

## CURRICULUM VITAE

**Name:** Isabelle Suzanne Antoinette BAUD

**Nationality:** Dutch

**Date of Birth:** 15 June, 1950

**Address:** Voorstraat 25  
2201 HK Noordwijk  
the Netherlands

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Education and qualifications:

1969-76 MA Development Sociology (specialisations  
urban/rural development) University of Leiden

1984-88 PhD Technical Sciences, Technical University  
of Eindhoven (specialising in industrial  
development, employment and gender issues)

Experience:

2000 to present: Professor in Urban Studies, Free University, Amsterdam the Netherlands

1989 to present Associate Professor, University of Amsterdam

Responsible for designing and teaching graduate programmes concerning aspects of development sociology and development economics with particular reference to (1) urban poverty issues, employment and survival strategies, (2) urban environmental issues, and (3) associated gender issues in developing countries.

Specific teaching responsibilities include:

- INDRA course on Urban Poverty Problematic (Stedelijke Armoede Problematiek),
- coordination of INDRA Lecture Series on Development and Globalization in 1998,
- guidance of eight PhD students as promotor, of whom five are funded through WOTRO grants (National Science Foundation)

Also responsible for supervising research programmes into:

- Human Resource Development: Technical training, access and segmentation in the Urban Labour Market
- Urban Environmental Management: alliances and innovations in solid waste management and recycling;
- Enabling strategies in urban environmental management in large cities: solid waste management in Nairobi and Hyderabad.
- Sustainability in practice: exploring innovations in urban domestic SWM in secondary cities in India
- Pollution in the Asian Regional Tanning Industry : Employment and Gender Issues in Industrial Development

Currently, have specific management responsibility for EU INCO-DC funded programme on 'Enabling Strategies in urban environmental management in large cities: the case of Nairobi and Hyderabad', in which teams from four participating institutes (IIED, CESS Hyderabad, MUSES Kenya, and UvA) explore what strategies in the

areas of public-private partnerships and recycling inorganic and organic waste fractions appropriate to local circumstances, can contribute to the goals of an economically viable and environmentally sustainable urban context. The role of poor urban groups involved in solid waste management is explicitly analysed.

Have specific responsibility for IDPAD funded project on the role of technical and vocational training on improving access of poor women to the labour market, in conjunction with the Centre for Regional Development, J.Nehru University in New Delhi. The extent to which the skilled flexible labour force which is an integral part of the competitiveness of small scale enterprises in developing industrial districts, is explored in this study, through research in the Chennai and New Delhi/Noida areas, where industrial clusters based on the electronics sector are becoming increasingly important.

Recently, also a study on increasing women's labour market participation in the United Arab Emirates was also carried out, as part of an ISS research programme on Human Resource Development in the UAE.

Have specific management responsibility for research with the Institute for Social and Economic Change in Karnataka, to explore innovations in domestic solid waste management, including recycling, in **secondary cities** in Southern India. Major cities (Corporations) are recipients of additional funds and international attention, whereas the situation in secondary cities is much less well known. Local innovations contributing to greater sustainability are explored in Tamil Nadu, Karnataka, and Andhra Pradesh..

Had specific management responsibility for Netherlands Government funded research on 'Solid Waste Management: Linkages between Formal and Informal Sector waste collection, separation and recycling'. This project is concerned with the role of poor urban people carrying out economic activities within the solid waste sector, NGO activities towards such groups and initiatives by local government to strengthen its capacity in this field.

#### **Missions/Fieldwork Undertaken**

In association with these activities missions have been undertaken as follows:

##### **India**

- Mission for IDPAD Research Programme on Human Resource Development, Gender and Labour market segmentation (February 2001), EURResearch Programme Contributions to the Design of Enabling Strategies in Growing Multi-million cities, and IHS and UvA thesis discussions.

##### **India**

- Mission for IDPAD Research Programme on Human Resource Development, Gender and Labour market segmentation (January 2000).

##### **India**

- Mission for **IDPAD** Research programme on Innovations in Solid Waste management in Secondary Cities in south India, November 1999.

##### **United Arab Emirates**

- Mission for Ministry of Labour and Social Affairs/ ISS Research Programme on Human Resource Development in the United Arab Emirates (January - March, 1999).

##### **India**

-Mission for EU Research Programme Contributions to the Design of Enabling Strategies in Growing Multi-million cities: the case of solid waste management in Nairobi, Kenya and Hyderabad, India (November, 1998).

##### **Kenya**

-Mission for EU Research Programme Contributions to the Design of Enabling Strategies in Growing Multi-million cities: the case of solid waste management in Nairobi, Kenya and Hyderabad, India (June, 1998).

##### **India, Indonesia, Nepal**

- Mission on Gender Issues in Tanning Industry for UNIDO Regional Programme for Pollution Control in the Tanning Industry in South East Asia (April, June 1997).

##### **Philippines**

- Staff member for ISS Refresher Course on Human Resource Development for the Asian-Pacific region (December 1996).

##### **Surinam**

- mission for guiding Ph.D. research on Gender Relations and Household Management in Surinam and guest lecture at University of Surinam (July 1996).

##### **Philippines**

- Head of project team carrying out Study on Increasing Private Sector Participation in Vocational Training in the Philippines (WB, TESDA, UNIDO) (March 1996, July 1996).

##### **India**

- member of mission evaluating Netherlands government-funded Women's Income-generating Programmes by

Social Research Center in UP, India (November, 1995).

**Philippines**

- Head of project team carrying out Study on Increasing Private Sector Participation in Vocational Training in the Philippines (WB, TESDA, UNIDO) (September/October, 1995).

**Mali, Tanzania**

- Head of mission carrying out mid-term evaluation of Netherlands government funded Workers' Participation Project in Mali and Tanzania (ISS and FNV) (June, 1995).

**India**

- member of mission carrying out Mid-term Evaluation of the UNDP National Leather Industry Programme, focussing particularly on gender and empowerment issues (November, 1994).

**Netherlands**

- Contributor to the Dutch Council of Local Authorities (International Project Unit) Seminar on Municipal Solid Waste Management in Developing Countries (October 1994).

**India**

- International Workshop on Linkages in Solid Waste Management, Bangalore, April 1994, with Karnataka State Council of Science and Technology.

**Philippines**

- member of UNIDO project formulation mission on industrial HRD under WB VTP II project (August 1994)..

**Berlin**

- organisation of Gender Panel for VIIth General Conference of European Association of Development Institutes on East-West-South Transformation, 15 - 18 September, 1993

**Netherlands**

- desk study for FNV/CNV Women's Secretariate 'On Organizing Women in the Informal Sector', as part of CNV/FNV Onderzoek Vrouwen en Ontwikkeling (October - November 1993).

**India**

- UNIDO project formulation mission on Women's Leather Industry Programme to be submitted to UNDP Integrated Programme for the Indian Leather Industry (August 1993)

**London**

- Co-convenor of International Conference on 'Insecurity in the 1990s: Gender and Social Policy in an International Perspective', London School of Economics (April, 1993).

**India**

- member of World Bank mission on Mid-Term Review of National Project on Strengthening Technical Education and Training Systems (May 1993)

**Vienna**

- evaluation consultant on programme evaluation of UNIDO's Industrial HRD activities: Final Report (October-November 1992)

**Zimbabwe**

- evaluation consultant on UNIDO's Programme Evaluation of HRD Activities: National Report for Zimbabwe (September, 1992)

**Vienna**

- evaluation consultant on programme evaluation of UNIDO's Industrial Human Resource Development activities: Conceptual Study (May, 1992)

**India**

- member of Dutch mission to carry out progress review and develop second phase HRD activities in research project 'Women's Labour in the Footwear Industry' and develop new project on 'HRD in Urban Solid Waste Management Systems, with particular reference to the Informal Sector (June, 1991; January 1992).

**India**

- member of Dutch mission to review progress in research project 'Women's Labour in the Footwear Industry' (Agra, Madras) (November - December 1990).

**India**

- team leader of Dutch mission to contract research project with Central Leather Research Institute, Madras (March 1989).

**Publications prepared**

Baud, I.S.A., Grafakos, S., Hordijk, M. and Post, J. (2001). 'QOL and alliances in solid waste management: contributions to urban sustainable development', *Cities*, vol. 18, no.1.

Baud, I.S.A., (2000) Collective Action, enablement, and partnerships: Issues in urban development, Inaugural Lecture, Free University, 27 October.

Baud, I.S.A., Grafakos, S., Hordijk, M., Post, J. (2000). 'Co-operation and conflict in the transition to sustainability: alliances in urban solid waste management', paper for Conference on Conflict and Co-operation in Managing Environmental Resources, DSA Environmental Working Group, University of Bradford, May.

Baud, I.S.A., Grafakos, S., Hordijk, M., Post, J. (2000). QOL and alliances in solid waste management: contributions to sustainability in an urban environment', Proceedings Second International Conference on Quality of Life in Cities 21st Century, QOLNET, University of Singapore, March.

Baud, I.S.A. and Michaela Hordijk (2000). 'City-hinterland: Reducing environmental impacts, improving sustainability in cities and hinterland, and their implications for research' in A.G. van Westen and O. Verkoren, (eds.), **City-hinterland dynamics**, (submitted to Thela Publishers).

Baud, I.S.A. (2000). **THE CONTESTED URBAN ENVIRONMENT**, A position paper for the Indo-Dutch Programme on Alternatives in Development, (with contributions from P. Appasamy, A. Kundu, P.B. Anand), Working Paper no. 5, IDPAD, The Hague.

I.S.A. Baud and H. Khalid Mahgoub (1999), Toward increasing national women's participation in the labour force, MINISTRY OF LABOUR & SOCIAL AFFAIRS, National Strategy for Labour force Development and Employment Project.

H. Schenk, I. Baud, B. Ramaneshwari, (1998), 'Perspectives on Waste in Urban India', in A. Kalland and G. Persoon, Environmental Movements in Asia, Curzon Press.

Baud, I.S.A., G.A. de Bruijne, S. Raju, (1997) 'Human Resource Development, Gender and Labour Market Segmentation', in Beni, V. and Kennedy, L. (eds.) **Industrial Decentralization and Urban Development**, Pondy Papers in Social Sciences, no. 23. Institut Francais de Pondicherry, pp. 123 - 129.

Baud, I. and Smyth, I. (eds.), (1997), Searching for Security: Women's Responses to Economic Transformations, Routledge, London.

Baud, I. and Smyth, I. (1997), "Searching for Security: Women's Responses to Economic Transformations" (chapter I), in Baud, I. and Smyth, I., Searching for Security: Women's Responses to Economic Transformations, Routledge, London.

Baud, I.S.A., (1997). **Report on Strategies for Increasing Women's Participation in the Tanning Industry in South East Asia: China, Nepal, India and Indonesia**. Report to UNIDO Regional Programme Office, Madras, India.

Baud, I.S.A., (1997), **Regional Comparisons of Gender Issues in Women's Employment in the Tanning Industry for UNIDO Regional Programme for Pollution Control in the Tanning Industry in the South-east Asian Region**, Report to UNIDO, Vienna.

Baud, I., Huysman, M., Schenk, H. (1996). "Solid Waste Management in three Indian cities: linkages between formal and informal systems", in Erkelens, P.A. and van der Meulen, G. (eds.), Urban Habitat: the Environment of Tomorrow, Eindhoven University Press, pp. 353-362.

Haskoning, UvA (SGI/FRW)(I. Baud), MDF, (1996). Women and Work, Mid-term Evaluation Report, Report to the Ministry of Development Cooperation, Netherlands Government.

Haskoning, UvA (SGI/FRW)(I. Baud), MDF, (1996). A Step towards Self-Reliance, Final Evaluation Report. Report to the Ministry of Development Cooperation, Netherlands Government.

UNIDO/UvA, Increasing Private Sector Participation in Philippine Technical Education and Vocational Training, World Bank VTP II Project.

(1) Baud, I., 1996. Strategic Report.

(2) Derinyagala, S. and Baud, I.S.A., (1996) Specialist Report no.5, Firms, Technological Development and HRD in the Philippines, UNIDO

Huysman, M. and Baud, I., (1994). "Solid Waste recovery, re-use and recycling: formal and informal aspects of production and employment in Indian cities", in Erkelens, P.A. and van der Meulen, G. (eds.), Urban Environment

in Developing Countries, Eindhoven University of Technology.

I.Baud, (1994). "Women in the Informal Economy: gender perspectives, trade unions and new ways of organizing casual workers", in Mulders, M. and van Osch, T.(eds.), New Trade Union Perspectives, Organising women workers in the agricultural sector, export processing zones, informal economy, CNV/FNV.

I.Baud and H.Schenk, (1994). Solid Waste Management, Modes, Assessments, Appraisals and Linkages in Bangalore, Manohar Publ., N. Delhi.

I. Baud, (1994), 'Financieringsmogelijkheden voor vrouwen in de Derde Wereld', in Internationale Spectator, jrg 48, nr. 1, 41-43.

I.Baud, (1994), contributor to the NAR Advice on Development Cooperation and Urban Poverty (no. 103, February).

Baud, I.S.A., Hurley, G. and Manton, C. (1993). "Human Resources Development: Towards a Unified Concept in Practice" in Beaver, J. (ed.) Indonesian and International Perspectives of Human Resource Development and its Management, De Montfort University, Leicester, UK.

I. Baud and G.A. de Bruijne (Eds.), (1993), Gender, Small Scale Industries and Development Policies, Intermediate Technology Publications, London.

I. Baud, (1992), 'Gender and Forms of Production, Labour-intensive industries in India and Mexico', in Economic and Political Weekly, vol 27, no 34, pp 1811-1818.

I.Baud, (1992) 'Evaluation and Women-Oriented Aid (with A. Lingen and C. Anderson), in O. Stokke et al. (eds.): Evaluation: Methods and Sectors. Frank Cass, London.

I. S.A. Baud, (1992) Forms of Production and Women's Labour: Gender Aspects of Industrialisation in India and Mexico. Sage Publications, N. Delhi.

I.S.A. Baud, (1991), "Vrouwen in de Indiase industrie: een vlottende bevolking", Geografisch Tijdschrift, 25, 1, pp. 64 - 70.

I. S.A. Baud, (1991) 'In all its Manifestations - the impact of changing technology on the gender division of labour', in N.Banerjee (ed.), Indian Women in a Changing Industrial Scenario, Sage Publications, New Delhi.

I. S.A. Baud, (1989) 'Women Working in the Informal Sector: the Role of Technological Change and Women's Organizations', in J. Bijlmer & P. van Gelder (eds.), About Fringes, Margins and Lucky Dips: The Informal Sector in Third World Countries; Recent Developments in Research and Policy, VU Uitgeverij, Amsterdam.

### **Supervisor of completed PhDs**

- M.A. Hordijk, Of Dreams and Deeds: the role of local initiatives for community-based environmental management in Lima, Peru, December 2000. Thela Thesis Publishers, Amsterdam. Promotores: Prof.Dr. I.Baud, Prof.Dr. G.A.de Bruijne, Prof. Dr. D. Edelman. co-promotor: Dr. A. Zoomers.
- L.Stobbe, Inclusion and Exclusion in the Argentine Auto Components Industry, a study of industrial restructuring, gender and power. November, 2000. Promotores: Prof. Dr. I.Baud, Prof.Dr. J.Kleinpenning, Prof.Dr. J. de Bruijn.
- M.Y.Kromhout, Gedeelde Smart is Halve Smart, Hoe Vrouwen in Paramaribo hun bestaan organiseren, November 2000. Thela Publishers, Amsterdam. Promotores: Prof. Dr. I.Baud, Prof.Dr. G.A.de Bruijne.
- M. Bavinck: One Sea, Three Contenders, Legal Pluralism in the inshore fisheries of the Coromandel Coast, May, 1998. Promotores: Prof. Dr. G.A. deBruijne, Prof. Dr. J. Verrips, Dr. I.S.A.Baud.
- P. Knorringa, Transaction regimes between market and hierarchy in the Agra footwear cluster, India, May 1995. Promotores: Prof. Dr. H. Lindeman, co-promotores: Dr. I.S.A.Baud, Dr.H.J.W.Weijland

### **Member Ph.D. committees**

- \* Member PhD committee: R.J.Baken, Plotting, squatting, public purpose and politics, May, 2000. Promotores: Prof.Dr.P.Kloos, co-promotor Dr. P. Nientied.

- \* Member PhD committee: M. van Kampen, Access to Development, May 2000.  
Promotors: Prof. Dr. J. Kleinpenning, Prof. Dr. G.A. de Bruijne.
- \* Member PhD committee: P. de Jong, Organizing Waste Reduction in the Dutch Waste Sector, November, 1999. Promotors: Prof. Dr. E. Tellegen, co-promotor Dr. M. Wolsink.
- \* External examiner Ph.D. thesis Marielle Snel, University of Sussex, June, 1997.
- \* Member Ph.D. committee: J. Klaver, From the Land of the Sun to the City of angels, November 12, 1997.  
Promotors: Prof. Dr. G.A. de Bruijne, Prof. Dr. H. van Amersfoort.
- \* Member PhD Committee: J.B. Nyakanaa, Kenya's Development Centre Policy: the case of Eldoret, 1996.
- \* Co-promotor Ph D thesis P. Knorringa, Economics of Collaboration in Producer-Trader Relations:
- \* Member Ph D committee: R. Saptari, Rural Women to the Factories, December, 1995.  
Promotor: Prof. Dr. O. van den Muijzenberg.

### Membership of professional bodies

- Convenor Working Programme Enterprises, Local-Global Interface, and Local Governance, CERES
- Livelihood and Environment Series Editor (with G.A. de Bruijne) for Sage Publications, New Delhi.
- Member European Association of Development and Training Institutes (EADI) Executive Committee (1999 -)
- Member of Research Council on Scientific Research in Developing Countries (RAWOO) (1997- )
- Member of National Advisory Council on Development Cooperation to the Ministry of Development Cooperation (NAR), Netherlands Government (1990 - 1997)
- Board Member Appropriate Technology for Developing Countries (TOOL) (1989 - 1995)
- Member of Projekten Pool Commissie NOVIB (1995 - 1998)
- Convenor Working Group on Gender and Development of the European Association of Development Institutes (1984 - 1994)

### Other Activities

- Guest Lecturer in ISS programme: Employment and Labour Studies, module **Work and Organisation** (2x) and **Human Resource Development**(3x) (1996 - ).
- Guest Lecturer Royal Tropical Institute, Yearly Course Gender and Development, (1993 - ).
- Lecture Clingendael Institute for Women Sector specialists Ministry of Foreign Affairs, DGIS, 1995.
- Lecture Gender, Informal Forms of Organisation in International Perspective, NGO Forum at Social Summit Copenhagen, 1995.

### **1984 - 1989 Research Fellow, Technical University of Eindhoven**

Engaged as Research Fellow for the preparation of PhD thesis. Concentrated on gender issues in industrial development with particular emphasis on the effects of formal and non-formal training and the relevance of human resources development policies at national, institutional and enterprise levels.

- Also Convenor of the European Association of Development Institutes (EADI) Working Group on Women and Development, in which group a comparative analysis of initiatives concerning WID issues by European donors was carried out, particularly in the areas of education, training, and income-generating activities.
- During this period, also advisor to the National Council on Development Cooperation to the Dutch Government on gender issues of Human Resource Development and gender issues in the Informal Sector.

#### **Missions accomplished**

Mexico - mission to conduct comparative research on women's work in the informal sector, micro- and small scale enterprises in selected areas of Mexico.

#### **Publications prepared**

**I. Baud**, Forms of Production and Women's Labour: Gender Aspects of Industrialisation in India and Mexico, Ph.D. version. 1989.

**C. Andersen and I. Baud (eds.)**, Women in Development Cooperation: Europe's Unfinished Business, EADI Publications, Geneva, 1987.

**I. Baud**, 'Industrial Subcontracting: the Effects of Putting-out Systems on Poor Working Women in India', in A.M. Singh & A. Kelles-Viitanen (eds.), Invisible Hands, Women in Home-Based Production, Sage, 1987.

**I. Baud**, Contributor to Women in Development NAR Advice no. 86 (as Advising Member to the National Council on Development Cooperation in The Netherlands), 1986.

**I. Baud**, Contributor to Women in Development NAR Advice no. 85 (as Advisory Member to the National Council on Development Cooperation in the Netherlands), 1985.

### **1980 - 84 Research Fellow, University of Tilburg**

Engaged as Research Fellow by the Development Research Institute. Under funding from the Netherlands government undertook research into aspects of policy related to women's employment in the textile industry in India, with specific reference to the relationship between education, training and industrial employment.

#### **Missions/fieldwork**

India: 1981-1982; fieldwork of fourteen months carried out at enterprise level and training institutions for research project on women in the textile industry.

India: Mission leader of Dutch-Indian team reviewing project experiences of NGOs working in North India on informal training programmes and income-generating activities among rural villagers.

#### **Publications prepared**

**I. Baud**, Women's Labor in the Indian Textile Industry: The Effects of Technology and Organisation on the Gender Division of Labor, IRIS Report, no. 23, Tilburg, 1983.

**I. Baud and A. van Luijken (eds.)**, Homeworking on a Global Scale, special issue Newsletter of International Labor Studies, no. 22, 1984.

**I. Baud, F. van der Velden**, Mission Report on: Three Dutch Development Projects in North India (HIVOS-IOV),

Confidential, 1984.

**I.Baud**, 'Production Organisation and Women's Employment in the Coimbatore Textile Industry', MIDS Bulletin, July, 1982.

**1978 - 1980 Lecturer, University of California, Los Angeles**

Engaged as lecturer for developing undergraduate courses on gender and development. Examined implications of government, institutional and enterprise gender policies on employment and human resources development.

- With Pasadena Urban Research Consultants carried out city-wide analysis of government-funded educational and training programmes for Hispanic-background entrants to the labour market (CETA programmes).

**Missions/fieldwork**

Los Angeles: fieldwork in East L.A. (Hispanic area of town) among government-sponsored job training programme participants.

**Publications prepared**

**I.Baud**, 'Van Kleden Knopen naar Kleding Kopen', ('Carpet Knotting and Clothing Production'), Intermediair, June 27, 1979.

**I. Baud**, A Developmental Conceptual Research Project on Labor Market Participation of Hispanic Women (with M.Lauritsen and B. Jansson). US Department of Labour Report, 1979.

**1976-1978 Researcher, University of Leiden**

Employed as research fellow to pursue Dutch government funded policy-related research into the impact of international industrial restructuring on women in developing countries, particularly with a focus on young women in Tunisia working in the garment industry.

**Missions/fieldwork**

Tunisia: 1976 - 1977, ten months fieldwork in two locations, studying extent of educational and skills training among young women working in the garment industry.



## **Publications prepared**

**I. Baud**, 'Working Girls in Tunisia: A Study of Social Change due to Foreign Investment in a Tunisian Village', in J.F. Holleman et al., Leiden in Africa, ICA Publ. no. 23, 1977.

**I. Baud**, Jobs and Values: The Social Effects of Export Oriented Industrialization in Tunisia, (IVO Report no.9, Tilburg), 1978.

## **Languages:**

Dutch	Mother tongue
English	Excellent
French	Good
German	Passable

## **References**

Prof. Dr. G.A. de Bruijne  
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