

CURRICULUM VITAE

1. **Family name:** van Osch
2. **First names:** Thera, Antonia, Johanna, Maria
3. **CEO of:** OQ Consulting BV
4. **Nationality (passport holder):** Dutch
5. **Education:**

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
Radboud University Nijmegen (Netherlands) 1998-1999	PhD-research on the informal economy in Latin America (candidate)
University of Tilburg (Netherlands) 1972- 1980	MSc. Economics (cum laude), Economics of Development Countries, Theory of Labour Relations
Technical University of Eindhoven NL, 1972	Certificate of NUFFIC-course on Intermediate Technology
Graduate School in Business Administration (HEAO), NL 1969-1972	Master of Business and Laws (cum laude)

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

Language	Reading	Speaking	Writing
Dutch	Mother tongue		
English	1	1	1
Spanish	1	1	1
German	1	2	3
French	1	2	3

7. **Membership of professional bodies:**

- 2015: Member of the external Advisory Committee for the Fund for Sustainable Enterprises and Food Security (Fonds voor Duurzaam Ondernemen en Voedselzekerheid – FDOV) of the Ministry of Foreign Affairs of the Netherlands
- Ongoing: European Gender Budgeting Network;
- Ongoing: WO=MEN Dutch Gender Platform;
- Ongoing: Foundation of the Economy of Care (Chairperson);
- Ongoing: NEDWORC Association - Network for experts in International Cooperation;
- Ongoing: FNV, Netherlands Confederation of Trade Unions, member of Women's Section.
- 1997: Judge of Honour of the *Tribunal on violence crimes against women in Costa Rica*.
- 1996: Vice-president of Commission on Population and Development of the United Nations Economic Committee for Latin America and the Caribbean (*CEPAL*), San José (Costa Rica).
- 1994: Member of the *Advisory Board for Scientific Research for Development Cooperation (RAWOO)*, The Hague (advisory board of the Dutch Minister of Development Cooperation).
- 1991-1995: Member of the *Women's Board of Development organisations in the Netherlands (Vrouwenberaad Ontwikkelingssamenwerking)*, Oegstgeest.
- 1993: *Workers delegate ILO-Conference Geneva* (negotiation result: achievement of a gender perspective in the ILO-Resolution on Technical Cooperation)
- 1993-1994: Member of the *Steering Group 'Entre Mujeres'* of NOVIB and its partner organisations.
- 1993-1994: Member of the *Women's Task Force on Women in Development* of the International Confederation of Free Trade Unions (ICFTU), Brussels

8. **Other skills: (e.g. Computer literacy, etc.)** Full Computer literacy: MS Office – Word – Excel – Power Point – e-learning – DPT - Web 2.0 based networking.

9. **Present position:** Independent consultant/entrepreneur

10. **Years with the firm:** Since 2005 independent consultant/ director of OQ Consulting BV

11. **Key qualifications:**

- Over **30 years of leading professional experience in the area of gender and women's socio-economic inclusion**, with expertise in development cooperation worldwide.
- Over 30 years of experience in Policy Dialogue, Multi-Annual Programming, Knowledge building, Advocacy and Agenda-setting for **gender mainstreaming** in a broad area of topics.
- Over 20 years of experience as researcher, **educator and trainer in gender-aware capacity building and gender mainstreaming** at institutional level, in public administration, education, non-profit organisations, trade union movement, and international agencies for development cooperation.
- **Over 15 years of experience as team leader/director**, including experience in coordinating research, studies, gender assessments and evaluation.
- **Excellent knowledge and leading experience in gender mainstreaming of EU Development Cooperation policies, programmes and procedures.**
- Excellent working knowledge of **Dutch, English, and Spanish** and strong writing and oral presentation skills in these 3 languages. Reasonable working knowledge in French and German.
- Over **30 years of professional experience and excellent skills in gender-sensitive Project Cycle Management**. Both consulting and **training experience in gender-sensitive programming, identification, formulation, implementation, monitoring and evaluation of projects**, programmes and policies on development cooperation, including logframe, quality screening, gender mainstreaming and gender budget analyses in all aid modalities. Leading experience in preparation of guidelines, handbooks, tailored training manuals, sector notes, briefing notes and other **training materials** on gender mainstreaming.
- Over 5 years of experience in **e-learning and production of on-line courses** in Dynamic Power Trainer (DPT), i.e. developing, producing and launching of on-line courses on Gender and Development, Tools and Strategies for gender mainstreaming, Project Cycle Management, Result Oriented Monitoring (e-learning platforms used: Clix, Blackboard, Moodle).
- Experience in developing tools for **standard setting and quality assurance of gender training and gender mainstreamed training.**

12. **SPECIFIC COUNTY EXPERIENCE**

Country	Date from - Date to
<p><u>Over 150 short missions to:</u></p> <p><u>Africa:</u> BOTSWANA, ETHIOPIA, KENYA, LIBERIA, MOZAMBIQUE, SOUTH SUDAN, TANZANIA, ZIMBABWE</p> <p><u>Asia & Pacific:</u> INDIA, TURKMENISTAN, VANUATU, VIETNAM</p> <p><u>Caribbean:</u> BARBADOS, CUBA, DOMINICAN REPUBLIC, PUERTO RICO, SURINAM</p> <p><u>Latin/Central America:</u> BOLIVIA, CHILE, COLOMBIA, COSTA RICA, ECUADOR, EL SALVADOR, GUATEMALA, HONDURAS, NICARAGUA, PERÚ, VENEZUELA</p> <p><u>EU Neighbourhood/Middel-East:</u> EGYPT, ISRAEL, JORDAN, KOSOVO, LEBANON, OCCUPIED PALESTINIAN TERRITORY, TURKEY</p>	1984 - 2015

13. Professional experience:

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
March 2016 – March 2017	Brussels + Home-based	European Commission – AETS ; Ana VILAR ana.vilar@aets-consultants.com	Senior Gender Expert for Gender Analysis Support	Provide technical support to strengthen the inclusion of gender equality and girls' and women's empowerment in all EU external cooperation instruments and across development cooperation sectors. Provide EU staff at headquarters and Delegations appropriate gender analysis to inform decisions and programme approaches, according to the Gender Action Plan 2016-2010 (GAP-II) on transforming the lives of girls and women through EU External Relations.
Nov.- Dec. 2015	Vilnius + Home-based	European Institute for Gender Equality (EIGE) Monika.Bystrzycka@eige.europa.eu	Final Editor	Final editing and proofreading of Dutch version of the Beijing + 20 review on the implementation of the Beijing Platform for Action in EU Member States. (Framework Contract EIGE/2013/OPER/24/Lot 20-Netherlands – RS10)
August-October 2015	The Hague	Femconsult Christine Verheijden Coordinator Gender Resource Facility T + 31 646 435891 FLOW2@femconsult.org	Expert to Assess Project proposals	Assessment of FLOW 2016-2020 proposals submitted to the Ministry of Foreign Affairs of the Netherlands
June 2015	The Hague	Ministry of Foreign Affairs of the Netherlands Pim van der Male. Senior Policy Officer Inclusive Green Growth Department pim-vander.male@minbuza.nl	Ex-ante Evaluator/ adviser	Assessment of the project advises of the Netherlands Enterprise Agency (Rijksdienst voor Ondernemend Nederland – RVO) on 18 projects of Ghana Wash Window (GWW) as member of the external Advisory Committee for the Fund Sustainable Water of the Ministry of Foreign Affairs of the Netherlands.
April-May 2015	The Hague	Ministry of Foreign Affairs of the Netherlands. Anno Galema, Ministry of Foreign Affairs, Netherlands anno.galema@minbuza.nl	Ex-ante Evaluator/ adviser	Assessment of the project advises of the Netherlands Enterprise Agency (Rijksdienst voor Ondernemend Nederland – RVO) on 60 projects on Food Security and Entrepreneurship Security (Fonds voor Duurzaam Ondernemen en Voedselzekerheid – FDOV), as member of the external Advisory Committee for the Fund Sustainable Water of the Ministry of Foreign Affairs of the Netherlands.
March 2015	Juba, South Sudan	EU Delegation to the Republic of South Sudan Giuseppina GRILLO (EEAS-JUBA) Giuseppina.GRILLO@eeas.europa.eu	Senior gender trainer	Training on Gender Mainstreaming in Project Cycle Management for EU Staff and project managers of EU supported projects in the Republic of South Sudan
March 2015	The Hague + Home-based	Gender Resource Facility (KIT-Amsterdam) for the Ministry of	Gender advisor on	Technical advice to the Ministry of Foreign Affairs of the Netherlands on gender mainstreaming in the Green Climate Fund.

		Foreign Affairs of the Netherlands. Sophie Willems sophie.willems@minbuza.nl	finance for climate targets	
March 2015	Milan	Italian Institute for International Policy Studies (ISPI) OQ Consulting BV Stefania PARADISO stefania.paradisi@ispionline.it	Lecturer	Visiting lecturer for the ISPI Winter Course on <i>Gender, Food security and Sustainable Rural Development</i> . Development of training materials and syllabus, which includes milestones, policies and a manual for gender mainstreaming in project cycle management.
Dec. 2014- July 2015	Vilnius + Netherlands	European Institute for Gender Equality (EIGE) Vaida Obelene, research officer Vaida.Obelene@eige.europa.eu	Team-leader	Survey for data collection on the benefits of gender equality by the expenditure of public infrastructures in the Netherlands. Research designed by EIGE and implemented in the Netherlands by OQ Consulting in cooperation with Ditmeijers Research in Amsterdam. (Framework Contract EIGE/2013/OPER/24/Lot 20-Netherlands – RS3 + RS4)
01 Aug. 2014 – 01 Aug. 2015	EU-HQ- Brussels Egypt Israel Lebanon Jordan Lybia Syria	Danish Management – Public Administration International isilay.aktas@public-admin.co.uk	Team leader	Capacity Development of internal staff of EU Delegations in the southern Neighbourhood countries of the European Union. Provide training on mainstreaming gender equality and women's empowerment in project and programme cycle management, and develop gender-awareness capacities in relation to policy analysis for both operational and political EU staff at HQ and Country level. The assignment covers EU staff from the delegations to Algeria, Egypt, Israel, Lebanon, Jordan, Lybia, Morocco, Syria and Tunisia
April – October 2014	Bahrain Iran Iraq Kuwait Oman Qatar Saudi-Arabia UAE	OQ Consulting BV , Atria (Institute for Women's History, Amsterdam, Netherlands), KARAT (Coalition for Gender Equality, Warsaw, Poland) lin@oqconsulting.eu	Member of Editorial Review Committee	Writer of winning proposal and member of Editorial Review Committee of the comprehensive study on women's situation in the Gulf States: Bahrain, Iran, Iraq, Kuwait, Oman, Qatar, Saudi-Arabia, and the United Arab Emirates, including recommendations on how the EU can support women's rights in the Gulf States.. (IP/C/FEMM/FWC/2011-002/LOT4 Situation of women living in the third countries). Available at: http://www.europarl.europa.eu/RegData/etudes/STUD/2014/509985/IPOL_STU%282014%29509985_EN.pdf
July-August 2014	Haiti	ITC/ILO Turin – Benedetta Magri B.Magri@itcilo.org	Course developer, in cooperation with Marianne	Home-based assignment. Technical and pedagogical revision and restructuring of two publications on Gender Responsive Budgeting , published in 2015 by Ministère à la Condition féminine et aux Droits des Femmes, République d'Haïti (with the support of EU, UN Women and ITC-ILO): <ul style="list-style-type: none"> GUIDE MÉTHODOLOGIQUE D'INTÉGRATION DU GENRE DANS LE BUDGET NATIONAL

			Dauvellier	<p>Cahier des Participant(e)s</p> <ul style="list-style-type: none"> GUIDE MÉTHODOLOGIQUE D'INTÉGRATION DU GENRE DANS LE BUDGET NATIONAL <i>Cahier pour la Facilitation</i> In cooperation with Marianne Dauvellier.
15 July – 15 Dec. 2014	Vilnius + Home-based	<p>European Institute for Gender Equality (EIGE) Indre.Mackeviciute@eige.europa.eu</p>	Team-leader	<p>Preparation of gender mainstreaming modules in specific policy sectors with a team of 9 sector gender experts, covering the following policy sectors: Agriculture and rural development; Environment and climate change; Employment and social affairs; Economic and financial affairs; Culture; Sports; Enterprise and industry; Justice; Maritime affairs and fisheries; Youth; Regional policy. The aim of these modules is to increase gender competence of EU level policy makers and administrators and to enable them to undertake necessary action with regard to gender mainstreaming. (Assignment: EIGE/2014/OPER/10)</p>
26-30 May 2014	Turin, Italy	<p>ITC/ILO Turin – Benedetta Magri B.Magri@itcilo.org</p>	Trainer	<p>Preparation and delivery of a training module on Gender Responsive Budgeting.</p>
02 April – 31 October 2014	The Hague + Home-based	<p>Dutch Sustainable Unit – Ministry for Foreign Affairs Verdegaal, Willemijn Willemijn.Verdegaal@minbuza.nl</p>	Gender advisor on finance for climate targets	<p>Technical advice to the Ministry of Foreign Affairs of the Netherlands on gender mainstreaming in the Green Climate Fund.</p>
9 April – 2 May 2014	Ashgabat + Home-base	<p>UNFPA-Turkmenistan yuvshanove@unfpa.org</p>	Education Consultant	<p>Providing recommendations for gender mainstreaming in the education programme of the Academy of State Services under the President of Turkmenistan. Conducting seminars on mainstreaming gender equality for students of the Academy of State Services. Development of a methodological manual on integration of the question of “Gender Equality in the System of Public Administration.” (translated into Russian)</p>
24 March 2014- June 2015	Brussels, Turin, + Home-based	<p>ITC/ILO Turin – Benedetta Magri B.Magri@itcilo.org</p>	Education Consultant	<p>Content design and development/adaptation of technical contents of training materials for the “EU Resource Package on Gender Mainstreaming in Development Cooperation”. Provide high-level guidance and highly specialized expertise to a larger research and on-line product development. Phase I and II.</p>
01/2014	Brussels	<p>Progressive Economy, S&D Group. European Parliament James Royston james@progressiveeconomy.eu</p>	Lecturer	<p>Selected by the Scientific Board of the Progressive Economy Annual Conference for presentation of the paper “Towards a Caring Economic Approach” at an academic session of the EU Parliament. See: http://www.progressiveeconomy.eu/de/content/towards-caring-economic-approach-0</p>

03/2011 03/2012 02/2013 03/2014 03/2015 03/2016	Milan	Italian Institute for International Policy Studies (ISPI) OQ Consulting BV Stafania PARADISO stefania.paradisi@ispionline.it	Lecturer	Visiting lecturer for the annual course on Gender and Development for the Master in International Cooperation of the Italian Institute for International Policy Studies, ISPI (Istituto per gli Studi di Politica Internazionale). Development syllabus, which includes a manual for gender mainstreaming in project cycle management.
11/2013	Vilnius Lituania	European Institute for Gender Equality (EIGE) Indre.Mackeviciute@eige.europa.eu	Moderator	Peer-to-peer exchange seminar “How do we make gender mainstreaming work?”. Result: Report with recommendations for EIGE. Available at: http://eige.europa.eu/sites/default/files/documents/Final%20Report_Peer%20to%20Peer%20Seminar%20Nov%202013_final.pdf
07/2013 – 10/2013	Vilnius, Lituania	European Institute for Gender Equality (EIGE) Indre.Mackeviciute@eige.europa.eu	Researcher	<ul style="list-style-type: none"> • Mapping study on “Gender Training and Quality Assurance: Practice, Advantages, Challenges and Options for EIGE”. • Workshop to discuss the paper. • Expert meeting • Drafting a paper with recommendations for EIGE.
06/2013 – 07/2013	Kosovo	UN-Women –office Kosovo Nita Gojani nita.gojani@unwomen.org	Researcher and trainer	<ul style="list-style-type: none"> • Study on how ‘Women-Peace-Security’ goals are integrated in EU planning frameworks for Kosovo, based on desk-research and in-depth interviews with stakeholders in Kosovo. • Recommendations on how to implement the EU Comprehensive Approach in Kosovo in the context of IPA, and the partnership between GoK and the EU, UN-Women and UNDP. • Capacity building of EU Delegation in Kosovo on issues related to Women, Peace and Security through 3 tailored training modules for EU Staff of the EU Office in Pristine.
05/2013 – 06/2013	Home-based	ITC/ILO Turin – Valter Nebuloni V.Nebuloni@itcilo.org	Researcher	Stocktaking gender-sensitive assessment of integrating youth employment in the operations of the African Development Bank operations (ITC-ILO project P156364)
01/2013- Ongoing till 11/2014	Brussels Afghanistan Benin Pakistan Vietnam	European Commission – Particip GmbH Marina MARCHETTI Marina.MARCHETTI@ec.europa.eu claudius.leinberger@particip.de	Team leader and Senior gender advisor and trainer	Team leader EU Gender Communication and Training in the frame of a service contract between Particip and the EC for DEVCO assignments: <ul style="list-style-type: none"> • Development of gender training modules for EU Staff on energy sector, climate change, food security and policy dialogue; Production of a tool for gender mainstreaming in the energy sector • Delivery of online training courses

				<ul style="list-style-type: none"> • Training at EU Headquarters Brussels • Training in EU delegations (Afghanistan, Pakistan, Vietnam, Benin) • Production of Newsletters • Gender certification
12/2012-05/2013	Europe	European Institute for Gender Equality (EIGE-Vilnius) – ATRIA (Amsterdam) – Karat (Warsaw) Lin McDevith Pugh mcdevitt-pugh@netsheila.com	Researcher	Coordinator of research on Institutional Mechanisms to promote gender equality in the following 6 European countries: Belgium, France, Luxembourg, Portugal, Romania and Spain.
11/2012	Vilnius-Lithuania	European Institute for Gender Equality (EIGE-Vilnius)	Panelist	Panelist at the EIGE-Conference on “Advancing gender Training to Support Effective Gender Mainstreaming”, Vilnius.
09/2012-10/2012	Europe, Tunisia	EU Parliament - OQ Consulting - Stockholm University claire.genta@europarl.europa.eu	Acquisition and backstopping of study on Tunisia	Coordination and QC of the production of a Briefing Note for the EU Parliament on ‘Gender Equality Policy in Tunisia’, written by Drude Dahlerup, professor Department of Political Science Stockholm University. Available at: http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462502/IPOL-FEMM_NT%282012%29462502_EN.pdf
10/2012-02/2013	Europe	GIZ-Germany OQ Consulting BV Claire Aanes claire.aanes@giz.de	Researcher	Pilot study on gender screening of Train4Dev training courses on Decentralization and Local Governance. Development and testing of a new tool for gender mainstreaming of trainings: the Gender Equality Score Card
01/2012-12/2012	Brussels Ethiopia	European Commission – AETS Virginie RAMEY Virginie.RAMEY@ec.europa.eu	Team leader and Senior Gender advisor	Team leader of the EU Gender Advisory Services in the frame of a service contract between AETS and the EC for DEVCO assignments: <ul style="list-style-type: none"> • gender mainstreaming in core trainings • providing online staff-training on EU policies, programmes, procedures, and tools for gender mainstreaming • Staff-training in the EU Delegation to Ethiopia • guidance on implementing EU Gender Action Plan, • dissemination of good practices • support to network of Gender Focal Persons at EU Delegations
06/2011-ongoing	Worldwide	European Parliament-FWC with consortium of Aletta (Amsterdam), Karat (Warsaw)	Project leader, and consortium	Framework Service Contract, LOT 4 on the situation of women in third countries. Provision of external expertise in issues related to women’s rights beyond the European Union.

		and OQ Consulting BV claire.genta@europarl.europa.eu	member	
06/2012	Hanoi-Vietnam	OQ Consulting – VWU hoangthuha.hoang@yahoo.com	Trainer and Senior Gender advisor	Gender training for capacity building of Vietnamese women’s Union on advocacy on gender mainstreaming in legal and policy documents, including tools for Gender Impact Assessment
06/2012-02/2013	The Hague Netherlands	Tiye International Rita NALOOP tiyeinternational@gmail.com	Trainer	3 Workshops on Migrant women’s rights and specific legislation at National, European and International level in the framework of the EU project “ <i>SPEAK OUT’, Empowering Black, Migrant and Refugee (BMR) women</i> ” (Daphne III programme)
04/2012-05/2012	Europe	GIZ-Germany OQ Consulting BV Mareike Zenker mareike.zenker@giz.de	Researcher	Research on gender-certification of capacity building and training for donors, with the aim to provide recommendations and a framework for gender certification for the Train4Dev Gender Expert Group.
03/2012	Hanoi-Vietnam	EU Delegation to Vietnam – OQ Consulting BV Sabine Petrecchia: Iulia.PETRECCHIA@eeas.europa.eu	Trainer and Senior Gender Advisor	<ul style="list-style-type: none"> • Gender Training of EU staff and delivering of tailor-made training manual • Gender Workshop for EU bilateral partners and NSAs in Vietnam • Reviewing a local Call for Proposals (NSAs/grants), and a draft Action Fiche (trade) in order to make them more gender sensitive
10/ 2011	East Jerusalem-Occupied Palestine Territory	Office of EU representative to OPT – OQ Consulting BV Marina JUAN OLIVA Marina.JUAN-OLIVA@eeas.europa.eu	Trainer and Senior Gender Advisor	<ul style="list-style-type: none"> • Gender Training of EU staff and delivering of tailor-made training manual; • Reviewing several local Calls for Proposals (grants), in order to make them more gender sensitive
09/2011-ongoing	Kevelaer-Wetten, Germany	World House Wetten hello@world-house.eu	Initiator and coordinator	Coordination of the renovation of a (100 year old) monastery to establish here an international conference and training centre focused at sustainable social innovation. The name of this international centre is World House Wetten. www.world-house.eu
01/2008-12/2011	Brussels Chile, Ecuador, Kenya, Liberia, Peru, Tanzania,	European Commission – Particip GmbH Marina MARCHETTI Marina.MARCHETTI@ec.europa.eu	Team leader and Senior Gender Advisor	<p>Team leader of the EU Gender Advisory Services in the frame of a service contract between Particip GmbH and the EC.</p> <ul style="list-style-type: none"> • Realization of 34 training courses on gender mainstreaming in political dialogue, in GBS, SWAPs and in Project Cycle Management in Brussels and EU Delegations worldwide (Chile, Côte d’Ivoire, Ecuador, Kenya, Liberia, Peru, Tanzania, Turkey (IPA-Context), Vanuatu, Zimbabwe etc.) and online-trainings. • Gender training at the EU Delegation to Turkey for the EC Delegation of the

	Turkey, Vanuatu, Zimbabwe			<p>European Commission in Ankara and Representatives of the Turkish Government . Production of Training Report “Promotion of Gender Equality in EC Partnership”</p> <ul style="list-style-type: none"> • Providing methodological support on gender issues to the European Commission by addressing requests from AIDCO, DG DEV and DG RELEX (since 2011 known as DEVCO and EEAS), including advise to delegations on gender mainstreaming in local Calls for Proposals • Producing Newsletters, Flyers, Posters, and Briefing Notes in 4 languages for the dissemination of EU policy on gender and development, and administering the Gender Public Group and the EU Gender Focal Persons Groups at Capacity4Dev.
10/2011 04/2012 10/2012 11/2012 06/2013	The Hague	<p>The Hague Academy for Local Governance- OQ Consulting BV Ms N. Vermeulen Nienke.Vermeulen@thehagueacademy.com</p>	Lecturer	<p>Delivering of several Training workshops to international students on:</p> <ul style="list-style-type: none"> - the gender perspective of Citizen Participation and Accountability - gender perspective in service delivery and MDGs - gender, peace and security at local level - gender and youth participation at local level.
08- 10/2011	Europe	<p>GIZ-Germany OQ Consulting BV Claire Aanes claire.aanes@giz.de</p>	Researcher	<p>Policy Oriented Research: Needs Assessment on Enhancing Capacity Development in Gender Mainstreaming for European donor organizations represented in the Train4Dev Gender Experts Group.</p>
10/2010	Brussels	<p>OQ Consulting BV</p>	Trainer	<p>Two-days training on Gender and Aid Effectiveness for Belgium Cooperation</p>
08- 11/2008	Amsterdam Suriname	<p>NUFFIC OQ Consulting BV, WPF- Suriname John PRACHT pracht@nuffic.nl</p>	<p>Project leader Senior Lecturer</p>	<p>Development and implementation of a tailor-made 10-days course on gender budgeting in the process of decentralization in Suriname. Training of a group of staff members of Women’s Parliament Forum of Suriname.</p>
10/2007- 04/2013	Netherlands	<p>TIE Netherlands OQ Consulting BV Ineke Janssen ineke@tie-netherlands.nl</p>	<p>Senior Consultant + Trainer</p>	<p>A series of participative workshops for the development of <i>gender specific tools</i> for monitoring and evaluation of capacity building in trade union organizations. Advise on the new aid modalities, on use of the logframe, gender indicators and difference between grants and tenders.</p>
09- 12/2007	Netherlands and Poland	<p>IIAV-Amsterdam/ KARAT- Warsaw/</p>	<p>Project- Coordinator</p>	<p>Interim Project Coordinator of the European Feminist Forum, at the International Information Centre and Archives for the Women’s Movement (IIAV) in cooperation with</p>

		OQ Consulting BV Lin McDEVITH PUGH ljpugh@xs4all.nl		KARAT-Coalition in Warsaw: <i>Multi-media approach</i> to promote Dialogue between East-West Europe, Knowledge building, Advocacy and Agenda setting on new topics of the European Feminist Movement through open source affinity groups.
04/2007-01/2008	Netherlands	European Commission/ FNV Vrouwenbond Tineke VAN DER KRAAN tineke.vanderkraan@fnvvrouwebond.nl	Senior Consultant	Development of an gender-indicator <i>for the assessment of unpaid care-work</i> in the frame of the EC-funded project “ <i>Equalising Care</i> ” (VS/2006/0293) of the women’s union of the FNV (Netherlands Federation of Trade Unions) and partners in Poland, the UK and Spain.
03-06/2007	Netherlands	Tiye International- OQ Consulting BV /Bureau Remedie M. DAUVELLIER email@remedie.net	Evaluator	Evaluation of the 1 st phase of the Tiye/Oxfam-Novib twinning project on ‘ <i>Poverty Reduction and Capacity Building from a Gender Perspective</i> ’ between partners in The Netherlands and in Ethiopia, Somalia, South Africa, Ecuador and Surinam.
06-09/2006	Netherlands	Tiye International- Oxfam-Novib Rita NALOOP tiyeinternational@gmail.com	Trainer	Development of <i>tools for capacity building</i> through twinning projects of women’s organisations in the South and North. Train-the-trainers course on empowerment, capacity building, poverty reduction, development cooperation, project management and micro-enterprise. Publication of a training manual.
03-05/2006	Suriname	European Commission – IBF A. DEBONGNIE Andre.Debongnie@ec.europa.eu	Senior Expert	Feasibility Study and Financing Proposal in the needs for Institutional Strengthening of the NGO-sector in Suriname. The Cotonou Agreement between the ACP Countries and the EU offers new opportunities to the NGO Sector in Suriname to actively participate in development processes. The assignment included a mapping study of the NGO-sector and recommendations for institutional capacity building.
05/2005-07/2006	Netherlands	SenterNovem- OQ Consulting BV (SenterNovem merged, contact person could not be traced)	Project leader	Feasibility Study on sustainable extensions of town houses. <i>Innovation project on sustainable living</i> financed by SenterNovem and implemented with cooperating partners De Loods Architecten, Ingenieurs-bureau Nelissen, Bouwgroep Hendriks Coppelmans.
Since 2005 – Ongoing	Netherlands	OQ Consulting BV contact@oqconsulting.eu	Entrepreneur and freelance senior consultant	OQ Consulting BV initiated in September 2005 and offers training and consultancies on human sustainable development. Key values: <i>social economic innovation, especially in the area of the economy of care, gender budgeting, sustainable living, media productions and international cooperation</i> . A range of trainings and lecturers have been realized over the years. http://www.oqconsulting.eu

06/1999-12/2004	Netherlands	Foundation Women's Alliance Patricia COLLETTE patriciacollette@planet.nl	Director	Management, coordination, capacity building, institutional development and representation of the Women's Alliance (1994-2004), a platform of 46 national organisations, representing approximately 1 million members. The organisation promoted economic independence for women and redistribution of unpaid work, gender equality and democratic pluriformity with respect for cultural diversity. The Alliance organised public debates, dialogue and advocacy, published a magazine and reports, implemented (European) projects, and organised bottom-up research and participatory training as well as conferences. The Alliance had a Consultative Status in the United Nations, was member of the European Women's Lobby, and affiliated to the International Alliance of Women.
2001-2004	Netherlands Greece, Italy, France	European Commission (ESF-funded) Inge Stemmler info@genderbudgeting.nl	Supervisor	Supervision of the European Equal Programme on " <i>Participation of Rural Women in the Reconstruction Process</i> " (2001/EQG/0020), implemented by the Women's Alliance in cooperation with partners from Greece, Italy and France. Publication of a gender budget analysis of the reconstruction process in two provinces in the Netherlands. Publication of the handbook 'Budgeting for all', a for gender budgeting at local level
1998-2002	Netherlands Sweden, Austria, Spain	European Commission (ESF-funded) Patricia COLLETTE patriciacollette@planet.nl	Supervisor	Supervision of the EC-funded project (Equality desk): " <i>Reconciliation of Work and Family Responsibilities</i> " (Phase 1 and 2: 1998-2002), implemented by the Women's Alliance in cooperation with partners from Sweden, Austria and Spain.
2002-2004	Netherlands, Austria, Spain, Nicaragua	European Commission (ESF-funded) Patricia COLLETTE patriciacollette@planet.nl	Supervisor	Supervision of the project " <i>Changing Gender Approach</i> ", co-financed by the Employment and Social Affairs desk. Promotion of bottom-up research and Civil Dialogue in Europe on reconciliation of work and family responsibilities with multi-ethnic and pluri-cultural perspective, implemented by Women's Alliance in cooperation with partners from Austria, Spain and Nicaragua.
01/1995-09/1998	Costa Rica El Salvador Guatemala Honduras Nicaragua	The Netherlands Ministry of Foreign Affairs (Development Cooperation) Johanna Spreeuwenberg jwm.spreeuwenberg@minbuza.nl	First Secretary of the Royal Embassy of the Netherlands in San José,	As gender expert for the Dutch cooperation in Central America, I was leading a team of 2 assistants, a secretary and 4 focal points in 5 countries of Central America. This included: <ul style="list-style-type: none"> management of the Women's Fund: assessment, monitoring and evaluation of an average of 70 small WID-projects a year in 5 countries (total amount € 2.270.000 in 1998) gender mainstreaming in the overall development cooperation of the Netherlands in Central America (€ 100 million a year) coordination of 5 country gender assessments in cooperation with Prof. D. Elson.

			Costa Rica	<ul style="list-style-type: none"> • policy dialogue with governments, NGO's and donor organisations in the region • short missions for project planning, dialogue on implementation, monitoring and evaluation of projects and programmes • donor coordination, including publication on gender policies of donors in the region "Una cuenta pendiente" • Contribution to policy development, annual plans and financial reports on the Dutch development cooperation in Central America • Promotion South-South cooperation (Exchange of NGO's in Surinam and Costa Rica on sustainable tourism)
01/1990-01/1995	Netherlands India, Botswana, Mozambique , Colombia, Costa Rica, El Salvador, Honduras, Guatemala Venezuela	Trade Union Confederation of The Netherlands (FNV) (FNV Mondiaal – TU Solidarity Fund) Mr W. Wagenmans (in the past working at FNV Mondiaal) fnvmondiaal@vc.fnv.nl	Gender expert, Senior Staff member	<p>The Dutch Trade Union Confederation FNV represents two third of the organised workers in The Netherlands. The international policy strategy (FNV-Mondiaal) includes a Solidarity Fund for development projects worldwide in order to promote TU-rights, equal opportunities, combat child labour, and capacity building of the TU-movement. As gender expert I was in charge of:</p> <ul style="list-style-type: none"> • gender specific policy development on issues like: TU-rights, human rights, child labour, globalization of labour relations, informal sector, free trade zones, and agricultural sector; • assessment, monitoring and evaluation of approximately 30 projects a year; • short missions to assess, monitor and evaluate TU-projects in India, Botswana, Mozambique, Colombia, Costa Rica, El Salvador, Honduras, Guatemala and Venezuela; • coordination of research on TU-perspectives of women in Export Processing Zones, Informal Sector and Agricultural Sector; • awareness raising among TU-members in the Netherlands • representing the FNV at International TU-Conferences (Stockholm, Ottawa, Caracas, Rome, Brussels) and ILO-conferences (Geneva). • In 1993, negotiated the gender perspective in the ILO-Resolution on Technical Cooperation on behalf of the workers delegations worldwide that elected me as their representative in the trilateral political dialogue.
02/1989-12/1989	Guatemala	Editorial Impacto Ivan Carpio Alfaro noticar01@yahoo.com	Entrepreneur and freelance Consultant	<p>Support of NGO's in project formulation and acquisition of funds. Promotion of credit programmes for micro-enterprises. Initiator of the publishing firm Editorial Impacto, who edited 5 books.</p>

09/1986-02/1989	Nicaragua	IVO (University of Tilburg, Netherlands) – CIERA (Managua, Nicaragua) Mr. G. de Groot secr.ivo@uvt.nl	Project Leader	Management of the bilateral programme between the International Development Research Institute (IVO) of the University of Tilburg (The Netherlands) and the Centre for Information and Studies on Agricultural Reform (CIERA) in Nicaragua, including: <ul style="list-style-type: none"> - Management of the Central America Training Programme on Agricultural Research, consisting of 3 schools located in Managua, Morillo and Matagalpa; - upgrading of local teachers, curriculum development, development of teaching methods to link research and education.
08/1984-09/1986	Colombia Barbados Costa Rica Ecuador Kenya Nicaragua Puerto Rico Suriname	UNICEF – Bogotá Regional Office for Latin America and the Caribbean Regional Director TACRO: Dra. Theresa Albanez Barnola (living in Venezuela, was Minister of Health in the past, e-mail address could not be traced)	Professional Officer income and employment generating activities for poor women	JPO at the Regional Office of UNICEF in Latin America and the Caribbean (TACRO) for the Regional Programme on Women in Development (PRPMD: Programa Regional de Participación de la Mujer en el Desarrollo), focussed on women’s empowerment, basic needs strategy and eradication of poverty. Duties: <ul style="list-style-type: none"> - Policy-oriented research and policy design to improve income and employment opportunities of poor families with emphasis on female headed households - Training for UNICEF Officers in Latin America and the Caribbean (on WID strategies for the informal sector, basic needs, structural adjustment programmes.) - Providing the theoretical framework for the UNICEF-publication “The Invisible Adjustment” (1987) - Assessment of project proposals and short missions for identification, planning, monitoring and evaluation of projects and programmes to: Barbados, Colombia, Costa Rica, Ecuador, Nicaragua, Puerto Rico, Suriname - Policy dialogue on WID-strategies with governments and NGO’s - Participation to IV UN-Women’s Conference (Kenya). Formulation of the WID-Policy Plan of UNICEF for Latin America and the Caribbean for the period 1986-1989 and also acquired the funds needed for its implementation.
06/1985-06/1986	Colombia	Universidad de San Buenaventura (Bogotá) (contact person could not be traced)	Guest Lecturer on the Survival Economy	Course designer and lecturer of the semester course on the Economics of Poverty at the Postgraduate School for Adult Education of the University of San Buenaventura in Bogotá (Colombia). Tutoring of students in participative action research in the slums of Bogotá.
10/1982-08/1984	Nicaragua	Institute for Development Cooperation / Agricultural Training Programme (Nicaragua) Dr. Lou Keune	Senior Bilateral Expert	In the frame of bilateral cooperation between the DRI of the Tilburg University (Netherlands) and the CIERA in Nicaragua, a training programme was implemented to prepare executives for the Agricultural Reform. The programme initiated 3 schools. Course development and corresponding training materials. I was in charge of education

		A.W.M.Keune@uvt.nl		and training of students in participative research on social economic aspects of Agricultural Reform, upgrading of local teachers and logistic organisation for the initiation of schools in Morillo and Matagalpa.
08/1981-09/1982	Honduras	Universidad Nacional Autónoma de Honduras, Postgrado Centroamericano en Economía Dr Wim Dierckxens (previous director Postgrado) mariwim@racsa.co.cr	Guest Lecturer on Micro Economics	The Central American Postgraduate Course offered an internationally recognized Master's Degree in Economics and Planning of Development. This two-year course for bachelors (licenciados) was offered by the National Autonomous University of Honduras (UNAH) in Tegucigalpa. Duties: Curriculum development and selection of study materials for the course of micro-economics; lectures on micro-economics, supervision of final thesis by students and member of the editing board of the professional journal "Revista Centroamericana de Economía y Planificación del Desarrollo".
01/1980-05/1981	Netherlands	University of Tilburg (Netherlands) Dr. Lou Keune A.W.M.Keune@uvt.nl	Scientific Researcher	Coordination of research on the changes in the post-war life patterns of female textile workers in Tilburg who lost their jobs due to the reallocation of textile industries to low wages countries. The method applied was Oral History. The research was part of a larger research project of the Development Research Institute (DRI) of the University of Tilburg on the reallocation of textile industries from The Netherlands to low-wage countries.
09/1977-09/1979	Netherlands	University of Tilburg (Faculty of Social & Cultural Sciences) Dr. Lou Keune A.W.M.Keune@uvt.nl	Junior Teacher Development Sociology – Coordinator of participative research	Coordination of participative research projects on the 'World food crisis' and on 'The position of women in poor families', including development of readers and guidelines for project-based education, at the Faculty of Social and Cultural Sciences of the University of Tilburg, as part of the master course 'imperialism and underdevelopment'.

14. Other relevant information (e.g. publications):

Original title	English explanation
<u>2014</u> : <i>Study on the situation of Women in the Gulf States</i> . Study for the FEMM Committee of the European Parliament.	Study commissioned by DG Internal Policies, Policy Department C: Citizens' Rights and Constitutional Affairs. Women's Rights and Gender Equality. On behalf of OQ Consulting BV: Design of winning proposal and member of the Editorial Review Committee of this study, available at: http://www.europarl.europa.eu/RegData/etudes/STUD/2014/509985/IPOL_STU%282014%29509985_EN.pdf
<u>2014</u> : Учебная программа Внедрение гендерных подходов в системе государственного	Syllabus on gender mainstreaming in public administration. Translated into

управления. Академия государственной службы при Президенте Туркменистана Апрель 2014, Ашхабад, Туркменистан. Подготовлена: Терой ванн Ош (OQ Consulting BV, Нидерланды)	Russia by Aisoltan Bazarova, Turkmenistan
<u>2014:</u> “How do we make gender mainstreaming work?, Guidelines & Report of a peer-to-peer seminar 21-22 November 2013. Vilnius, European Institute for Gender Equality.	http://eige.europa.eu/sites/default/files/documents/Final%20Report_Peer%20to%20Peer%20Seminar%20Nov%202013_final.pdf
<u>2014:</u> “ Towards a Caring Economic Approach”, Utrecht (Foundation for the Economy of Care)	Paper on a new economic approach for social and ecological sustainability, selected by the Scientific Board of Progressive Economy to be presented by Thera van Osch at their Annual Conference in 2014 in the EU Parliament. See: http://www.progressiveeconomy.eu/de/content/towards-caring-economic-approach-0
<u>2014:</u> Syllabus ‘Gender mainstreaming in the system of Public Administration’ (UNFPA/OQ Consulting BV), Ashgabat, Turkmenistan	Guidelines for civil servants to mainstream gender equality in policies and practices of public administration (in English and Russian)
<u>2013:</u> Thera van Osch: Pilot study on the use of the Gender Equality Score Card (Learn4Dev Gender Experts Group/OQ Consulting BV)	http://www.learn4dev.net/wp-content/uploads/2013/05/2013-03-04-report-pilot-G-marker-FINAL3.pdf
<u>2013:</u> Syllabus Gender and Development, master study in Development, 3 rd edition (Istituto per gli Studi di Politica Internazionale/ISPI – OQ Consulting BV), updated in 2011, 2012, 2013, and 2014	Basic study material on gender and development for master students.
<u>2013:</u> Gender Equality at the heart of EU Development Cooperation; the WHY, WHEN, and WHAT about gender mainstreaming. Brussels (EC-Particip)	Paper written for EU staff at headquarters, in delegations and embassies in charge of development cooperation to give them the basic elements needed for a meaningful political dialogue on gender issues.
<u>2013:</u> EIGE – Discussion paper on certification of gender training (together with Marianne Dauvellier)	Internal discussion paper of EIGE.
<u>2013:</u> Enhancing African Development Bank's capacity to promote employment of young men and women in Africa. (ITC/ILO-Turin – OQ Consulting BV)	This stocktaking assessment was commissioned by ITC/ILO to Thera van Osch and implemented with the support of Marianne Dauvellier.
<u>2012:</u> <i>Developing a Quality Certification for Train4Dev from the Gender Perspective</i> . Study commissioned by the Train4Dev Gender Expert Group . Utrecht (Train4Dev Gender Experts Group/OQ Consulting BV) Thera van Osch in cooperation with Marianne Dauvellier	Research on gender certification of train4dev-training:
<u>2012:</u> <i>Starter Set for Gender Focal Persons</i> . Comprehensive guidelines, background information, tips, tools and methodologies to mainstream gender in EU Development Cooperation. Thera van Osch in cooperation with Claire Leloup.	Practical manual, including guidance notes on how to produce a country gender profile, how to enhance capacity building of EU staff, and how to implement the EU Gender Action Plan for GEWE in development (2010-2015)

<p><u>2011:</u> Briefing Note on <i>Gender Mainstreaming in General Budget Support</i> (draft)</p>	<p>Practical guidelines and tools on gender budgeting for EU staff in charge of macroeconomic support (new aid modalities)</p>
<p>2011: <i>Dripping hollows out rock 'Enhancing Capacity for Gender Mainstreaming'</i> Assessment commissioned by the Train4Dev Gender Expert Group on needs for 'Enhancing Capacity Development in Gender Mainstreaming', Utrecht (Train4Dev Gender Experts Group/OQ Consulting BV).</p>	<p>Research on capacity development for gender mainstreaming: http://www.learn4dev.net/wp-content/uploads/2013/03/Gender-Assessment-Train4Dev.pdf</p>
<p><u>2008-2014:</u> Production of over 40 tailor-made training manuals on Gender and Development for different target groups, in different languages, on different topics (EU Development Cooperation, Peace and Security, Political and policy Dialog, Aid Effectiveness, Decentralisation, Gender Impact Assessment, Gender budgeting and decentralisation, Local governance and MDGs, Gender Mainstreaming etc.)</p>	<p>Training manuals for gender training produced in the context of FWCs of the EC with Particip GmbH and AETS for EU Gender Advisory Services, and a number of training service contracts of OQ Consulting BV with several institutions and organisations.</p>
<p><u>2009/2010:</u> <i>Development of contents of on-line training courses (in English and French) for the EC (in cooperation with Claire Leloup) with the use of DPT software (Dynamic Power Trainer) and with technical support from IMC-German in the context of FWC of Particip GmbH:</i></p> <ul style="list-style-type: none"> - Basic training on Gender and Development - Tools and strategies for gender mainstreaming in EU Development Cooperation - Gender mainstreaming through the Project Approach - Gender mainstreaming in Result Oriented Monitoring of EU Development Project: 	<p>On-line training courses consisting of reading materials, interactive exercises, tests, links to library and glossary. The courses were launched by the DG DEVCO in 2009, 2010, 2011 and 2012 on the intranet of the EC. The online course on Gender mainstreaming in Result Oriented Monitoring has been launched in 2010 and 2011 on the internet. Development of a set of 14 gender monitoring tools. www.romgendercourse.eu</p>
<p><u>2008-2014:</u> Since 2008 Thera van Osch has supported DEVCO in drafting over 15 thematic Newsletters on "<i>EU Initiatives on Gender Equality in Development</i>"</p>	<p>Over 2008-2011 there were 3 Newsletters a year. Since 2012 there are 2 Newsletters a year: 8 March and 25 Nov.</p>
<p><u>2007:</u> <i>Capaciteitsopbouw in Sociale Beweging</i>. Amsterdam/Utrecht (TIE-Netherlands/OQ Consulting). Thera van Osch in cooperation with Marianne Dauvellier.</p>	<p>Training materials+ tools for capacity building in the social movement, especially Trade Unions.</p>
<p><u>2007:</u> <i>Zorgeconomie; een economische benadering voor een duurzame toekomst</i>. (Stichting voor de Zorgeconomie) Utrecht, December 2007.</p>	<p>The Economy of Care: An economic approach for a sustainable future</p>
<p><u>2006:</u> Handleiding Training over <i>Armoede bestrijding en Capacity Building vanuit een Genderperspectief</i>. Utrecht (Tiy International/Oxfam). Thera van Osch in cooperation with Marianne Dauvellier.</p>	<p>Handbook/Manual on Poverty reduction and capacity building from a gender perspective.</p>
<p><u>2005:</u> <i>Genderbudgettering: Wat is het? Wie doet het? En waarom moet het?</i> Utrecht (15 januari 2005). Conferentie Beijing+10.</p>	<p>Handbook/ Gender budgeting: What is it? Who does it? And why should it be done?</p>
<p><u>2004:</u> <i>Begroten met een menselijke bril; handboek voor genderbudget initiatieven</i>. Utrecht (VA-media producties), Thera van Osch in cooperation with Sheila Quinn and Jacintha van Beveren</p>	<p>Guidelines/Manual for local gender budget initiatives</p>

<u>2004:</u> <i>Budgeting for all, manual for local gender budget initiatives.</i> Utrecht(VA-media productions) Thera van Osch in cooperation with Sheila Quinn & Jacintha v.Beveren	Idem
<u>2001:</u> <i>Mainstreaming van de zorg economie; discussiebundel over de economische waarde van zorg.</i> Utrecht (VA-media producties).	Contributions to the debate on the Economy of Care
<u>1998:</u> <i>Género y Gobernabilidad; un acercamiento a la realidad centroamericana.</i> Guatemala/San José (Codersa/Embajada Real de los Países Bajos), Thera van Osch, Coordinator of the team composed by: drs. P. van der Aa, drs. R. Schamhart, drs. A. Montesdeoca, drs. A. Thijs en Ir. I. Schreuel.	Study on gender and good governance in Central America
<u>1997:</u> <i>Crecer con la Mujer: Oportunidades para el desarrollo de las economías centroamericanas.</i> San José (Embajada Real de los Países Bajos/University of Manchester), Thera van Osch, Coordinator of the team composed by: Prof. Diana Elson (University of Manchester), Jasmine Gideon (Nicaragua), Lic. Angélica Fauné (Costa Rica), Lic. Maribel Guttierrez (El Salvador), Lic. Armida Lopez de Mazier (Honduras), Lic. Eduardo Sacayón (Guatemala).	Gender sensitive country assessments of 5 countries (Nicaragua, Costa Rica, El Salvador, Honduras, Guatemala)
<u>1997:</u> <i>¿Una Cuenta Pendiente? Género en la cooperación internacional en Centro América.</i> San José (Embajada Real de los Países Bajos), Thera van Osch, Coordinator of the study implemented by Lic. Maria Elena Montenegro, drs. Sita Vissers en Lic. Roxana Volio.	Comparative study on gender policies of donor organisations in Central America
<u>1996:</u> <i>Nuevos Enfoques Económicos; contribuciones al debate sobre Género y Economía.</i> San José (POSCAE/CEMH/Embajada Real de los Países Bajos), ed.	Compilation of articles on gender and economics
<u>1996:</u> 'Género y Economía: Qué tiene que ver el uno con el otro?' <i>Revista Centroamericana de Economía</i> , no. 46/47: 7-13. Tegucigalpa (UNAH/POSCAE).	Essay on the relation between gender and economics
<u>1994:</u> <i>New Trade Union Perspectives; organising women workers in the agricultural sector, export processing zones and informal sector.</i> Amsterdam (CNV/FNV), Thera van Osch, coordinator of the research team on behalf of FNV in cooperation with M. Mulders (co-ördinator on behalf of CNV), dr. I. Baud (informal sector), dr. M. Rosier (export processing zones), drs. M. Breedveld en drs. M. Endefeld (agricultural sector).	Research document on alternative strategies to organize women working in EPZ's, informal sectors and in the agricultural sector.
<u>1993:</u> 'Kinderarbeid in relatie tot de positie van vrouwen en de rol van de vakbeweging.' <i>Tijdschrift voor de Rechten van het Kind</i> , 3 ^e Jaarg., nr.3. Amsterdam (Defence for Children International): 6-11.	Relation between child labour and women's position. What is the role of Trade Unions?
<u>1993:</u> 'Kinderarbeid in relatie tot Structurele Aanpassings-programma's en feminisering van de armoede.' <i>UNICEF Wereldwijzer</i> .	Child labour in relation to SAPs (Structural Adjustment Progr.) and feminization of poverty
<u>1992:</u> <i>Los derechos de la mujer y la lucha sindical.</i> Entre Mujeres, un diálogo Norte-Sur, Santo	On women's rights and trade union struggle

Domingo/República Dominicana: 6-11.	
<u>1992</u> : Verleden, heden en toekomst van vrijhandelszones. <i>Vrouwen en vakbondsrechten in Vrijhandelszones</i> . Amsterdam (FNV-Pers).	TU Policy paper on women and TU rights in Export Processing Zones
<u>1991</u> : <i>Meer Macht voor Vrouwen in de Internationale Vakbeweging</i> . Amsterdam (FNV-pers), eveneens vertaald in het Engels, Frans en Spaans.	Policy document for the empowerment of women in the international TU movement
<u>1990</u> : <i>Vakbeweging en vrouwenstrijd in ontwikkelingslanden</i> . Amsterdam (FNV-Pers), ed.	On Trade Unions and women's struggle in developing countries
<u>1989</u> : <i>Hacia una transición educative; aportes al debate sobre la humanización del sistema educativa</i> . Guatemala (Editorial Impacto / Instituto de Estudios para el Desarrollo)	On participative methodology and the link theory/praxis in the education system.
<u>1984</u> : <i>Propuesta de una Política y Lineamientos para la Planificación y Ejecución de Proyectos para la Generación de Ingreso y Empleo dentro de la Economía de Pobreza, con énfasis en la Mujer</i> . Bogotá (UNICEF)	Policy document on income and employment generating strategies, emphasis on poor women