


CURRICULUM VITAE

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| Name: | Christine Wiik |  |
| Present position: | Human geographer/partner | |
| Born: | 1969 | |
| Nationality: | Norwegian | |
| Civil Status: | Married, 2 children | |
| Languages: | English (fluent) German (knowledge) | |

Key Qualifications:

Fifteen years working experience from development cooperation with special focus on result based management and mainstreaming of diversity/gender equality in private and public enterprises, and assessment, studies and evaluation experience.

Countries worked in:

Norway, Liberia, Zimbabwe, South Africa, Sri Lanka, Botswana, Cameron, Uganda, Ethiopia, Thailand, Lesotho

Sector Experience:

Result based management, energy, climate change, Gender Empowerment Assessments, gender audit/budgeting, economical globalisation (WTO, WB, IMF and TNC), micro finance.

Education:

1994/99 Cand.polit. (Master degree), development geography, Department of Human Geography and Sociology, University of Oslo.

1989-1994 Cand. Mag. (B.A) Human geography, social anthropology, English, political geography and Russian, University of Oslo.

Training: Gender Empowerment Assessment (GEA), coaching, participatory evaluation, good governance and anti corruption, Logical Framework Appraisal (LFA), Result-Based Management (RBM), gender indicators.

Certified true and correct 1st of April 2010:

PROFESSIONAL EXPERIENCE

- 2008 – President, AHEAD** a Norwegian organisation supporting children with cognitive disabilities in Moldova.
- 2007 – Partner, Nord/Sør-konsulentene (consultancy), Oslo, Norway**
Consultant and adviser on various studies, reviews, and evaluations commissioned by Non-Governmental Organisations (NGOs), Norad, MFA as well as international development institutions. Course supervisor in diversity/gender equality tools and gender mainstreaming program development. Advisor/facilitator for strategy processes and development of action plans.
- 2001-07 Advisor FOKUS, Forum for women and development**
Responsible for FOKUS' long-term development aid with women's organisations in Africa, Asia and Eastern Europe. Tasks: Organizational development and capacity building of local partner working with women's empowerment. Develop guidelines and progress report for the project portfolio. Plan, adjust and produce gender training material. Organise international seminars, campaigns, working groups and conferences. Lobbying towards authorities and international organisations to ensure their implementation of women's rights
- 2000 Marketing advisor, FOKUS, Forum for women and development**
Make FOKUS' work more visible among members, authority and the public at large.
- 1999 Manager for the Operation a Days work campaign for FOKUS**
Develop and adjust an information campaign about girls' right to education and health which targeted towards youth in Norway. Recruit, involve and train lectures.
- 1997-98 Vice president of SAIH, The Norwegian student and academic's international assistant fund. Fulltime position.**
Heading SAIH's women's and project committee. Tasks: Lobbying, campaign management, holding seminars and lectures, member service contact.
- 1995-96 Quality inspector Feedback Research.**
Making sure that the interviews holds high standard.
- 1994-95 Field work in Botswana in connection with Masters degree.**
Carried out 300 quantitative and seven qualitative interviews among women in low income groups in Franciestown, Botswana.

PROJECT WORKING EXPERIENCE

(September 2010 – on going) *Norad dep. for Clean energy and Oil for development* - Advice on gender mainstreaming in energy (clean energy and petroleum) projects; reviews, baseline studies, fact finding missions; gender mainstreaming of capacity building courses in energy (clean energy and petroleum); capacity building of partners in cooperating countries and in Norway; policy influencing in cooperating countries; networking with actors in cooperating countries, Norway and internationally; development of information material on gender mainstreaming; arrange workshops and trainings; identify good examples and lessons learned from energy projects (clean energy and petroleum) that ensure women and men equal access to energy sources.

(February - March 2011) *Red Cross in Norway* - Facilitate group discussions based on a participatory approach to promote learning, identifies critical challenges, document good practice, and propose new and more effective strategies for organisation development.

(February 2011) *The Norwegian Development Network/Bistandstorget* - Developing and conducting to days training on women's rights and gender equality focusing on how to integrate gender as a cross cutting area in programmes and organisations.

(January 2011) Crash course in activity and reporting requirements (Aktivitets- og rapporteringsplikten) concerning equality and diversity in the workplace.

(December 2010 - January 2011) *Norad dep. for Clean energy and Oil for development* – Suggested actions to be followed up and comments to gender mainstreaming in the Guidelines for applications of the HERD/Energy programme.

(November 2010) *The Norwegian Development Network/Bistandstorget* - Developing and conducting half a day training on women's rights and gender equality focusing on how to integrate gender as a cross cutting area.

(September – November 2010) *Norad dep. for Clean energy and Oil for development* - Develop a concrete, to the point and practical strategy/activity plan for mainstreaming of gender in energy programs that provides Norad's Energy Department with an activity plan for what countries, types of programs, areas and activities to give priority to.

(May – September 2010) *Norwegian Refugee Council* – Responsible for coordination of seminar on humanitarian assistance and gender for Norwegian staff from Norwegian Red Cross, Norwegian people's Aid, Norwegian Church Aid, Caritas Norway, Save the Children Norway, CARE Norway, FOKUS and the Norwegian refugee Council.

(May 2010) *The Norwegian Development Network/Bistandstorget* - Developing and conducting half a day training on women's rights and gender equality focusing on how to integrate gender as a cross cutting area.

(2010) *Ministry of Foreign Affairs*– Development of gender guidelines for HUM section as a follow up to the 2009 review of Norwegian Humanitarian Organisations' awareness and practical implementation of the guidelines Inter-Agency Standing Committee's (IASC) Gender handbook in Humanitarian Action.

(January-April 2010) *Plan Norway* - Gender Review of the Programme Department. Establish a baseline, identify critical gaps and challenges, recommend ways of addressing them and suggest new and more effective strategies towards achieving gender mainstreaming.

(November 2009 – March 2010) *Red Cross in Norway* – Developing a new gender policy which includes the national aspect of the organisation.

(February 2010) *The Norwegian Children and Youth Council (LNU)* - Developing and conducting half day training focusing on how to integrate gender and climate change in their exchange programmes.

(September – November 2009) *CDC, FMO, and Norfund* - Gender study with practical guidance for “The three DFIs” fund managers investing in developing countries on how to assist their investee companies to promote positive gender outcomes.

(October – December 2009) *Norwegian Water Resources and Energy Directorate (NVE)* - Strengthening gender in the institutional cooperation between the Ministry of Lands, Mines and Energy (MLME) in Liberia and the Norwegian Water Resources and Energy Directorate (NVE).

(May – October 2009) *Red Cross in Norway* – Develop a new gender policy, gender indicators, training modules and tools, assess present tools, monitoring system and strategy documents.

(2009) *The Norwegian Development Network/Bistandstorget* - Developing and conducting one day training on indicators focusing on how to integrate cross cutting areas like gender.

(2009) *FK Norway (Fredskorpset)* -Developing and conducting two days gender mainstream training focusing on how to integrate women’s rights and gender equality in their exchange programmes.

(2008-2009) *The Atlas Alliance* – Facilitating gender audit assessing internal practices and related support systems for gender mainstreaming in network for umbrella organisation for the development work of disabled people’s organisations in Norway. Establish a baseline, identify critical gaps and challenges, recommend ways of addressing them and suggest new and more effective strategies and documented good practices towards the achievement of gender equality.

(2008) *The Norwegian Development Network/Bistandstorget* - Developing and conducting one day gender audit training focusing on practical methods of mainstreaming gender in organisations.

(2008) *Norwegian Refugee Council* – Responsible for coordination of international conference and training on humanitarian assistance and gender for Norwegian staff of Norwegian Red Cross, Norwegian people’s Aid, Norwegian Church Aid, Caritas Norway, Save the Children Norway and the Norwegian refugee Council. Responsible for implementation of Gender Capacity Building Workshop in Nairobi on Inter Agency Standing Committee’s Gender Handbook in Humanitarian Action for national staff of the above organizations (with international gender and ToT experts).

(2008) *Norad* – Desk study, mapping of international trends on human trafficking including definitions, legal framework, plans of action, trends, international interventions, studies, evaluations, best practices

(2008) *The Norwegian Humanist Association* - Develop a strategy document for their international aid work. Here by motivate for discussions and give feedback on contents.

(2008) *The Ministry of Foreign Affairs’ training center* – Develop training suited for employees from Norad and MFA based on the Gender Empowerment Assessment Manual. Give training including lecturing and heading workshop.

(2008) Lecture for *KvinneROM* (www.kvinnerom.net) on women’s solidarity and creativity, an international experience.

(2008) *The Norwegian Development Network/Bistandstorget* Developing and conducting two days gender training including Gender Empowerment Assessment (GEA) training focussing on practical

methods of integrating a gender perspective in development and how to incorporate a gender perspective in your NGO.

(2008) *Norwegian Missions in Development (Bistandsnemda)*, –Facilitating workshop on gender for their member organisations

(2007) *Norwegian Missions in Development (Bistandsnemda)*, Writing up report and systemising data from a base line survey among BN's members on Women Empowerment and Gender

RECENT PUBLICATIONS

Feature article in *Bistandsaktuelt* (no. 2, 2008) “Etter ballet på Bali må damene by opp til dans i København” (After the ball on Bali the ladies have to ask for a dance in Copenhagen).

Several articles in *FOKUS*, Forum for women and developments quarterly magazine
“Kvinner Sammen” (Women Together)

“Kvinnekamp i rettsalen” (Women's struggle in court) last published article in *Kvinner Sammen*, no. 1 2006

Editor of “Economic globalization – a challenge for women”, published in Norwegian, English and Spanish, 2002 *FOKUS*.

“Den sterkeste rett gjør kvinnene urett” (The powerful do wrong to the powerless women) Article in the book “Globaliser kampen, globaliser håpet – en annen verden er mulig” (Globalise the struggle, globalise the hope – a different world is possible), 2001 The Development fund.