

CV Barbara Kühhas – Focus on Women’s Economic Empowerment

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



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

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

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

7. **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)

8. **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), Stadtschlaing, September 2001
- **International Civilian Peace-Keeping and Peace-Building Training Program**, ASPR, Stadtschlaing February 2000
- **Founding member of the Association “Motz’ Maya – Association for Development Cooperation, Culture, Arts and Science”** in 2015, working with indigenous people’s organizations in Guatemala in the field of indigenous peoples’ rights.

9. **Present position:** Independent Gender and Diversity Consultant (www.diversity-gender.com)

10. **Years within the firm:** independent consulting firm founded by the candidate in April 2014

11. **Qualifications and skills:** The candidate holds a Ph.D. in Cultural and Social Anthropology and has 30 years of experience in international development & emergency and relief work in the field of women’s human rights & gender equality, gender and diversity audits, 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 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 gender sensitive

evaluation and **participatory gender & diversity audits. She has undertaken successfully 13 Gender& Diversity Audits so far, using the ILO Participatory Gender Audit methodology & the Gender Integration Framework (GIF).** Many of the implemented consultancies included as deliverable recommendations and action plans for organizational change for strengthening the inclusion of gender and diversity into programming and organizational structures.

The candidate has more than nine years of field-experience (Central & South America, Balkans, South-East Asia, East Africa, South Caucasus), out of those five years of living and working in Central America such as Chiapas (South Mexico 1990-1994 September during civil war) and Guatemala (1995-1997 from peace-keeping to peace-building with UN). 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.

12. General professional experience:

Experience regarding Women's Economic Empowerment (WEE):

The candidate has proven experience regarding WEE already during her university studies and has further specialized during other following certifications. Within her scientific and programming work, WEE has often been a focus or part of a combined effort for women's empowerment and gender equality. Barbara's work includes 13 participatory gender (& diversity) audits; 6 years of programming work in Burundi, Uganda and Nepal including community WEE efforts (Village Savings and Loans Associations; and cooperatives and revolving funds), multiple gender analysis for of including women's economic empowerment (SOS – Uganda and Ethiopia – including vulnerable and women in to GREEN livelihood programs; GIZ – South Caucasus; USAID- Nepal, etc.), as well as strategic policy work (e.g. for Austrian Development Agency), and many trainings for GIZ teams, INGOs, ministries, multilateral bodies, as well as private enterprises.

- **Education:** In her Master's Thesis, the candidate analyses and describes the central role of economics for the empowerment for Mayan Women in Chiapas. Also, both the certifications in the ILO participatory Gender Audit method, and the certification from the Faculty of Law (Vienna) – Institute of Social and Labour Rights - in Management of Diversity and Antidiscrimination are specializations regarding the legal background of gender equality in the world of work.
- **Selected relevant consultancies and projects:**

04/2022-12/2023: Uganda, Ethiopia, Austria SOS Kinderdorf Senior Gender Expert

Capacity Building for Gender, Diversity, and Inclusion Analysis for GREEN+ Project: Socio-economic empowerment of vulnerable children and youth, as well as their families with a special focus on Green Economy (Uganda, Ethiopia). Tasks include: - Develop a methodology for participatory, action-research on gender, diversity, and inclusion analysis in the context of green economy that integrates into the ways of working and community engagement strategies/methodologies already applied in the GREEN+ project. Train SOS CV GREEN+ Coordinators and implementing teams in Ethiopia and Uganda (four teams in total) in conducting participatory gender, diversity, and inclusion analysis, with a focus on green economy. Mentor the four SOS CV implementing teams throughout the analysis of gender, diversity, and inclusion concerns that are of particular importance to their specific contexts. Facilitate a review workshop where SOS CV teams present their research processes and findings to their peers. Support SOS CV teams to document their analysis findings as well as lessons and good practices related to the analysis process, so findings, lessons, and good practice models become available as reference for the GREEN+ project as well as for other SOS CV teams and external stakeholders.

2021-2022 Armenia, Azerbaijan, Georgia (GIZ) Gender Expert

Writing a Gender Analysis for EPIC: The program Economic and Social Participation of Vulnerable Displaced and Local Population in the South Caucasus - EPIC aims at enhancing the economic and social participation of vulnerable internally displaced persons (IDP), refugees and members of local population in the region by enhancing their employability, facilitating business start-ups, supporting existing businesses and empowering communities as well as supporting state actors in improving offers for vulnerable population. Fostering the participation and empowerment of young people and women is a cross-cutting priority for all project activities and is also reflected in the programmer's indicators. EPIC pursues its goal of improving economic and social participation of vulnerable IDPs and the local population in Azerbaijan through the following four lines of work:

1. Strengthening capacities of public sector actors to promote the economic and social participation of vulnerable IDP's and the local population;
2. Increasing the employability of vulnerable IDP's and the local population;
3. Improving business development opportunities for vulnerable IDP's, refugees and the local population to create income and employment;
4. Empowering vulnerable IDPs and local population to stimulate social cohesion and engagement in the community.

09/2018- 11/ 2021: Austria Gender Mainstreaming Expert for organizational change management

Gender Advisor for Small and Medium Austrian Enterprises for attracting female talents to technical jobs (FemTech awards). Steering member for back-stopping gender equality in Austrian enterprises. Gender Mainstreaming expert for organizational change processes, and anti-discrimination in labor law expert.

09/2018-03/2019 Armenia, Azerbaijan, Georgia (GIZ) Gender Expert,

EPIC- Economic Participation of IDPs in the Caucasus: 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

05/2017 - 10/2017 Vienna Austrian Development Agency, Co-Organizer Learn4 Dev Gender Expert Group; focus on migrant women workers

Co-organizer & Reporting: 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.

09/2015- 02/ 2016 Nepal Lead Consultant Gender and Social Inclusion Analysis for SABAL Program,

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. 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.

09/ 2014 Austria CARE Austria, Gender Consultant

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 – 09/2014 Serbia, Kosovo, Albania, Gender Expert, Inclusion of Women into Labor Market Volkshilfe Austria & TARA Int. Consulting, Serbia

Gender Trainings in Serbia, Kosovo and Albania for a Programme on Integration of Women and Youth into the Labour Market

08/ 2008 – 03/ 2014 Austria & Inter-National: Burundi, Nepal, Uganda, CARE Austria, Senior Gender Advisor

- Lead of ADA framework agreement: "Claiming Rights-Promoting peace: Women's empowerment in conflict affected countries (Uganda, Burundi, Nepal); 2007-2009 (3 million Euro), 2010-2012 (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, including women's economic empowerment.
 - Co-chair of CARE International Gender Network
 - Overall responsible for gender equality programming and learning
 - Founder & Lead of "Friends of 1325" Group in Austria (including ministries and civil society organizations)
 - Elaboration of internal trainings and international program quality assurance for gender mainstreaming.
 - Drafting strategies on "engaging men in gender equality", etc.
- **Experience with the ILO manual or equivalent participatory gender and diversity audit tools (Internal organizational gender & diversity audits for equality and non-discrimination, as well as on the programming):**
 - ❖ Since I hold the ILO PGA certificate (2013), I have **successfully undertaken thirteen Gender & Diversity Audits so far, using the ILO Participatory Gender Audit methodology & the Gender Integration Framework (GIF), adapted to the needs of the clients.** Many of the implemented consultancies included as deliverable recommendations and action plans for organizational change for strengthening the inclusion of gender and diversity into programming and organizational structures. In 2022 I did the participatory Gender & Diversity organizational Audit for CARE Germany.
 - ❖ This included 9 Gender and Diversity Audits for CARE International in the MENA REGION in 2016 (**Lead Consultant of an eight Country Gender and Diversity Audit. The scope of this audit included 8 country offices (Jordan, Turkey, Egypt, West Bank & Gaza, Caucasus, Yemen and Lebanon)**) and the CARE MENA RMU office based in Jordan.

- ❖ In 2020 the candidate was hired by LO Norway (platform of workers unions as lead the gender audit team to provide the **Trade Union Congress of Ghana (TUC) and LO-Norway** with the necessary information and guidance to improve the work with gender equality and gender mainstreaming in the trade unions in Ghana over the period of the framework agreement (2019-2023). The consultancy included preparations: Produce the inception report, adapt tools/methodology and survey; Field work: Facilitate the participatory gender audit during field days in Ghana and lead the team including the validation workshop, as well as the production of the gender audit report and the gender action plan.
- ❖ In 2021, the candidate did an **organization-wide Gender & Diversity Audit for UNOPS worldwide**, including: Elaboration of the Gender and Inclusion Participatory Audit, which covered 1) the gender mainstreaming and social inclusion work of UNOPS to inform the development of the next gender mainstreaming and social inclusion strategy and 2) the gender diversity and inclusion work of UNOPS to inform the development of the next gender D&I Strategy. It had a dual reporting line to the Gender Mainstreaming and Social Inclusion Specialist in the Infrastructure and Project Management Group as well as the Diversity and Inclusion Specialist in the People and Change Group.

Solid training and facilitation skills:

- **The candidate has developed multiple Gender & Diversity Trainings in many countries and for many audiences worldwide;** using participator methods based on the CARE International AIKIDO (gender and diversity GED) methodology and the ILO participatory gender audit tools. Trainings also included preparation of data collection teams in Nepal and South Sudan (up to 25 persons), Uganda and Ethiopia for field work.

Sound knowledge of gender concepts:

- **Overall, the candidate has 30 years of professional experience in the field of emergency relief & 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, later on ECHO programming on the Balkans in BiH in the primary health care sector. Thus, the candidate has an excellent understanding of IDP and refugee needs and arising challenges due to experiences in Chiapas, Guatemala, Bosnia & Herzegovina, Northern Uganda, Burundi, Nepal, South Sudan, etc.
- 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)
- **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,). Currently the candidate is holding a Framework contract with ADA (2019-24) again for technical advisory function for Gender Equality, Empowerment of Women and Girls, Women’s rights, Diversity and Engagement of Men and Boys for Gender Equality (2021-2024). Lead of a Consultant team of seven gender experts.
- **Researcher – qualitative, quantitative tools development, training of data collectors, data collection and analysis & gender & diversity sensitive evaluations:** 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, and Northern Uganda: Underlying Causes of Poverty Analysis, Gulu 200; .Nepal - Gender Equity & Social Inclusion Analysis. (GESI) SUSTAINABLE ACTION FOR RESILIENCE AND FOOD SECURITY PROJECT. AID-OAA-A-15-00002 (USAID, March 2016). etc .
- **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 US\$ 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), and recently (2021) for GIZ in the South Caucasus (Armenia, Azerbaijan, Georgia)– aligning a regional Program to the GIZ gender and diversity standards regarding the program and the organizational structures, as well as for SOS Children’s villages accompanying and conducting a training series for staff from Ethiopia and Uganda on how to do Gender Analysis for sustainable livelihoods.

- **Experience in the design of Monitoring and Evaluation framework particularly using gender analytical tools, and the development of sex-age and ethnicity 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 (**individual, household and community levels**). 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; in 2018 and 2019 for GIZ in South Caucasus.
- **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.

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

- **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.
- 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.
- **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).
- **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. GIZ - **support and guide the EPIC program to improve social and economic participation and enhance empowerment of women and girls in Georgia/Armenia and Azerbaijan** (2018-19)

13. Specific in-country working experiences:

Country	Date from - Date to
Ethiopia	2023, January
Ghana	2020, March (LO Norway)
Azerbaijan, Georgia, Armenia	2018, October – July 2019 (GIZ), 2020 (GIZ)
Paraguay	2018, September (Brot für die Welt)
South Sudan	2017, September-October (IOM)
Guatemala	2016 – January, 2018 January-February (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), 2019 (CARE), 2022 (SOS-Kinderdorf)
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)
Conferences and short-term workshops	Norway, England, USA, India, Slovakia, Portugal,

14. Professional experience

Date from -to	Location	Company & reference person	Position	Description
07/2021-06/2024	Home-based and worldwide	Austrian Development Agency (ADA), Christina Stummer (Gender advisor) Christina.stummer@ada.gv.at	Senior Gender Expert, Lead Consultant	Framework contract with ADA for technical advisory function for Gender Equality, Empowerment of Women and Girls, Women's rights, Diversity and Engagement of Men and Boys for Gender Equality (2021-2024). Lead of a Consultant team of seven gender experts. Technische Beratung der ADA im Bereich Geschlechtergleichstellung, Empowerment von Frauen und Mädchen, Frauenrechte, Diversität und Miteinbeziehung von Männern und Burschen in die Gleichstellungsarbeit (2021-2024);
01/2023-12/2023	Home-based	Madiba Consult GmbH Am Michaelshof 4 53177 Bonn hannah.winkler@madiba.grou	Senior Gender Trainer	Preparation, Implementation and Evaluation of Trainings „Empowering Women for Leadership“ for female GIZ staff (worldwide – online).
04/2022-12/2023	Uganda, Ethiopia, Austria	SOS Kinderdorf, Valerie Neuhold Maurer Valerie.Neuhold-Maurer@sos-kinderdorf.at	Senior Gender Expert	Capacity Building for Gender, Diversity, and Inclusion Analysis for GREEN+ Project: Socio-economic empowerment of vulnerable children and youth, as well as their families with a special focus on Green Economy (Uganda, Ethiopia). Tasks include: - Develop a methodology for participatory, action-research on gender, diversity, and inclusion analysis in the context of green economy that integrates into the ways of working and community engagement strategies/methodologies already applied in the GREEN+ project. Train SOS CV GREEN+ Coordinators and implementing teams in Ethiopia and Uganda (four teams in total) in conducting participatory gender, diversity, and inclusion analysis, with a focus on green economy. Mentor the four SOS CV implementing teams throughout the analysis of gender, diversity, and inclusion concerns that are of particular importance to their specific contexts. Facilitate a review workshop where SOS CV teams present their research processes and findings to their peers. Support SOS CV teams to document their analysis findings as well as lessons and good practices related to the analysis process, so findings, lessons, and good practice models become available as reference for the GREEN+ project as well as for other SOS CV teams and external stakeholders.
11/2022-12/2022	Home based	CARE Deutschland Ara Stielau Head of Domestic Projects in the Education Sector Tel.: +49 (0) 228 975 63 - 56 Mobil: +49 (0) 0151-12627123 E-Mail: stielau@care.de	Lead Gender & Diversity Analyses	Elaboration of a Gender & Diversity Analysis of the German Educational Sector via Desk Review: Task is the analysis of the intersection of discrimination lines between gender and youth with "international history". Findings shall contribute to the further development of the KIWI program or show its limits in terms of promoting the participation of certain groups. Focus is on the analysis of possible disadvantages of girls with an international history in the German school system compared to (a) boys with an international history and (b) girls without an international history. An intersectional approach is to be applied to identify possible interactions with other dimensions of diversity.
09/2021-04/2022	Home-based and Germany	CARE Deutschland, Gender Advisor Imogen Davies davies@care.de	Senior Gender & Diversity Expert – Gender & Diversity Audit	Facilitation of a participatory Gender & Diversity organizational Audit. The four areas of analysis and recommendations focus on : Learning, Accountability, Representation and Organizational Culture.

Date from -to	Location	Company & reference person	Position	Description
09/2021	Vienna	HORIZONT3000 daniela.pfeffer@horizont3000.at	Gender expert	Development of a Workshop for supporting participatory development of the Gender Policy. Report with recommendations for the Gender Policy.
03/2021-06/2021	Home-based	UNOPS Elyse RUEST-ARCHAMBAULT elysera@unops.org	Senior Gender & Diversity Expert	Elaboration of the Gender and Inclusion Participatory Audit, which covered 1) the gender mainstreaming and social inclusion work of UNOPS to inform the development of the next gender mainstreaming and social inclusion strategy and 2) the gender diversity and inclusion work of UNOPS to inform the development of the next gender D&I Strategy. It had a dual reporting line to the Gender Mainstreaming and Social Inclusion Specialist in the Infrastructure and Project Management Group as well as the Diversity and Inclusion Specialist in the People and Change Group.
06/2019 – 05/2022	Home-based and worldwide	Intosai, IDI Development Initiative Stenersgatra 2, N-0184 Oslo, Norway Petra Schirrhofer -Manager, Strategic Support Unit Mobile: +32 470 10 59 46 Petra.schirrhofer@idi.no www.idi.no	Senior Gender Expert - external gender function	Support of implementation of the new IDI Strategic Plan 2019-2023: IDI supports the <u>Supreme Financial Audit Institutions (SAIs) worldwide</u> . Currently it sets out a strategic shift to make gender an integral part of the entire Strategic Plan period. The integration of gender equality will be both a strategic shift and a cross-cutting priority in the new Strategic Plan. Gradually, IDI will conduct a gender analysis for each new initiative and integrate findings into the design and implementation. The Strategic Support Unit (SSU) is leading the full gender integration. The gender project team supports operationalizing the integration of gender equality in IDI as gender equality integration across IDI at organizational and working level. The external gender function supports IDI, and in particular the SSU and the gender project team, in: <ul style="list-style-type: none"> developing tools/guides/documents that support IDI's shift to integrate gender equality into its work and organization. facilitating/ providing necessary staff trainings giving advice on how to improve IDI systems and approaches
01/2021-02/2021	Home-based	Louise Louise McGrath Director of Programmes THET Mobile/ WhatsApp: +44 7962 469393 Skype: louise.mcgrath louise.mcgrath@thet.org @thetlinks	Gender Equality and Social Inclusion (GESI) Expert	Toolkit Review: Identifying opportunities for GESI mainstreaming across the Global Engagement Toolkit. Making recommendations on where and how this would be best integrated, including the following: <ul style="list-style-type: none"> Volunteer section of the toolkit: How to consider GESI in the Code of Conduct for volunteers; How to better integrate GESI in Monitoring, Evaluation & Learning; and international development best practice. Sending organisations sections of the toolkit: Auditing our volunteer recruitment processes and developing a set of recommendations for improved GESI responsiveness of practices. Review of practical self-assessment tools on GESI elements of the Toolkit.
2021-2023	Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine, and home-based	Veljko Obradovic NIRAS International Consulting http://www.niras.com/development-consulting/ Mobile: +381 66 83 33 083 +381 69 35 00 983 E-mail: vobc@niras.com	Non-key expert	'EU4GE - Challenging Gender Stereotypes and Practices in the EaP Countries' : <u>Help Desk</u> from the EU to the EaP countries. The EU will provide access to a pool of experts to support EaP Governments, upon request, to give support in the design of reforms and decisions that will provide effective and target results for both women and men. The expert support will be offered in the policy dialogue with various ministries and will also help the EU funded future progress to provide enough attention to gender equality and women's rights. <ul style="list-style-type: none"> The objective is: To increase the use of a gender analysis in decision-making and reforms by the EaP governments to deliver effective and equal results to all, both women and men. Output 1: The EaP Governments have been provided with TA on the inclusion of a gender analysis in policy-making and in reform implementation progress. The countries: Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine.

Date from -to	Location	Company & reference person	Position	Description
2021-2022	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 friederike.rochowanski@giz.de www.giz.de	Gender Expert	Writing a Gender Analysis for EPIC: The program Economic and Social Participation of Vulnerable Displaced and Local Population in the South Caucasus - EPIC aims at enhancing the economic and social participation of vulnerable internally displaced persons (IDP), refugees and members of local population in the region by enhancing their employability, facilitating business start-ups, supporting existing businesses and empowering communities as well as supporting state actors in improving offers for vulnerable population. Fostering the participation and empowerment of young people and women is a cross-cutting priority for all project activities and is also reflected in the programmer's indicators. EPIC pursues its goal of improving economic and social participation of vulnerable IDPs and the local population in Azerbaijan through the following four lines of work: 1. Strengthening capacities of public sector actors to promote the economic and social participation of vulnerable IDP's and the local population; 2. Increasing the employability of vulnerable IDP's and the local population; 3. Improving business development opportunities for vulnerable IDP's, refugees and the local population to create income and employment; 4. Empowering vulnerable IDPs and local population to stimulate social cohesion and engagement in the community.
:	Home-based and Austria-wide	Lena Gruber, Gruber@vidc.org VIDC - Vienna Institute for International Dialogue and Cooperation Moellwaldplatz 5/3, 1040 Vienna, Austria +43-1-713 35 94-83 www.vidc.org	Senior Scientific Researcher	Elaboration of a study in the context of the UN-Agenda „Women, Peace and Security“ and Asylum (in Austria and European aspects).The research includes: (1) Desk Study and Key Informant Interviews on refugees and UNSCR 1325. (2) Analysis of the situation of refugee women in Austria in line with the WPS agenda, gathering of qualitative empirical data. (3) Gap analysis of WPS and the situation of refugee women in Austria. (4) Development of recommendations for implementation of the WPS Agenda in Austria.
09/2018- 11/2021	Austria	RS CONSULTING GmbH. results. sustainable. www.resultate.at 3400 Klosterneuburg, Buchberggasse 6, M: +43 664 7394 8995, T: +43 2243 22562	Gender Mainstreaming Expert for organizational change management	Gender Advisor for Small and Medium Enterprises for attracting female talents to technical jobs (FemTech awards). Steering member for back-stopping gender equality in Austrian enterprises. Gender Mainstreaming expert for organizational change processes, and anti-discrimination in labor law expert.
02/2020-04/2020	Ghana and home-based	International Department of the Norwegian Confederation of Trade Unions; Jane Vogt Evensen Adviser, +4792035623 jane.vogt.evensen@lo.no Landsorganisasjonen i Norge International Department www.lo.no	Gender Audit Facilitator & Lead Consultant	The Consultant is hired by LO-Norway in order to assist LO's International Department in conducting a participatory gender audit in Ghana with LO's partner Trades Union Congress Ghana (TUC). The purpose of the consultancy is to provide TUC and LO-Norway with the necessary information and guidance to improve the work with gender equality and gender mainstreaming in the trade unions in Ghana over the period of the framework agreement (2019-2023). The consultant shall do the following: <ul style="list-style-type: none"> • Overall role: Lead the gender audit team • Preparations: Produce the inception report, adapt tools/methodology and survey • Field work: Facilitate the participatory gender audit during field days in Ghana and lead the team including the validation workshop. • Written documentation: Produce the gender audit report and the gender action plan

Date from -to	Location	Company & reference person	Position	Description
04/2019-07/2019	Georgia	<p>Anne Tempelhahn, Junior Adviser Good Local Governance Programme South Caucasus Gender Focal Point South Caucasus</p> <p>Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH 42, Av. Shota Rustaveli /31a, Alexander Griboedovi 0108 Tbilisi, Georgia</p> <p>T +995 32 2201836 M +995 599 290572 E anne.tempelhahn1@giz.de I www.giz.de</p>	Senior Gender Expert - Conference Facilitator	<p>The Good Local Governance Program in the South Caucasus advises and supports respective partner organizations at national, regional (sub-national) and local levels in Armenia, Azerbaijan and Georgia in the implementation of cooperation initiatives towards improved local governance. It supports the improvement of frame conditions, addresses regional (sub-national) governance issues and works towards the improvement of municipal services and citizens' participation at municipal level. In the context of the German international cooperation approach, the program's objectives are oriented within the framework of the Caucasus Initiative; thus, the improved professional exchange among the countries of the South Caucasus and their increasing cooperation are also objectives at regional South Caucasus level. The program's three output areas are (i) modernization of the administration (ii) local and regional development and (iii) cross-country learning.</p> <p>The assignment foresees the design and facilitation of the regional workshop 2019 on gender for women in local politics. The topic of the workshop 2019 will be "Gender awareness activities and Gender Analysis as tools to prepare and implement activities to mobilize local communities and promote dialogue on gender equality" addressing women in local politics from all three countries as participants.</p>
02/2019-03/2019	Vienna	<p>Faculty for Medicine – Sigmund Freud, SFU Wien. Freudpl. 3, 1020 Wien. Univ.-Ass. Mag. Dr. Margret Jäger margret.jaeger@sfu.ac.at</p>	University Lecturer on Diversity	Lecturing on diversity and gender in medicine for 120 students of Medicine (Medical Anthropology).
10/2018 – 03/2019	Uganda, Ethiopia, Rwanda	<p>CARE Austria, Karen Knipp-Rentrop CARE Österreich A-1080 Wien, Lange Gasse 30/4 Tel.: +43 (1) 715 0 715-26 E-mail: karen.knipp-rentrop@care.at Internet: www.care.at</p>	Senior Evaluator	<p>Objective: The main objective of the evaluation is to assess, measure and present the progress, success and challenges of the implementation of the L4C program both at the country and regional levels and draw out lessons learnt. Recommendations shall be provided to inform stakeholders in particular on future programming in organizational capacity development and the advancement of women's rights and gender equality as well as on how the program results can be sustained and increased.</p> <p>Background: CARE Österreich is implementing together with CARE Ethiopia, CARE Uganda and CARE Rwanda a three-year regional program 'Learning for Change (L4C) Strengthening Women's Voices in East Africa' (1st April 2016 to 31st March 2019). The program aims at strengthening women's participation in decision-making at household, community, local and national levels in East Africa. The program theory of change defines three expected results areas to reach this objective (for more details and the Theory of Change (ToC) see https://www.care.at/strengthening-womensvoices/learning-for-change/). Central to the program is the organizational capacity development component in support of transforming social norms as well advocacy work in East Africa, Austria and at EU level. The program addresses 18 partners and 3 CARE country offices.</p>

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09/2018-03/2019	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 friederike.rochowanski@giz.de www.giz.de	Gender Expert	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 thomas.reinhardt@brot-fuer-die-welt.de	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 organization's 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 tepew13@gmail.com	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 tepew13@gmail.com	Editor Translator,	Translation from Spanish to German and Editor of a book about the Mayan Culture- 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: camaro.west@waggggs.org	Gender and Diversity Trainer	Gender and Diversity Trainer: 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	Gender and Diversity Trainer: 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: Christina.stummer@ada.gv.at	Gender Trainer	Training Series on Requirements of EU Gender Action Plan II for Austrian Development Cooperation staff, and Civil Society Partner Organizations: Joint Sector Programming, Sector Gender Analysis, Intersectional Issues (different vulnerabilities – age, ethnic background, race, etc) Annual reporting requirements, adaptation of reporting formats.

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06/2017-12/2017	South Sudan	IOM, International Organization for Migration, Andrea Paiato Mob: +211 (0) 922 406 684 Skype: andre.paiato1 Mental Health and Psychosocial Support Unit, Juba	Team Leader - Research	Team Leader: Participatory Development of Psychosocial Well-Being indicators for the IOM Mental Health and Psychosocial Support (MHPSS) program in Wau, Protection of Civilians Site. Team leader of the field 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	Vienna	Austrian Development Agency, Learn4 Dev Gender Expert Group Christina Stummer, Benedetta Magri (ILO), etc.	Co-Organizer, Learn4 Dev Gender Expert Group	Co-organizer & Reporting: 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	Vienna	Austrian Development Agency, Zelinkagasse, 1010 Vienna, Gender Advisor : Christina.stummer@ada.gv.at	Gender in emergencies Expert	Briefing Note: Gender in Humanitarian Response – 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 : Christina.stummer@ada.gv.at	Gender Expert	Advisor and Trainer for Gender Mainstreaming, Women’s Empowerment, Women’s Rights and Engaging Men for Gender Equality (Consultant): 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. Back-stopping & trainings for HQ and Cooperation Offices world-wide, currently for EU Gender Action Plan II (2016-2020) implementation.
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: akariapper@care.org Skype: ayeshasalmak	Gender and Diversity Audit Lead Consultant	Follow up on the Management Responses 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, for organizational learning and development of Action Plans.
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: akariapper@care.org Skype: ayeshasalmak	Gender and Diversity Audit Lead Consultant	Lead Consultant 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 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

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				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 mrussell@care.org	Lead Consultant	Finalization: Gender and Social Inclusion Analysis for SABAL Program , 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. 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.
12/2015 – 03/2016	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna, Austria, janine.wurzer@care.at	Gender Expert	Gender Expert for Manual Development for Women Empowerment Programming based on experience gathered in the SAKCHAM programme (Nepal, 2007-2015) , 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: akariapper@care.org	Gender Consultant	Finalisation of CARE Internationals Middle East and North Africa (MENA) Social & Gender Justice Framework
01/ 2016	Guatemala	Association Motz' Maya, Valerie Neuhold-Maurer valerietogo@gmail.com	Project development	Project development travel to Guatemala, sexual and reproductive health and rights of indigenous peoples of Guatemala . 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 Russell, Mara mrussell@care.org	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
08/ 2015	Austria	Austrian Development Agency, Zelinkagasse 2, 1010 Vienna Christina.stummer@ada.gv.at	Facilitator	Facilitator on EU GAP II & Gender Mainstreaming in Country & Sector Programmes of the Working Group on Gender , Climate Change and Environment of the Austrian Development Agency Annual Meeting; facilitating a process on how to integrate the Sustainable Development Goals (2015-2030) and the EU Gender Action Plan (2016-2020) 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 Gerhard.Schaumberger@ada.gv.at	Gender Trainer	Trainer for Gender Mainstreaming in Programme Management : Trainer, Project Design and Programme Quality in Gender Mainstreaming for bilateral donor staff and programming partners, development of specific modules for Austrian Development Cooperation on EU GAP II & gender mainstreaming , 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/ 2015	Austria & Eastern Africa	SOS Kinderdorf, International Programmes kathrin.pauschenwein@sos-kinderdorf.at	Co-Evaluator	Co-Evaluator of SOS Children's Villages Framework Programme Consultant Empirical data gathering and analysis for evaluation (Tanzania, Uganda, Ethiopia) Review report

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05/2015 – 06/2015	Austria	Self organized project, barbara@diversity-gender.com	Organizer of Speakers tour	Speakers tour and university lectures 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, akariapper@care.org	Researcher Gender Justice	Researcher on Women-Peace-Security & Gender Justice: Internal Trend Gender Analysis for the MENA Regional Gender Justice Framework Elaboration , CARE International Middle East Region - Amman, Jordan (Consultant)
0/2014 – 11/2014	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna Daniel.seller@care.at	Consultant – Women, Peace, Security	United Nations Security Council Resolution (UNSCR) 1325 Campaigning Consultant for CARE Österreich: Preparation evidence based advocacy papers on Violence against women and gender based violence in conflict ; Women's Political Participation and the Women-Peace Security Agenda
09/ 2014	Austria	CARE Austria, Lange Gasse 24/4, A-1080 Vienna, Austria Reinhard.trink@care.at	Gender Consultant	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 – 09/2014	Serbia, Kosovo, Albania	Volkshilfe Austria & TARA Int. Consulting, Serbia Nina.hechenberger@volkshilfe.at	Gender Expert, Inclusion of Women into Labor Market	Gender Trainings in Serbia, Kosovo and Albania for a Programme on Integration of Women and Youth into the Labour Market
06/2014	Austria	DLE Personalwesen und Frauenförderung; Universität Wien, Manfred.nowak@univie.ac.at	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 Christina.stummer@ada.gv.at	Gender Expert	Gender Expert for Austrian Development Cooperation: Elaboration of Gender Tools for the Water Sector and for the Energy Sector
02/ 2014	Slovakia	International Labor Organization, International Training Center Turin, Johanne Lortie J.Lortie@itcilo.org	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	Workshop with the Aga Khan Gender Network on how to integrating gender into programmes at AKF's Gender Equality workshop in Lisbon
08/ 2008 – 03/ 2014	Austria & Inter-National Burundi Nepal Uganda	CARE Austria, Lange Gasse 24/4, A-1080 Vienna Reinhard.Trink@care.at	Senior Gender Advisor, CARE Austria	<ul style="list-style-type: none"> • 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, including women's economic empowerment. • Co-chair of CARE International Gender Network • Overall responsible for gender equality programming and learning • Founder& Lead of "Friends of 1325" Group in Austria (including ministries and civil society organizations) • Elaboration of internal trainings and international program quality assurance for gender mainstreaming.

Date from -to	Location	Company & reference person	Position	Description
				<ul style="list-style-type: none"> Drafting strategies on “engaging men in gender equality”, etc.
2009-2011	Austria	Ministry of Interior SICHERHEITSAKADEMIE Christian.semler@bmi.gv.at	Technical Lead of Research	Empirical research on Austrian Police Missions and how to heighten the number of female Police in External Police Missions (UN; EU) in follow up to UN SCR 1325: Leading a team of researchers, development of methodology with 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 louise.nylin@undp.org ; Ext: 316; Mobile: 421 915 256 347;	Consultant	Developing a toolkit for the integration of the Human Rights-based Approach and Gender Mainstreaming in Local Governance (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 manfred.nowak@univie.ac.at	Developm. Coop. Coordinator	Development Cooperation Coordinator - working with the UN Special Rapporteur on Torture: <ul style="list-style-type: none"> Specialization on implementing the Human Rights-based approach (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. Writing of policy and background papers for the Austrian Development Agency regarding Human Rights and guidelines on conflict prevention and peace-building. Coordination of a team of consultants in the field of Human Rights and development. 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 (Real 2006). Design and set up of a field office in Macedonia (5 full-time staff)
12/2005	Venezuela	European Union Fabio.bargiacchi@undp.org 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 Fabio.bargiacchi@undp.org	Election Long Term Observer	<ul style="list-style-type: none"> 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).
05/2003	Austria	Women in Development Europe <i>WIDE</i> office@wide-netzwerk.at	Public relations Consultant	Tasks included all the media work related to the WIDE International Annual Conference 2003 – “Transformation, participation and Gender Justice: Feminist Challenge in a Globalised Economy” , held in Vienna 2003.
02/2002 – 09/2003	Austria	Kulturpark Eisenstraße- Ötscherland; info@rent-a-sepp.at	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 Astrid.wein@ada.gv.at	Programme Officer	Programme Officer for democratisation & human rights and gender focal point: Regional focus on Central America , and then East Africa and East Timor. Tasks included: start up of this sector within CARE Österreich, project design, participation in gender and human rights network of CARE International , budgeting and submissions, programming within the CARE International framework, needs assessments, project supervision, elaboration of terms of Reference for international staff and evaluations, project cycle management and donor liaison. Raising and implementing a budget of € 3 million, 2 million EUROPEAID – EIDHR (Guatemala, East Timor) .
07/1998 – 02/1999	Austria	CARE Österreich Astrid.wein@ada.gv.at	Programme Officer	Programme Officer for Humanitarian and Structural Relief: Duties included project design and budgeting, liaison with the donor organizations, project cycle management, human resource management (direct supervision of four field

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				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 office@wide-netzwerk.at	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 office@wide-netzwerk.at	Consultant	Consultant at the “II Continental Meeting of Indigenous Women“ in Mexico City, reporting of results
10/1995 – 03/1997	Guatemala	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: Gender Focal point and indigenous people focal point: 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.</u>
06/1995 – 07/1995	Austria	Global 2000/Friends of the Earth Austria, office@global2000.at	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 UN-World Conference on Human Rights in Vienna, for 6.000 participants. Working for the coordinating body “AG Women’s Rights are Human Rights“ 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“ (Greypaper, 79p) for the coordination group „AG Women’s Rights are Human Rights“.
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 biodiversity and rights of indigenous women , 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, Beatrix und James Amyzulaa: Genderanalyse KIWI – Kultur, Interkulturalität, Werte und Initiative, CARE Deutschland, November 2022.

Kühhas Barbara: CARE Deutschland. Participatory Gender and Inclusion Audit, April 2022.

Kühhas Barbara: UNOPS Participatory Gender and Inclusion Audit, 23rd of June 2021.

Kühhas Barbara and Marie-Luise Möller: Refugee Women as Agents for Peace. The UN Women, Peace and Security Agenda in the Context of Forced Displacement. Country Study Austria, Vienna October 2020

Kühhas, Barbara: Good Local Governance in the South Caucasus (GIZ Program LGOGPRO PN 2016.2174.7): Report of Regional Workshop 2019 for Women in Local Politics from the South Caucasus (Azerbaijan, Armenia, Georgia), June 18th to 20th 2019 – Tbilisi August 2019.

Kühhas, Barbara: Regional Gender Strategy and Foundation for the Gender Action Plan for the ECONOMIC AND SOCIAL PARTICIPATION OF VULNERABLE DISPLACED AND LOCAL POPULATION IN THE SOUTH CAUCASUS -EPIC Program (Armenia - Azerbaijan - Georgia), GIZ PN: 2017.4061.2, Georgia February 2019.

Kühhas Barbara: Recommendations and Manager Checklist for EPIC on the Prevention of Sexual Exploitation and Abuse (SEA. Part of Service Process 2: ECONOMIC AND SOCIAL PARTICIPATION OF VULNERABLE DISPLACED AND LOCAL POPULATION IN THE SOUTH CAUCASUS -EPIC (ARMENIA-AZERBAIJAN-GEORGIA, GIZ PN: 2017.4061.2, March 2019.

Kühhas Barbara: EPIC M&E FRAMEWORK, RELEVANT INDICATORS FROM SDGS AND EU GENDER ACTION PLAN II TO TAKE INTO ACCOUNT, Georgia November 2018.

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Kühhas, Barbara: Report of first Gender Training of the EPIC Team (Economic and social participation of vulnerable displaced and local population in the South Caucasus – EPIC), Armenia-Azerbaijan-Georgia – 13th to 15th of November 2018.

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