

STEPHEN GOLUB

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SUMMARY OF EXPERIENCE

Stephen Golub is a widely recognized international development consultant and scholar with more than 30 years of experience in over 40 countries across the globe. His expertise spans civil society, governance, democracy, access to justice, the rule of law, non-state justice systems, human rights, legal education, violent extremism, investigative journalism and efforts to counter corruption and sex trafficking. His field work and desk-based research for leading foundations, development agencies, policy institutes, universities and nongovernmental organizations include numerous assignments as project director and team leader and as editor or author of 50 published products.

Mr. Golub has made considerable contributions to launching and building the field of legal empowerment – people knowing, using and shaping the law to improve their lives in manifold ways – through his research, writing, consulting, teaching and speaking on the this and related topics.

Research/Evaluation Director and Team Leader: Mr. Golub has led many global, regional and country-specific research and evaluation initiatives and consultancies, coordinating the work of up to 20 colleagues, for Amideast; the Asia, Ford and Open Society Foundations; the Asian Development Bank; the Australian, Danish, Dutch U.K and U.S. development agencies; the Global Network for Public Interest Law; the International Development Law Organization; and the U.N. Development Programme; For several of these assignments, he edited and contributed chapters to the resulting published volumes.

Other Research and Consultancies: Working in all major regions of the world, he has conducted dozens of additional research assignments and consultancies for such organizations as the American Bar Association Rule of Law Initiative, Amnesty International, the British Council, the Carnegie Endowment for International Peace, the Commission on Legal Empowerment of the Poor, the Danish Institute for Human Rights, the European Union, the Office of the U.N. Secretary-General, Oxfam Novib, Transparency International, UNICEF, the World Bank and several major consulting firms.

Teaching: A graduate of Harvard Law School, Mr. Golub has taught courses on international development, access to justice, legal empowerment and political economy analysis at the University of California at Berkeley's School of Law and Master in Development Practice Program and at Central European University's School of Public Policy and Department of Legal Studies. He has also taught a course on refugee policy for Tufts University's International Relations Program.

Publications: His 50 publications, including several books he has edited, have been produced for such institutions as the Asian Development Bank, the Cambridge Review of International Affairs, the Carnegie Endowment for International Peace, the Ford Foundation, the Georgetown Immigration Law Journal, the Hague Journal on the Rule of Law, the Health and Human Rights Journal, the International Development Law Organization, the Open Society Foundations, Transparency International and the World Bank.

Speaking Engagements: Mr. Golub has served as a keynote speaker, moderator and panelist at events convened by the British Council, Central European University, Fudan University, the Hague Institute for the Internationalisation of Law, the London School of Economics, National Law University Delhi, the

Observer Research Foundation, the Open Society Foundations, the U.N. Development Programme, UNICEF, the World Bank and many other institutions.

Country-specific Background: Mr. Golub's engagements have included Afghanistan, Argentina, Armenia, Bangladesh, Benin, Bosnia & Herzegovina, Cambodia, Chile, China, Croatia, Eritrea, Georgia, Guatemala, Hungary, India, Indonesia, Iraq, Ivory Coast, Kenya, Kosovo, Kyrgyz Republic, Latvia, Lebanon, Jordan, Malawi, Moldova, Mongolia, Myanmar, Namibia, Nepal, Nigeria, Pakistan, Palestine, Philippines, Poland, Romania, Serbia, South Africa, Sri Lanka, Thailand, Ukraine and Yemen.

EDUCATION

1985	J.D., Harvard Law School.
1977	B.A., Political Science, Brown University.
1975-76	Visiting Student, Political Philosophy, University College London.

SELECTED ACADEMIC POSTS, FELLOWSHIPS AND RESEARCH

2019-20	Knowledge Management Fund Research Grant, Knowledge Platform Security and Rule of Law unit, The Hague.
2018-20	Issue Paper, Anti-Corruption Centre, Chr. Michelson Institute, Bergen.
2007-16	Visiting Professor, Central European University, Budapest.
2014-15	Lecturer, Master of Development Practice Program, University of California at Berkeley Master of Development Practice Program.
2013	Policy Paper, Office of the U.N. Secretary General, New York.
2013	Policy Brief, United Nations Children's Fund, Geneva.
1998-2013	Lecturer, School of Law, University of California at Berkeley.
2009	Research Paper, Danish Institute for Human Rights/United Nations Development Programme, Copenhagen/New York.
2006-07	Professional Development Fellowship, University of California at Berkeley.
2006	Research Paper, Transparency International, Berlin.
1998-2001	Individual Project Fellowship, Open Society Institute, New York.
1996-99, 2003, 2006	Field Research and Policy Papers, Carnegie Endowment for International Peace, Washington.
1991	Fulbright Senior Research Fellowship, Philippines.
1985	Howe Civil Liberties Fellowship, Harvard University, Cambridge.
1985	Lecturer, International Relations Program, Tufts University, Medford.
1983, 1984	Human Rights Fellowships, Harvard Law School, Cambridge.

CURRENT/RECENT CONSULTANCIES, POSITIONS AND ACTIVITIES

- 2020-21 **Author and Researcher, A Promised Land: America as a Developing Country**, California. Creator and writer of blog that probes U.S politics, policies and promise as a developing country – that is, an ever-changing nation that can learn from other countries and that shares poorer societies’ problems.
- 2020-21 **Global Ambassador, Network Guidance Committee, Namati**, Washington. Represent and contribute to deliberations of committee that advises Namati, a leading international development, human rights and legal empowerment organization and the global Legal Empowerment Network that Namati assists, comprising over 2,000 justice-oriented organizations and nearly 9,000 individuals from more than 160 countries.
- 2019-20 **Legal Empowerment Researcher, BRAC University Centre for Peace and Justice/Knowledge Platform Security and Rule of Law unit**, Dhaka/The Hague. Prepared an evidence-based paper and related articles on how legal empowerment has proven effective in particularly challenging contexts regarding anti-corruption and related efforts. Funded by the Platform’s Knowledge Management Fund. Presented findings at the Platform’s annual conference in The Hague and a Centre for Peace and Justice webinar.
- 2018-20 **Senior Access to Justice/Legal Empowerment/Civil Society Analyst, Anti-Corruption Resource Centre, Chr. Michelson Institute**, Bergen. Conducted research and prepared issue paper for Norwegian policy institute, donor agencies and other audiences on how legal empowerment and civil society programs combat corruption.
- 2018-19 **Senior Justice Advisor, Task Force on Justice/New York University Center on International Cooperation**, New York. Prepared series of three papers on legal empowerment and civil society contributions to enhancing justice, the impact of paralegals across the globe and scaling up local justice-oriented activities to achieve national impact. Papers contributed to work of the Task Force, a high-level panel seeking to increase funding for justice activities across the globe.
- 2016-19 **Guest Speaker on Access to Justice, Civil Society, Legal Empowerment and Political Development, at Various Institutions** in Bishkek, Budapest, The Hague, Helsinki, Leiden, Jakarta, London, New Delhi, New York City, Paris, Shanghai, Yangon and Xi’an. These included Central European University, the Law and Development Research Network, the Ministry of Foreign Affairs of the Netherlands, the Organization for Economic Cooperation and Development, the Overseas Development Institute and the United Nations University.

- 2015-19 **Member, Academic Advisory Board, West Asia-North Africa Institute**, Amman. Contributed articles to and input to work of board established to review draft scholarly and policy-oriented articles concerning international development, access to justice, refugees and humanitarian operations.
- 2011-19 **Member, Network Guidance Committee, Namati Global Legal Empowerment Network**, Washington. Participated in advising the management of a network of individuals and organizations concerned with civil society, access to justice and legal empowerment, including anti-corruption strategies and monitoring of government service delivery.

PREVIOUS CONSULTANCIES, POSITIONS AND ACTIVITIES

- 2017-18 **Lead Consultant and Director of Violent Extremism and Corruption Study, United Nations Development Programme/Australia Department of Foreign Affairs and Trade**, Singapore/Canberra. Headed research on the links between corruption and violent extremism in Central, South and Southeast Asia. Study included a major literature review, field research in five countries and programmatic recommendations for UNDP, DFAT and the international community.
- 2017-18 **Senior Access to Justice/Legal Empowerment/Civil Society Consultant, British Council/European Union**, Yangon. Delivered keynote address on legal empowerment at conference of Council's Myanmar program, which supports legal aid, access to justice and legal empowerment projects. Prepared paper drawing international lessons and suggestions for NGO, government and donor personnel there concerning land, gender and other rights advocacy, as well as anti-corruption strategies. Provided additional advice on related strategies and activities.
- 2017 **Anti-Corruption Team Leader, U.S. Agency for International Development**, Belgrade. Headed international team examining the manifestations and impact of corruption in Serbia. Recommended legal, political and media strategies and activities for combating it.
- 2016-17 **Senior Access to Justice/Legal Empowerment/Civil Society Advisor, United Nations Development Programme**, Bishkek. Delivered lectures, advised and prepared report on access to justice, legal empowerment, civil society, political economy analysis and UNDP programmatic directions in the Kyrgyz Republic.

- 2016 **Expert Panelist on Access to Justice/Legal Empowerment, United Nations University World Institute for Development Economics Research, Oslo.** Delivered talk on research and evaluation methodologies pertaining to international development aid, particularly regarding inequality, access to justice and legal empowerment, at UNU-WIDER workshop on “Addressing Group-Based Inequalities through Legal Empowerment.”
- 2016 **Expert Panelist on Informal Justice, Ministry of Foreign Affairs of the Netherlands/Knowledge Platform Security and Rule of Law unit, The Hague.** Delivered presentation and prepared podcast at workshop on “Understanding and Engaging Informal Justice.” Event convened by the Ministry and the Knowledge Platform, an international consortium of civil society, government and academic partners.
- 2015-16 **Senior Advisor, U.K. Department for International Development/Coffey Consulting, London/Warsaw.** Advised on institutional development and political economy analysis pertaining to international humanitarian aid agencies’ coordination.
- 2012-16 **Special Advisor on Access to Justice/Legal Empowerment/Civil Society, U.K. Department for International Development/Maxwell Stamp PLC, Dhaka.** Advised on research and strategic directions for a Bangladesh national legal services program, including political economy analysis and anti-corruption elements.
- 2007-16 **Visiting Professor, Central European University, Budapest.** Taught law and public policy courses focusing on political economy analysis, the rule of law, legal empowerment, access to justice and anti-corruption strategies.
- 2015 **Special Advisor, West Asia-North Africa Institute, Amman.** Prepared papers on strategies for development aid, humanitarian and refugee issues and post-conflict recovery in the WANA region. Featured speaker on legal empowerment and access to justice in WANA at major international conference the Institute convened in Amman.
- 2014-15 **Lecturer, Master of Development Practice Program, University of California at Berkeley Master of Development Practice Program, Berkeley.** Co-taught courses on law, access to justice, political economy analysis and policymaking and on community driven development.
- 2014-15 **Team Leader, United Nations Development Programme, Dhaka.** Headed evaluation of major judicial strengthening project in Bangladesh, including political economy analysis of corruption and other relevant factors affecting the project.

- 2014 **Expert Panelist, International Nuremberg Principles Academy/Office of the High Commissioner for Human Rights, Nuremberg/Geneva.** Contributed presentation on justice and poverty to expert transitional justice workshop on “Guarantees of Non-Recurrence” of massive violations of human rights, refugee conventions and international humanitarian law.
- 2013-14 **Senior Advisor on Access to Justice/Legal Empowerment/Civil Society, U.K. Department for International Development/Overseas Development Institute, London.** Provided comments, selective literature review, research suggestions and edits for ODI paper on legal empowerment. Participated in workshop involving wide-ranging stakeholders and concerning future directions in this field.
- 2013 **Senior Advisor, Rule of Law Unit, Office of the U.N. Secretary General, New York.** Prepared paper taking account of political economy analysis for strategies that integrate legal empowerment and access to justice into broader development, humanitarian and security goals.
- 2013 **Senior Policy Analyst on Traditional Justice/Civil Society, Anti-Corruption Resource Centre, Chr. Michelson Institute, Bergen.** Prepared policy brief for Norwegian policy institute, donors and other audiences on how development agencies can seek to work with community-based traditional justice mechanisms so as to improve effective access to justice, while ameliorating their corrupt and/or gender-biased aspects.
- 2013 **Senior Advisor on Access to Justice/Legal Empowerment/Civil Society, Optimal Solutions/U.S. Agency for International Development, Washington.** Assisted the evaluation of the economic reform and legal empowerment work in several countries of the Peru-based Institute for Liberty and Democracy. Prepared literature review and contributed comments and suggested edits to report.
- 2013 **Senior Advisor on Access to Justice, United Nations Children’s Fund, Geneva.** Produced a policy brief on increasing children’s access to justice in Eastern and Central Europe and the Commonwealth of Independent States. Moderated high-level panel on the topic at June 2013 conference organized by UNICEF and the European Union in Brussels.
- 2012-13 **Senior Advisor on Access to Justice/Legal Empowerment/Civil Society, Namati, Washington.** Prepared a series of online videos on legal empowerment, for international NGO focusing on this field.

- 2012-13 **Senior Advisor, International Justice Mission**, Washington/Manila. Evaluated this international NGO's program concerning access to justice and human trafficking in the Philippines and recommended future directions for its work there and across the globe.
- 2011-13 **Project Director/Editor on Access to Justice/Legal Empowerment, Open Society Foundations**, New York. Designed and edited volume discussing approaches to increasing legal empowerment and access to justice. Wrote overview introduction. Oversaw the research and writing by a multi-national team of contributors. Foci included paralegals, anti-corruption strategies, gender and post-conflict recovery.
- 1998-2013 **Lecturer, School of Law, University of California**, Berkeley. Taught course on legal empowerment, access to justice, the rule of law and development. Other elements included political economy analysis, gender, land issues, advocacy and anti-corruption strategies.
- 2012 **Senior Advisor, American Bar Association Rule of Law Initiative**, Washington. Helped plan meeting and panel discussion concerning access to justice and legal empowerment. Was featured speaker and moderator at the events.
- 2010-12 **Senior Evaluation Advisor, Open Society Justice Initiative/Namati**, New York City and Washington. Provided advice and prepared an in-depth guidance paper on monitoring and evaluation. Conducted training at Dhaka conference for South Asian NGOs and development agencies.
- 2011 **Senior Advisor, The Liaison Office**, Kabul. Prepared and delivered paper comparing efforts to professionalize and/or reform traditional justice systems across the globe, so as to ameliorate corrupt and gender-biased elements, for consideration by this NGO and its partners in Afghanistan. Partial focus on contexts of unstable societies.
- 2010-11 **Senior Access to Justice Advisor, United Nations Development Programme**, Jakarta. Carried out political economy analysis and worked with UNDP and Indonesia's National Development Planning Agency to design a major multi-year legal empowerment project integrating the country's National Strategy on Access to Justice into the work of various ministries. Project addressed customary justice, environmental issues, women's rights, anti-corruption strategies and other priorities.
- 2010 **Senior Legal Empowerment Advisor, Danish Ministry of Foreign Affairs/COWI Consulting**, Copenhagen. Delivered talks and comments on legal empowerment and related issues for the Danish Minister of Development Cooperation, MFA senior officials and the general public.

- 2010 **Senior Legal Empowerment Advisor, Oxfam Novib, The Hague.** Advised this major Dutch NGO on current trends in the fields of legal aid and legal empowerment, and on future directions for its own work.
- 2010 **Senior Legal Empowerment Advisor, World Bank, Beirut/Baghdad.** Prepared paper and presentation on legal aid across the globe, for Bank-facilitated Beirut meeting of Iraqi judicial, legal and NGO leaders.
- 2010 **Senior Legal Empowerment Advisor, U.N. Office on Drugs and Crime/Governance and Justice Group, Vienna/Lisbon.** Participated in international meeting in Lisbon to finalize the drafting of a *Handbook of Promising Practices on Legal Aid*.
- 2008-10 **Project Director/Editor, International Development Law Organization, Rome.** Edited *Legal Empowerment: Practitioners' Perspectives*, a book and online series of articles on legal empowerment and justice for the poor. Designed project, recruited contributors and oversaw their research and writing. Helped design and organize panels at which findings were presented. Foci included humanitarian relief contexts, gender, land tenure issues and post-conflict recovery.
- 2008-10 **Senior Legal Empowerment Advisor, U.N. Development Programme, New York.** Prepared case studies and policy papers for use by UNDP headquarters and dissemination to field offices, on legal empowerment strategies, impact and implementation. Foci included access to justice, informal community-based justice systems, anti-corruption strategies and integrating law-oriented efforts into socioeconomic development programs.
- 2007-10 **Senior Evaluation Advisor, Public Interest Law Institute, Budapest/Beijing.** Evaluated support for innovative public interest law activities in China.
- 2009 **Project Director/Section Editor, Hague Journal on the Rule of Law, The Hague.** For the inaugural volume of this journal, designed a key section, recruited contributors and oversaw their research and writing regarding the report of the Commission on Legal Empowerment of the Poor.
- 2009 **Senior Legal Empowerment Advisor, Open Society Justice Initiative, New York.** Reviewed draft guidebook on paralegal development and advised OSJI on future directions regarding its support for paralegals and other community justice efforts.

- 2009 **Nonformal Legal Systems Expert, Danish Institute for Human Rights/United Nations Development Programme**, Copenhagen/New York. Prepared paper on international experience and lessons concerning efforts to improve operations of traditional justice systems and to reduce their gender biases.
- 2007-09 **Team Leader, Public Interest Law Institute, Budapest**. Designed and conducted evaluation for project aiming to promote curricular, policy and accountability reforms for legal education in former Soviet Union. Helped design and plan consultation meetings involved. Project covered Armenia, Georgia, Kyrgyzstan, Moldova and Ukraine.
- 2008 **Senior Legal Empowerment Advisor, U.N. Development Programme, Jakarta**. Headed a strategic review of UNDP/Indonesia’s legal empowerment project, which aimed to increase access to justice and government accountability, particularly on the community level. Helped plan consultation activities involving stakeholders from government, academic and civil society. Worked with project staff to consider future directions for their work concerning gender, informal justice systems and related priorities.
- 2008 **Senior Legal Empowerment Advisor, Amnesty International**, London. Drafted chapter on legal empowerment for book on the relationship between human rights and poverty reduction.
- 2008 **Guest Lecturer, University of Oslo**. Delivered lecture at doctoral course on “Human Rights and Legal Empowerment of the Poor: Theory and Practice.” Course organized by the University’s Centre for Development and the Environment in affiliation with the Academic Network on Legal Empowerment of the Poor.
- 2008 **Community Development Expert, Danida/COWI Consulting**, Kathmandu. Helped formulate next phase of Danida support for human rights and democracy in Nepal. Prioritized attention to community-level activities. Particular focus on local governance, legal empowerment and alternative dispute resolution in this post-conflict context.
- 2008 **External Peer Reviewer, World Bank**, Jakarta. Suggested edits and provided comments for report on development agency efforts to engage with informal justice systems in Indonesia. Report prepared by the Bank’s Justice for the Poor Program there.
- 2007-08 **Senior Legal Empowerment Advisor, U.N. Development Programme**, New York. Prepared paper summarizing legal empowerment research and impact across the globe, as well as related issues for UNDP to consider.

- 2007 **Senior Legal Advisor, U.S. Agency for International Development/East-West Management Institute**, Phnom Penh. Evaluated the work of a public interest law/legal aid program that builds Cambodian attorneys' capacities and impact. Recommended to USAID and EWMI future directions for their support for democracy and legal empowerment in Cambodia.
- 2007 **Senior Legal Expert, U.K. Department for International Development/Enterplan**, London. Undertook a review of accountability and the rule of law as they pertain to both DFID's and other donors' global work. Exercise informed DFID's law and governance activities.
- 2006-07 **Independent Research**, Manila. Conducted longitudinal study on 25-year evolution of Philippine NGO network that provides legal services to disadvantaged groups, particularly on the community level. Study supported by University of California at Berkeley faculty research grant.
- 2006-07 **Project Director/Team Leader, U.K. Department for International Development/Asia Foundation, Dhaka**. Directed a 20-person international team that researched informal justice systems, community access to justice and related dynamics in Bangladesh. Employed quantitative and qualitative methodologies. Designed project, including consultation activities involved. Report informed DFID's and other donors' future work in this arena.
- 2006-07 **Resource Person, U.N. Development Programme**, New York. Prepared commissioned paper critiquing and suggesting improvements in current approaches to facilitating access to justice, for UNDP publication.
- 2006-07 **Team Leader, Ford Foundation**, Beijing. Headed strategic review of Foundation support for clinical legal education and public interest law in China.
- 2006-07 **Senior Legal Advisor, U.N. Development Programme**, Jakarta. Advised on the recruitment, selection and orientation of personnel for an innovative, grant-making UNDP legal empowerment project in Indonesia. Designed and facilitated series of consultative meetings. This effort followed up on previous engagement with designing the project.
- 2006 **Legal/Civil Society Expert, Transparency International**, Berlin. Prepared commissioned paper on civil society efforts to reduce corruption in administrative and informal justice systems. Paper published in TI's *Global Corruption Report 2007*.

- 2006 **Senior Legal/Civil Society Advisor, Carnegie Endowment for International Peace**, Washington. Prepared policy papers on rule of law programs and legal empowerment.
- 2006 **Senior Legal Advisor, U.K. Department for International Development**, Sarajevo. Reviewed DFID-supported project and results framework concerning strengthening of justice sector institutions in post-conflict Bosnia.
- 2005-06 **Senior Legal Advisor, U.N. Development Programme**, Jakarta. Designed a UNDP legal empowerment program in Indonesia, including its monitoring and evaluation system.
- 2005-06 **Senior Legal Advisor, High Level Commission on Legal Empowerment of the Poor**, New York. Prepared preliminary paper on implementation of legal empowerment, including funding mechanisms.
- 2005-06 **Legal Empowerment Expert, World Bank**, Washington. Speaker at 2005 World Bank Legal Forum plenary session on Legal Empowerment. Prepared a subsequently published paper that built on presentation.
- 2005 **Senior Legal Advisor, U.K. Department for International Development**, Belgrade/Pristina. Reviewed DFID-supported projects and results frameworks concerning strengthening the judiciary and the rule of law in post-conflict Serbia and Kosovo.
- 2005 **Senior Legal Advisor, U.S.-China Legal Cooperation Fund**, New York. Reviewed selected grants to Chinese and American institutions regarding the judiciary, legal services for the poor, gender, and other topics. Advised the Fund on future directions for its program.
- 2005 **Access to Justice Expert, U.N. Development Programme, Bangkok/Phnom Penh**. Spoke, moderated and helped plan discussions on legal empowerment and legal services for the poor, at UNDP workshop on access to justice in the Asia-Pacific region. Workshop held in Cambodia for UNDP personnel from across the region.
- 2005 **Team Leader, U.K. Department for International Development/University of Birmingham**, New Delhi/Birmingham. Headed international team that conducted a literature review on informal justice systems, legal empowerment and related concerns in preparation for DFID to support an access to justice program in India. Program implemented in cooperation with UNDP and the Government of India.

- 2005 **Senior Legal/Evaluation Advisor, World Bank/Jordan River Foundation**, Washington/Amman. Reviewed Bank-supported pilot legal services project that the Foundation managed in Jordan. Developed monitoring and evaluation system for the project.
- 2005 **Senior Legal Advisor, Open Society Justice Initiative**, New York. Advised OSJI on potential directions for its engagement with paralegal activity in Africa, Asia and elsewhere.
- 2004-05 **External Legal Advisor, U.K. Department for International Development/University of Birmingham**, London/Birmingham. Advised on website content regarding DFID law programs and relevant research resources.
- 2004-05 **Senior Legal/Civil Society Advisor, Open Society Justice Initiative**, New York. Advised the Justice Initiative on future directions for its work around the world, including as its programs pertain to human rights, international development and humanitarian issues.
- 2004 **Senior Local Governance Advisor, Ford Foundation**, Jakarta. Reviewed Foundation's program concerning participatory local governance and civil society in Indonesia. Helped Jakarta office to derive and disseminate lessons and to plan future work involving improved gender orientation and monitoring and evaluation.
- 2004 **Team Leader, DFID/Norwegian Embassy/Danida/Novib**, Dhaka. Aided strategic planning for largest legal services NGO in Bangladesh, which is recipient of support from donor consortium. Addressed gender orientation and services, advocacy effectiveness, internal governance, staff development, evaluation methodologies, informal justice systems and related issues.
- 2004 **Team Leader, U.K. Department for International Development**, Kathmandu. Designed community mediation and development project (including monitoring and evaluation) that enhances access to justice and informal justice systems for women and other disadvantaged populations in Nepal.
- 2004 **Senior Legal Advisor, United Nations Development Programme**, Manila/New York. Worked with UNDP's Philippines office and New York headquarters to aid their understanding, refinement and application of rights-based approaches to development.

- 2003-04 **Senior Legal/Civil Society Advisor, Open Society Institute,**
Budapest/New York. Prepared paper on how clinical legal education and related efforts can engage law students and young lawyers in public service. Paper circulated to funding agencies, law schools and other legal and development institutions.
- 2003 **Senior Legal/Governance Advisor, Asia Foundation,** Dhaka. Advised Foundation on future directions for its work on legal services, including legal aid for women, informal justice systems and roles of local government officials in Bangladesh.
- 2003 **Senior Legal/Civil Society Advisor, Organization for Security and Co-operation in Europe,** Belgrade. Featured speaker at roundtable on legal aid in post-conflict Serbia. Advised OSCE on future work with NGOs, humanitarian relief and the justice sector.
- 2003 **Access to Justice Expert, U.N. Development Programme,**
Kathmandu/Bangkok/Colombo. Addressed Asia-Pacific Rights and Justice Initiative Workshop in Sri Lanka. Coordinated by UNDP's Kathmandu and Bangkok offices, the workshop familiarized UNDP and other personnel with legal empowerment, rights-based approaches, civil society roles and informal justice systems.
- 2003 **Senior Legal/Civil Society Advisor, Carnegie Endowment for International Peace,** Washington. Prepared paper on rule of law promotion strategies and legal empowerment.
- 2003 **Senior Legal/Civil Society Advisor, World Bank,** Washington. Participated in April 2003 workshop on legal services for women and the poor. Contributed to report stemming from that event. Report informed Bank's work in this arena.
- 2003 **Senior Civil Society/Research Advisor, World Bank,** Washington. Conducted peer review for research design concerning legal aid's impact on alleviating women's poverty.
- 2002-03 **Senior Governance Advisor, U.K. Department for International Development,** London/Nairobi. Advised how DFID's program on Safety, Security and Access to Justice can be evaluated and integrated with other programs and sectors, including those focusing on socioeconomic development and humanitarian relief. Presented recommendations at January 2003 staff retreat/workshop in Kenya.

- 2002-03 **Senior Human Rights Expert, International Council on Human Rights Policy**, Geneva. Prepared overview paper on diverse obstacles to implementation of human rights around the world. Presented conclusions at Council's January 2003 meeting in Mexico.
- 2002-03 **Senior Civil Society Advisor, U.K. Department for International Development**, London. Advised on the use of NGO legal services to benefit the poor. Presented related paper at World Bank's February 2003 All-Africa Conference on Law, Justice and Development in Nigeria.
- 2002-03 **Project Director/Senior Legal Advisor/Research Team Leader, U.K. Department for International Development**, London. Directed international team conducting research on alternative dispute resolution and informal justice systems in Bangladesh and the Philippines, as part of DFID project scrutinizing such systems and their gender impacts in numerous countries. Presented resulting paper's findings at March 2003 project meeting in London, concerning whether and how DFID should work in this field.
- 1998-2003 **Individual Project Fellow, Open Society Institute**, New York. Studied how foreign aid that blends support for rule of law and civil society advances good governance and poverty alleviation. Prepared papers for various outlets and made presentations on findings at various development agency, academic, policy institute, humanitarian protection and human rights forums in Asia, Africa, Europe, Latin America, and North America.
- 2002 **Senior Legal Advisor, East-West Management Institute**, New York. Advised EWMI on future directions for its work concerning the rule of law.
- 2002 **Senior Legal Advisor, Asia Foundation**, Colombo. Advised Foundation on future directions for its Sri Lanka law programs.
- 2001-02 **Senior Legal/Civil Society Advisor, Constitutional and Legal Policy Institute/Open Society Institute**, Budapest/New York. Reviewed COLPI/OSI assistance to clinical legal education in Eastern and Central Europe, the former Soviet Union and Mongolia. Recommended future directions for these organizations' CLE work around the world.
- 2001-02 **Project Director/Team Leader, Legal Empowerment Project, Netherlands Embassy/Asia Foundation**, Jakarta. Headed international team that designed integration of legal services into planned ADB irrigation project in Indonesia. Focus on farmers' rights, gender issues, informal justice systems and local governance.

- 2001 **Senior Legal Advisor, United Nations Development Programme/Ministry of Justice**, Asmara. Recommended priority areas of support for Ministry efforts to improve operations of the legal system in post-conflict Eritrea. Recommendations for use by Ministry, UNDP and bilateral donors.
- 2001 **Senior Legal/Civil Society Advisor, Public Interest Law Initiative in Transitional Societies**, New York/Budapest. Assessed and suggested future directions for international fellowship program that builds skills and networks among public interest lawyers in Eastern and Central Europe, the former Soviet Union and Mongolia.
- 2000-01 **Project Director/Team Leader, Legal Empowerment Study, Asian Development Bank/Asia Foundation, Manila/San Francisco**. Co-leader of fifteen-person international team's examination of how poverty alleviation, participatory governance and Bank project performance can be strengthened through legal services and related development efforts involving disadvantaged populations. Employed survey research on a pilot basis to assess impact. Lead author of overview report drawing on country consultants' research in Bangladesh, Indonesia, Mongolia, Pakistan, Philippines, Thailand and Vietnam.
- 2000 **Senior Legal/Civil Society Advisor, World Bank**, Washington. Reviewed an evaluation of Bank-supported legal services for women in Ecuador. Advised on future Bank efforts to blend assistance for civil society and the rule of law.
- 2000 **Senior Civil Society Advisor, International Foundation for Election Systems**, Washington. Prepared and presented paper on civil society approaches to strengthening judicial independence.
- 1999-2000 **Project Proposal Evaluator, Open Society Institute**, New York. Reviewed research fellowship proposals for OSI.
- 1998-2000 **Project Director/Editor, Global Law Programs Learning Initiative, Ford Foundation**, New York. Designed study and headed ten-person international team that derived lessons from Ford's support for law-oriented work across the globe, including how it pertains to socioeconomic development and post-conflict recovery. Co-edited resulting book. Fieldwork in China, South Africa, Namibia, Philippines, India, Chile and Argentina.
- 1999 **Senior Civil Society Advisor, Asia Foundation**, San Francisco. Constructed preliminary design for eventual Asian Development Bank-funded legal empowerment study.

- 1999 **Senior Institutional Advisor, Abt Associates/Institutional Reform in the Informal Sector**, Washington and Maryland. Helped these organizations craft strategies for future work regarding the rule of law.
- 1996-99 **Senior Advisor on Asia, Democracy Project, Carnegie Endowment for International Peace**, Washington. Conducted Asia component of study analyzing foreign aid for democracy and governance in selected countries around the world. Undertook comparative analysis of various government-centered and civil society-centered approaches to legal systems development. Fieldwork in Nepal and the Philippines.
- 1998 **Senior Legal/Civil Society Advisor, Asia Foundation**, Manila. Worked with Foundation and legal services NGOs to chart new directions for their partnership. Focused on legal frameworks, legal aid, gender, environmental law and reformist constituencies.
- 1997-98 **Senior Legal Advisor, Chemonics/U.S. Agency for International Development**, Jakarta. Assessed potential in Indonesia for new initiatives regarding economic reform, legal information, legal education and alternative dispute resolution.
- 1997 **Senior Legal/Evaluation Advisor, Asia Foundation**, Manila. Reviewed work of legal services NGOs involved with gender, the environment, law reform, policy advocacy and legal aid.
- 1997 **Senior Legal/Civil Society Advisor, Ford Foundation**, New York/Dhaka. Conducted final review of Ford's assistance for alternative dispute resolution, informal justice systems, legal aid, legal education and women's rights, as its overall Bangladesh program ended.
- 1997 **Senior Legal/Evaluation Advisor, Management Systems International**, Washington. Reviewed and suggested revisions in evaluation indicators developed for USAID rule of law projects.
- 1997 **Senior Legal/Governance Advisor, U.S. Agency for International Development**, Phnom Penh. Contributed to strategy regarding USAID support for the rule of law and civil society in Cambodia. Focus on human rights, legal aid, transition in the post-conflict era and the status of women.
- 1997 **Senior Legal Advisor, International Human Rights Law Group/U.S. Agency for International Development**, Phnom Penh. Evaluated judicial training, judicial mentoring and legal aid projects in Cambodia. Advised on potential law programs there.

- 1996-97 **Senior Evaluation Advisor, National Democratic Institute for International Affairs**, Washington. Advised Institute on evaluating its work with NGOs, civic participation, gender, elections, political parties, legislatures and local government. Fieldwork in Ukraine, Poland, Ivory Coast and Benin.
- 1996-97 **Senior Civil Society/Evaluation Advisor, Ford Foundation/Norwegian Agency for Development Cooperation/Asia Foundation**, Dhaka. Evaluated the largest legal aid NGO in Bangladesh. Focused on future directions for its work regarding informal justice systems, human rights, and the status of women.
- 1996 **Reengineering/Evaluation Specialist, Management Systems International**, Bucharest. Helped identify anticipated results and related indicators of progress for results frameworks measuring USAID's impact on civic participation, local government and the energy sector in Romania.
- 1996 **Reengineering/Evaluation Specialist, Management Systems International**, Zagreb. Helped identify anticipated results and indicators of progress for results frameworks measuring USAID's impact on civic participation and local government in post-conflict Croatia.
- 1996 **Legal/Governance Advisor, Institutional Reform and the Informal Sector**, Maryland. Advised on steps the Philippine Government could take to integrate legal and economic reform.
- 1995-96 **Senior Institutional Development Specialist, U.S. Agency for International Development Office of Transition Initiatives**, Washington. Conducted field research on United Nations human rights and humanitarian protection monitoring missions in South Africa, Cambodia and Guatemala. Recommended how to rebuild legal systems and protect human rights in post-conflict societies.
- 1995 **Governance Specialist, Management Systems International/Georgetown Center for Intercultural Education and Development**, Washington. Suggested strategies for the U.S. Agency for International Development and other aid agencies to improve governance abroad.
- 1995 **Team Leader, Amideast**, Washington. Headed Middle East field evaluation of Amideast democracy program pertaining to legislatures, the rule of law, NGOs and the status of women. Focus included legal aid and justice sector institutions. Field research in Jordan and Yemen.

- 1994-95 **Governance Advisor, U. S. Agency for International Development Center for Democracy and Governance**, Washington. Recommended directions for USAID regarding human rights, including how the Agency could better work with U.S. and foreign human rights organizations.
- 1994 **Senior Human Rights Advisor, U. S. Agency for International Development Office of Transition Initiatives**, Washington. Analyzed international human rights and humanitarian relief monitoring operations regarding rapid transitions across the globe. Field research in Cambodia, Guatemala and South Africa.
- 1994 **Election Observer Team Coordinator, International Human Rights Law Group**, Colombo. Monitored Sri Lanka's elections and debriefed fellow observers.
- 1994 **Natural Resources Management Advisor, Winrock International**, Arkansas. Analyzed relationships regarding indigenous peoples, ancestral domain, legal frameworks, access to justice and land tenure in the Philippines.
- 1994 **Legal/Civil Society Advisor, Asia Foundation**, San Francisco. Recommended and designed directions for Foundation programming regarding the interface of the rule of law and civil society in China. Focus on legal aid, policy development, the status of women and environmental issues.
- 1994 **Legal Advisor, Asia Foundation**, Colombo. Assessed and advised the Foundation on future directions for its Sri Lanka law program, particularly regarding gender and natural resources.
- 1994 **Team Leader, Coopers and Lybrand**, Kathmandu. Assessed USAID's democracy strategy for Nepal. Focused on local governance, community development, NGOs, women's rights, judicial training, judicial administration, legislative development and the rule of law.
- 1993-94 **Team Leader, Coopers and Lybrand**, Manila. Advised USAID on strategies it should pursue regarding the Philippines' legal system, legislative development and local governance. Focus included judicial administration, human right and legal aid.
- 1993 **Legal/Civil Society Advisor, Asia Foundation**, Dhaka. Evaluated legal services programs funded by the Foundation and USAID in Bangladesh. Focused on mediation and women's rights.

- 1993 **Legal/Civil Society Advisor, Asia Foundation**, Manila. Evaluated Philippine legal services NGOs involved with the environment, the status of women, agrarian reform, the urban poor, indigenous peoples, local government and policy advocacy.
- 1991-93 **Senior Research Associate, Human Rights Center, Ateneo Law College**, Manila. Studied Philippine legal service NGOs' work on women's rights, agrarian reform, the environment and urban poor issues. Visited Indonesia to conduct comparative research.
- 1991-92 **Human Rights/Democracy Advisor, America's Development Foundation**, Virginia. Helped design USAID-funded project supporting Central American human rights and humanitarian groups. Advised on governance issues in Asia.
- 1991 **Governance Advisor, U.S. Agency for International Development**, Manila. Recommended how USAID could assist Philippine democratization.
- 1991 **Legal Advisor, U.S. Agency for International Development**, Manila. Advised USAID on strengthening the Philippine legal system.
- 1990 **Legal/Governance Advisor, Asia Foundation**, San Francisco. Advised on new Foundation law programs regarding economic reform and government accountability in Asia.
- 1990 **Legal Advisor, Asia Foundation**, Islamabad. Assessed needs and advised the Foundation's Pakistan office on potential law projects regarding the women's rights, bonded laborers and the judiciary.
- 1987-90 **Assistant Representative, Asia Foundation**, Manila. Funded and evaluated grants concerning human rights, humanitarian relief, legal aid, alternative dispute resolution, judicial training, judicial administration, legal education, informal justice systems, legal research, journalism, agrarian reform, the environment and the status of women. Work also included justice sector assessment, strategy development and institutional analysis.
- 1985-87 **Program Officer for Law and Government, Asia Foundation**, San Francisco. Administered multi-country Asian projects regarding grant-making and international exchanges concerning the rule of law, human rights, civil society and international affairs.

- 1985-87 **Human Rights Advisor, Lawyers Committee for Human Rights**, New York. Interviewed Cambodian refugees and knowledgeable foreigners in Thailand regarding human rights and humanitarian law abuses against the refugees. Examined the humanitarian relief and protective functions of the U.N. High Commissioner for Refugees and the U.N. Border Relief Operation. Conducted follow-up research in the United States.
- 1986 **Legal Advisor, U.S. Committee for Refugees**, Washington. Prepared legal analysis of U.S. Immigration and Naturalization Service policy toward displaced Cambodians in Thailand.
- 1985 **Independent Research**, United States. Examined how the Sanctuary Movement sheltered Central American refugees. Funded by Harvard University.
- 1985 **Lecturer, International Relations Program, Tufts University**, Medford, Massachusetts. Taught course on domestic and global refugee policy.
- 1984 **Teaching Assistant, Brown University**, Providence, Rhode Island. Taught discussion section of political science course on politics and the American judiciary.
- 1984 **Independent Research**, Jerusalem. Studied the United Nations Relief and Works Agency's humanitarian assistance for Palestinians in the West Bank and the Gaza Strip. Funded by Harvard Law School.
- 1983 **Visiting Associate, Thai Khadi Research Institute**, Bangkok. Examined application of the 1980 U.S. Refugee Act to Indochinese seeking resettlement from Thailand to the United States. Funded by Harvard Law School.

SELECTED PAPERS AND PUBLICATIONS

- 2020 “Legal Empowerment, Civil Society and Corruption: Rethinking Governance-oriented Aid in Today’s Challenging International Contexts,” (Dhaka and The Hague: BRAC University Centre for Peace and Justice and the Knowledge Platform Security and Rule of Law unit). Available at:
<https://www.kpsrl.org/publication/legal-empowerment-civil-society-and-corruption-rethinking-governance-oriented-aid-in-todays-challenging-international-contexts>

- 2020 “Beyond ‘It’s What We Do’: Legal Empowerment, Civil Society and Combating Corruption,” (The Hague: Knowledge Platform Security and Rule of Law unit). Available at: <https://www.kpsrl.org/blog/beyond-its-what-we-do-legal-empowerment-civil-society-and-combating-corruption>
- 2020 “Using legal empowerment to curb corruption and advance accountability,” (Bergen: U4 Anti-Corruption Resource Centre, Chr. Michelson Institute). Available at: <https://www.u4.no/publications/using-legal-empowerment-to-curb-corruption-and-advance-accountability>
- 2019 “Civil Society’s Undervalued Contributions to Justice,” “Grassroots Justice: The Roles and Impact of Paralegals, “ and “The Seeds of Change: How Local Actions Contribute to Legal and Policy Reforms,” policy papers prepared for the Task Force on Justice, New York. Available at: https://static.wixstatic.com/ugd/90b3d6_dadbcbf058f40b4badec26c3fddb0e9.pdf
- 2018 Co-author, “A Meta-Narrative Literature Synthesis and Framework to Guide Future Evaluation of Legal Empowerment Interventions,” *Health and Human Rights Journal*, Vol. 20, No. 2, December 2018. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6293352/>
- 2015 “Beyond the Horizon: A Long-term Development Agenda for the WANA Region: (Amman: WANA Institute). Available at: <http://wanainstitute.org/en/blog/beyond-horizon-long-term-development-agenda-wana-region-part-one-three-key-initiatives-reform>
- 2014 “Mitigating Corruption in Informal Justice Systems: NGO Experiences in Bangladesh and Sierra Leone” (Bergen: U4 Anti-Corruption Resource Centre, Chr. Michelson Institute). Available at: <http://www.u4.no/publications/mitigating-corruption-in-informal-justice-systems-ngo-experiences-in-bangladesh-and-sierra-leone/>
- 2013 Editor, *Justice Initiatives: Legal Empowerment*. Also wrote “Legal Empowerment’s Approaches and Importance” for this collection of essays. (New York: Open Society Foundations). Available at: <http://www.opensocietyfoundations.org/publications/justice-initiatives-legal-empowerment>
- 2013 “‘As the Resolution Clearly States...’: Reflecting on 30 Years of Rhetoric, Rationalisations and Reality in Promoting the Rule of Law” (New York: Office of the U.N. Secretary-General).

- 2013 “The Political Economy of Improving Traditional Justice Systems: A Case Study of NGO Engagement with Shalish in Bangladesh,” in *World Bank Legal Review: Legal Innovation and Empowerment for Development*, Vol. 4. Available at: http://books.google.com/books?id=j6SvECYXyCEC&pg=PA67&lpg=PA67&dq=%E2%80%9CThe+Political+Economy+of+Improving+Traditional+Justice+Systems%22+world+bank+legal+review&source=bl&ots=DpVJtFcjVF&sig=IA4aQjWEqZ8zdEe_BGA2l8Mgtug&hl=en&sa=X&ei=fKIoU-zVNYSDogSngIK4AQ&ved=0CEIQ6AEwAw#v=onepage&q=%E2%80%9CThe%20Political%20Economy%20of%20Improving%20Traditional%20Justice%20Systems%22%20world%20bank%20legal%20review&f=false
- 2012 “The Past, Present and Possible Future of Legal Empowerment: One Practitioner’s Perspective” in *Innovations in the Rule of Law* (Washington/Hague: World Justice Project/Hague Institute for the Internationalisation of Law). Available at: http://worldjusticeproject.org/sites/default/files/the_past_present_and_possible_future_of_legal_empowerment_golub.pdf
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- 2009 Editor of special section on legal empowerment and author, “The Commission on Legal Empowerment of the Poor: One Big Step Forward and a Few Steps Back for Development Policy and Practice,” in *Hague Journal on the Rule of Law*, Vol. 1, No. 1, March 2009. Available at: <http://journals.cambridge.org/action/displayAbstract?fromPage=online&aid=4614188>
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- 2003 *Beyond Rule of Law Orthodoxy: The Legal Empowerment Alternative*, Rule of Law Series, Number 41, Democracy and Rule of Law Project, Carnegie Endowment for International Peace (Washington: Carnegie Endowment for International Peace). Available at <http://www.carnegieendowment.org/publications/index.cfm?fa=view&id=1367&prog=zgp&proj=zdr1>
- 2003 *Using Legal Aid, Legal Literacy and Legal Information to Help Alleviate Poverty*, paper prepared for February 2003 All-Africa Conference on Law, Justice and Development, convened in Abuja, Nigeria by the World Bank and the Supreme Court of Nigeria.
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- 2000 Project Director and co-editor, *Many Roads to Justice: The Law Related Work of Ford Foundation Grantees around the World*. In addition to these responsibilities, wrote Introduction and the following chapters: “Battling Apartheid, Building a New South Africa,” “From the Village to the University: Legal Activism in Bangladesh,” “Participatory Justice in the Philippines,” and “Nonlawyers as Legal Resources for their Communities.” (New York: Ford Foundation). Available at: <https://www.fordfoundation.org/work/learning/research-reports/many-roads-to-justice/>

- 2000 "Democracy as Development: A Case for Civil Society Assistance in Asia," in *Funding Virtue: Civil Society Aid and Democracy Promotion*, eds. Thomas Carothers and Marina Ottaway, (Washington: Carnegie Endowment for International Peace). Available at: <https://muse.jhu.edu/book/30799>
- 1998 "The Growth of a Public Interest Law Movement: Origins, Operations, Impact and Lessons for Legal Systems Development," in *Organizing for Democracy: NGOs, Civil Society and the Philippine State*, eds. G. Sidney Silliman and Lela Garner Noble (Honolulu: University of Hawaii Press). Available at: <https://www.amazon.com/s?k=9780824820435&i=stripbooks&linkCode=qs>
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- 1986 *Looking for Phantoms: Flaws in the Khmer Rouge Screening Process*, a U.S. Committee for Refugees issue brief.
- 1985 Book review for the *U.N. Annual Review of Population Law* 10, of *The Refugee in International Law*, by Guy Goodwin-Gill.