



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 (change) management
- Monitoring and evaluation, elaboration of indicators
- Social inclusion and social policy
- Equality between women and men and gender mainstreaming
- Diversity in intersectional policy making
- 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, manuals and tools for policy makers and practitioners
- Organisation seminars and workshops
- Training, moderation, facilitation
- Presentation at conferences and participation in expert meetings.

Members of Engender

Elke Hildegard Beneke is Austrian and studied sociology and ethnology. She is General Manager of EB projektmanagement GmbH, eb consulting and Studystar OG. As an expert in project development and project management she works in regional development, tourism, lifelong learning, gender equality, labour market policies, adult education, sustainable development and health protection.

In her position as Managing Director and Head of the Employment Department in Vienna, she built up her expertise in strategy formulation, project development and project support concerning the regional labour market and employment (up to 1999). In subsequent years she gained know-how in gender and diversity, multidimensional business consultancy and financial consultancy to businesses. She is a specialist in EU programmes (Interreg, Leader, ESF and ERDF), and has 15 years' experience in developing and implementing EU-funded projects. Elke works transnationally in the Alps-Adriatic region and Eastern Europe, and is a Member of TEAM EUROPE, the European Commission's panel of independent conference speakers.

Working languages: English, German

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Dr. Jacqueline Brau (PhD), Belgian, is an independent Brussels-based consultant specializing since 1994 in gender and equality issues. She has worked on gender-related questions in various areas, including vocational training, health, and the fight against domestic violence and discrimination. The current focus of her work is on stereotypes and social representations of men and women in audio-visual products. She is also responsible for the assessment of Education to development projects in the Belgian Development Cooperation Service (SPS-DGDC).

Working languages: French, English, Italian

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Dominique Danau, Belgian, is a senior consultant with more than 25 years of experience in research, evaluation and consultancy in regional, national and European context. The focus of her work is on the evaluation of projects and programmes implemented by international, European and national (networks of) NGOs and on organisational development work with NGOs. Activities and processes include: development and implementation of evaluation and monitoring frameworks, development and implementation of impact assessment frameworks, process guidance and action-research. Her domains of expertise are mainly social inclusion, anti-discrimination and gender.

Working languages: Dutch, English and French

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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.

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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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Toby Johnson is English but has lived in Brussels for 20 years. He has spent most of his working life in co-operatives and the social economy. He helped to found two worker's co-operatives in Leeds (selling wholefood and real ale respectively) and progressed to being the secretary of the UK worker co-op movement. He was then appointed as an expert in the European Commission's Social Economy Unit. After several years working as an editor of EU publications, in 2002 he became the Commission's social economy expert within the EQUAL programme. He has continued this role to date as the monitoring officer for the Social Entrepreneurship Network (SEN – www.socialeconomy.pl). This involves ESF managing authorities from 9 countries in conducting a programme of peer reviews on the components of a comprehensive support environment for social enterprises. He has played numerous roles with regard to the sector – worker-manager, advocate, policy-maker, training programme manager, researcher, evaluator, workshop facilitator/moderator, online journalist and policy analyst – and has written extensively on the subject including editing the EQUAL Compendium in this field and for the OECD. He also carries out editorial projects.

Working languages: English, French; German and Dutch (passive)
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Florence Pauly is Belgian. She holds an MSc in Political Sciences (Gender and International Relations). Florence has a long experience of managing projects on a wide range of European Commission funded activities. More recently, her activities have focused on project/programme evaluations and impact assessments in social inclusion, gender equality and research. For the last three years, she has been working as Policy Officer at the

European Commission (transport research). She is particularly interested in policy formulation and in the policy research that sustains it. Florence lives in Belgium and the UK.

Working languages: French, English, German

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Katrien Van der Heyden, Belgian. Katrien is a sociologist, psychotherapist and expert in gender, equal opportunities, development and diversity. 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, (qualitative) research 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, French, French

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Nathalie Wuiame, Belgian, senior lawyer and researcher in the field of employment, social inclusion and equality, is managing director of CESEP scrl and Engender asbl. Nathalie is an expert in gender mainstreaming and has worked for nearly 20 years on the integration of gender in policies, laws, and public administration activities through delivery of manual, guidelines (i.e. for structural funds and ESF) and training for civil servants and researchers. She is a professional facilitator and evaluator. She has been involved in a number of ex-ante, on-going, ex-post evaluations of cohesion funds especially in Belgium, Luxembourg and France.

She has also organized and facilitated a number of conferences and workshops at the EU and at the national level (e.g. Belgian Presidency conference in 2001, peer review manager for the employment strand, seminar on stakeholders' involvement in the social OMC, etc).

Working languages: French, English

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Examples of projects

- Evaluation of trainings for Prevention-Advisors (well-being at work). Federal Belgian Ministry of Employment. 2013 – 2014
- Gender Mainstreaming training
Federal Belgian Ministry of Foreign Affairs. 2013
- Evaluation of awareness raising and training activities on violence at work targeting Centre for Public Social Actions (CPAS/OCMW).
Federal Belgian Ministry for quality of work, health and safety. 2011
- Gender mainstreaming pilot projects and training.
Ministry of the Brussels Region. 2011
- Study on Stereotypes in all 27 EU countries. Qualitative study on the existing male/female stereotypes in all EU member states. In depth interviews were carried out and analyzed in a qualitative research database.
EIGE, European Institute for Gender Equality. 2011
- Gender Mainstreaming training: On the Belgian federal level training for high level civil servants in charge of gender mainstreaming.
Federal Institute for the Equality of Women and Men. Belgium 2011
- [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 - 2012
- 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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