



Created in 1996, Engender brings together people with complementary skills and experience who work together on projects of common interest. Engender combines a solid infrastructure and base in Brussels with a geographic spread covering several nationalities, seven working languages and experience in most regions of the world. Engender is a non-profit association under Belgian law.

The unique character of Engender is its dynamic confrontation of different disciplines, languages, culture and ideas. All members of Engender are independent consultants, with their own areas of expertise and work. While high-level academic qualifications are a feature of the group, Engender is not concerned with “pure” research, but rather with the policy and practice of social and economic development.

Two themes are considered to be particularly important: equality and participation. These two complementary themes underpin much of the work of Engender’s members, who believe strongly that development in any field can only succeed with the fullest participation of all actors – both women and men – in the groups or populations concerned. Engender tries to maximise the use of participatory techniques and methods in its work, including objective-oriented participatory planning. Many of Engender’s members are trained facilitators of participatory workshops and action-learning processes.

Common areas of interest, which form the basis of Engender’s activities, are:

- Project planning and management
- Monitoring and evaluation, elaboration of indicators
- Social inclusion and social policy
- Equality between women and men and gender mainstreaming
- Civil dialogue and stakeholder participation
- Local and regional development.

The types of projects undertaken by Engender include:

- European research studies aimed at influencing policy development and improving practice on the ground
- Coordination and methodological support of evaluations of European and international projects and programmes
- Guidelines and manuals for policy makers and practitioners
- Organisation of training seminars and workshops
- Presentation at conferences and participation in expert meetings.

Members of Engender

Mary Braithwaite, British. Mary has a Doctorate in social anthropology and archaeology from the University of Cambridge, and has followed extensive training in Europe and the United States in facilitation, mediation and the management of processes of public dialogue. She is an expert researcher, evaluator and facilitator, with more than 25 years experience at European and international levels. Mary specialises in: participatory approaches to development, especially in Africa; local and regional development in Europe; and the integration of social issues – especially gender – in policy and programmes. She has long working experience with international organisations, including the European Union institutions and World Bank. Over the last fifteen years she has coordinated many projects, studies and evaluations for the European Commission, in areas including development cooperation, local development in Europe, employment, gender mainstreaming, and science and society.

Working languages: English, French

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Jacqueline Brau, Belgian. Jacqueline holds a PhD in Modern and Contemporary History from the European University Institute and an inter-university degree (D.I.U.) on "Equal Opportunities between Men and Women" from the Sorbonne Nouvelle (Paris). For several years she worked as a teacher and researcher at the Université Libre de Bruxelles. She has coordinated several ex-ante evaluations for the European Commission, particularly in the areas of social dialogue, combating social exclusion, and the fight against discrimination. In the field of equal opportunities for men and women, she participated for several years in ex-ante and ex-post evaluations of EC programmes and projects. Other evaluations coordinated by Jacqueline include the scientific expertise for the evaluation of the 2002 legislation to promote gender parity in the consultative bodies of the French Community of Belgium, and various equal opportunities programmes and initiatives of the Commission's DG EAC. She participated in the evaluation of the federal Belgian programming of the European Social Fund, and most recently in the evaluation of the implementation at the EU level of the UN Security Council Resolution 1325 on "Women in Armed Conflicts".

Working languages: French, English, Italian

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Dominique Danau, Belgian, is a sociologist and is since 1984 involved in short- and long-term projects at regional and European level. After having worked at the Free University Brussels and a European Centre in Brussels and Maastricht she is since 2005 working as an independent researcher and evaluator. Since the early nineties she has been involved in the evaluation of different European projects and programmes (the European Eurotecnet programme on vocational training, the European DELTA programme on learning technologies, the European Action Programme on combating social exclusion and poverty, the EQUAL programme, studies reporting on ESF interventions, etc.). Her main domains of expertise are: research and evaluation in relation to social policies and well-being. She is also a member of the local Court of Auditors of a municipality in Limburg (NL).

Working languages: Dutch, English and French

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Kristien De Boodt, Belgian. Kristien is trained in agriculture and is an expert in gender and development, with a Masters in project management and evaluation and another in organisational change. She has 20 years of field experience in developing countries partly as project manager in rural development projects integrating the gender approach (1987-1995) and partly as an independent consultant in gender and development, project formulation and evaluation. Her experience covers analytical tasks (country gender profiles, feasibility studies), strategy formulation (gender mainstreaming processes at institutional and project/programme/policy level), project cycle management (project formulation, monitoring and evaluation), facilitation of participatory workshops, and training in gender and project management. She has worked with a range of multilateral donors (EC, IFAD, WB), bilateral organisations (BTC, AFD, GTZ, KIT, DANIDA) and NGOs (CARE, Oxfam, TRIAS, Vredeseilanden). Geographically, her work has taken her to all regions of Africa. In Belgium she is active as a consultant on equal opportunity issues and diversity management with local administrations (Antwerp, Gent) and non profit organisations. She also participated in the evaluation of the Belgian ESF programme and the Gender Impact Assessment of the 6th Framework Programme for DG Research.

Working Languages: Dutch, French, English

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Maria João Filgueiras Rauch is Portuguese. Maria is trained as a telecommunications engineer. She began her professional life in Human Resources Development, managing a company's training department. She then worked for eight years for the Labour Ministry in Portugal, in areas related to training systems development and ESF programming and implementation. She now lives in Germany and works as an independent consultant in the areas of employment, vocational training, local development and gender mainstreaming. She has participated as an independent consultant in several programme and project evaluations, especially for the European Commission. Geographically she has worked in Portugal, Spain, Malta, Germany, Romania, Bulgaria and Slovakia. Her experience covers analysis (SWOT analysis and moderation of participatory diagnostic processes), strategy development (at institutional and project/programme levels), project cycle management, facilitation of participatory workshops, training and project management. Since 2002 she works for the city of Munich as senior officer and project manager with the Department for Economics and Labour Market. She is an expert in local development for the OECD and a member of the Forum for Partnerships of the OECD's LEED Programme.

Working Languages: Portuguese, Spanish, German, French, English, Italian (passive)

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Renate Fries, German, has a Diploma in Education and Sociology and has worked at European level since 1985. Between 1997 and 2001 Renate was correspondent for the European Commission, DG EMPL, and in this context closely followed the implementation of the Open Method of Co-ordination (OMC) in the fields of employment and, later, social inclusion. She was involved in the core team for the Evaluation of the EU Programme to promote Member State co-operation to combat Social Exclusion and Poverty from 2002-2006. From 2006 to 2007 she was involved in a study on the integration of science and society issues for DG RTD, dealing to a major extent with the involvement of stakeholders in research design and implementation. Since 2001 she has been a member of TEAM EUROPE, the Commission's panel of independent conference speakers (teameuropa.eu-kommission.de). Renate's professional experience includes evaluations and reports as well as project and programme management for the European Commission (DG EMPL, DG REGIO, DG I, DG XI, DG XXIII). On the national level, she is involved in several

benchmarking (good practice) projects of local and regional authorities and SMEs. Renate is also a trained GOPP facilitator.

Working languages: German, English, French and Italian (passive)

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Katrien Van der Heyden, Belgian. Katrien is a sociologist, psychotherapist and expert in gender, development and diversity (multiculturalism). With regards to gender, she specialises in the field of health and has a Masters in gender studies. She has almost 20 years of experience, covering field work with rural development projects (1990 – 1995) and work as an independent consultant in the field of gender and diversity and as a researcher at the University of Antwerp. Her specialist fields are gender analyses and strategy (gender mainstreaming at project and institutional levels, strategic planning), training and facilitation of workshops, and management of projects. She has worked for bilateral cooperation organisations (BTC), international NGOs (Medicus Mundi), for several Belgian, Flemish and local administrative departments, as well as for the European Commission

Working languages: Flemish (Dutch), English

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Nathalie Wuiame, Belgian, is a lawyer by training, with many years' professional experience undertaking policy-oriented studies, appraisals and evaluations. She has specific thematic expertise in the field of social policy including research and project management in the field of social inclusion and gender equality. She has been involved for many years – either as coordinator or core team member - in research and evaluation studies conducted at European level, including the evaluation of the EU Programme to promote Member State co-operation to combat Social Exclusion and Poverty (2002-2006), and also at national level, including the Belgian ESF Objective 3 Federal programme, and the new circular from the "Procureurs Généraux (judiciary) on violence. She is currently a member of the European expert network on gender and social inclusion, health and long-term care issues. She is an expert in gender mainstreaming and has worked for 10 years on the integration of gender in policies, laws, and public administration activities through the delivery of manual, guidelines and training. She is also a qualified and experienced facilitator and has been involved in communication and public outreach activities, including the organisation of workshops and speeches at seminars on European social issues.

Working languages: French, English

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Examples of projects

[Study on stakeholders](#)´ involvement in the implementation of the OMC in social protection and social inclusion.

European Commission, DG Employment and Social Affairs. 2009 - 2010

Gender in Research – Toolkit and training activities.

European Commission, DG Research. 2009 - 2010

Evaluation et élaboration d'indicateurs relatifs à la mise en œuvre de la circulaire des procureurs fédéraux (Col 4/2006) sur la violence entre partenaires.

Institut pour l'égalité des femmes et des hommes. Belgique. 2007

Evaluation de la programmation fédérale FSE Objectif 3 2001-2007. Rapport à mi parcours et final de 2002 à 2007.

Ministère fédéral d' Emploi. Belgique. 2002 - 2007

Evaluation de la politique locale belge en matière d'égalité pour les femmes et les hommes : le rôle des provinces.

Institut pour l'égalité des femmes et des hommes. Belgique. 2006

Evaluation of the Programme of Community Action to Encourage Cooperation between Member States to Combat Social Exclusion

European Commission, DG Employment and Social Affairs. 2002 – 2006

Formation aux concepts d'égalité entre les femmes et les hommes des fonctionnaires de l'Institut pour l'égalité des femmes et des hommes.

Institut pour l'égalité des femmes et des hommes. Belgique 2004

Formation des fonctionnaires du Comité des Régions à la problématique des actions positives.

Union européenne. Comité des Régions. 2003

Study on the Integration of Equal Opportunities Between Women and Men in Objective 1 and 2 Structural Fund Programming Documents.

European Commission, DG Regio. 2001 – 2002

Animation d'un séminaire de formation sur l'intégration de l'égalité des chances dans les fonds structurels - Objectif 2.

Ministère Français de l'Aménagement du territoire (DATAR). 1999

Rapport sur la mise en œuvre par les 15 Etats membres de l'Union européenne de la directive 79/7 relative à l'égalité des chances entre hommes et femmes dans les régimes légaux de sécurité sociale.

Commission européenne, DG Emploi. 1999

Aménagement du temps de travail, égalité des chances hommes-femmes, création d'emploi: quelles articulations? (ISBN 92-828-8728-6)

Commission européenne, DG Emploi. 1998

Manual for integrating gender equality into local and regional development (EN, FR).

Engender asbl (ed). 1997

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