

<b>Name</b>	Dr Pamela Thomas
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<b>Nationality</b>	New Zealand, Australian resident
<b>Qualifications</b>	1961 Diploma in Journalism, Auckland Institute of Technology 1982 Bachelor of Arts (Geography/Anthropology) University of the South Pacific, Suva (Gold Medallist in Social Sciences) 1986 PhD, Medical Geography, Department of Geography, Australian National University (thesis title: <i>Dimensions of diffusion: Delivering primary health care and nutritional information in Western Samoa</i> ).
<b>Other Professional Development</b>	1989 Training in UNICEF country program development, monitoring and evaluation, New York 1990 Training of Trainers, Participatory Training for Women in Water, Sanitation and Hygiene Education Programmes, AWASH, Washington 1998 Policy Development and Gender short course, Australian National University 2007 Bridging Research, Policy and Practice, short course, ODI
<b>Areas of Expertise</b>	<b>Research, project feasibility studies, project design, and review:</b> Dr Pamela Thomas is a respected academic who combines academic research and analysis of the impacts of development assistance on governance, development communication, population, gender inclusion and health service delivery with extensive practical work in the field. Her 40 years experience in social and economic development and her work in policy development, project design and evaluation inform her work and allow valuable insights into factors which influence the delivery and outcomes of development assistance. She has provided both academic and community-based training in research methods, monitoring and evaluation, communication for development, health promotion, community participation, participatory planning, gender and disability inclusion in Australia, East and South Africa, South East Asia and Pacific Island countries. As a development practitioner she has lived and worked in Sierra Leone, Tanzania, Samoa, Fiji and Thailand.  <b>Monitoring and evaluation:</b> Pamela has undertaken numerous consultancies for AusAID, NZAID, DfID, CIDA and the United Nations in Southeast Asia, the Pacific and Africa covering feasibility studies, project design, review, monitoring and evaluation. She is fully conversant with AusAID's current monitoring and evaluation methodologies including impact assessments for civil society programs and partnerships. Her experience in monitoring and evaluation have included programs covering media and innovative communication methods for development; the role of kastom governance in conflict resolution and community development; church partnerships in improving governance and service delivery; health and education service delivery, environment, water and sanitation management, family violence, child abuse, empowerment of those with disabilities, gender mainstreaming and women in agriculture.

**Development Communication:** Information, education and communication and their cultural biases have been an important aspect of Pamela's work. She has worked extensively in health promotion in developing countries; in assessing the use of different media in encouraging women's participation in policy and decision making and the ways different media including drama, community drama, radio drama and messages and film, can be used to promote development-related activities in particular good governance and gender inclusion.

Her initial training as a journalist and broadcaster followed by academic training in culture-based research and communication methods led to considerable work in designing communication strategies for large scale global health, education and water, hygiene and sanitation programs. She wrote UNICEF's policy and procedure manual for development communications and undertook a 25-country evaluation of the WHO/UNICEF/UNFPA "Facts for Life" Primary Health Care initiative.

**Advocacy and Participatory Development:** Pamela is a member of the Executive Board of the Australian Disability and Development Consortium (a group of 300 government, non government and academic institutions advocating for the inclusion of disability into development strategies) and was closely involved in the participatory development of their policy and strategy. She is on the Executive of the Oceania Development Network and through the Network works to increase the capacity of Pacific Island researchers through providing mentoring, training workshops and assisting as an adviser on their Regional Research Competition. She is part of the executive of the ACFID/Universities Research Partnership.

As the director of the Development Studies Network at the Australian National University and editor of the quarterly journal, *Development Bulletin*, Pamela has been involved in developing and conducting participatory training in gender, reproductive health, health service delivery, maternal child health care, community-based conservation, water, sanitation and hygiene education. She has organised development-related symposia, conferences and round tables and has edited several journals and books on gender and health service delivery.

**Countries of Work Experience**

Bangladesh, Burma, Cambodia, China, Federated States of Micronesia, Fiji, Indonesia, Kenya, Kiribati, Lao PDR, Malaysia, Pakistan, Papua New Guinea, Philippines, Samoa, Sierra Leone, Solomon Islands, South Africa, Sri Lanka, Swaziland, Tanzania, Thailand, Timor-Leste, Tonga, Tuvalu, Uganda, Vanuatu, Vietnam, Uganda

**Employment History**

1992 – current, Director , Development Studies Network, Resource Management in Asia Pacific Program, Australian National University and managing editor of *Development Bulletin*.  
1988 – 1991, South East Asia Pacific Regional Adviser for Communication, Community and Training, UNICEF, Regional Office, Bangkok, Thailand.  
1986 – 1988, Research Fellow, National Centre for Development Studies, ANU.  
1979- 1982, Research Fellow, Institute for Pacific Studies, University of the

**Relevant  
Consultancies**

South Pacific.

1972-1976, Lecturer in participatory research and communication for primary health care and rural development, Nyegezi Social Training Institute, Mwanza, Tanzania.

1970-1971, Adviser to the Departments of Education and Broadcasting, Sierra Leone. Established and provided training for a Schools Broadcasts Service.

1966-1970, Producer, Current Affairs, British Broadcasting Corporation, London with special responsibility for health and education.

**Vanuatu, AusAID, May, 2012**, Cluster Evaluation of AusAID's engagement with civil society in Vanuatu.

**Vanuatu, AusAID, February, 2012**, Mid-Term Review of the Vanuatu Kastom Governance Partnership Program.

**Vanuatu, AusAID, November, 2011**, Mid-Term Review of the Vanuatu Churches Partnership Program and the Vanuatu Vois Blong Yumi Media Strengthening Program.

**Vanuatu, AusAID/NZAID, April – May 2009**, Development of a joint donor Programme Design Document for the Wan Smolbag Theatre Tripartite Partnership Programme.

**Pacific, Asia and Canberra, AusAID, April – June, 2008**, Development of gender training for AusAID desks and posts.

**Kiribati, January 2008**, Independent appraisal, Government of Kiribati, AusAID and UN Strategic Partnership Concept Paper.

**Vanuatu, May 2007, AusAID**, Monitoring and Evaluation Adviser. In collaboration with members of Wan Smol Bag Theatre, develop a five year strategic plan and monitoring and evaluation framework.

**Samoa, April 2007, AusAID**, Evaluation Specialist, Independent Completion Report on Samoa Health Project.

**Vanuatu and Solomon Islands, September 06 to August 2009, UNICEF**, Adviser and trainer responsible for collaborative development of a pilot project using intensive evidence-based communication to improve rates of infant and maternal immunisation on the islands of Malekula, Ambrym and Tanna (Vanuatu) and Malaita (Solomon Islands). Special focus given to village research, gender inclusion, incorporating culturally appropriate communication and developing a culturally appropriate methodology for monitoring and evaluating the impact of the project. This included regular follow-up and support during 2008.

**Kiribati, January 2007, AusAID**, Adviser, review of South Pacific Community regional tuberculosis project with special focus on Kiribati.

**Pacific Region, June 2006, AusAID**, Review of SPC regional NCD project.

**Kiribati, November/January 2005-6, UNICEF**, develop communication strategy using interactive communication media for improving rubella and measles immunisation coverage with special focus on encouraging rubella immunisation for girls. Develop questionnaire and data base for monitoring

and evaluation. Review impact of a similar strategy among Aboriginal communities on Groote Eysland, Northern Territory, Australia.

**Vanuatu, Tonga, Fiji, 2001-2006, AusAID**, Technical adviser for Pacific Action for Health Project. Responsible initially for feasibility and project design, then for on-going monitoring, evaluation and providing technical advice on the project with a special focus on the policy and community aspects of project implementation.

**Vanuatu, Samoa, Fiji, 2000 - 2005, AusAID**, Technical adviser for the Pacific Regional Child Protection Programme. Initially responsible for feasibility and design then for on-going monitoring and evaluation of the programme and providing advisory services.

**Vanuatu, 2004 September/November, UNICEF and Ministry of Health**, Team leader, national study into the knowledge and practice of health workers, mothers and communities in child and maternal immunisation and the Ministry of Health's Expanded Programme of Immunisation. The study includes training and supervising Ministry of Health staff in research methods and working with them on the outer islands. The study will be completed at the end of November 2004.

**Timor-Leste, July, 2004, AusAID**, Community adviser, undertook evaluation of AusAID's East Timor Community Assistance Programme and a review of AusAID's engagement with NGOs, including development of future options for the new country strategy.

**Vanuatu, 2003 March/June, DFID**, Team leader for the end of project evaluation of the Wan Smolbag Theatre Development Project and development of a three year strategy to ensure sustainability with special focus on health and HIV/AIDS.

**Vanuatu and Fiji, 2003 March/April, WWF-EU**, Team leader, for mid-term review of the EU-funded project Development Theatre for Natural Resource Awareness and Capacity Building.

**Vanuatu, 2003 April DFID**, Team leader and community specialist to undertake an end of project review of the DFID-funded Vanuatu Rural Development Training Centres Association Project.

**China, 2001 December and 2002 December, AusAID**, Gender and Community Participation Training Specialist. Part of a four person training team in the Capacity Building for Participatory Poverty Alleviation Project in China. Developed training modules and materials and delivered participatory training in gender, health and the role of NGOs in poverty alleviation. Undertook training evaluation. Beijing. (3 weeks and 2 weeks)

**Vanuatu, 2002 November, DFID**, Team Leader and evaluation specialist, to review long-term impacts of the Wan Smolbag Theatre Development Project on community action for health, environmental sustainability, and prevention of violence against women and children. Participatory evaluation training was given to members of Wan Smolbag Theatre and Pentecost communities and assessments were undertaken in rural communities on islands of Pentecost, Tanna and Efate. (6 weeks)

**Vanuatu, Fiji, Samoa, 2001 June/July, AusAID**, Team Leader, Pacific Regional Child Protection project. Responsible for secondary research into

child abuse globally and participatory research into levels of violence against children in Fiji, Samoa and Vanuatu and validation of community-based data. Undertook participatory design of the “Pacific Child Protection Programme”, based on the strategy of community prevention.

**Papua New Guinea, 1998-2001, AusAID,** Health Planning and Management Specialist, member of the 3-person Technical Advisory Group for the Women’s and Children’s Health Project. Monitored project implementation and provided on-going technical advice. Regular input over 3 years.

**New York, Geneva, Bangladesh, Uganda, Vietnam, Feb 1998- March 2000, UNICEF, WHO, The World Bank, UNFPA,** Team Leader for global evaluation of UNICEF/WHO Facts for Life Initiative (primary health care) evaluation undertaken in 25 countries, and development of global policy and guidelines to focus FFL on rural communities. Negotiated and developed the global policy, management and communication strategy for “Facts for Life for the 21st Century”. Key author in new edition of *Facts for Life* 2002. 7 months over 2 years.

**South Africa, 2000 April/May, UNICEF/Government of South Africa:** Public Health Policy and Planning specialist working with Ministry of Health and provincial Departments of Health to undertake participatory planning of community-based primary health care strategies, maternal child health and health promotion strategies with the objective of providing more equitable delivery of health services to rural communities. Prepared and delivered community training workshops on primary health care, maternal child health and health promotion planning and policy making. 4 months input over 2 years.

**Vietnam, Lao PDR - 2000 June/July, October/November, UNICEF,** developed and ran participatory workshops for government personnel on project planning and evaluation for health and education. A manual, which incorporated the experiences of participants at these workshops was later produced and similar one-week workshops were held in Cambodia, Philippines, Bangladesh and Pakistan.

**New York, 2000 – 2001, UNICEF,** Gender and Communication Specialist, Global Water, Sanitation and Hygiene Education Training Project. Developed and tested training modules on the health promotion and gender aspects of water, sanitation and hygiene education projects for UNICEF's global water and sanitation training package. Provided two week participatory training courses in Sri Lanka, Indonesia, Swaziland, Uganda, Bangladesh. 3 months over two years

## Relevant Publications

Thomas, Pamela (ed) *Development Bulletin Issues 3 - 74*, Australian National University, Canberra.

Thomas, Pamela, (ed) 2006, Measuring Gender Equality, *Development Bulletin* Vol.71 September 2006.

Thomas, Pamela, 2006 ‘Does women’s share of wage employment indicate gender equality and empowerment?’ in *Development Bulletin* Vol.71 pp71-75.

Thomas Pamela, (ed) 2006, *Women, Gender, Health and Development in the Pacific*, <http://devnet.anu.edu.au/Gender/Pacific/index.html>

- Thomas Pamela, 2005, 'The Pacific: Gender issues in Conflict and Peacemaking', in *Gender Mainstreaming in Conflict Transformation: Building Sustainable Peace*, Rawwida Baksh (ed), Commonwealth Secretariat, London.
- Thomas Pamela, (ed) 2004, Gender and Development: Bridging Policy and Practice, *Development Bulletin* Vol 62, June 2000
- Thomas Pamela, 2003, 'Development Project Design: Towards Better Practice', chapter in Donovan Storey and John Overton (eds) *Contesting Development: Pathways to Better Practice*, Massey University, Palmerston North, pps 65-70.
- Thomas Pamela 2001, 'Empowering community health: women in Samoa' chapter in David Pencheon and Charles Guest (eds), *Oxford Handbook on Public Health Practice*, Oxford University Press, Oxford pps 530-39
- Thomas Pamela (ed) 2000 Conflict and peacemaking in the Pacific: Social and gender perspectives, *Development Bulletin*, Vol 53, October 2000.
- Thomas Pamela, Jack Glattbach and Françoise Jaffre, 2003, *Improving Communication in Mine Awareness Programmes: An Operational Handbook*, Geneva International Centre for Humanitarian Demining, Geneva.

#### Referees

Professor Terry Hull, Crawford School, Australian National University, Ph: 61 2 61254698

David Hegarty, Director, State, Society and Governance in Melanesia Project, Australian National University, Ph: 61 2 61258394

Professor Helen Ware, School of Professional Development and Leadership, University of New England, Ph: 61 2 67133333

Signed: Pamela Thomas

