**CURRICULUM VITAE**

Saskia Ivens   
International Development Consultant, Gender Equality and Women's Rights  
Consultante en développement international, genre et droits des femmes  
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**Proposed role in the project:**

**Category:**

**Staff of:**

1. **Family name: Ivens**
2. **First names:** Saskia Paula Wilhelmine
3. **Passport holder:** Netherlands
4. **Residence:** Netherlands
5. **Education:**

|  |  |
| --- | --- |
| Institution  [ Date from - Date to ] | Degree(s) or Diploma(s) obtained: |
| 2000, Katholieke Universiteit Nijmegen (Catholic University Nijmegen), Nijmegen, the Netherlands | Master of Arts (MA) in **Advanced Development Studies** |
| 1993-1999, Wageningen Agricultural University, Wageningen, the Netherlands | Master and Bachelor of Science (MSc & BSc) in **Rural Development Sociology** (specialisation **gender equality** and natural resources management). Field work in Bénin and Sri Lanka. |

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

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| --- | --- | --- | --- |
| Language | Reading | Speaking | Writing |
| Dutch (mother tongue) | 1 | 1 | 1 |
| English | 1 | 1 | 1 |
| French | 1 | 2 | 2 |
| German | 1 | 3 | 3 |
| Spanish | 3 | 5 | 5 |

1. **Membership** **of professional bodies:**

- AWID (Association for Women’s Rights in Development; www.awid.org)

- Gender and Water Alliance (www.genderandwater.org)

- WO=MEN (Dutch Gender Platform; www.wo-men.nl; including write-up of the section on economic empowerment for the Netherlands’ Beijing +20 report)

1. **Other skills:** Microsoft Office including Excel, Internet Explorer, Outlook, PowerPoint, and Word; Google Chrome.
2. **Present position:**  International Development Consultant, Gender Equality and Women’s Rights (self-employed, independent consultant).
3. **Years within the firm:** 4 years. Previous work experience as consultant: 3+ years. 16 years of experience in gender and development.
4. **Key qualifications:**

**Gender, project and organisational development:** technical assistance at (inter)governmental and NGO level including results-based management (RBM), project planning and design, implementation, monitoring, evaluation, gender-based analysis, proposal writing, gender policies and strategies, gender action plans, gender audits and gender reviews, tool development, capacity building, workshops and training, civil society building, applied research, gender mainstreaming, (gender) policy development, project management.

Program expertise: **gender equality, women’s rights** and natural resources management including agriculture, land rights, water, food security, climate change, education and health including sexual and reproductive health and rights, gender equality and sustainable economic growth, gender-based violence, women, peace and security, women’s participation in decision making and governance.

Interpersonal skills: Greatly appreciated for my positive attitude, team work, intercultural communication skills, results-focus, integrity, flexibility, diplomatic skills, strong coping strategies, and high level of consultation (confirmed by an assessment by Meurs HRM, Woerden, the Netherlands).

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

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| Country | Date from - Date to |
| **Work and missions** |  |
| Afghanistan | October 2012 (1 week)  January 2013 (2.5 weeks)  May – June 2013 (6.5 weeks) |
| Bangladesh | April 2002 (3 weeks)  October 2010 (2 weeks)  May 2011 (4 days) |
| Benin | June 1996-January 1997 (7 months)  February 2014 (1 day during 2-week visit) |
| Burkina Faso | November 2011 (4 days) |
| Canada | February 2003 – August 2012 (6.5 years) |
| Ethiopia | 3 1-week missions from 2003-2006 |
| Ghana | October/ November 2011 (2 weeks) |
| Honduras | November/December 2010 (3 weeks) |
| India | July – August 2013 (1.5 week) |
| Kenya | May 2008 (1 week)  February 2009 (3 days) |
| Pakistan | September 2012 (3 weeks) |
| Portugal | December 2013 (1 week) |
| South Africa | 2 1-week missions from 2003-2006 |
| Sri Lanka | October 1998 – May 1999 (7 months)  2 missions of several weeks in 2008/9 |
| Swaziland | 2004 (1 week) |
| Tanzania | February 2014 (2 weeks) |
| Vietnam | May 2011 (2 weeks) |
| Zambia | February 2003 – February 2006 (3 full years)  September 2014 (1 day of Zambia-based work during several weeks visit)  June/July 2016 (several days of Zambia-based work during several weeks visit) |
| Zimbabwe | 2 1-week missions from 2003-2006 |
| **Other country responsibilities (without mission)** | Botswana; Cambodia; Cameroon; China; Egypt; Madagascar; Malawi; Mozambique; Nepal; Rwanda; Tajikistan |

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

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| --- | --- | --- | --- | --- |
| Date from - Date to | Location | Company & reference person (name & contact details) | Position | Description |
| June/July 2016 (current) | Lusaka, Zambia | Wageningen University (www.wageningenur.nl) and the University of Zambia  Sijmen Schoustra:  Sijmen.Schoustra@wur.nl | M&E specialist (unpaid) | Technical Assistance for establishment of a baseline and for a mid-term review of a research project on fermented products to enhance food security. |
| May 2014 – current | Amsterdam, the Netherlands | Royal Tropical Institute (KIT) and Femconsult (www.kit.nl/GRF)  Kitty Bentvelsen: kbentvelsen@femconsult.org | Coordinator (Specialist) | Coordinator of the Gender Resource Facility, 2014-current.  Advice on women’s rights and gender equality to Netherlands embassies and the Netherlands Ministry of Foreign Affairs for women’s rights programming and gender integration into the focus areas (‘spearheads’) in line with the (new) EU Gender Action Plan and Netherlands’ Gender Policy: Water, Food Security, Security and Rule of Law (SRL) and Sexual Reproductive Health and Rights (SRHR). Founding member, involved in bid, set-up and instrumental in development of the GRF model.   |  |  | | --- | --- | | * Review of a Research Proposal on the Ready Made Garments industry in Bangladesh. * Review of MFA results sheets to encourage gender results reporting in programming on SRL, Private Sector Development and Women’s Rights. Assessment of completeness of results sheets (quality, usefulness and presence of baseline data, sources, progress results, additional indicators). * Advice on ToR for a Mid-Term Review of the Gender and Water Programme in Bangladesh (GWAPB). * Advice on 45-minute gender sessions by the Department for Stabilisation and Humanitarian Aid. * Input into and provision of expert names for advice on a new Women’s Rights Programme (FLOW II). * Suggestions for gender integration into a Climate Change e-Course. * Hold meetings for GRF coordination with the Netherlands Ministry of Foreign Affairs. * Participate in meetings with other support units (Centre for Development Innovation, CDI; Dutch Sustainability Unit, DSU; and Netherlands Water Partnership, NWP) to encourage information exchange and streamlined advice to the Ministry on Water, Food Security, Gender Equality, Sustainability and Climate Change.   Coordination of activities of senior consultants and in most instances identification of assignment, development of ToRs, quality and process management and report review for:   * Gender integration into the Green Climate Fund, gender support for COP21 and related advice on gender negotiations in international climate agreements to the Department Inclusive Green Growth. * Workshop facilitation and recommendations for a gender approach by the Netherlands embassy in Benin and recommendations to the embassy for an action plan for the Benin-based EU delegation. * Gender Review of the Theory of Change (ToC), Logframe and a Mid-Term Review of the Gender and Water Programme in Bangladesh (GWAPB). * Gender integration (objectives, indicators, baseline, targets) in a strengthened result monitoring (PME) framework for Food Security Programmes of the Netherlands embassy in Kenya and its partners. * Gender support to Alliances for the elaboration of Strategic Partnerships on Lobby & Advocacy. * An SRHR Portfolio Assessment of the Netherlands embassy in Burundi. * Workshops resulting in a report on Gender Equality in ICTs: ‘Promoting Equal Chances for Women and Men to Use and Benefit from ICT-enabled Solutions’ in collaboration with the [International Institute for Communication & Development (IICD)](https://www.linkedin.com/company/31218?trk=prof-exp-company-name). | | | * Review of an Inception Landscape proposal for sustainable value chains in the Ethiopian Gambella region, review of Baseline and Visioning Reports for Somaliland, Kenya and Sudan and support to the Gender Coordinator, Horn of Africa Regional Environment Centre and Network (HoA-REC&N). * Gender Review of a proposed Water Programme of the Netherlands embassy in Bangladesh. * Gender reviews of the Inception Reports of the Water for Eastern Equatoria and Water for Lakes programmes of the Netherlands embassy in South Sudan. * A Quick Gender Scan of the Food Security, SRL and Water project Portfolio of the Netherlands embassy in South Sudan. * Participation in a Quality at Entry for gender integration in the World Bank Netherlands Water Partnership. * A gender workshop for the Department for Stabilisation and Humanitarian Aid. * Gender review of the ToR for a Mid-Term Review of the Sustainable Water Fund (FDW). * Identification of experts for a Conference on National Action Plan 1325 (on Security Council Resolution 1325 on Women and Peacebuilding). * Identification of gender opportunities in the Knowledge Platform on Inclusive Development Policies. | | * Identification of experts for advice on a Strategic Environmental Assessment on hydro-electric dam and irrigation developments in the Lake Turkana/Lower Omo River Valley, Ethiopia and Kenya in collaboration with the Commission for Environmental Assessment. | |
| March – current (anticipated: October 2016) | Amsterdam, the Netherlands | GAGGA (FCAM, Mama Cash, Both ENDS www.bothends.org/en www.fcmujeres.org & www.mamacash.org)  Maite Smet: maite@fcmujeres.org | Consultant | Conduct a baseline study, establish baseline and provide narrative including assessment on lobby and advocacy capacities of participating organizations, for a new program on women’s rights and environmental justice called the Global Alliance for Green and Gender Action (GAGGA). Use of participatory methods: development of surveys (in English and French), document review, presentation of findings and workshop sessions at the Global Inception Meeting, conduct interviews. |
| February 2016 | The Hague, the Netherlands | Femconsult (www.femconsult.org)  Angélique Verweij:  averweij@femconsult.nl | Consultant/ Translator | Support interviews with French-speaking interviewees in the Democratic Republic of Congo (DRC) for the Final Evaluation undertaken by Femconsult of “Advancing Gender Justice in countries under ICC investigation’’. The project, funded by the UN Trust Fund to End Violence against Women, was implemented by the Women’s Initiative for Gender Justice (WIGJ). |
| January 2016 | Wageningen, the Netherlands | Wageningen University (www.wageningenur.nl)  Deepa Joshi:  deepa.joshi@wur.nl | Lecturer | Guest Lecture on ‘Integrating gender in development programming on natural resources: from theory to  frameworks, tools and practice’, 2016. |
| July – August 2015 | Home-based | Urgent Action Fund for Women’s Human Rights (urgentactionfund.org)  Caitlin Stanton: caitlin@urgentactionfund.org | Gender Consultant | Support for the development of a Track Record for proposal development for FLOW (Funding Leadership Opportunities for Women) 2016-2020 of the Netherlands Ministry of Foreign Affairs, 2015. |
| January 2015 | Wageningen, the Netherlands | Wageningen University (www.wageningenur.nl)  Deepa Joshi:  deepa.joshi@wur.nl | Lecturer | Guest Lecture on ‘Integrating gender in development programming on natural resources: from theory to  frameworks, tools and practice’, 2015. |
| November – December 2014 | Utrecht, the Netherlands | Commission for Environmental Assessment (www.eia.nl) Arend Kolhoff: akolhoff@eia.nl | Consultant | Review of social and gender aspects of a [Multi-Purpose River project in Myanmar](http://api.commissiemer.nl/docs/os/i01/i0101/final_advice_on_tor_bagan_ncea.pdf) and provision of recommendations, 2014. |
| September 2014 | Lusaka, Zambia | Kara Counselling | Lecturer (unpaid) | Conduct a session on early and child marriage for young adults engaging in vocational training for enhanced employment skills. |
| July- August 2014 | Amsterdam, the Netherlands | Both ENDS, Mama Cash & FCAM (www.bothends.org/en & www.mamacash.org)  Tamara Mohr: tm@bothends.org | Consultant | Support to the organisations for the development and editing of a Track Record for proposal development on women’s rights and climate change for ‘Dialogue and Dissent’, Strategic Partnerships for Lobby and Advocacy of the Netherlands Ministry of Foreign Affairs, 2014. |
| March – December 2014 | Apeldoorn, the Netherlands | ZOA (http://www.zoa-international.com)  Marijn Cardenas-Smits: m.cardenas-smits@zoa.nl | Gender Consultant | Provision of support for an organisational gender review (gender audit), 2014. |
| February – September 2014 | Tanzania | Aga Khan Foundation Canada (www.akfc.org) Neelam Merchant: Neelam@akfc.org | Gender Consultant | Development of a manual on Gender Equality and Reproductive and Maternal Health for the Government of Tanzania and maternal health implementers; Technical Assistance to the Gender Specialist and her colleagues for gender integration into IEC materials, case studies, data collection tools and research studies for a DFATD-funded maternal health project, Aga Khan Foundation Canada, Aga Khan Foundation Tanzania and Aga Khan Health Services Tanzania, 2014.  Mission to Tanzania (2014): work with team, particularly Gender Specialist; meeting with government. |
| June 2013 – June 2014 | Utrecht, the Netherlands | Femconsult and the Commission for Environmental Assessment (www.eia.nl/ dsu.eia.nl) Rob Verheem: rverheem@eia.nl | Consultant/ Coordinator | Coordinator of the Dutch Sustainability Unit - Gender Equality, Netherlands Commission for Environmental Assessment, 2013-14. Gender advice to Netherlands embassies and the Netherlands Ministry of Foreign in accordance with the EU Gender Action Plan and Netherlands’ Gender Policy, particularly for the focus areas Food Security and Water.   * Review of MFA results sheets to encourage gender results reporting in Food Security and Water programming. Assessment of completeness of results sheets (quality, usefulness and presence of baseline data, sources, progress results, additional indicators). * Coordination and support for the development of a [Quick Reference Guide on Gender Equality and Climate Change](http://api.commissiemer.nl/docs/os/i71/i7111/def_guide-gender_climate_change_20_march_2014.pdf) including fact sheets and gender and climate integration into the Ministry’s Policy Cycle. * Oversight of the work of senior consultants for gender review of and follow-up support to Multi-Annual Strategic Plans and results reporting for the embassies in Benin, Burundi, Mozambique, Rwanda and the Great Lakes region. * Review of ToR for a Land Ownership program in Mozambique. * Review of tender documents for capacity strengthening of stakeholders in the water sector in South-Sudan. * Coordination of activities of senior consultants for organisational review at CBI and gender integration into the Green Climate Fund. * Advice for a Gender Policy and coordination of consultants on gender integration into Water, Food Security and SRHR programming in Mozambique.   Workshop and suggestions for strengthened gender equality integration into Environmental Assessments (EIA and SEA). |
| December 2012 – February 2014 | Home-based | Aga Khan Foundation, Geneva Office (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk | Gender Consultant | Technical Assistance to various AKF Country Offices (including Afghanistan, Egypt, Kyrgyzstan, Madagascar, Mali, Tajikistan) for work plans and organisational development/strategic planning, gender training and gender equality reviews (gender audits).  Finalization of a resource mobilization document on donor requirements for gender equality. Co-organization of a gender workshop for AKF Gender Focal Points and Program Managers in Portugal. Review of tip-sheets on gender analysis, monitoring and evaluation and gender in the project cycle, Aga Khan Foundation Geneva Office, 2012/13/14. |
| April – August 2013 | India | Aga Khan Foundation, Geneva Office (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk | Gender Consultant | Facilitation of a gender equality and women’s rights workshop for programme staff in collaboration with local women’s organization Jagori, Aga Khan Foundation Geneva Office and India, 2013.  Mission to India (2013): workshop facilitation. |
| April – July 2013 | Afghanistan | * Checchi and Company Consulting (http://www.checchiconsulting.com/) Justine Dodgen: [justinedodgen@gmail.com](mailto:justinedodgen@gmail.com) | Evaluation Specialist | Team Leader for a performance evaluation of USAID-funded $45M Initiative to Promote Afghan Civil Society, USAID/ Checchi and Company Consulting, 2013. Project with Congressional earmark because of its strong gender equality objectives.  Mission to Afghanistan (2013): development of methodology based on participatory methods, interviews and quantitative survey, [report](https://dec.usaid.gov/dec/content/Detail.aspx?ctID=ODVhZjk4NWQtM2YyMi00YjRmLTkxNjktZTcxMjM2NDBmY2Uy&rID=MzM3MzEy) writing and presentations to USAID, management of a 5-person team. |
| January – April 2013 | Afghanistan | Aga Khan Foundation Canada (www.akfc.org) Tanya Salewski: Tanya@akfc.org | Gender Consultant | Team Leader for the development of a Gender Equality Analysis and Gender Equality Strategy for a CIDA-funded maternal health project, Aga Khan Foundation Canada and Afghanistan, 2012/13.  Mission to Afghanistan (2013): stakeholder consultations, facilitation of a review workshop. |
| October 2012 – March 2013 | Afghanistan | Aga Khan Foundation Afghanistan (www.akdn.org) Urmila Simkhada: urmila.simkhada@akdn.org | Gender Consultant | Facilitation of a gender equality workshop for senior management, including development of an action plan, Aga Khan Foundation Afghanistan, 2012.  Mission to Afghanistan (2012): workshop facilitation. |
| September – October 2012 | Pakistan | Aga Khan Foundation, Geneva Office (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk | Gender Consultant | Development of Concept Papers for gender equality programming, organizational and program review, Aga Khan Foundation Geneva Office and Pakistan, 2012.  Mission to Pakistan (2012): workshop for staff, interviews with staff and stakeholders. |
| October 2009 – August 2012 | Gatineau, Canada | CIDA (Canadian International Development Agency; now Global Affairs Canada); Lucie Bazinet:  LucieBaz@bell.net & Françoise Nduwimana:  Francoise.Nduwimana@international.gc.ca | Senior Gender Equality Specialist (employee) | Bilingual position English-French  Provision of support and advice to Program Teams (Bangladesh, Benin, Burkina Faso, Cambodia, Cameroon, China, Ghana, Honduras, Niger, Rwanda, and Vietnam) for the integration of a gender perspective in programs and projects.  - Focus on Food Security, Sustainable Economic Growth and Children and Youth including Maternal, Newborn and Child Health, Health and Education.  - Review of Gender Analysis/es; Results (Outcomes and Outputs), Indicators, Baselines and Targets; and organizational capacity at design and other stages of the project cycle.  - Participation in Advisory Teams for bilateral, multilateral and civil society projects, including Program-Based Approaches (PBAs).  - Support for the hiring of Gender Equality Advisors. Mentoring and training of program officers and local Gender Equality Advisors on Gender Equality and CIDA’s Gender Equality Policy and tools. Sharing of best practices and research reports.  - Back-up responsibilities for colleagues on mission, with responsibilities for programs in the Balkans, Caribbean, DRC, East and Southern Africa, Haiti, Nepal, Pakistan, Sri Lanka, Sudan, West-Africa, and South Asia.  - Development of a Gender Equality Strategy for the Zambia Program.  Team lead on Gender Equality and Food Security: provision of advice for policy and programming on the CIDA Food Security Strategy:  - Lead and author of the analytical intro texts for a CIDA Bulletin on Food Security.  - Input into the 2012 G8 meeting, CIDA’s Nutrition Strategy, the CIDA Food Security Performance Management Strategy, the World Bank Global Agriculture and Food Security Program (GAFSP), the implementation of the l’Aquila Commitments and preparations for the 2010 Ottawa meeting of the l’Aquila Food Security Initiative (AFSI) group meeting.  - Close collaboration within the directorate and with other branches, particularly Policy Branch.  - Organization of a well-received event on Women’s Land Tenure and Food Security.  Lead, co-lead and/or member of sub-groups for corporate activities:   * One of the main developers of the CIDA Advanced Level Gender Equality course ‘Managing for Gender Equality Results’, as well as training facilitator (receiving excellent evaluations on both contents and facilitation). * Team lead on CIDA’s maternal, newborn and child health (MNCH) agenda, in close collaboration with other directorates. * Team lead for monitoring the implementation of country Gender Equality Strategies and development of program-level Gender Equality Action Plans. * Development of guidelines on responsive programming. * Coordination and finalization of tools on gender equality integration into Program-Based Approaches. * Regularly call a meeting with the GE-Specialists in Multilateral Branch to encourage collaboration and to discuss feedback mechanisms on exchange of information of experiences with UN and IFI-offices.   Policy-advice in a variety of other gender-related and other topics. Excellent performance evaluations.  Missions to Bangladesh, Burkina Faso, Ghana, Honduras, Vietnam (see below). |
| November 2011 (4 days) | Burkina Faso | CIDA/ Global Affairs Canada (see above) | Senior Gender Equality Specialist | Coaching of Gender Equality Advisor and Gender Focal Point |
| October/ November 2011  (2 weeks) | Ghana | CIDA/Global Affairs Canada (see above) | Senior Gender Equality Specialist | Project monitoring; participation in retreat for strategic program planning and review; coaching of Gender Equality Advisors |
| May 2011  (4 days) | Bangladesh | CIDA/Global Affairs Canada (see above) | Senior Gender Equality Specialist | Coaching of a new Gender Equality Advisor; participation in retreat for strategic program planning and review; support for the development and finalization of an education and health Sector-Wide Approach Program. |
| May 2011  (2 weeks) | Vietnam | CIDA/Global Affairs Canada (see above) | Senior Gender Equality Specialist | Development of a Gender Equality Action Plan and organization of workshops and training to the team; coaching of Gender Equality Advisor and Gender Focal Point; strategic review of program including stakeholder visits. |
| November/  December 2010  (3 weeks) | Honduras | CIDA/Global Affairs Canada (see above) | Senior Gender Equality Specialist | Project monitoring; development of a Gender Equality Action Plan and organization of workshops and training to the team; coaching of Gender Equality Advisor |
| October 2010  (2 weeks) | Bangladesh | CIDA/Global Affairs Canada (see above) | Senior Gender Equality Specialist | Support for the development of an education and health Sector-Wide Approach Program; hiring of a new Gender Equality Advisor; participation in retreat for strategic program planning and review. |
| July 2009 – January 2010 | Ottawa, Canada/ Apeldoorn, the Netherlands | ZOA Refugee Care (http://www.zoa-international.com)  Willeke de Jager: w.dejager@zoa.nl | Gender Consultant | Provision of policy advice and suggestions on ZOA’s gender policy and gender strategy, including advice on tools for implementation. |
| December 2008 – July 2009 | Ottawa, Canada/ Nairobi, Kenya/ Dieren, the Netherlands | Gender and Water Alliance & UNEP (www.genderandwater.com/www.unep.com)  Joke Muylwijk: jokemuylwijk@chello.nl | Consultant | Development of a paper on Gender, Water and the Environment (*see ‘publications’*).  Mission to: Nairobi, Kenya. Presentation of the paper to the Network of Women Ministers and Leaders for the Environment; presentation during and recommendations to feed into the Global Ministers Governing Council and the Global Ministerial Environment Forum. |
| October 2008 | Ottawa, Canada/ Toronto, Canada | Harbinger Foundation (http://www.harbingerfdn.ca)  Constance Wansbrough: office@harbingerfdn.ca | Jury Member | Review of capacity building proposals from international development organizations working on water and sanitation. Pre-selection and provision of advice for proposal strengthening. |
| June 2008 – June 2009 | Ottawa, Canada/ Sri Lanka | World University Service of Canada (WUSC), Cowater International, MATCH, funder: CIDA (http://www.wusc.ca; http://www.cowater.com; http://www.matchinternational.org) Shyamala Sivagurunathan:  shyamala.sivagurunathan@gmail.com & Linda Moffat: lindamoff20@yahoo.com | Project ManagerWomen Defining Peace (50-60-100% employee contract) | Leadership of the CIDA-funded bilateral project, supporting grassroots women’s organizations to claim their rights to participate in peacebuilding, while further focusing on the reduction of Gender-Based Violence and post-tsunami reconstruction in Sri Lanka. Responsibility for program implementation and project management, including monitoring and reporting. Supervision and support of the Sri Lankan Field Director and her team, provision of technical expertise on gender equality and on strategic program direction. Primary liaison with the Consortium members, CIDA and other Canadian stakeholders.  2 missions to Sri Lanka: monitoring; strategic planning and review |
| March - September 2008 | Ottawa, Canada/ Rome, Italy/ Nairobi, Kenya | International Land Coalition/ based at IFAD (http://www.landcoalition.org) Sabine Pallas:  s.pallas@landcoalition.org | Gender Consultant | Development of a background document on women’s worldwide access to land with particular attention to Eastern and Southern Africa *(see ‘publications’).* Provision of ideas for an initial resource kit for action-oriented research and advocacy.  Mission to: Nairobi, Kenya. Co-facilitation of a stakeholder workshop. |
| February – June 2008 | Ottawa, Canada | World University Service of Canada (WUSC; http://www.wusc.ca)  Mary Heather White: maryhwhite\_sl@yahoo.com | Gender Consultant | Development of a gender audit based on a survey, desk review, focus group discussions and interviews. Development of a gender audit report including recommendations for a revised gender policy. |
| September 2007 - January 2008 | Ottawa, Canada | WaterCan, now WaterAid Canada (http:// https://www.wateraidcanada.com/)  George Yap: gyap@watercan.com | Policy Officer (employee contract) | Research for and production of a series of ‘Field Notes’ exploring key water and sanitations issues based on the organization’s best practices in East Africa (Ethiopia, Kenya, Tanzania and Uganda). Topics included gender equality, environmental sustainability, education, local capacity building, appropriate technology, poverty, and hygiene and sanitation. Research for and development of policy declarations on gender equality, environmental sustainability, and sanitation to guide the organization’s programming, operations and advocacy. Support of the Sanitation and Water Action Network (SWAN) Canada. |
| April – May 2007 | Ottawa, Canada/ Montreal, Canada | Brace Centre for Water Resources Management, McGill University (http://www.mcgill.ca/brace), funder: CIDA catherine.senecal@sympatico.ca | Gender Consultant | Facilitation of a training session on the design of a Gender Equality Strategy for the Caribbean Water Initiative (CARIWIN, http://cariwin.mcgill.googlepages.com). |
| December 2006 – April 2007 | Ottawa, Canada | Canadian Peacebuilding Coordinating Committee (now: Peacebuild; http://www.peacebuild.ca) Surendrini Wijeyaratne: surendrini@oxfaminternational.org; surendrini@gmail.com | Gender Research Consultant | Within the framework of United Nations Security Council Resolution 1325, research on and review of Canadian NGOs’ experience in advancing gender equality in conflict-affected areas resulting in the report ‘Women, Peace and Security: The Canadian NGO Experience’ (see *‘publications’* and http://www.peacebuild.ca/documents/Fina-NGO-Report-EN.pdf). Presentations at various meetings and conferences. |
| October 2006 – July 2009 | Ottawa, Canada | Society for International Development (SID), Ottawa-Gatineau Chapter (http://www.sidottawa.ca/home.html) Soraya Hassanali:  soraya.hassanali@gmail.com | Board Member, Volunteer, and Facilitator/ Trainer (all unpaid) | Provision of advice on mainstreaming gender in internal policies. Undertaking of an organizational gender equality self-assessment (‘gender audit’, end of 2006). Planning, organization and provision of two gender equality training sessions (July 2007). Organization of events on ‘Women’s Empowerment in Afghanistan’ (2008) and on ‘Child Soldiers: A Gender Perspective’ (2009). Chair and co-founder of the Gender Equality Committee (2007-2009). Co-founder of a Gender Network for NGO professionals and consultants (2009). |
| July – November 2006 | Ottawa, Canada | Oxfam Canada, International Program Team (http://www.oxfam.ca) Anthony Scoggins:  Anthony.scoggins@oxfam.ca | Gender Specialist (in-house gender consultant) | Support of Oxfam Canada’s management and international development team with a transition process towards a new strategic plan focusing on gender equality and women’s rights: development of diverse policy documents including a conceptual framework and six program frameworks on women’s rights clarifying the strategic direction and providing guidance to staff (program frameworks on humanitarian crises, sustainable livelihoods, gender-based violence, labour rights, HIV-AIDS, women’s participation in decision-making), preliminary assessment of the organization’s gender capacity, development of terms of reference for a gender audit, supervision of researchers for gender-responsive contextual analyses. Organization and co-facilitation of internal meetings. Advisory and other tasks including at the level of Oxfam International. Co-organization of the Oxfam International Development Course with particular responsibility for the sessions ‘gender, disability and HIV-AIDS’ and ‘gender and water management’. |
| February 2003 – February 2006 (3 full years) | Lusaka, Zambia | United Nations Economic Commission for Africa (UNECA), Office in Southern Africa (http://www.uneca.org)  Dickson Mzumara : mzumarad2001@yahoo.com | Associate Gender Expert (employee) | Advisory services and capacity building on gender equality to (inter)governmental agencies, civil society, and colleagues:  - Co-organization of the Southern African Decade Review Meeting on the Beijing Platform for Action (Beijing+10) in collaboration with the Government of Zambia, Gender in Development Division, and the Southern African Development Community (SADC). Main focus on women’s participation in decision making.  - Organization of a session in Ethiopia and a workshop in South Africa resulting in African Ministerial Commitments on Gender and Water and a (draft) Gender and Water Action Plan for the African Ministers' Council on Water (AMCOW). Strategic collaboration with UN agencies and African and global civil society initiatives on Gender and Water including the UN Interagency Task Force on Gender and Water, IUCN, the Gender and Water Alliance, African research institutes and African NGOs.  - Mainstreaming gender in the Informal Sector Project for Malawi, Namibia and Zambia.  - Applied research study on gender and sex-disaggregated data with focus on ‘gender and the economy’ based on a desk-study, questionnaires, and interviews with the gender machineries of Southern African governments. Co-facilitation of a strategic planning session to the gender machinery of the Government of Zambia.  - Review of the draft policy on mining and HIV-AIDS of SADC. Review and support of a colleague’s work on HIV-AIDS and land access.  - Several advisory/organisation development missions to the NGO Women’s Land and Water Rights in Southern Africa (WLWRSA), based in Zimbabwe, to include strategic program planning and design.  - Review and support of gender mainstreaming in several publications on land tenure.  - Author and reviewer of many UNECA reports in a large variety of topics.  - Representation of UNECA in meetings with the UN-Country Team. Liaison with the Sustainable Development Department and the African Centre for Gender and Development at UNECA-headquarters in Addis Ababa, Ethiopia.  Missions to Ethiopia, South Africa, Swaziland and Zimbabwe (see below). |
| 3 1-week missions from 2003-2006 | Ethiopia | UNECA (see above) | Gender Expert | 3 missions: organization of a session on gender equality and water for AMCOW; attendance of the Africa Decade Review Meeting on the Beijing Platform for Action; introductory meetings with colleagues |
| 2 1-week missions from 2003-2006 | South Africa | UNECA (see above) | Gender Expert | 2 missions: organization of workshop for a draft Gender and Water Action Plan for AMCOW; training on gender and water |
| 1-week mission 2004 | Swaziland | UNECA (see above) | Gender Expert | 1 mission: workshop on gender equality and HIV |
| 2 1-week missions from 2003-2006 | Zimbabwe | UNECA (see above) | Gender Expert | 2 missions: missions to Women’s Land and Water Rights in Southern Africa, including strategic program planning and design |
| December 2000 – February 2003 | Zeist, the Netherlands | ICCO, Dutch Organization for International Development Co-operation (http://www.icco.nl/delivery/icco/en/) Nellie van der Pasch:  n.pasch1@chello.nl | Program Officer (Junior; employee) | Contract and financial management, capacity building, strategic planning, monitoring and evaluation of gender mainstreamed and some women’s organizations development programs in Bangladesh, Pakistan, Nepal, Afghanistan, Sri Lanka and India. Work from a rights-based approach and focus on lobby and advocacy. Liaison with other national and international donors. Contributions to country analyses, especially on gender equality issues. Specific responsibility for gender-based violence programs, gender equality and micro-finance, income generating activities, gender analysis including the trafficking of women and children in South Asia, and supervision of a student’s study on disaster preparedness.  Mission to Bangladesh (see below). |
| April 2002 | Bangladesh | ICCO (see above) | Program Officer | Monitoring of projects of local partners. |
| January – December 2000 | Utrecht, the Netherlands | The Protestant Church in the Netherlands (http://www.kerkinactie.nl/)  H. Lems: h.lems@inter.nl.net | Staff Member 'overseas' countries (employee) | Development of a project monitoring system resulting in a thesis for the Masters in Advanced Development Studies. Evaluator of the program ‘Peace in Israel and Palestine’ by PCN, coalition partners ICCO and two Dutch lobby NGOs. Advice on project and financial management, program design, and monitoring. Member of the Agricultural Social Commission, responsibility for gender issues in agriculture. |

1. **Other relevant information**

**TRAINING**

Outcome Mapping, NWO, the Netherlands (2016).

Climate Change, Netherlands Ministry of Foreign Affairs (2014).

Gender-sensitive Governance: Towards creating an enabling environment for gender equality and women’s empowerment, Gender Hub (2014).

Group Facilitation, MDF the Netherlands (2012).

Writing in Clear and Concise Language, Canada School of Public Service (2012).

CIDA (now Global Affairs Canada; 2009-2012):

- Aid Effectiveness

- Child Rights

- Managing Conflict and Difficult Conversations

- Negotiation

- Results-Based Management

- Writing Briefing Notes

- Spanish, June 11, 2010 – August 25, 2011 (2 hours per week);

- French, January 15 – March 19, 2010; September 27 – December 14, 2010; September 26 - December 9, 2011 (1 hour/week of individual classes); January 21, 2012 – July 6, 2012 (4 hours/week of group classes).

Gender Mainstreaming in the World of Work, online course by ILO's International Training Centre in Turin, Italy (2005). Modules on statistical tools and advocacy, gender audit, sensitization and networking.

Gender Ambassador Training, Gender and Water Alliance, Pretoria, South Africa (2003). Main focus on lobby and advocacy for Mainstreaming Gender in Water Management.

Pre-Assignment Orientation Course for Associate Experts, ILO's International Training Centre, Turin, Italy (2003). Skills and competencies: effective communication, professional presentations, management of meetings, negotiation techniques, team-building.

Training in financial management and control, ICCO (2002).

Training in micro-finance (savings & credit), self-study (2001).

**PUBLICATIONS**

‘Project Evaluation: initiative to promote Afghan Civil Society II (I-PACS II)’. Checchi and Company Consulting for USAID (Team Leader), 2013. <https://dec.usaid.gov/dec/content/Detail.aspx?ctID=ODVhZjk4NWQtM2YyMi00YjRmLTkxNjktZTcxMjM2NDBmY2Uy&rID=MzM3MzEy>

‘Gender Equality & Food Security’, CIDA Gender Equality Bulletin (main author and editor), 2012.

‘Gender Perspectives in Integrated Water Resources Management.’ United Nations Environment Programme and the Gender and Water Alliance (first author), 2009.

‘The Global and African Context of Women’s Land Tenure Security: A Background Document for the Inception Workshop of the Small Grants Project.’ International Land Coalition (first author), 2008.

‘Does Increased Water Access Empower Women?’ Development (peer-reviewed; first author), March 2008. <http://www.palgrave-journals.com/development/journal/v51/n1/full/1100458a.html>

‘Women, Peace and Security: The Canadian NGO Experience.’ Canadian Peacebuilding Coordinating Committee, Gender and Peacebuilding Working Group (co-authorship), March 2007. <http://peacebuild.ca/documents/Fina-NGO-Report-EN.pdf>.

‘Assessing the progress made by Southern Africa in meeting the Millennium Development Goal target on drinking water and sanitation.’ Africa’s Sustainable Development Bulletin 2005 (second author), March 2006.

‘The importance of mainstreaming gender in water management in Africa.’ Africa’s Sustainable Development Bulletin 2004 (first author), July 2005.