

## CURRICULUM VITAE

1. **Family name:** KÜHHAS
2. **First names:** Barbara
3. **Date of birth:** 04 August 1967
4. **Passport holder:** Austria



Institution	Degree(s) or Diploma(s) obtained:
University of Vienna, Faculty of Law; 03/2013 – 02/2014	Certification <b>“Diversity/Equality: Management of Diversity &amp; Antidiscrimination in the field of Law in Austria and the European Union”</b> , Institute of Labor and Social Rights
ITC/ILO Training Centre Turin, Italy; 05/2013 – 07/2013	<b>Certified Participatory Gender Audit Facilitator</b> , International Labor Organization (ILO, Turin)
University of Vienna from 1993 – to June 1998	Ph.D., Cultural & Social Anthropology, Thesis: <b>“The Indigenous Women of Guatemala: Their Participation in the Peace Process and in the Implementation of the Peace Accord on Indigenous Identity and Rights.”</b> Vienna 1998. (Published as a book in 2000)
University of Vienna from 09/1985 – to 05/1993	Master of Philosophy, Cultural & Social Anthropology, Thesis: <b>“Mayan Women living between Tradition, Tourism and Protestantism. Gender Roles and Cultural Change in Agua Azul, Chiapas, Mexico”</b>

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

Language	Reading	Speaking	Writing
German	Mother tongue		
<b>English</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Spanish</b>	<b>1</b>	<b>1</b>	<b>1</b>
French	2	4	4
Portuguese	3	4	5
Tzeltal (Mayan)	5	5	5

6. **Membership of professional bodies:** ILO Gender Audit Facilitators Network; GIZ – Gender Consultants Net; WIDE – Entwicklungspolitisches Netzwerk für Frauenrechte, MOTZ’ MAYA Association for Development Cooperation, Culture, Art and Science (Founder)

7. **Other skills:** MS Office, Internet, Researcher, Specialisation Trainings:

- **EU Sector & Country Programme Evaluator**, trained by TrainEval, Brussels, February to June 2008.
- **Gender-Equity-Diversity Trainer of Trainers**, CARE International Training November 2012, methodology applied since then.
- **Training for Experienced Election Long Term Observers** of the European Commission, Network of Europeans for Electoral and Democracy Support (NEEDS), Tallinn November 2005 (Representative of Austria)
- **Certificate: Course on Global Terrorism** United Nations Institute for Training and Research October 2004
- **Specialization Course on Human Rights Protection and Promotion**, Austrian Study Centre for Peace and Conflict Resolution (ASPR), Stadtschlaining, September 2001
- **International Civilian Peace-Keeping and Peace-Building Training Program**, ASPR, Stadtschlaining February 2000
- **Founding member of the Association “Motz’ Maya** – Association for Development Cooperation, Culture, Arts and Science” in 2015, working with indigenous peoples organizations in Guatemala in the field of indigenous peoples rights.

8. **Present position:** Independent Gender and Diversity Consultant ([www.diversity-gender.com](http://www.diversity-gender.com))

9. **Years within the firm:** independent consulting firm founded in April 2014

### 10. Qualifications and skills:

The candidate holds a Ph.D. in Cultural and Social Anthropology and has 23 years of experience in international development work in the field of women’s human rights & gender equality, the (human) rights based approach to development including indigenous peoples’ and child rights programming, women’s economic empowerment in post-conflict settings and the women-peace and security agenda, as well as anti-discrimination. Experience further includes gender mainstreaming in the energy and climate change sector, migration and emergency settings, gender analysis (e.g. food security sector), as well as support of implementing the requirements of EU GAP II in joint donor (or EU member states) programming, and cooperation with the EU Learn4Dev Gender Experts Group.

The candidate has more than eight years of field-experience (Central-America, Balkans, South-East Asia, Africa), out of those five years of living and working in Central America. She has undertaken work for INGOs in the North and South, the UN system, EU Commission, bilateral governments in the North and South and intergovernmental organizations such as IOM. She has excellent knowledge in participatory qualitative and quantitative data collection and analysis, quality performance assessment, the designing of training curriculum & material & workshop facilitation skills, as well as in gender sensitive evaluation and participatory gender audits.

## 11. General professional experience:

Professional experience in the field of development cooperation and gender, with a particular focus on human development, participatory approaches and cross-cutting issues such as mainstreaming child rights, rights of persons with disabilities, rights of minorities...:

- **Overall the candidate has 23 years of professional experience in the field of development cooperation** ongoing since 1995, when working on Women, Gender and Development Cooperation with “Misión de las Naciones Unidas en Guatemala para la Verificación de los Acuerdos de Paz” (MINUGUA 1995-1997), as UNDP specialist on Indigenous Peoples Rights.
- The candidate was member of the CARE International Working Group on Rights based Approaches in Development Cooperation 1998-2002 establishing them as program principle (and from 2008-2014 as Senior Gender Advisor), and has then been member of the Working Group on implementing the HRBA in development for the Boltzmann Institute of Human Rights (2005-2008). Support of UN country team in Macedonia for implementing the HRBA across all programs, and in local development (e.g. [http://bim.lbg.ac.at/files/sites/bim/Local%20Development%20Work\\_EN.pdf](http://bim.lbg.ac.at/files/sites/bim/Local%20Development%20Work_EN.pdf))
- **Gender Mainstreaming and EU requirements: Since 2014 independent Gender and Diversity Consultant – working e.g. for ADC on backstopping for the implementation of the EU Gender Action Plan II for its cooperation offices** (world-wide; support in gender analysis at sector level, indicator setting, etc.) and for the **update of the ADC Gender Policy to align it with the EU GAP II**. (Gender Equality and the Empowerment of Women. Strategy for implementing the EU Gender Action Plan II in Austria’s International Development Cooperation (2016 – 2020), November 2017). This included multiple trainings of ADC staff worldwide on gender mainstreaming of the sector programs in coordination with the EU GAP II requirements (Moldova, Kosovo, Uganda, etc) and support of joint donor programming (e.g. sector level gender analysis,).
- **Researcher – qualitative, quantitative data collection and analysis & gender sensitive evaluation:** Excellent knowledge of qualitative data gathering methods (interviews, focus-group discussions, etc.) and analysis, as well as of usage of quantitative data gathering and analysis methods. Certified EU Sector & Program Evaluator, as well as ILO Participatory Gender Audit Facilitator, realization of ECHO baseline studies (on minorities rights in the Balkans), Gender Analysis on Sector Level (EU GAP II,...), participatory indicator development, baselines and evaluations, etc .
- **Programme officer for development co-operation** (1998-2008) specialised in the field of democratisation, Human Rights and poverty reduction. Strong focus on gender programming, research and training: Human Rights-based approach, reproductive health and rights, indigenous peoples’ rights, combat of interfamilial violence, HIV/Aids prevention, FGM and the rights of the girl child, support of civil society organizations to promote women’s human rights, children’s rights, minority rights, gender and MDGs/SDGs etc.

**A good knowledge of various EU aid implementation modalities (including the sector- and general budget support and/or global initiatives and joint programming):** *Program manager of EU modalities ECHO and EUROPEAID 1998-2014, Trained EU Sector and Program Evaluator (2008), backstopping of Gender Mainstreaming in Joint Sector programming for implementing EU Gender Action Plan II.*

- On the one hand the candidate has solid knowledge about Project Cycle Management and European Commission procedures, as she has been Programme Officer for development co-operation in the field of human rights and gender from 1998 to 2014, including ECHO and different EUROPEAID procedures. On the other hand, she is a trained EU Sector and country program evaluator (TrainEval 2008), and has used this knowledge in backstopping Austrian Development Cooperation support for RBA and Gender Mainstreaming in Sector Budget Programming in Eastern Africa. such as: Justice, Laws and Order Sector in Uganda (2005-2008, 206-2017); Gender Mainstreaming in the Water Sector programming in Uganda (2017), Water Sector Programming in Albania (2017), etc.
- **Policy Development:** Alignment of Austrian Development Cooperation Policies with EU requirements in the field of Gender (e.g. implementation of EU GAP II or ECHO gender & age marker (2015-2017, long-term consulting contract with ADC), and implementation of the RBA (2005-2008, in cooperation with Boltzmann Institute of Human Rights).
- **A good knowledge of EU development cooperation procedures and instruments:** project/programme design & implementation since 1998 (ECHO programming in the Balkans), since 1999 for EUROPEAID projects and programs (Central America, Asia), including contracts for the “Foro de la Mujer” in Guatemala, as well implementing other donor’s programs on women’s and indigenous people’s rights in Guatemala and Central America (including work on VAW and GBV, reproductive health and rights. With the Boltzmann Institute of Human Rights (2005-2008) backstopping for Austrian Development Cooperation (ADC) on gender equality, human rights and women’s rights in Austrian Development Cooperation & regular analysis of EU Development Policies. As Senior Gender Advisor for CARE Austria and Co-chair of the CARE International Gender Network (2008-2013) gender advisory to all project cycle management for EU funded programming (gender assessments, mainstreaming of gender and intersectional diversity grounds, targeted actions for vulnerable groups, implementation and monitoring, evaluation and program design).

- *Women's Empowerment in Post-Conflict & Women-Peace-Security*: Programming since 1998 in many post conflict regions with a focus on women-peace-security and human rights (including child rights). Projects designed, successfully submitted and implemented include: ECHO programs in the Balkans (1998/99), EUROPEAID/SIDA/ADA programmes on women's rights and violence prevention in Guatemala, Nicaragua (1999-2002); East-Timor and Ethiopia (1999-2002). Specialized in women-peace-security in multi-country programs – including prevention and combatting of violence against women in North-Uganda, Nepal and Burundi (2008-2014). 2015 - Internal Trend Gender Analysis for the MENA Regional Gender Justice Framework.

## 12. Specific professional experience, Proposal Development including Gender Analysis:

- **Excellent, successful proposal writing and communication skills (copies of recent reports may be requested).**  
Throughout my career with CARE Austrai (1998-2002, 2008-2014) and with the Ludwig Boltzmann Institute of Human Rights (2005-2008), I have successfully submitted numerous proposals to different donors – including Austrian Development Agency (over 10 million € in funding), the European Commission (around 3 million € in funding), so ECHO, SIDA and other donors. Examples can be requested from publication list (as long as they are not under contractual restraints).

- **Significant experience in conducting gender analysis:**

The candidate has undertaken gender analysis e.g. for Austrian Development Cooperation e.g. in Uganda (2017), and for CARE International in Nepal "Gender and Social Inclusion Analysis for SABAL Program, Save the Children Nepal (contracted through CARE USA, financed by USAID): Empiric Research, Report writing and Development of Gender and Social Inclusion Action Plan for 33 million U\$ Food Security Program in 11 districts of Nepal (2016), CARE Internationals Middle East and North Africa (MENA) – researcher and writer of Social & Gender Justice Framework (2015).

- **Experience in the design of Monitoring and Evaluation framework particularly using gender analytical tools, and the development of sex-disaggregated data:**

Throughout my work as Programme Officer (1998-2002) and later as Senior Gender Advisor for CARE (2008-2014), I have developed and applied M&E frameworks, not only for CARE Austria, but also for the CARE International Women Empowerment Programming framework. From 2015-2017, I have supported Ada in its efforts to establish a gender indicator framework across its programming in its different focus sectors, in order to apply the EU Gender action Plan II.

- **Proven experience in conducting evidence-based research and conversant with gender issues & experience in data analysis.**

As Social and Cultural Anthropologist (Ph.D.), I have a solid knowledge on empiric data gathering and analysis, and evidence-based research. Please find numerous publications and grey papers in the publication list. Topics and settings range from research conducted for the Austrian Ministry of Interiors (Gender Analysis of Police Forces) to emergency settings (IOM South Sudan 2017), to Development Cooperation (Participatory Gender and Poverty Analysis Northern Uganda - 2008, Gender and Social Inclusion Analysis – Nepal 2016, etc.)

## 13. Specific in-country working experiences:

Country	Date from - Date to
Azerbaijan, Georgia, Armenia	2018, October, November
Paraguay	2018, September
South Sudan	2017, September-October (IOM)
Guatemala	2016 – January, 2018 January-February (Indigenous Peoples Rights – Book) 2003/2004 (EU) 1999-2002 (EU programs CARE) ; 1995-1997 (UN)
Moldova	2016 (ADC)
Serbia, Kosovo, Albania	2014 (INGO)
Burundi, Uganda,	2008-2014 (CARE)
Macedonia	2005-2008 (BIM)
Nepal	2008-2016 (CARE)
El Salvador, Nicaragua, Guatemala	1999-2002 (EU programs)
Mexico	1990-1994 (University)
Bosnia & Herzegovina	1998 – 1999 (ECHO programs)
Indonesia	2004 (EU LTO)
Venezuela	1987 (University), 2005 (EU STO)

#### 14. Professional experience

Date from -to	Location	Company & reference person	Position	Description
09/2018-02/2019	Armenia, Azerbaijan, Georgia	GIZ - Friederike Rochowanski, EPIC- Economic Participation of IDPs in the Caucasus 42, Rustaveli Ave. / 31a, Griboedov St. 0108 Tbilisi, Georgia T +995 32 2201809 M +995 577 292651 <a href="mailto:friederike.rochowanski@giz.de">friederike.rochowanski@giz.de</a> <a href="http://www.giz.de">www.giz.de</a>	Programme Director	The objective of the consultancy is to support and guide the EPIC programme to improve social and economic participation and enhance empowerment of women and girls in the three countries through the following outcomes: 1. Development of the Strategy and Action Plan on Participation and empowerment of women and girls in line with country specific strategies, the GIZ Gender Strategy, the EU Gender Action Plan II and Roadmap of the BMZ, as well as the LNOB approach of the Agenda 2030. 2. Advice and guidance to the EPIC programme team on the implementation of the Strategy 3. Advice and guidance to the programme implementing partners on the implementation of the Strategy 4. Guidance on national gender experts at the country level in Armenia, Azerbaijan and Georgia 5. Continuous support and follow-up on gender issues to the EPIC programme team, political partners and implementing partners
06/2018-01/2019	Berlin, Austria, Paraguay and world-wide	Brot für die Welt, Consultancy Unit; Caroline-Michaelis-Str.1, 10115 Berlin, Tel.: +49 30 65211 1727   Fax: +49 30 65211 3727 <a href="mailto:thomas.reinhardt@brot-fuer-die-welt.de">thomas.reinhardt@brot-fuer-die-welt.de</a>	Senior Evaluator	In cooperation with BIRD Munich ( <i>Bureau for Institutional Reform and Democracy (BiRD) GmbH</i> ), evaluation of the work of the Consultancy Unit of Brot für die Welt - concerning the fields of Empowerment work, results oriented management and finance management work to enhance BfdW partner organizations ability and capacity to deliver high quality development work for their constituencies. The evaluation includes desk study, field work in Paraguay, a range of interviews, focus groups discussions and an online survey.
05/2018-07/2018	Austria, Germany	Carlos Moran Ical <a href="mailto:tepew13@gmail.com">tepew13@gmail.com</a>	Organizer	Organization of a book presentation tour from May to July in Europe (Universities, etc.)
01/2018-04/2018	Guatemala. Austria	Asindi Rex We, Gender and Diversity Consulting. Carlos Moran Ical <a href="mailto:tepew13@gmail.com">tepew13@gmail.com</a>	Editor Translator,	<b>Translation from Spanish to German and Editor of a book about the Mayan Culture-</b> Vigencia y Aplicación de la Cosmovisión Maya; Das tausende Jahre alte Wissen der Maya. Gültigkeit und Anwendung (Eigenverlag).
12/2017	Copenhagen, Denmark	WAGGGS – World Association of Girl Guides and Girl Scouts; Camaro West, World Association of Girl Guides and Girl Scouts Skype: Camaro.west Email: <a href="mailto:camaro.west@waggs.org">camaro.west@waggs.org</a>	Gender and Diversity Trainer	<b>Gender and Diversity Trainer:</b> Training Workshop for WAGGGS International Conference: How to do Gender and Diversity Mainstreaming in Youth activities of WAGGGS. Capacity building and project related support for developing gender and diversity mainstreaming strategies and steps for youth work programming.
12/2017	Vienna	SOS Children's Villages International, Kathrin Pauschenwein Vivenotgasse 3, 1120 Wien Tel +43 (0) 1 3683135 73	Gender and Diversity Trainer	<b>Gender and Diversity Trainer:</b> Gender Mainstreaming in Project Cycle Management; Toolkit Gender Equality Policy (2017), BRINGING GENDER EQUALITY TO THE HEART OF CHILD CARE. Experiences of pilot countries with implementing the gender equality policy (2017)
11/2017	Vienna	Austrian Development Agency Zelinkagasse, 1010 Vienna, Gender Advisor: <a href="mailto:Christina.stummer@ada.gv.at">Christina.stummer@ada.gv.at</a>	Gender Trainer	<b>Training Series on Requirements of EU Gender Action Plan II for Austrian Development Cooperation staff, and Civil Society Partner Organizations:</b> Joint Sector Programming, Sector Gender Analysis, Intersectional Issues (different vulnerabilities – age, ethnic background, race, etc) Annual reporting requirements, adaptation of reporting formats.
06/2017-12/2017	South Sudan	IOM, International Organization for Migration, Andrea Paiato	Team Leader	<b>Team Leader:</b> Participatory Development of Psycho Social Well-Being indicators for the IOM Mental Health and Psycho-Social Support (MHPSS) program in Wau, Protection of Civilians Site. Team leader of the field research,

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		Mob: +211 (0) 922 406 684 Skype: andre.paiato1 Mental Health and Psychosocial Support Unit, Juba	Research	organization of a team of about 20 field staff, development of tools, writing of diverse intermediate reports and drafting of the final report, as well as development of field manual for the methodology (Stepwise Ethnographic Exploration & Participatory Evaluation Tool, SEE_PET).
05/2017 - 10/2017	Viena	Austrian Development Agency, Learn4 Dev Gender Expert Group  Christina Stummer, Benedetta Magri (ILO), etc.	Co-Organizer, Learn4 Dev Gender Expert Group	<b>Co-organizer &amp; Reporting:</b> third Joint Learning Journey (JLJ) of the L4Dev Gender Experts Group organized on "Gender, Migration and Development" May 2017 in Vienna. Hosted by the Austrian Development Agency (ADA) and co-organized by BTC and ITC-ILO. Participants included a wide range of gender and migration experts and practitioners, focal point for migration of UN WOMEN, representatives of the OECD, ILO-ITC, IOM, OSCE, EU DG DEV; other bilateral donors such as GIZ, ADA, as well as NGO representatives from the International Centre for Migration Policy Development, Medica Mondiale, VIDC, WIDE, CARE, academia and others. The JLJ provided high-level inputs on international human rights, including women's and labour rights, as well as on the humanitarian framework related to migration, and presented best practice examples for programming.
08/2017	Viena	Austrian Development Agency, Zelinkagasse, 1010 Vienna, Gender Advisor : <a href="mailto:Christina.stummer@ada.gv.at">Christina.stummer@ada.gv.at</a>	Gender in emergencies Expert	<b>Briefing Note: Gender in Humanitarian Response</b> – draft guidance note on adaptation of ADCs emergency response on EU DG ECHO: Gender-Age Marker Toolkit.
01/2015-10/2017	Austria & world wide	Austrian Development Agency, Zelinkagasse, 1010 Vienna, Gender Advisor : <a href="mailto:Christina.stummer@ada.gv.at">Christina.stummer@ada.gv.at</a>	Gender Expert	<b>Advisor and Trainer for Gender Mainstreaming, Women's Empowerment, Women's Rights and Engaging Men for Gender Equality (Consultant):</b> Advisor and Trainer for Gender Mainstreaming, Women's Empowerment, Women's Rights and Engaging Men for Gender Equality: Policy Research, Policy Writing, Trainer, Tools development & research, Programme Quality Advisor. <b>Back-stopping &amp; trainings for HQ and Cooperation Offices world-wide, currently for EU Gender Action Plan II (2016-2020) implementation.</b>
09/2016 - 10/2016	Middle East and North Africa	CARE MENA (Middle East and North Africa) Management Unit Amman, Jordan Mob: +962 797117412 E-mail: <a href="mailto:akariapper@care.org">akariapper@care.org</a> Skype: ayeshasalmak	Gender and Diversity Audit Lead Consultant	<b>Follow up on the Management Responses</b> of an eight Country Gender and Diversity Audit. The scope of this audit includes 8 country offices (Jordan, Turkey, Egypt, West Bank & Gaza, Caucasus, Yemen and Lebanon) and the CARE MENA Regional Management Unit (RMU) office based in Jordan, <b>for organizational learning and development of Action Plans.</b>

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09/2018-02/2019	Armenia, Azerbaijan, Georgia	GIZ - Friederike Rochowanski, EPIC- Economic Participation of IDPs in the Caucasus 42, Rustaveli Ave. / 31a, Griboedov St. 0108 Tbilisi, Georgia T +995 32 2201809 M +995 577 292651 <a href="mailto:friederike.rochowanski@giz.de">friederike.rochowanski@giz.de</a> <a href="http://www.giz.de">www.giz.de</a>	Programme Director	The objective of the consultancy is to support and guide the EPIC programme to improve social and economic participation and enhance empowerment of women and girls in the three countries through the following outcomes: 1. Development of the Strategy and Action Plan on Participation and empowerment of women and girls in line with country specific strategies, the GIZ Gender Strategy, the EU Gender Action Plan II and Roadmap of the BMZ, as well as the LNOB approach of the Agenda 2030. 2. Advice and guidance to the EPIC programme team on the implementation of the Strategy 3. Advice and guidance to the programme implementing partners on the implementation of the Strategy 4. Guidance on national gender experts at the country level in Armenia, Azerbaijan and Georgia 5. Continuous support and follow-up on gender issues to the EPIC programme team, political partners and implementing partners
04.2016-06.2016	Middle East and North Africa	CARE MENA (Middle east and North Africa) Management Unit Amman, Jordan Mob: +962 797117412 E-mail: <a href="mailto:akariapper@care.org">akariapper@care.org</a> Skype: ayeshasalmak	Gender and Diversity Audit Lead Consultant	<b>Lead Consultant of an eight Country Gender and Diversity Audit. The scope of this audit includes 8 country offices (Jordan, Turkey, Egypt, West Bank &amp; Gaza, Caucasus, Yemen and Lebanon)</b> and the CARE MENA RMU office based in Jordan. 2.1 Review the overall methodology of the GED Audit developed by the CARE team and provide expert advice. 2.2 Finalize the questionnaire for the staff survey and launch this online survey using Survey Monkey or an alternative easily accessible online tool. This survey will be launched across 6 or 8 country offices and the MENA RMU. 2.3 Produce an analytical report of the survey results for each country office and the RMU 2.4 Conduct a desk review of the actual policies, strategies and guidance documents of country offices. a) Programmes: planning and design, implementation, technical experience, monitoring and evaluation, advocacy, communications and partnerships; b) Institutional Policy & Practice: GED workforce data, policies and strategies, capacity building, culture and human resources. 2.5 Produce the final report including the above data analysis, incorporating findings from the focus group discussions conducted by the CARE team and specific recommendations.
02/ 2016	Nepal	CARE USA, 151 Ellis Street, Atlanta NE, Georgia, USA Russell, Mara <a href="mailto:mrussell@care.org">mrussell@care.org</a>	Lead Consultant	Finalization: <b>Gender and Social Inclusion Analysis for SABAL Program</b> , Save the Children Nepal (contracted through CARE USA, financed by USAID): Report writing and Development of Gender and Social Inclusion Action Plan for 33 million US\$ Food Security Program in 11 districts of Nepal.
12/2015 – 03/2016	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna, Austria, <a href="mailto:janine.wurzer@care.at">janine.wurzer@care.at</a>	Gender Expert	<b>Gender Expert for Manual Development for Women Empowerment Programming based on experience gathered in the SAKCHAM programme (Nepal, 2007-2015)</b> , together with Tom Barton and Bharati Silawal-Giri. The manual will serve development practitioners and donor agencies for using the successful approach.
02/2016	Austria	CARE MENA Regional Management Unit, Senior Advisor - Gender Justice & Change Management, Amman, Jordan, E-mail: <a href="mailto:akariapper@care.org">akariapper@care.org</a>	Gender Consultant	Finalisation of <b>CARE Internationals Middle East and North Africa (MENA) Social &amp; Gender Justice Framework</b>
01/ 2016	Guatemala	Association Motz´ Maya, Valerie Neuhold-Maurer <a href="mailto:valerietogo@gmail.com">valerietogo@gmail.com</a>	Project development	Project development travel to Guatemala, sexual and <b>reproductive health and rights of indigenous peoples of Guatemala</b> . Development of project with indigenous Mayan midwives for five regions in Guatemala, together with Asociación Asindi Rex WE.
09/ 2015 to 01/2016	Nepal	CARE USA, 151 Ellis Street, Atlanta NE, Georgia, USA	Lead Consultant	Lead Consultant: Gender and Social Inclusion Analysis for SABAL Program, Save the Children Nepal (contracted through CARE USA): Tools development and field testing, Data Analysis Plan & Reporting



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		Russell, Mara <a href="mailto:mrussell@care.org">mrussell@care.org</a>		
08/ 2015	Austria	Austrian Development Agency, Zelinkagasse 2, 1010 Vienna <a href="mailto:Christina.stummer@ada.gv.at">Christina.stummer@ada.gv.at</a>	Facilitator	<b>Facilitator on EU GAP II &amp; Gender Mainstreaming in Country &amp; Sector Programmes of the Working Group on Gender, Climate Change and Environment</b> of the Austrian Development Agency Annual Meeting; facilitating a process on how to integrate the Sustainable Development Goals (2015-2030) and the <b>EU Gender Action Plan (2016-2020)</b> into the draft of the Three-Year Programme of the Austrian Development Cooperation, and the Country Sectors Programmes.
06/2015 - 07/ 2015	Moldova	Coordination Office of Austrian Development Agency, Chisinau, Moldova <a href="mailto:Gerhard.Schaumberger@ada.gv.at">Gerhard.Schaumberger@ada.gv.at</a>	<b>Gender Trainer</b>	<b>Trainer for Gender Mainstreaming in Programme Management:</b> Trainer, Project Design and Programme Quality in Gender Mainstreaming for bilateral donor staff and programming partners, <b>development of specific modules for Austrian Development Cooperation on EU GAP II &amp; gender mainstreaming</b> , women's empowerment and men's engagement for their cooperation offices and headquarter staff. Focus on Programme Design, Monitoring and Evaluation in Moldova (Consultant) Inclusion of Provisions of EU Gender Action Plan and SDGs into programming
05/2015 - 07/ 20 15	Austria & Eastern Africa	SOS Kinderdorf, International Programmes <a href="mailto:kathrin.pauschenwein@sos-kinderdorf.at">kathrin.pauschenwein@sos-kinderdorf.at</a>	Co-Evaluator	<b>Co-Evaluator of SOS Children's Villages Framework Programme</b> Consultant Empirical data gathering and analysis for evaluation (Tanzania, Uganda, Ethiopia) Review report
05/2015 – 06/2015	Austria	Self organized project, <a href="mailto:barbara@diversity-gender.com">barbara@diversity-gender.com</a>	Organizer of Speakers tour	<b>Speakers tour and university lectures</b> of traditional Maya from Guatemala: Organization of several public speeches (World Museum of Vienna, Institute of Social and Cultural Anthropology...); Two seminars at Vienna University on indigenous people's rights in Guatemala, and on how to work with indigenous peoples in Latin America and Workshops on Mayan World View
06/ 2015	Austria	CARE International. Middle East Region, Amman Jordan, <a href="mailto:akariapper@care.org">akariapper@care.org</a>	<b>Researcher Gender Justice</b>	<b>Researcher on Women-Peace-Security &amp; Gender Justice: Internal Trend Gender Analysis for the MENA Regional Gender Justice Framework Elaboration</b> , CARE International Middle East Region - Amman, Jordan (Consultant)
0/2014 – 11/2014	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna <a href="mailto:Daniel.seller@care.at">Daniel.seller@care.at</a>	<b>Consultant – Women, Peace, Security</b>	United Nations Security Council Resolution (UNSCR) 1325 Campaigning Consultant for CARE Österreich: <b>Preparation evidence based advocacy papers on Violence against women and gender based violence in conflict</b> ; Women's Political Participation and the Women-Peace Security Agenda
09/ 2014	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna, Austria <a href="mailto:Reinhard.trink@care.at">Reinhard.trink@care.at</a>	<b>Gender Consultant</b>	Gender Training and workshop facilitation for local Project Partners and CARE staff in CARE Austria: Best Practice and Lessons Learned for integration of women into the agricultural sector in Kosovo, lessons learned from Bosnia and Herzegovina
08/2014 –	Serbia,	Volkshilfe Austria & TARA Int.	<b>Gender</b>	Gender Trainings in Serbia, Kosovo and Albania for a <b>Programme on Integration of Women and Youth into the Labour</b>

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09/2018-02/2019	Armenia, Azerbaijan, Georgia	GIZ - Friederike Rochowanski, EPIC- Economic Participation of IDPs in the Caucasus 42, Rustaveli Ave. / 31a, Griboedov St. 0108 Tbilisi, Georgia T +995 32 2201809 M +995 577 292651 <a href="mailto:friederike.rochowanski@giz.de">friederike.rochowanski@giz.de</a> <a href="http://www.giz.de">www.giz.de</a>	Programme Director	The objective of the consultancy is to support and guide the EPIC programme to improve social and economic participation and enhance empowerment of women and girls in the three countries through the following outcomes: 1. Development of the Strategy and Action Plan on Participation and empowerment of women and girls in line with country specific strategies, the GIZ Gender Strategy, the EU Gender Action Plan II and Roadmap of the BMZ, as well as the LNOB approach of the Agenda 2030. 2. Advice and guidance to the EPIC programme team on the implementation of the Strategy 3. Advice and guidance to the programme implementing partners on the implementation of the Strategy 4. Guidance on national gender experts at the country level in Armenia, Azerbaijan and Georgia 5. Continuous support and follow-up on gender issues to the EPIC programme team, political partners and implementing partners
09/2014	Kosovo, Albania	Consulting, Serbia <a href="mailto:Nina.hechenberger@volkshilfe.at">Nina.hechenberger@volkshilfe.at</a>	Expert, Inclusion of Women into Labor Market	Market
06/2014	Austria	DLE Personalwesen und Frauenförderung; Universität Wien, <a href="mailto:Manfred.nowak@univie.ac.at">Manfred.nowak@univie.ac.at</a>	Lecturer for University of Vienna	Holding classes for international Master students of Vienna Master of Human Rights: Human Rights of Women (Post Graduate Centre) (in close cooperation with the BIM)
03/2014 – 05/2014	Austria-USA	CARE USA, 151 Ellis Street, Atlanta NE, Georgia, USA	Leading Consultant	Leading the Participatory Gender & Diversity Audit (Gap Analysis): Empirical data gathering method (leading a team), Data analysis & report writing, Formulation of recommendations
01/2014 – 05/2014	Austria	Austrian Development Agency, Zelinkagasse 2, A-1010 Vienna <a href="mailto:Christina.stummer@ada.gv.at">Christina.stummer@ada.gv.at</a>	Gender Expert	<b>Gender Expert for Austrian Development Cooperation: Elaboration of Gender Tools for the Water Sector and for the Energy Sector</b>
02/ 2014	Slovakia	International Labor Organization, International Training Center Turin, Johanne Lortie <a href="mailto:J.Lortie@itcilo.org">J.Lortie@itcilo.org</a>	Trainer	Participatory Gender Audit Facilitation Trainer: Facilitation of workshop for Ministry of Labour in of Slovakia (Bratislava) on the “Participatory Gender Audit Facilitation”.
11/2013	Lisbon	Aga Khan Foundation, Avenue de la Paix 1-3, 1202 Geneva, Switzerland	Gender Expert	<b>Workshop with the Aga Khan Gender Network on how to integrating gender into programmes at AKF's Gender Equality workshop in Lisbon</b>
08/ 2008 – 03/ 2014	Austria & Inter-National Burundi Nepal Uganda	CARE Austria, Lange Gasse 24/4, A-1080 Vienna <a href="mailto:Reinhard.Trink@care.at">Reinhard.Trink@care.at</a>	Senior Gender Advisor, CARE Austria	<ul style="list-style-type: none"> <li>Lead of ADA framework agreement: “Claiming Rights-Promoting peace: Women’s empowerment in conflict affected countries (Uganda, Burundi, Nepal); 2007-2009 (3 million Euro), 20010-2012 (3 million Euro), Designing of next phase (2013-2015 for Ethiopia/Nepal/Uganda; expert for UNSCR 1325 and women-peace-security, liaison with donors, project and program design</li> <li>Co-chair of CARE International Gender Network</li> <li>Overall responsible for gender equality programming and learning</li> <li><b>Founder &amp; Lead of “Friends of 1325” Group in Austria</b> (including ministries and civil society organizations)</li> <li>Elaboration of internal trainings and international program quality assurance for gender mainstreaming.</li> <li>Drafting strategies on “engaging men in gender equality”, etc.</li> </ul>
2009-2011	Austria	Ministry of Interior SICHERHEITSAKADEMIE	Technical Lead of	Empirical research on <b>Austrian Police Missions and how to heighten the number of female Police in External Police Missions</b> (UN; EU) in follow up to UN SCR 1325: Leading a team of researchers, development of methodology with



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		<a href="mailto:Christian.semmler@bmi.gv.at">Christian.semmler@bmi.gv.at</a>	Research	Ministry of Interior (Survey, Focus Group Discussions & Key Informant Interviews); data Analysis & Report writing, publication of Report and presentation to the Minister of Interior.
12/06	Slovakia	UNDP <a href="mailto:louise.nylin@undp.org">louise.nylin@undp.org</a> ; Ext: 316; Mobile: 421 915 256 347;	Consultant	Developing a <b>toolkit for the integration of the Human Rights-based Approach and Gender Mainstreaming in Local Governance</b> (together with Lukas, Karin and Maria Elena Ruiz Abril) for the ECIS region
05/05 – 08/08	Austria	Ludwig Boltzmann Institute of Human Rights Prof. Manfred Nowak (Ex UN Special Rapporteur on Torture <a href="mailto:manfred.nowak@univie.ac.at">manfred.nowak@univie.ac.at</a>	Developm. Coop. Coordinator	Development Cooperation Coordinator - working with the UN Special Rapporteur on Torture: <ul style="list-style-type: none"> <li>• <b>Specialization on implementing the Human Rights-based approach</b> (Guidelines of OHCHR) in poverty reduction and development cooperation, development of HRBA tools, design and set up of HRBA cooperation project with UNDP in Macedonia.</li> <li>• Writing of policy and background papers for the Austrian Development Agency regarding Human Rights and guidelines on conflict prevention and peace-building.</li> <li>• <b>Coordination of a team of consultants in the field of Human Rights and development.</b></li> <li>• <b>Rapporteur of the Round Table on Human Rights with the National Human Rights Institutions from Latin America and Europe during the Latin American and European Union Summit in Vienna in 2006</b> (Real 2006).</li> <li>• Design and set up of a field office in Macedonia (5 full-time staff)</li> </ul>
12/2005	Venezuela	European Union <a href="mailto:Fabio.bargiacchi@undp.org">Fabio.bargiacchi@undp.org</a> EC-UNDP Joint Task Force	Election Short Term Observer	Short Term Observer in Venezuela in December 2005 elections, stationed in Caracas
10/2003 – 09/2004	Indonesia Guatemala	European Union <a href="mailto:Fabio.bargiacchi@undp.org">Fabio.bargiacchi@undp.org</a>	Election Long Term Observer	<ul style="list-style-type: none"> <li>• Election Long Term Observer (LTO) for European Union Election Observation Mission in Indonesia, stationed in Jakarta and in Guatemala, stationed in Quetzaltenango (Area of Responsibility included San Marcos, Quetzaltenango, and Totonicapan).</li> </ul>
05/2003	Austria	Women in Development Europe <a href="mailto:WIDE_office@wide-netzwerk.at">WIDE_office@wide-netzwerk.at</a>	Public relations Consultant	Tasks included all the media work related to the WIDE International Annual Conference 2003 – <b>“Transformation, participation and Gender Justice: Feminist Challenge in a Globalised Economy”</b> , held in Vienna 2003.
02/2002 – 09/2003	Austria	Kulturpark Eisenstraße-Ötscherland; <a href="mailto:info@rent-a-sepp.at">info@rent-a-sepp.at</a>	Public Relations Officer	Tasks included design and application of a new Corporate Identity concept for the EU financed regional development association, weekly press releases and reporting on the activities of the regional development association to the media, etc.
03/1999 – 01/2002	Austria	CARE Österreich <a href="mailto:Astrid.wein@ada.gv.at">Astrid.wein@ada.gv.at</a>	Programme Officer	<b>Programme Officer for democratisation &amp; human rights and gender focal point:</b> Regional focus on <b>Central America</b> , and then East Africa and East Timor. Tasks included: start up of this sector within CARE Österreich, project design, participation in <b>gender and human rights network of CARE International</b> , budgeting and submissions, programming within the CARE International framework, needs assessments, project supervision,

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				elaboration of terms of Reference for international staff and evaluations, project cycle management and donor liaison. Raising and implementing a budget of € 3 million, <b>2 million EUROPEAID – EIDHR (Guatemala, East Timor)</b> .
07/1998 – 02/1999	Austria	CARE Österreich <a href="mailto:Astrid.wein@ada.gv.at">Astrid.wein@ada.gv.at</a>	Programme Officer	<b>Programme Officer for Humanitarian and Structural Relief:</b> Duties included project design and budgeting, liaison with the donor organizations, project cycle management, human resource management (direct supervision of four field offices, four international staff, 10 national staff, budget of € 1.5 million), programming within the CARE International system
05/1998	Austria	Women in Development Europe WIDE <a href="mailto:office@wide-netzwerk.at">office@wide-netzwerk.at</a>	Consultant	Consultant for the Network Women in Development Europe (WIDE) at „Fourth Conference on Biological Diversity“ in Bratislava, evaluation report of the conference and the situation of indigenous women.
12/1997	Austria	Women in Development Europe WIDE <a href="mailto:office@wide-netzwerk.at">office@wide-netzwerk.at</a>	Consultant	Consultant at the “II Continental Meeting of Indigenous Women” in Mexico City, reporting of results
10/1995 – 03/1997	<b>Guatemala</b>	Roger Plant – ILO Offices 4 route des Morillons - CH-1211 Genève 22 -Switzerland - Tel: +41 (0) 22 799 6111- Fax: +41 (0) 22 798 8685 -E-mail: ilo@ilo.org	Human Rights Verification Officer MINUGUA	Tasks included general Human Rights monitoring, verification and reporting <u>Special task:</u> Gender Focal point and indigenous people focal point: <b>verification of the peace accords relating to indigenous people’s identity and rights; coordination with indigenous organizations, civil society and national institutions; regional media campaign on the peace process as well as popular education on the peace process and international human rights conventions with all sectors of society.</b>
06/1995 – 07/1995	Austria	Global 2000/Friends of the Earth Austria, <a href="mailto:office@global2000.at">office@global2000.at</a>	Co-campaigner	Co-campaigner for an alternative energy campaign with the environmental NGO Global 2000
05/1993 – 09/1993	Austria	Autonomous Austrian Shelter Houses; Rosa Logar Informationsstelle gegen Gewalt	Assistant Coordinator	Assisting coordination of the NGO-Women’s Office and advocacy activities before and during the <b>UN-World Conference on Human Rights</b> in Vienna, for 6.000 participants. Working for the <b>coordinating body “AG Women’s Rights are Human Rights”</b> in the preparations of the international NGO activities and advocacy activities before and during the conference. Preparation of a post conference documentation: „Frauenrechte-Menschenrechte: Bestandsaufnahme nach der UN-Weltkonferenz über Menschenrechte im Juni 1993 in Wien“ (Grey paper, 79p) <b>for the coordination group „AG Women’s Rights are Human Rights“.</b>
1988 - 1999	Austria	Gesellschaft für Bedrohte Völker (Association for endangered Peoples)	Honorary work	Elaboration of educational materials for a rain forest campaign, management of projects and advocacy regarding <b>biodiversity and rights of indigenous women</b> , participation at conferences, writing of articles, etc.; specialization on Indigenous Women’s Rights, foundation of group working for indigenous women’s rights.

**15. Other relevant information:** Numerous presentations, donor background papers and internal Working Papers for CARE International throughout the years (more material upon request)

### **Greypapers (examples):**

Kühhas, Barbara and Bragin, Martha and Taaka, Janepher: Development of Participatory Psychosocial Well-being Indicators for IOM-MHPSS Programming in Wau, South Sudan, December 2017.

Kühhas, Barbara and Korber, Renate: Field Guide for Participatory Development of Psycho-Social Well-being Indicators for IOMMHPSS Program in South Sudan, December 2017.

Austrian Development Cooperation (Kühhas, Barbara and Christina Stummer): Gender Equality and the Empowerment of Women. Policy for implementing the EU Gender Action Plan II in Austria's International Development Cooperation (2016 – 2020), November 2017.

Austrian Development Cooperation (Kühhas, Barbara): Briefing Note: Gender in Humanitarian Response – draft guidance on adaptation of ADCs emergency response to EU DG ECHO: Gender-Age Marker Toolkit. Vienna, August 2017.

Learn4Dev Gender Experts Group (Kühhas, Magri, Stummer and Ravesloot): Report on Joint Learning Journey on Gender, Migration and Development, 30 and 31 May 2017, Vienna.

Barbara Kühhas, Bharati Silawal-Giri, Tom Barton: SAKCHAM and Women Empowerment in Nepal. Stories and strategies – lessons and guidelines. Toolkit: Step up for Gender equality in conflict affected areas. For: CARE Nepal and CARE Austria, 28th August 2016

Kühhas, Barbara: Gender Equity and Diversity Audit Report of CARE International in EGPYT, June 2016.

Kühhas, Barbara: Gender Equity and Diversity Audit Report of CARE International in JORDAN, June 2016.

Kühhas, Barbara: Gender Equity and Diversity Audit Report of CARE International in YEMEN, June 2016.

Kühhas, Barbara: Gender Equity and Diversity Audit Report of CARE International in West Bank & Gaza, June 2016.

Kühhas, Barbara: Gender Equity and Diversity Audit Report of CARE Middle East & North Africa Regional Management Unit; June 2016

Korber, Renate and Barbara Kühhas: Gender Equity and Diversity Audit Report of CARE International in Turkey; June 2016

Korber, Renate and Barbara Kühhas: Gender Equity and Diversity Audit Report of CARE International in Caucasus; June 2016

Kühhas, Barbara: EU Gender Action Plan II (2016-2020), GENDER ANALYSIS ON SECTOR LEVEL, April 2016.

For - Austrian Development Cooperation: Gender Equality and the Empowerment of Women. Strategy for implementing the EU Gender Action Plan II in Austria's International Development Cooperation (2016 – 2020), May 2016.

Kühhas, Barbara für CARE Nepal: SUSTAINABLE ACTION FOR RESILIENCE AND FOOD SECURITY PROJECT. AID-OAA-A-15-00002 (USAID). Gender Equity & Social Inclusion Analysis. (GESI) Report March 25, 2016.

CARE International: CARE Middle East and North Africa Social & Gender Justice Framework, 2015-2030. Austria-Amann February 2016.

Kühhas Barbara: SABAL (USAID) – Nepal, Resilience and Food Security. Gender & Social Inclusion Analysis Research Field Manual (pre-testing of tools, training of field staff, facilitators and enumerators, data collection & analysis plan, final tools), November 2015.

Kühhas, Barbara: Study to support an internal trend analysis for the MENA REGIONAL GENDER JUSTICE FRAMEWORK for CARE International, May 2015. (Research includes demographic trends, gender based violence and violence against women, migration, women's economic empowerment, women's participation in decision making and IDP and refugee numbers for the Middle East and North Africa Region).

Barbara Kühhas, Jodi Keyserling and Walter Fordham: CARE USA Gender and Diversity Audit, Atlanta 2014.

Sonja Martins (CARE UK), Ellen Langehaug RE Norge), Barbara Kühhas (CARE Austria) as CIGN co-chairs & Marie Möller: First Consolidated CARE International Gender Report on the Implementation of the CARE Gender Policy, London-Oslo-Vienna 2011.

Bode, Brigitte and Barbara Kühhas (and others): Underlying Causes of Poverty Analysis (Northern Uganda), Gulu 2009.

KÜHHAS, B., LUKAS, K., NOWAK, M., SAX, H., "A Human Rights-Based Approach to MDG 1 – Selected Experiences from the Balkans", *OECD-DAC Exploratory Guidance Note*, prepared for the Austrian Development Agency, May 2006

HALBMAYER, E. and KÜHHAS, B: "The Human Rights Based Approach to Poverty Reduction, Tool 1: Identification of the Poor and vulnerable: Poverty in Macedonian Municipalities", *Ludwig Boltzmann Institut für Menschenrechte*, Vienna, November 2005.

KÜHHAS, B., LUKAS, K, "Applying the Human Rights Based Approach to Poverty Reduction by supporting the elaboration of an MDG-based National Development Programme 2005-2015 for Macedonia. Report of the international consultants' mission", *Ludwig Boltzmann Institute of Human Rights*, 12<sup>th</sup> to 22<sup>nd</sup> of September 2005

KÜHHAS, B., LUKAS, K, "International standards in the field of conflict prevention and peace-building". Contribution to the guidelines in conflict prevention of the Austrian Development Cooperation, July 2005.

KÜHHAS, B., LUKAS, K, "Development, security and Human Rights. A new paradigm in development cooperation". Background Paper for the Austrian Development Cooperation, June 2005.

HALBMAYER, E., SCHMIDT and KÜHHAS, B, "Health Care Survey of the Zone of Separation, Brcko (Bosnia and Herzegovina)", Baseline study for ECHO, Vienna 1999.

AG Womens Rights are Human Rights (Ed): Frauenrechte-Menschenrechte: Bestandaufnahme nach der UN-Weltkonferenz über Menschenrechte im Juni 1993 in Wien (in Zusammenarbeit mit Kaselitz, Verena) –grey paper 79 pages.

#### Books:

KÜHHAS, Barbara und Mario MUIGG: Österreichische Polizistinnen und Polizisten im Auslandseinsatz – eine Umfeldanalyse inklusive Genderstandpunkte; IN: Bundesministerium für Inneres, Sicherheitsakademie (Hg.)- Auslandseinsätze der Polizei; Eine Studie des Bundesministeriums für Inneres, Wien 2011, S. 235 – 332.

KÜHHAS, B, LUKAS, K, RUIZ, E., *Toolkit on how to integrate a Human Rights Based Approach and Gender Mainstreaming in Local Governance*, UNDP (Ed) – Draft, Bratislava December 2006.

KÜHHAS, B, „Das Herz der Erde“. In STUMPF, SOVA, BÜRSTMAYR und MILBORN (Hg): *Guatemala, ein Land auf der Suche nach dem Frieden*, Wien 2003, S.231-239.

KÜHHAS, B, „Die dreifache Diskriminierung der Frauen“. In: STUMPF, SOVA, BÜRSTMAYR und MILBORN (Hg): *Guatemala, ein Land auf der Suche nach dem Frieden*, Wien 2003, S.240-243.

KÜHHAS, B, *Die indigenen Frauen Guatemalas. Vom Bürgerkrieg zum Friedensprozess – der Kampf um politische Partizipation*, Wien 2000 (Brandes&Apsel, Südwind, 276 pages).