coordination of planning, capacity building and institutional development activities among PEP-Partners;
* Coordination and working with the Planning and Evaluation Section of IUCN Pakistan to establish and manage a Result-Based Monitoring and Evaluation System for PEP;
* Facilitation of the budgets preparation, forecasts and financial reports of the project
* Preparation of work plans, progress reports and other matrix and narrative documents;
* Coordination of gender integration process with PEP- Partners;
* Ensured gender integration through training, capacity building, linkages and networking across all PEP components within South and Southeast Asia;
* Coordination of the PEP Gender Steering Committee meetings and PEP Gender Operational Committee meetings; and
* Developed TORs for gender consultant and PEP decision making forums.

**From** June–1998 to January-2000

**Employer :** Khwendo Kor Women and Children Development Programme | PAKISTAN

**Position held and**

**Description of Duties :** Monitoring, Evaluation and Documentation Expert

* Developed and implemented of monitoring system for the organization;
* Monitoring and evaluation of the program in all areas;
* Preparation of work plan, and joint work planning with the regional offices;
* Preparation, assessment and documentation of monitoring, progress and submission reports for internal use and donors;
* Development of project proposals;
* Close liaison with Donors, NGOs, Government Dept., and other skilled professionals;
* Regular Need Assessment of organization;
* Capacity building of staff in participatory monitoring and evaluation;
* Support and guidance for the successful implementation of projects;
* Developed terms of reference for the consultants on health issues;
* Community motivation and mobilization;
* Development of training and promotional material;
* Designed and facilitated workshops on different themes; and
* Coordination of Education Core Group comprised of donors, NGOs, government departments and other skilled professionals working in the field of education.

**From** August–1997 to March-1998

**Employer :** Sarhad Rural Support Program (SRSP) PAKISTAN

**Position held and**

**Description of Duties :** Senior Planning, Monitoring, Evaluation and Research Officer

* Assessment of institutional maturity of community organizations in social sector, natural resource management, micro-credit and other sectors;
* Monitor and Evaluate program activities from gender perspective;
* Prepare plan of action and analytical and periodic reports submitted to government and donors;
* Development of project proposals;
* Case studies for the program; and
* Promotional material for organization.

**From** 1992 to 1997

**Employer :** Planning and Development Department, Government of NWFP | PAKISTAN

**Position held and**

**Description of Duties :** Research Officer, Women Development Section

* Assessment and appraisal of project proposals (financial and physical);
* Supervise and formulate schemes for women development;
* Analytical and submission reports developed;
* Annual Development Plan for women development;
* Assessment of various ongoing projects for gender sensitivity;
* Liaison with line department and NGOs for new and ongoing women development projects;
* Close liaison with the Ministry of Women Development for the approval of women related schemes.

**From** 1992 to 1997

**Employer :** Training and Employment for Rural Women in NWFP

**Position held and**

**Description of Duties :** Project Director

* Operational level day-to-day management of the project;
* Monitoring of project activities in Dir for Bee Keeping and Haripur for Sericulture; and
* Community organization.

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| --- | --- |
| **10. Detailed Tasks Assigned** | **11. Work Undertaken that Best Illustrates Capability to Handle the Tasks Assigned**  Name of assignment or project: **Outcome-based Evaluation and Needs Assessment for DRL’s funded Programs in Pakistan**  Year: Sep, 2013 to Aug 2014  Location: All Pakistan  Client: DRL  Positions held: Evaluation Expert  Activities performed:  This is a forward looking evaluation focuses on the effectiveness, quality, sustainability, coordination, relevance and appropriateness, impact and future perspectives for new projects. Tools are prepared for FGDs, Survey, Workshops and in-depth interview with key informants, interviews tools for implementing partners.  Name of assignment or project: **Evaluation of Christian Aid’s response to the 2012 floods in Pakistan**  Year: June- July, 2013  Location: All Pakistan  Positions held: Consultant  Activities performed:   * To evaluate the efficiency, impact and effectiveness of the CA Pakistan Floods program; * To evaluate the quality and relevance of partners’ work and CA’s support; * To evaluate to what extent downward accountability was established within the program delivery process; * To evaluate what the appeal and response has meant in the context of ‘partnership’ with CA not having an on-going presence or development program in Pakistan, with particular focus upon immediate next steps and the longer term.   As part of the evaluation team evaluation tools were developed to collect information for the above objectives of the evaluation. FGDs and one to one meetings were conducted with the Christian Aid Partner and implementers in Pakistan. Report is being developed.  Name of assignment or project: **Gender analysis of threat, vulnerabilities, and risk of Diakonie Katastrophenhilfe Pakistan Implementing Partners and Mitigation plan**  Year: Jan-Feb, 2013  Location: All Pakistan  Positions held: Consultant  Activities performed:   * Threat, vulnerability, risk and mitigation assessment of DKH implementing projects in province of Khyber Pakhtoonkhwa; * Interviews with female field and local staff for risk and threats assessment and recommendations for solution; * Data collection and assessment report write up; * Workshop for threats and mitigations plans.   Name of assignment or project: **Gender analysis of Diakonie Katastrophenhilfe Pakistan construction of houses**  Year: October-November, 2012  Location: All Pakistan  Positions held: Consultant  Activities performed:   * Assessment of female response to the completed houses * Interviews with female beneficiaries for the proper use and handed over one and two rooms houses * Data collection and assessment report write up * Stakeholders’ workshop for inclusion of gender aspects in the next phase of project.   Name of assignment or project: **Mid-Term Evaluation of Diakonie Katastrophenhilfe Pakistan Flood Response** Year: September, 2012  Location: All Pakistan  Positions held: National Consultant  Activities performed:   * Development of appropriate Evaluation, Sampling and Data Collection methodologies and tools prior to commencement of field research; * Review of project documents, preparation of fieldwork and evaluation; * Conducted Interviews, discussion and FGDs with women beneficiaries, IPs and community members; * Visited construction sites and houses of the project; * Final debriefing with IPs and project staff; * Final report writes up (ongoing).   Name of assignment or project: **Australian Development Scholarship Assessment , PAKISTAN**  Year: April- August -2012  Location: All Pakistan  Positions held: Assessment Expert  Activities performed:  Engaged by Coffey International for the assessment of more than 1800 application for 2- year’s scholarship awards, and 300 applications for short-term Agriculture awards. Assessments tools and scoring model developed. Applicants assessed, interview questions prepared and, post departure briefing done for the selected candidates. Assessment report developed.  Name of assignment or project: **Independent Mid Term Evaluation SCI and IKEA Foundation Child Rights Programme in Cotton Growing Districts of Punjab and Sindh Provinces – Muzaffargarh and Sanghar.**  Year: **June 2012**  Location: Punjab  Positions held: Evaluation/Gender Expert  Activities performed:   * Participate/contribute to briefing/debriefing meeting with Save The Children IKEA project staff at Islamabad * Review of project documents, preparation of fieldwork + evaluation * Contribute to design of evaluation tools and undertaken interviews, FGDs * Selection and orientation of field enumerators, data entry operators * Cross checking of data collected by enumerators * Final debrief and report write up.   Name of assignment or project: **Third Party Evaluation of Oxfam GB (IDPs/Conflict Programme) Livelihoods Early Recover in Upper Swat and Buner Districts (2010-11), of Khyber Pukhtunkhwa Province – Pakistan**  Year: Sept 2010  Location: Khyber Pukhtunkhwa  Client: Oxfam GB  Positions held: Evaluation/Gender Expert I  Activities performed:   * Review of relevant literature and consultations with program/IPs staff/management * Design of researching methodology and tools (HH surveys, interview guides, FGDs, case study, field observation checklist) and field plan * Field assessment missions and meeting with key stakeholders, application of field methods/tools * Meetings and application of primary tools for information collection with OGB Partners i.e. Lasoona and RDP * Organize reflect/brainstorming sessions with partners and OGB staff to draw lessons learned * Produce an evaluation report with both accountability and learning focus (ongoing).   Name of assignment or project: **Counterpart International Inc. I-PACS, Afghanistan**  Year: March–June 2007  Location: Afghanistan  Positions held: Gender Mainstreaming Strategy Development Consultant  Activities performed:  As an independent consultant she worked with the gender team of the Counterpart International USAID funded INGO, to develop gender mainstreaming strategy for the project. During the assignment held individual meetings, focus Group Discussions (FGDs) with NGO staff and stakeholder and conducted preparatory and debriefing workshops for staff and stakeholders. The strategy document report and recommendations presented to the Counterpart.  Name of assignment or project: **Child Friendly Schools Assessment Mission, Pakistan**  Year: October-2006  Location: All Pakistan  Client: UNICEF  Positions held: Assessment Expert  Activities performed:   * As a member of the assessment team visited UNICEF Child Friendly schools all over Pakistan. * Held meetings with the education authorizes in all provinces and UNICEF. * Developed assessment tools and conducted interviews with teachers, students and parents * Compared the findings with the schools where the intervention was not introduced. * Developed the assessment report and presented findings and recommendation to donors and stakeholders in a workshop.   Name of assignment or project: **EC Identification Mission | PAKISTAN**  Year: January-2004  Location: All Pakistan  Positions held: Social Development Expert (Child Labor)  Activities performed:  The assignment was to provide baseline information for EC on new project development.   * Held meetings with labor and human rights organization for data collection * Visited factories with child labor and where the child labor was eliminated * Findings and recommendation presented to the stakeholders and EU * Prepared the identification report.   Name of assignment or project: **Swiss Development Corporation (SDC), PAKISTAN**  Year: 2003  Location: All Pakistan  Positions held: Institutional Mapping Expert  Activities performed:   * The assignment is to identify options for organic farming in Pakistan with the support of SC * FGDs and interviews with the organizations and farmers already practicing organic farming * Collected information from research institutions * Collected information from producers and exporters of organic products * Identified small and medium sized entrepreneurs in organic poultry, fruits and vegetable farming |

**AREAS OF EXPERTISE:**

* Program Design and Management
* Gender Advisory Services
* Qualitative and Quantitative Research and Reports
* Monitoring & Evaluation
* Institutional Assessment and Development
* Capacity Building and Training Facilitation

**TRAININGS / WORKSHOPS CONDUCTED:**

**Afghanistan (2007-2009)**

* Conducted national level Bamyan Development Seminar to identify resources and projects for the development of Bamyan province of Afghanistan.
* Conducted workshops in 34 provinces of Afghanistan to develop provincial development plans- ensured marginalized section of the society in these workshops
* Conducted training on international planning practices
* Trainings of master trainers in community participation, social and development issues, community initiatives and other issues
* Conducted strategic planning and development training for the provincial directors of the Ministry of Commerce in Afghanistan.
* Conducted training for the Ministry of Commerce (Afghanistan) staff on gender aspects of planning, strategic planning, short and medium term planning and to develop monitoring tools
* Developed training material and curriculum for all training
* Workshop on gender strategy development
* Conducted training on formation of district development assemblies in Afghanistan

**Pakistan**

* Conducted session on Communication for UNHCR Peshawar Office
* Conducted workshops in Lahore, Karachi and Islamabad with women entrepreneurs to identify the impediments to women participation in international trade and to increase their participation
* Trained 100 trainer of trainers and resource people in training methodologies, emergency education with focus on psychosocial wellbeing of the teacher and children of earthquake affected areas (Hazara and AJK)
* Training on gender sensitive monitoring tools and indicators development
* Training on gender sensitive training and resource material development

**COMPUTER SKILLS:**

* Advanced skills in MS Office (Word, Excel, Power Point, Outlook, Project etc)
* Emailing
* Good Working experience on Statistical Packages (SPSS)

**PERSONAL/ INTERPERSONAL:**

* Critical thinking, analytical, research, and writing skills
* Strong organizational, coordination and planning skills
* Ability to multi-task, multi-donor and multi-partner projects
* Ability to work collaboratively as well as independently
* Ability to work with deadlines as well as flexible in being able to adapt to changing priorities.
* Experience with inter-governmental as well as civil society organizations in the areas of promotion of gender equality, Education, as well as social and economic development.
* Social development and gender analysis
* Monitoring and Evaluation
* LFA and RBM
* Institutional Mapping
* Facilitation of training/workshops on different issues

**RESEARCH WORK / PAPERS:**

1. Impact of Trade Liberalization on Women Employment in Pakistan | 2011
2. Factors Impacting Women Participation in International Trade | 2010
3. Gender focused Project Cycle Management Guidelines, NABDP-UNDP Afghanistan 2008
4. Gender Mainstreaming Strategy- Counterpart International Afghanistan | 2007
5. Assessment of child friendly schools in Pakistan - UNICEF Pakistan
6. Multilateral Economic Institutions and Women: A Gender Review of the Structural Adjustment Programmes in Pakistan | 2001
7. Integration of technology into education a panacea for educational challenges | 2001
8. Violence against Women | 2001
9. Ethical issues in program evaluation | 2001
10. Design of evaluation plan for an international project on education (study assignment) | 2001
11. Sustainable Development: As an Oxymoron | 2000
12. Sustainability plan for City of Mandurah (Australia) | 2000
13. Social Clauses and Trade Agreements | 2000
14. Globalization | 2000
15. The Commercialization of Agriculture in Southeast Asia (Green Revolution) | 2000
16. Country paper on the status of women in Pakistan | 1996
17. Women and Environment | 199

**12.** Do you currently or have you ever worked for the World Bank Group including any of the following types of appointments: Regular, term, ETC, ETT, STC, STT, JPA, or JPO? If yes, please provide details, including start/end dates of appointment.

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**Certification**

I certify that (1) to the best of my knowledge and belief, this CV correctly describes me, my qualifications, and my experience; (2) that I am available for the assignment for which I am proposed; and (3) that I am proposed only by one Offeror and under one proposal.

I understand that any wilful misstatement or misrepresentation herein may lead to my disqualification or removal from the selected team undertaking the assignment.

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*[Signature of staff member or authorized representative of the staff]*