

APPENDIX II

WIEGO 20th. ANNIVERSARY STRATEGIC REVIEW AND PLANNING RETREAT

PARTICIPANTS

External Resource Persons



Martin Rama, Chief Economist for South Asia Region, World Bank

Martin is the Chief Economist for the South Asia region of the World Bank, based in Delhi. Before that he was the Director of the World Development Report (WDR) 2013, on Jobs. Previously, for eight years, he was the Lead Economist for Vietnam, based in Hanoi. Prior to moving to operations, he spent ten years with the research department of the World Bank. Martin Rama gained his degree in economics from the Universidad de la República (Uruguay) in 1981 and his PhD in macroeconomics from the Université de Paris I (France) in 1985. Back to his home country, Uruguay, he worked in CINVE, the country's largest think tank. In parallel with his World Bank duties, he was visiting professor at the graduate program in development economics at the Université de Paris I until 2005.



Aromar Revi, Director of the Indian Institute for Human Settlements

Aromar is Director of the IIHS and an alumnus of IIT-Delhi and the Law and Management schools of the University of Delhi. He is a global expert on Sustainable Development; Co-Chair of the UN Sustainable Development Solutions Network (SDSN), where he led a successful global campaign for an urban Sustainable Development Goal (SDG 11) as part of the UN's post-2015 development agenda, which brought major global urban institutions (UN Habitat, UCLG, C-40, ICLEI, Metropolis, SDI and WIEGO) & over 300 cities and organisations together.

Aromar is also member of the Managing Board of Cities Alliance. He is a Fellow of the India China Institute at the New School University, New York and has been a senior advisor to various ministries of the Government of India, and consulted with a wide range of multilateral and bilateral development institutions, national and transnational firms on economic, environmental and social change at global, regional and urban scales. Aromar is one of the world's leading experts on global environmental change and more specifically climate change. He is a Coordinating Lead Author of the 2018 IPCC Special Report on Global Warming of 1.5 °C that will define potential implementation pathways for the Paris Climate Agreement. He's also the Editor of an international interdisciplinary journal on Urbanisation (Sage) and on the editorial Boards of the International Journal of Urban Sustainable Development (Taylor and Francis) and Urban Climate (Elsevier).



Manuela Tomei, Director of the Conditions of Work and Equality Department, International Labour Office (ILO)

Manuela is the Director of the Conditions of Work and Equality Department, International Labour Office (ILO) since 2013. Prior to that, Ms Tomei held various posts in the ILO, both at Headquarters in Geneva, Switzerland, and in the ILO's Regional Office for Latin America and the Caribbean in Lima, Peru. She was the lead coordinator of the preparatory work which culminated in the adoption of the first international labour standards on decent work for domestic workers in 2011. She has overall responsibility for the coordination of labour migration-related work in the ILO, including preparations for a general discussion on labour migration at the International Labour Conference (ILC) in June 2017. She is presently leading preparatory work for new international labour standards on violence and harassment against women and men in the world of work which will be discussed at the ILC in June 2018. She authored the first two Global Reports on discrimination at work produced in the framework of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. She has written and

provided policy advice on a range of subject matters, including gender, poverty and work, informal and non-standard forms of employment, and wages and the gender pay gap.

WIEGO Board



Renana Jhabvala, Board Chair

Renana is the Chair of the WIEGO Board. She has been working with the [Self Employed Women's Association \(SEWA\)](#) since 1977 and is currently SEWA's National Coordinator as well as the Chairperson of [SEWA Bank](#) and [SEWA Bharat](#).

Her most recent publications include [The Progress of the World's Women 2005: Women, Work and Poverty](#) with Martha Chen, Joann Vanek, Francie Lund, James Heintz, and Christine Bonner; [Informal Economy Centrestage: New Structures of Employment](#), which she co-edited with Ratna M. Sudarshan and Jeemol Unni; and [The Unorganised Sector: Work Security and Social Protection](#), which she co-edited with R.K.A. Subramanya.



Juliana Brown Afari, Board Member

Juliana has been a market vendor for the last 28 years – 4 years as a petty trader in Monrovia during the war, and the rest in the Makola Market in Ghana. A committed leader in the defense of informal workers and funding member of StreetNet International in Zimbabwe, Juliana has extensive trade union experience both at the national and international level. In 1999, she joined Makola Market Traders Union – that affiliated to TUC Ghana a year later. She was an organizer for StreetNet Ghana Alliance (now the Informal Hawkers and Vendors Association of Ghana, IHVAG), became elected its first secretary in 2005 and four years later

was elected National Coordinator.

In 2007 she was elected to the international Council of StreetNet International. In 2010 she was appointed as Member Auditor of StreetNet International and was elected Vice President in 2013 at StreetNet's Congress in Chile. She has participated in several executive boards for various organizations, including Womens' Right in Ghana, NETRIGHT (a network that promotes women's basic rights) and the Informal Workers Association (CWA-TUC Ghana). She is also a member of West African Women in Peace Mediation.



Barbro Budin, Board Member

Barbro is the Gender Equality and Projects Officer at the global union federation, IUF, based in Geneva. She has spent most of her working life working for the IUF: from 1974-1977 and from 1982 to present. She has also worked for short periods in the hotel sector, for the Swedish National Association of Farmers as well as in the Human Resources Department of a French Multinational company. Barbro has wide experience of the different sectors and different regions that make up the IUF, travelling frequently to different countries and to work with different IUF projects. She speaks several languages: Swedish, French, Spanish, English.

Her main focus areas are gender equality, project coordination and trade union development, and responsibility for Nordic Unions.

In 2007 Barbro was instrumental in ensuring that the developing network of domestic workers (International Domestic Workers' Network – IDWN) found an organizational base within the IUF. She now plays a key role in managing and promoting the domestic workers' project within the IUF and providing support, technical advice and political direction to the IDWN, in collaboration with the Steering Committee and the Interim International Coordinator. Barbro also plays a very active and important role in the ITUC Equality Committee, and in 2009 she joined the WIEGO Advisory Committee for the Organization and Representation Programme.



Debra Davis, Board Treasurer

Debra is a US certified public accountant and holds a Masters in Business Administration. She was born and raised in the United States but has lived predominately in the United Kingdom since 1990. In 2002, she retired as a partner in the consulting firm Deloitte after a successful 18 year career. While at Deloitte, she worked with corporations involved in international business. Since leaving Deloitte, Debra has played financial management and treasury leadership roles in a variety of settings. She is especially interested in social investment and gender issues, and currently holds a portfolio of directorships and trusteeships for organisations active in these areas. Debra also volunteers as a Business Mentor for the Prince's Trust Enterprise Programme, a charity in the UK which helps young people wishing to set up their own business.



Ravi Kanbur, Board Member

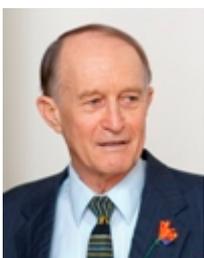
Ravi was born in India and brought up in India and in England. He did his University education in economics at Cambridge (undergraduate) and Oxford (doctorate). After his doctorate he taught for 10 years at the Universities of Cambridge, Essex, Princeton and Warwick before joining the World Bank. The positions he held at the World Bank included Head of the Ghana Field Office, Chief Economist for Africa, and Principal Adviser to the Chief Economist of the World Bank (Joseph Stiglitz). As Chief Economist for Africa, he was a member of the joint World Bank/IMF task force that designed the Heavily Indebted Poor Countries (HIPC) debt relief initiative. After eight years at the World Bank he returned to academia, to a Chair at Cornell University, where he has been since 1997. His academic CV shows over 150 published items, and he has published in the leading journals in economics, including *American Economic Review*, *Journal of Political Economy* and *Economic Journal*.

He has been involved in joint research with SEWA for over a decade, and has held the SEWA Chair at the SEWA Academy in Ahmedabad. With Renana Jhabvala and Marty Chen he initiated the Cornell-SEWA-WIEGO Dialogue process, which brings together academic economists, non-economists, and ground level activists to discuss and debate key issues in economic analysis and economic policy.



Lin Lean Lim, Board Member

Lin, an independent consultant, is a development economist by training. She retired from the International Labour Organization at the end of 2008, after serving for 20 years. From 2007-2008, she developed the ILO global programme to make decent work a central objective of development policies, as part of the efforts to achieve the Millennium Development Goals. From 2004-2006, she was Deputy Regional Director of the ILO Regional Office for Asia and the Pacific, where her responsibilities included the supervision of regional programmes in areas such as labour migration, youth employment, labour market governance and local economic development. From 1994-2004, her positions at ILO Headquarters involved providing policy advice, implementing projects and conducting research dealing mainly with gender issues and the protection of vulnerable women workers and informal economy issues. She wrote the technical report and served as the Secretary-General's representative for the 2002 International Labour Conference discussion on Decent Work and the Informal Economy. The ILC resolution was a major breakthrough in terms of the technical approach and global programmes on the informal economy. She was also responsible for an ILO global programme on More and Better Jobs for Women. Before joining the ILO, she was Associate Professor of Applied Economics at the University of Malaya and Visiting Fellow at several other universities. She is the author of several books, journal articles and technical reports.



William "Biff" Steel, Board Member

Biff is one of the founding members of WIEGO, and has participated actively in the Steering Committee/Board, Management and Finance Committees. At the end of 2005, he retired as Senior Adviser in the [Africa Region Private Sector Group of the World Bank](#), where he had worked since 1983, specializing in small enterprise development and microfinance. He is currently living in Accra, Ghana, teaching part-time as Adjunct Professor at the [Institute of Statistical, Social and Economic Research \(ISSER\)](#), [University of Ghana](#), and working as a consultant for the World Bank, International Fund for Agricultural Development, and others.

He led a WIEGO team in preparing the Diagnostic Framework for the World Bank's study on Raising Productivity and Reducing Risks of Household Enterprises in six African countries, and is overseeing the Ghana study.

As Co-Chair of the [Committee of Donor Agencies for Small Enterprise Development](#) (1991-2004), he led the development of Guiding Principles for donor support both for microfinance (1995) and for business development services (2001). He has published numerous studies, articles and books on small enterprise development, informal financial markets, microfinance regulation, employment of women, and industrial adjustment. He previously taught economics at [Vanderbilt University](#) and the University of Ghana, and he has served as an Advisor in the [African Development Bank](#) and the Indonesia National Planning Agency.



Jeemol Unni, Board Member

Jeemol is the Director of the Institute of Rural Management, Anand (IRMA) and previously served as RBI Chair Professor in Rural Economics at IRMA and Professor of Economics at the Gujarat Institute of Development Research, Ahmedabad. She holds a PhD and MPhil in Economics. She was a post-doctoral Fellow at the Economic Growth Center, Yale University. She was Visiting Faculty at the Institute of Social Studies, The Hague, CEPT University, Ahmedabad and International Center for Research on Women, Washington D.C. Her research addresses informal labour, gender issues, education and social protection. She was ILO

Consultant with the National Commission for Enterprises in the Unorganised Sector, New Delhi and to the Prime Minister's High Level Committee on Status of Muslims of India (Sachar Committee). She is a member of the Editorial Board of the Indian Journal of Labour Economics, New Delhi and a Member of the Advisory Committees for the Statistics and Social Protection Programmes of WIEGO; was a Member, Advisory Group on Employment and Shared Growth, World Bank; Independent Group on Definition and Statistics on Home-based Workers, Ministry of Statistics, New Delhi; and Group of Feminist Economists for the 11th and 12th Plans, Planning Commission. Her recent books are *Social Income and Insecurity: A Study of Gujarat* (co-authored), *Flexibility of Labour in Globalizing India: The Challenge of Skills and Technology* (co-authored), and *Informal Economy Centrestage: New Structures of Employment* (co-edited).



Carmen Vildoso, Board Member

Carmen has a Masters in Sociology and is a consultant on the promotion of employment and public policy with a gender approach. She has provided academic consultancy on the "Strengthening the Voice of Informal Workers in Social Policy Decisions in Latin America" project – WIEGO/Consortium for Social and Economic Research (2010). She is currently an Independent Consultant. Previously she was the Manager of Business Development for the Municipality of Lima, Peru (October 2011-December 2014). She is also a faculty member in the Master's Degree Program in Labor Relations at the Pontificia Universidad Católica del

Peru (Pontifical Catholic University of Peru). She was Minister of Women's Affairs and Social Development (October 2008 – June 2009), Activities Coordinator for the Technical Secretariat for the National Agreement (2004-2008), Vice Minister of Promotion of Employment and Micro and Small Business at the Ministry of Labor and Promotion of Employment (2001- 2003). Her previous work includes twenty-five years of experience in managing institutions – specifically Education and Social Self-management Team (EDAPROSPO), and involvement with programs and projects for the promotion of development in the private sector, especially with regard to adult education and the promotion of employment. Also, she was President of the Consortium of Private Organizations for the Promotion of Development of Micro and Small Business (COPEME) from 1998 to 2001. She is the author of several publications including *Two Years at the Ministry of Labor*; *Agenda: Micro and Small Business*; *Las Gerentes* (Women in Management); and *Class Conscious Trade Unionism: Certainties and Uncertainties*.

WIEGO Team



Laura Alfors, Acting Director, Social Protection Programme

Laura has worked with WIEGO since 2009 in the Social Protection Programme. In 2013, Laura was one of 10 winners in the Rockefeller Foundation's Centennial Innovation Challenge for [The Phephanathi Project](#), which aims to make the informal trading of Warwick Junction more secure and healthy for traders, customers, people passing through, and the officials who manage it. Laura also managed WIEGO's Occupational Health & Safety for Informal Workers Project, which ran in Ghana, Tanzania, Brazil, Peru, and India. In 2015 Laura completed her PhD at the School of Built Environment and Development Studies at the University of KwaZulu-Natal in Durban, South Africa. She is currently a post-doctoral research fellow at the Institute for Social & Economic Research at Rhodes University in South Africa.



Jane Barrett, Director, Organization & Representation Programme

Jane, a trade unionist from South Africa with over 30 years' experience in the labour movement, is the Programme Director of WIEGO's Organization and Representation programme since early 2016. She is a former General Secretary of the Transport and General Workers Union (now the South African Transport and Allied Workers Union), worked for the International Transport Workers Federation in its headquarters in London for five years, and most recently served as the Affiliate Support Officer in the Congress of South African Trade Unions (COSATU).

Jane has extensive experience in collective bargaining, membership recruitment and organizing, trade union membership and leadership education, research and policy advocacy. Her specialist interests in the trade union movement have always been precarious workers, minimum wage regulation, women's empowerment and, more recently, climate change and the working class. While working for COSATU she was instrumental in forging links between the formal trade union movement in South Africa and organizations representing workers in informal employment - including WIEGO, StreetNet and the South African Domestic Workers Union. From her long involvement with transport workers, including public transport workers, she has extensive knowledge of how cities work (or don't work) for the poor. Jane has a Social Work Degree from the University of KwaZulu-Natal, an Industrial Sociology honours degree from the University of the Witwatersrand, and an MPhil degree from SOAS, University of London. She has published widely. She is based in Johannesburg, South Africa.



Mike Bird Operations Director

Mike is based at the WIEGO office in Manchester. He has worked in the international aid and development sector for over 20 years, managing NGO programmes in Africa and Asia and, prior to joining WIEGO in 2010, running the NGO funding programme of the New Zealand government. Mike is a generalist with a degree in French and Portuguese and a teacher training qualification.



Christine (Chris) Bonner, Advisor, Emeritus Team Member

Chris spent 20 years working in the trade unions in South Africa during the apartheid era: first as a volunteer and then as the Regional Secretary of the Chemical Workers Industrial Union, followed by six years as the union's National Educator. In this position, she worked with a team to help set up the Development Institute for Training, Support and Education for Labour (DITSELA) based in Johannesburg, and in 1996 was appointed by the trade unions as its founding Director, a position she held until 2003.

From 2004 until early 2016 Chris was WIEGO's Organization and Representation Programme Director and she is currently an Advisor. In this position she focused on collecting and documenting information on organizations of informal workers - including the development of an interactive data base (WORD); facilitating and supporting global networking amongst informal workers, in particular amongst domestic workers, waste pickers, home-based workers and street vendors. She has also contributed to research and writing on organizing in the informal economy, as well as developing informal worker education materials.



Françoise Carré, Research Coordinator

Françoise is also a Research Director at the Center for Social Policy, UMASS Boston. Her areas of expertise are: labour economics and industrial relations; comparative employment systems; and low wage employment. She conducts research on work transformation and non-standard work in the USA and cross nationally. Recent projects include an evaluation of community-based staffing services (Mott Foundation) and a study of US retail employment (Russell Sage Foundation). She is an Affiliated Fellow, Center for Women and Work, Rutgers, The State University of New Jersey, New Brunswick and at the Institute for Research on Labor and Employment, UCLA. Françoise holds a PhD, Urban and Regional Studies, from Massachusetts Institute of Technology.



Martha (Marty) Chen, International Coordinator

Marty is also a Lecturer in Public Policy at the Harvard Kennedy School of Government and Affiliated Professor at Harvard Graduate School of Design. An experienced development practitioner and scholar, her areas of specialization are employment, gender, and poverty with a focus on the working poor in the informal economy. Before joining Harvard in 1987, she had two decades of resident experience in Bangladesh working with BRAC (now the world's largest non-governmental organization) and in India, where she served as field representative of Oxfam America for India and Bangladesh. Marty received a PhD in South Asia Regional Studies from the University of Pennsylvania. She is the author of numerous books including *Bridging Perspectives: Labour, Informal Employment, and Poverty* (co-edited with Namrata Bali and Ravi Kanbur), *The Progress of the World's Women 2005: Women, Work and Poverty* (co-authored with Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala and Chris Bonner), *Mainstreaming Informal Employment and Gender in Poverty Reduction* (co-authored with Joann Vanek and Marilyn Carr), *Women and Men in the Informal Economy: A Statistical Picture* (co-authored with Joann Vanek) and *Perpetual Mourning: Widowhood in Rural India*. Dr. Chen was awarded a high civilian award, the Padma Shri, by the Government of India in April 2011; and a Friends of Bangladesh Liberation War award by the Government of Bangladesh in December 2012.



Sonia Dias, Waste Picker Sector Specialist

Sonia is a sociologist by training and a “garbologist” with specialization in Solid Waste Management by the University of Kitakyushu, Japan (JICA grant). She also had a two years visiting professorship at the Federal University of Minas Gerais (she was housed at the Centre for Women’s Studies- NEPEM - from 2012-2014). She has a Master's degree in Human Geography (UFMG) on the role of the local governments in strengthening waste pickers' organizations in Belo Horizonte City, and a PhD in Political Science (UFMG) on the role of participation in solid waste management in Brazil. She has been active in the waste management field in Brazil since 1985 with a focus on promoting the integration of social inclusion aspects into the technical planning of waste collection and recycling. Her on-the-ground experience encompasses: work as a public officer at the Municipal Cleansing Agency in Belo Horizonte, Brazil; and voluntary work for the NGO INSEA supporting the organization of waste pickers and social activism for the Waste and Citizenship Fora. She is an Eisenhower Fellow for the Common Interest Program on Challenges of Urbanization – year 2007. Sonia was named best speaker at the International Solid Waste Association '97 ISWA’s World Conference, held in Wellington, New Zealand. She is based in Belo Horizonte, South-east Brazil.



Rhonda Douglas, Programme Strategy Advisor

Rhonda has over 20 years of experience in resource mobilization and organizational development in the charitable sector. She holds a Master’s degree in Management for the Voluntary Sector from McGill University in Montréal, Canada. Prior to starting her own consulting firm in 2006, Rhonda was Co-Director of Resource Development for Amnesty International Canada where she led a team of seven staff with the goal of doubling income and membership numbers within six years. She was also Co-Director of Communications for Amnesty. Prior to working with Amnesty, Rhonda was the International Marketing Director for CARE International. In that capacity, she provided training, consulting services and technical assistance for 13 CARE offices interested in developing new resource mobilization programs (Brazil, Thailand) or improving

existing programs (Netherlands, France, Denmark, UK, Germany and others). As a consultant, Rhonda has developed and implemented gender awareness training for the Canadian Armed Forces and worked with IDRC research networks (Latin America, Africa, Middle East) on their resource mobilization and capacity-building needs. Currently, she works as the Global Projects Advisor for WIEGO and is excited to be working with membership-based organizations of informal workers.



Lucia Fernandez, Waste Picker Sector Advisor

Lucia has worked with several waste picker organizations since 2003, ranging from assisting small cooperatives and trade unions in her native country, Uruguay, to large scale networking, creation and support of the Latin-American Network of Waste Pickers and more recently, international coordination of the nascent Global Alliance. She was initially contracted by WIEGO for the international coordination of the first World Conference of Waste Pickers (March 2008), and became the Waste Pickers Global Coordinator at the beginning of the Inclusive Cities Project in 2009. Lucia studied and taught architecture at the Uruguayan University, and conducted interdisciplinary research for the inclusion of waste pickers into municipal waste management policies. After moving to France, she managed to finish a particularly long and non-linear MA in architecture, focused on spontaneous recycling dynamics. She graduated from the Philosophy Faculty of Lyon with her second MA on ethical and sustainable development. She previously spent two years based in Boston where she had a research affiliation with CoLab, at the Department of Urban Studies and Planning at MIT.



Francie Lund, Advisor, Emeritus Team Member

Francie was the Director of the Social Protection Programme of WIEGO from 2000 until early 2016 and she is currently an Advisor. She is also a Senior Research Associate in the School of Built Environment and Development Studies at the University of KwaZulu-Natal in Durban, South Africa. She trained as a sociologist and community organizer, and developed an abiding interest in social policy and social security issues. She is interested in understanding the effects of different forms of social assistance on poor households, and especially their effects for women and children in rural and informal areas. More recently she has been working on the link between women's paid and unpaid care work, and also on occupational health and safety for informal workers. She has worked as a research and policy consultant for a wide range of international organizations, and also for local, provincial and national government in South Africa. She chaired the Lund Committee on Child and Family Support. Convened after the transition to democracy in 1994, this resulted in a new form of cash support to poor children.



Rachel Moussié, Acting Deputy Director, Social Protection Programme

Rachel is the Acting Deputy Director of the Social Protection Programme at WIEGO. Rachel contributes to WIEGO's research, analysis and advocacy to extend social protection to informal workers. Since joining WIEGO in 2016, she leads the Child Care Initiative supporting informal workers' access to quality child care services as part of social protection systems. Rachel previously managed programmes on women's economic rights, tax policy reform and development financing at ActionAid International. Originally from Mauritius, Rachel currently lives in France. She holds a MSc in Development Management from the London School of Economics, and a BA from McGill University.



Karin Pape, Deputy Director, Organization & Representation Programme

Karin Pape has been with WIEGO since 2007. She was a Works Council member at "Jacobs Kaffee" (now Kraft Foods) in Bremen, Germany and an activist in the German Food and Allied Workers' Union (NGG) for many years. She is an economist by profession. She worked as an international consultant on an industrial project in Russia before moving to Geneva. Since 2002 she has been working on informal and precarious employment at the Global Labour Institute (Switzerland) and had a special focus on homework, in particular in Germany and Asia. From 2009 until July 2011 she was seconded to the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) to serve as the interim international coordinator of the International Domestic Workers Network (IDWN). In August 2011 she

went back to her “WIEGO Europe” work, which includes coordinating Domestic Workers Organizations in Europe, serving as liaison person to the ILO and the newly founded Domestic Workers Research Network, supporting networking amongst home-based workers in South East Europe and ongoing work in Central and Eastern Europe generally.



Federico Parra, Regional Coordinator, Waste Pickers Latin America

Federico is an urban anthropologist/ethnographer with a Masters degree in Social Anthropology. He is a PhD candidate of the Doctorate in Political Studies and International Relations at the National University of Colombia. Parra has undertaken several studies of urban recyclers as well as critical analyses of public policy related to waste management and social inclusion. His work has contributed to the understanding of the socioeconomic context of recyclers and the impact of public waste management policy on recyclers in the city of Bogota. Parra is a member of the Research Group on Collective Rights and Environmental
GIDCA, Faculty of Law, Political and Social Sciences of the National University of Colombia. Previously, as a public official in the Special Administrative Unit of Public Services (UAESP) attached to the Mayor of Bogota, he coordinated the development of the Inclusion Plan of Recyclers. He currently serves as coordinator of the Latin American waste pickers program of the global network WIEGO.



Carmen Roca, Lima Focal Cities Coordinator

Currently, most of Carmen's work is concentrated in WIEGO's Focal City, Lima, Perú. Before joining WIEGO, Carmen worked for the International Development Research Centre (IDRC) of Canada for almost 10 years on issues of social and economic policy. She was Deputy Director of the Consorcio de Investigación Económica y Social (CIES) in Perú up to 2009. Social protection for the working poor in the informal economy, capacity building for MBOs, and policy improvements at national and local levels are her current main areas of work. She holds an MBA in Management for Development from McGill University (Canada), Perú.



Sally Roever, Director, Urban Policies Programme

Based in Washington, DC, Sally holds a Ph.D. in political science from the University of California at Berkeley (2005) with specializations in research design, qualitative and quantitative methodology, and Latin American politics. Her work for WIEGO focuses primarily on urban policy trends in the street vending sector; law and informality; and research methods. She is presently the Director of the Informal Economy Monitoring Study (IEMS) and sits on WIEGO committees for research, law and informality, and the focal cities initiative. Prior to joining WIEGO as a staff member, Dr. Roever was a Lecturer at the Institute of Social Studies in The Hague and Visiting Researcher in Public Administration at Leiden University (The Netherlands).



Shalini Sinha, Delhi Focal Cities Coordinator

Shalini is based in India. She holds a MPhil in Political Science from Delhi University, and has published on gender and pro-poor issues in the Indian and the South Asian context. Her work focuses on developing and documenting decent work and livelihoods opportunities for women workers in the informal economy, especially women home-based workers in urban locations. Earlier Shalini worked as an independent consultant specializing in labour, gender and social development issues with several national and international NGOs and funding agencies.



Caroline Skinner, Director, Urban Research

Caroline is also a Senior Researcher at the African Centre for Cities at the University of Cape Town in South Africa. For nearly 15 years Skinner's research has interrogated the nature of the informal economy, with a focus on informing advocacy processes and policy responses. Her research has covered, among other issues, interrogating trends in urban policy to informality, analysis of national labour market data, survey analysis of constraints to growth in the informal economy, understanding processes of informalization (particularly in the clothing industry), policy critique using budget analysis techniques, and investigating organizational strategies both in and outside the trade union movement. In addition to research and teaching responsibilities, she has been involved in policy and advocacy work at a local, provincial, national and international level. In South Africa, she assisted the Durban City Council in developing an informal economy policy; worked with the provinces of KwaZulu-Natal and the Western Cape; and advised a number of national government departments, including the Presidency and Department of Trade and Industry. Internationally she has written policy papers for United Nations Human Settlements Programme, the United Nations Development Programme and the World Bank.



Demetria Tsoutouras, Communications Manager

Prior to joining WIEGO, Demetria worked for 13 years in a variety of marketing and communications roles, including product marketing, product management, brand management and international marketing. In addition to working for 10 years in the private sector, Demetria also worked with Industry Canada, the Canadian Embassy in Mexico and the Canadian Education Centre in Mexico City. Demetria holds a Bachelor of Science degree (Biochemistry) from Carleton University and a Master of Business Administration degree (concentration International Development) from St. Mary's University.



Joann Vanek, Director, Statistics Programme

Joann is a gender/social statistician. She retired from the United Nations Statistics Division after 20 years of work. At the United Nations, she led the development of the programme on gender statistics and coordinated the production of three issues of the UN global statistical report on women, *The World's Women: Trends and Statistics*. She has co-authored several WIEGO flagship publications, most recently, *Women and Men in the Informal Economy 2012: A Statistical Picture*. The co-authors of this forthcoming publication are Martha Chen, Ralf Hussmanns, James Heintz and Françoise Carre.

Joann is featured in the bulletin of her undergraduate college, [St. Mary's College Courier](#) (Spring, 2012, page 12). The story highlights pivotal moments of her career as a statistician and her research on the informal economy.



Marlese von Broembsen, Director, Law Programme

Marlese hails from Cape Town, South Africa. Currently she resides in Boston, as a Visiting Researcher at the Institute for Global Law and Policy, Harvard Law School. Marlese joined WIEGO in 2015, as WIEGO's first Law Programme Director. She holds law degrees from Stellenbosch, the University of Cape Town, and Harvard University. Marlese is a qualified attorney and has a Masters in Development Studies. She worked for an NGO active in the informal economy in Cape Town for four years, taught Social Policy at the University of the Western Cape, and pioneered an inter-disciplinary Masters Degree in Social Justice in the Law Faculty, University of Cape Town, where she taught for five years. Marlese has published in the areas of development, labour law, global value chains, and legal empowerment of the poor. She is passionate about contributing to securing recognition and voice for working poor men and women, and in challenging structural inequality and maldistribution, in the context of work.