

Curriculum Vitae

VICTORIA ELIZABETH VILLAGÓMEZ MORALES

Proposed Role in the Project:

AFAEMME's Gender and Stereotype Expert

Personal information:



Family Name Villagomez Morales
 First Names Victoria Elizabeth
 Date of birth 8 October, 1960
 Nationality Spanish/Mexican
 Civil Status Single
 Address(es) 3, C/ Cardenal Tenorio, 28801, Alcalá de Henares, Madrid, Spain,
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 Gender Woman

Occupational field

Country Expert

Work experience

Dates December 2002 to date
 Occupation or position held Senior Partner
 Main activities and responsibilities Project management and senior researcher for various projects including: Cost of Domestic Violence for the Andalusian Women's Institute and Effects of Social Security Systems on Reconciliation of Work and Family Life in the EU and Study on the social repercussions of an opt-out from the provisions of the working time directive for the European Parliament. Consulting on economic programme for the UNIFEM Eastern Europe Regional Office. Expert for Spain 'Group of non governmental experts in the fight against poverty and social exclusion' for the European Commission. Work on various projects for local level authorities in Spain on social inclusion issues.
 Name and address of employer Almenara Estudios Económicos y Sociales, S.L., Av. Moratalaz 123, 7º B 28030 Madrid, Spain
 Type of business or sector Socio-economic Consulting

Dates	May 2001 – May 2002
Occupation or position held	Economic Governance Advisor
Main activities and responsibilities	Management of the Gender Responsive Budget Initiatives Programme (2.5 million dollar programme to be implemented in 14 countries over 3 years): making assessment missions and overseeing implementation documents, in charge of reporting to the donors and of making presentations of the programme as needed to a wide audience; have also been involved in preparing a world conference on the issue that took place in Brussels October 16-17; 2001 preparation of speeches and other documents such as conference communiqués. Preparation of evaluation framework for programme and implementation including construction of indicators and base line analysis for benchmarking. Supervision of gender budgets brochure and publication of Conference papers
Name and address of employer	United Nations Development Fund for Women (UNIFEM), 304 East 45 th Street, 15 th Floor, 10017 new York, NY USA
Type of business or sector	Development Cooperation
Dates	Sep 1998 – Mar 2001
Occupation or position held	Senior Economist
Main activities and responsibilities	Management of various projects from proposal drafting to execution including several on employment of excluded social groups with a gender perspective. Full list of projects available upon request.
Name and address of employer	Center for Economic Studies of the Tomillo Foundation, C /Serrano 136, 28006 Madrid, Spain
Type of business or sector	Socio-economic Consulting
Dates	Sep 1997 - Sep 1998
Occupation or position held	Associate Professor
Main activities and responsibilities	Preparing of syllabus and teaching of courses for various levels (Intermediate Macroeconomics, International Trade, Basic Microeconomics, and Environmental Economics for Environmental Sciences final year students.
Name and address of employer	Department of Applied Economics University of Granada, Campus Cartuja, Granada , Spain
Type of business or sector	Higher education
Dates	1992 – 1996
Occupation or position held	Visiting Professor and Associate Professor
Main activities and responsibilities	Preparing of syllabus and teaching of courses for basic levels (Micro and Macroeconomics) and basic research duties for various projects (see publications list)
Name and address of employer	Department of Economic History and Analysis. University of Alcalá de Henares. Alcalá de Henares, Madrid, Spain
Type of business or sector	Higher Education
Dates	Jun-Sep 1996
Occupation or position held	Alcalá de Henares Madrid, Spain
Main activities and responsibilities	Research Laboratory in Service Activities, Chamber of Commerce, Spain
Name and address of employer	Associate Researcher
Type of business or sector	Preparing chapter for book on business services in the European Union focusing on employment aspects of these services. Preparation of conference paper for RESer
Dates	1990 – 1992 and Jun-Sep1997

Occupation or position held	Associate Researcher
Main activities and responsibilities	Basic research tasks such as extraction of data from large household surveys, process and analysis of the data. Modeling of employment projections by occupation, industry and age. Supporting senior staff in their tutoring duties. In 1997 Updating research on employment of older workers (Employment Prospects for the Third Age)
Name and address of employer	Institute for Employment Research. University of Warwick, Coventry, England
Type of business or sector	Higher education research institute
Dates	May-Sep 1985
Occupation or position held	Municipal Census Coordinator. Supervision of Field Workers.
Main activities and responsibilities	Coordination of census workers (36), supervision of their field work and liaison with regional offices of the statistical office
Name and address of employer	Economic Census 1986, National Statistics Institute, Planning and Budget Ministry Hidalgo, Mexico
Type of business or sector	Public Administration
Dates	1984 - 1985
Occupation or position held	Specialized Analyst
Main activities and responsibilities	Analysis of regional labour market issues
Name and address of employer	General Labour Office, Labour Ministry ,Mexico City, Mexico
Type of business or sector	Public Administration

Education and training

Dates	January 1993 to July 1999
Title of qualification awarded	PhD in Economics
Principal subjects/occupational skills covered	<i>Cum Laude</i> , Extraordinary thesis award, 2000 for Doctoral Thesis by Universidad de Alcalá, Madrid.
Name and type of organisation providing education and training	Universidad de Alcalá, Higher education
Dates	September 1989 to August 1990
Title of qualification awarded	Post-Graduate Diploma in Quantitative Development Economics
Principal subjects/occupational skills covered	Development Economics, Macroeconomic analysis, Econometrics, Data gathering models in developing countries
Name and type of organisation providing education and training	University of Warwick. Higher education
Dates	September 1980 to May 1986
Title of qualification awarded	B.A. in Economics (Licenciatura en Economía)
Principal subjects/occupational skills covered	Economics: orthodox (classical and neo-classical), Marxist and Keynesian frameworks (also Kalescki, and Sraffa); econometrics, labour economics, agrarian economics, maths applied to economics, economic history of Mexico.
Name and type of organisation providing education and training	Universidad Autónoma Metropolitana, Higher education

Personal skills and competences

Mother tongue(s) **Spanish**

Other language(s)

Self-assessment

European level (*)

English

French

Understanding		Speaking		Writing	
Listening	Reading	Spoken interaction	Spoken production		
C2	C2	C2	C2	C2	
A1	A1	A1	A1	A1	

(*) Common European Framework of Reference for Languages

Social skills and competences

Organisational skills and competences

Highly skilled in organisation of working groups and taking on new research areas.

Technical skills and competences

20 years professional experience in the university and international consultancy fields. In the areas of the Open method of Coordination for the European Employment Strategy and for the European Social Inclusion Process the following can be highlighted:

Expert for Spain 'Group of non governmental experts in the fight against poverty and social exclusion' for the European Commission (2003-2005). This entails support to the National Desk (Brussels) in monitoring and evaluating the Social Inclusion National Action Plan of the Kingdom of Spain. Reports on implementation, policy changes, recent developments in research and overall view of partnership and public debate on poverty and social exclusion in the country. Investigate the involvement of different actors in the elaboration of the NAP, and making a final report on situation and key trends based on an assessment of the progress of the 2001-2003 NAP the strategic approach and policy measures presented in the new 2003-2005 NAP. On-line assistance to National Desk on particular points that come up in the conversations and negotiations with Spanish government.

In the same context, participated in and EC funded seminar held on 29 and 30th September 2004 in Bratislava. The theme of the seminar was "Continuity and Change: Social Inclusion in an Enlarged EU" and my contribution was the Decentralisation Process and Delivery of Social Services in Spain in the Context of the NAP inclusion and also gave a lunchtime discussion in Brussels on the same issue on 1st October 2003.

SYSDEM correspondent (labour market policy information system of the European Commission, monitoring of the implementation of the NAP employment from January to March 2001. This entailed the same work as for the social inclusion process above. Previous to this monitoring team member of NAP employment (September 1998 to December 2000). This entailed the same work as for the social inclusion process above.

Peer review expert of labour market policy, General Directorate for Employment and Social Affairs, European Commission: Reorganisation and Reduction of Working Time in France, 2000; The National Programme for Ageing Workers, Finland 2000; Reducing the Gender Digital Divide in Skills and Employment in Germany 2000, 'The Active Labour Market Policy Reform- The Second Wave', 2004, and 'Increasing the employment of women through flexible work arrangements', Norway, 2005

International experience includes Study director for EU Parliament studies on "Social security systems in the EU and their impact on reconciling family life and work life" (2004), "Study on the social repercussions of an opt-out from the provisions of the working time directive" (2005), and Multiplication Effects of EU Direct and Indirect Instruments to Complement National Funding" (2005).

Computer skills and competences	Highly literate in computer skills, all Microsoft Office programmes, databases, SPSS and other statistical packages, basic programming, installation of software and peripherals
Artistic skills and competences	3 Years conservatory (Mexico City) Piano, three years in school orchestra (USA) piano, violin and Cello, private guitar lessons. Three years wood carving classes (Mexico City) at the antional Crafts School. Theatre production: Mexico City with Theatre Workshop and La Compañia de Shakespeare from 1981 to 1989; Coventry, UK with Criterion Theatre from 1990 to 1992; and Alcalá de Henares, Spain with El Teatro del Finikito Theatre Company since 1994.
Other skills and competences	Training in results based management (workshop for UNIFEM staff, December 1-3, 2003. Bishkek, Kyrgistan
Driving license	None

MEMBERSHIP IN NETWORKS

- Member of the Group of non-governmental experts in the fight against poverty and social exclusion, Employment and Social Affairs Directorate General
- Labour Market expert for Peer Review of labour market policy, General Directorate for Employment and Social Affairs, European Commission, 2000, 2001 and 2004.
- SYSDM correspondent (labour market policy information system of the European Commission) from January to March 2001. Previous to this evaluation team member of NAP employment (May 2000 to December 2000).
- Accepted as Expert-Evaluator in 2001 and 2006 under CORDIS programme (DG Research and Development, Reference number EE1998B01297).
- Member of the Feminist Economist Network of Spain since 2004.

PRIZES

- Extraordinary thesis award, 2000 for Doctoral Thesis by Universidad de Alcalá, Madrid.
- 2nd Place in the Labour Research Prizes 2000, post-graduate category (Premio de Investigación Laboral 2000) for Doctoral Thesis by Secretaría del Trabajo y Previsión Social, Gobierno de la República Mexicana (Mexican Labour Ministry) with the sponsorship of Interamerican Development Bank and Nacional Financiera, S.A.
- Almenara Estudios Económicos y Sociales, S.L. received the first prize in Entrepreneurial Innovative Ideas of the Year Award in Coslada, Spain.

PUBLICATIONS AND REPORTS (FULL LIST SINCE 1992 AVAILABLE UPON REQUEST)

- Villagómez, E. and Lubrani, O. "Impact of Globalization on Women's Labour Market Situation in Eastern Europe" in *Women's Social Rights and Entitlements in Europe* Edited by C.van den Anker, A.Guichon & I.Novikova, pp. 203-223, Palgrave Macmillan Women's Rights in Europe series, 2006.
- Expert report and synthesis report on: "Minimum Incomes and Women's Poverty", document as thematic Expert, DG. Employment Social Affairs and Equal Opportunities, in the framework of the Peer Review Programme, 2006
- Villagómez, E., Susskind, N., Seibert, A. *Labour Market and Entrepreneurship Overcoming Gender Stereotypes*, AFAEMME, Barcelona, 2006 Project under EU Commission grant agreement - DG Empl/A/3 VS/2003/031
- Various (Elizabeth Villagómez as international consultant to the project) *The Story Behind the Numbers: Women and employment in Central and Eastern Europe and the Western Commonwealth of Independent States*. UNIFEM, 2006
- "Impacto de Género de los sistemas de seguridad social: Experiencias en los países de la Unión Europea" (Gender impact of the social security systems: experiences in the EU countries) in *Política Fiscal y Género* (Fiscal Policy and Gender), Instituto de Estudios Fiscales, Ministerio de Economía y Hacienda, edited by María Pazos Morán, 2005.
- "Los costes económicos y sociales de la violencia contra la mujer en Andalucía, España" in *Marcadas a Ferro, Violencia contra a Mulher, Uma visão multidisciplinar*, communications to the seminar: Seminario Brasil-España Violencia Y Género: La violencia contra la mujeres; consecuencias morales, económicas y jurídicas, Recife 2 a 4 de diciembre 2004. Published by Presidencia de la República, Secretaría especial de Políticas para las Mujeres, 2005.
- "The enlarged EU and its agenda for a wider Europe: What considerations for gender equality? EU old member states", Infosheet for WIDE, Brussels, available at http://www.eurosur.org/wide/EU/Enlargement/IS_oldmemberstates.htm
- "Gender budget initiatives: progress and challenges" Note by the secretariat, item 8 in the provisional agenda for the UNECE Regional Preparatory Meeting for the 10-year review of Implementation of the Beijing Platform for Action Geneva, 14-15 December 2004 <http://www.unece.org/oes/gender/Documents-Beijing10.htm>
- Villagómez, E. and ECOTEC Madrid, "Multiplication effects of EU Direct and Indirect Instruments to Complement National Funding" report for the European Parliament, Financial Perspectives Committee, October 2004.
- Villagómez, E., Albert, C., Rubery, J., Dimova, L., Lehto, A.M. and Fodor, E. "Study on the social repercussions of an opt-out from the provisions of the working time directive", European Parliament, Employment and Social Affairs Committee, March 2004.
- Martínez, I., Marcos Sánchez, A. y Villagómez, E. *El costo económico y social de la Violencia Contra las Mujeres en Andalucía* (The economic and social costs of domestic violence in Andalusia), Instituto Andaluz de la Mujer, Sevilla, 2004.
- Gong, X., Van der Soest, A.H. and Villagómez, E. "Mobility in the Urban Labour Market: A Panel Data Analysis for Mexico", *Economic Development and Cultural Change*, Vol. 53, No.1, October, 2004.

- Villagómez, E. "Gender mainstreaming in Spain", chapter prepared for the book *Gender Mainstreaming*, published by Bundeszentrale für Politische Bildung, 2004
- "Gender Responsive Budgets: Issues, good practices and policy options" background paper V for the Regional Symposium on Mainstreaming Gender into Economic Policies, Economic Commission for Europe, Geneva, 28-30, 2004 January, paper available at <http://www.unece.org/oes/gender/gensymp.htm>
- Bulgarian Research Foundation, Gender Studies, o.p.s., Social Innovation Foundation and Karat Coalition "Gender Assessment of the Impact of EU Accession on Women and the Labour Market in Central and Eastern Europe" case studies for Bulgaria, Czech Republic, Hungary and Poland, Elizabeth Villagómez technical assistance and editing of all four reports. Downloadable at: http://www.karat.org/eu_and_economy/gender_assessments.html, 2003.
- Villagómez, E., Martínez, M.I., Oteo, E and Gonzalez, E. "Social security systems in the EU and their impact on reconciling family life and work life", report for the European Parliament, Women's Rights Committee, August 2003.
- Klot, J., Holvoet, N., and Villagómez, E. (coord) "Gender Budget Initiatives, Strategies, Concepts and Experiences (papers from a High Level International Conference)", UNIFEM, 2002, edited by Karen Judd.
- González Gago, E, and Villagómez, E "Crecimiento Económico Y Crecimiento En Desigualdad.:Una Perspectiva Desde La Creación De Empleo Entre 1995 Y 2001" (Economic growth and Inequality growth: A perspective from Employment Creation between 1995 and 2001), Utopía y Sociedad, Revista de Ciencias Sociales, No. 20, Spain, 2002
- Collado, J.C. Martínez, I, Moreno, B and Villagómez, E. "Study on the employment creation opportunities in the service sector", Labour and Social Policy Ministry, Spain. 2002
- Villagomez, E. . "Oferta de trabajo familiar y segmentación del mercado laboral: el caso de México", Secretaria del Trabajo y Prevision Social, Mexican Government, 2001, <http://estudioteca.stps.gob.mx:8093/>
- Martínez, I. and Villagómez, E. "Insercion laboral de personas discapacitadas" (Labour insertion of disabled persons), Ministerio de Trabajo y Asuntos Sociales, Spanish Government, 2001
- Martínez, I. and Villagómez, E. "El Mercado de trabajo informal y el costo fiscal: un enfoque alternativo" (Informal Labour Market and fiscal costs: an alternative view), in Mercado de Valores, by Nacional Financiera, Mexico (No, 8, August, Year LX), 2000
- Gong, X., van der Soest, A. y Villagómez, E. "Mobility in the Urban labour Market: a panel data analysis for Mexico", CentER discussion paper No. 2000-46, Catholic University of Bravant, Tilburg, the Netherlands, April, 2000
- Martinez, I., Gonzalez, E., Gonzalez, A., and Villagómez, E. "New Sources of Employment in Andalucia", (in Spanish) Statistical Institute of Andalucia, Seville, January, 2000
- Villagómez, E. "Oferta de trabajo familiar y segmentación del mercado laboral: el caso de México". (Household Labour Supply and labour market segmientation in Mexico), Doctoral Thesis, University of Alcalá de Henares, 2000
- Villagómez, E. "Women and the labour market: the case in 5 Mexican cities", in *Gender, Employment and Income* (in Spanish), Consejo Nacional de las Mujeres, Presidencia de la República, Quito, Ecuador, 1999
- Toharia, L., Albert C., Malo M. A., Cebrián I., Moreno G., García-Serrano, C. and Villagómez E., El Mercado de Trabajo Español (The Spanish Labour Market), McGraw-Hill, Madrid, 1998
- Villagómez, E. "Labour Market and Family Structure in Mexico" Working Paper, Instituto Universitario Ortega y Gasset, Programa de Estudios Hispano-Mexicanos.1998
- Toharia, L., Albert C., Malo M. A., Cebrián I., Moreno G., García-Serrano, C. and Villagómez E., *The Labour Market in Spain*, Report for DG V, European Commission, 1997
- Toharia, L., Cebrián I., Muro J., Villagómez E., and Garcia-Serrano C., *Protección Social y Acceso al Empleo* (Social Protection and Employment Access), Book Edited by Consejo Económico y Social (Economic and Social Council), Madrid, 1997
- Villagómez, E. "La Crisis Económica Mexicana en Perspectiva" (The Mexican Economic Crisis in Perspective), in *La Macroeconomía de los Mercados Emergentes*, G. Rodríguez Prada, Editor, Editorial University of Alcalá, 1997

CONFERENCES, WORKSHOPS, SEMINARS AND COURSES (FULL LIST SINCE 1994 AVAILABLE UPON REQUEST)

- 2007 Course Professor in the Master's Degree on Public Administration Programme and Policy Evaluation, Universidad Complutense, Madrid, Gender Responsive Budgeting as an Evaluation Tool, March 9 (four hours).
- Commentator and moderator on the Lebanon Case Study on Informal Markets, Social Protection and Gender in the workshop Gender and Rights in the Informal Economies of Arab States , Tunis, April 2-6.
- "Gender Mainstreaming in Public Administration in Spain", symposium presentation "**The EU Equality Acquis: experiences, problems/difficulties and consequences for further development**" organised by the GenderKompetenzZentrum of the Humboldt University, Berlin, supported by TAIEX, April 19-21.

- "The costs of domestic violence in Spain"**, Public Parliamentary Hearing, event in the Framework of Parliaments United in Combating Domestic Violence Against Women of the Council of Europe, Senate Assembly Room, Assembleia da Republica, Lisbon, April 24.
- 2006 "Experiences and challenges in gender responsive budgeting analysis", Input for discussion. *Gender Budgeting in Europe Networking Event*, Vienna, 5-7 February,
- Training of trainers on gender responsive budgeting and development of training module, GADC Albania, Sponsored by Cordaid and Open society Foundation, 13-16 February.
- Presentation of the project, conclusions and recommendations of the EU supported project "Labour Market and Entrepreneurship – Overcoming Gender Stereotypes. Transnational Action Plan Promoted by Gender Equality and Business Women Organizations", Final Conference, European Parliament, 23 February.
- "Gender Budgeting in the European Union", closing conference of the project *Bilancio di Genere della Regione Marche*, Ancona, Italy, supported by Interreg Adriatico of the EU, 15 March.
- European Practice on working conditions, equal opportunities and the role of social agents. Challenges for women's working conditions in FYRO Macedonia. Multisectoral I also facilitated the meeting. Struga, 1 and 2 June
- Training of Trainers in Gender Responsive Budgeting, Organised by the UNDP SURF Beirut and the American University, Cairo, 28 to 30 May
- Gender Budgeting in the EU, Regional meeting of the interprovincial and communal network for the dissemination of equal opportunity policies and actions, Province of Genoa, Agriculture, Ecology, Sustainable Development and Equal Opportunities Department, Genoa, 16 November
- European Experiences in Gender budgeting Jornadas "Presupuesto con enfoque de género. Una herramienta para la igualdad", Diputación de Córdoba, 17 November.
- 2005 Training on Gender Mainstreaming for the European Agency for Reconstruction, Specialised training for programming, project and monitoring managers. Module on GB especially adapted for the occasion. Mavrovo, Macedonia, prepared by the EU Gender Help Desk-ILO Training Centre, April 3-8
- Seminar "Fiscal Policy and Gender", Round table on Gender and public policy 'Gender Impact of Social Security Systems in Europe', Organised by the Instituto de Estudios Fiscales, Madrid, April 14.
- Training for the Parliament of Catalunya on gender budgeting. Organised by the Institut Català de la Dona, Barcelona May 2
- Presentation of results of the Gender Responsive Budgeting Initiative in Biscay, Basque Country, Spain. 'Gender Budgeting in the European context'. Organised by the Foral Government of Biscay, May 28.
- Training for the Parliament of Equatorial Guinea on Poverty and Gender and on Gender budgeting, organised by the International Parliamentary Union, Bata, 28-30 September.
- Submission of written and oral evidence to the Spanish Congress Sub-committee in charge of submitting a report on working time and reconciliation of work and family life, November 30, 2005.
- Invited expert to the Ad-Hoc meeting on SPECA Working Group on Gender and Economy, UNECE, Palais des Nations (Room IX), Geneva, 8-9 de December de 2005, <http://www.unece.org/oes/gender/Ad-Hoc.htm>.
- 2004 "Gender Responsive Budgets: Issues, good practices and policy options" presented at the Regional Symposium on Mainstreaming Gender into Economic Policies, Economic Commission for Europe, Geneva, 28-30 January.
- "Gender Responsive Budgeting" and "Discussion of trends in the CIS/CEE region with respect to government budgetary issues", training for the Network of East-West Women/Polska and NEWW Washington, Gender Budgeting Initiative in CEE/NIS region, Planning meeting, Gdansk, Poland, April 14-18.
- Invited expert to the Hearing on Gender Budgeting, Parliamentary Assembly, Council of Europe, Committee on Equal opportunities for Women and Men, Prague, Chamber of Deputies, 22 to 25 May.
- La Reconciliación De Vida Familiar Y Vida Laboral: El Papel De Las Empresas "Disposiciones comunitarias en la aplicación del principio de igualdad de trato entre los hombres y mujeres en los que se refiere al acceso al empleo, a la formación y a la promoción profesionales, y a las condiciones de trabajo" Antiguo Colegio Jovellanos, Gijón, 22 de diciembre, 2004
- El costo económico y social de la violencia doméstica en Andalucía Violencia y Género: la violencia contra la mujer, consecuencias económicas y jurídicas. Auditorio de la Facultad de Filosofía, Universidad de Pernambuco, Brasil, Diciembre 1, 2 y 3, 2004
- Conceptos básicos y algunos ejemplos sobre presupuestos con enfoque de género Jornada sobre Presupuestos desde una perspectiva de género (seminario interno a los técnicos de la Comunidad de Cataluña) Escola d'Administració Pública, Barcelona, 29 de Noviembre

Gender responsive budgets: basic concepts and some practical examples European Conference “Gender Equality Policy in Europe: Making Progress in Difficult Times”, 5th workshop Gender analysis and gender budgeting: making better use of gender mainstreaming tools. Conference Centre of the National Bank of Greece, Atenas, 25 de noviembre, 2004

La Reconciliación De Vida Familiar Y Vida Laboral: Políticas Nacionales, Autonómicas Y Locales Y El Papel De Las Empresas Jornada de Clausura del Proyecto EQUAL:” El empleo del tiempo, tiempo para el empleo” Auditorio del Centro de Empresas, Valdemoro, Madrid, 28 de octubre, 2004

Reflexiones sobre los efectos del sistema de seguridad social en la igualdad de género en España Jornadas de Dignificación del Empleo Irregular” Auditorio de la Colegiata, Jerez de la Frontera, 27 de septiembre

2003 “New sources of employment: the Gender focus in rural regions”, Diputación de Granada, Área de Mujer, Jornadas de Desarrollo Rural: Estrategias de Género, Alfacar, Granada, 16 –17 January.

“Gender Responsive Budgeting”, Network of East-West Women/Polska and NEWW Washington, Gender Policy Conference, “Women and the Economy”, Gdansk, Poland, April 23-25.

“Politicising the Labour Market, Link to Gender Justice” and Gender Pay Gap in the European Employment Strategy” presented at the conference 'Gender Assessment of the Impact of EU Accession on Women and the Labour Market in Central and Eastern Europe', November 7-9, papers available at http://www.karat.org/eu_and_economy/conf_nov.html.

“Gender Budgeting and Community of Practice Workshop”, UNDP, Tirana, Albania, July14 and 15. Training for NGOs and government personnel.

2002 Workshop for Disability Associations, Madrid, July. “Adecuación de puestos y empleo para personas discapacitadas: datos básicos y cómo utilizarlos” (Adaptation of jobs and employment for disabled persons: basic data and how to use it), Comité Español de Representantes de Minusválidos (CERMI), National Training