

CURRICULUM VITAE

Dr. KHEIRY HASSAN M. ISHAG

Citizenship: Dual- Canadian/Sudan

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Education: Ph.D. - Sudan University - M.Phil. - University of Reading, UK - Diploma in microcomputers programs, University of London, U.K. - A Bachelor Degree in Agric. economics, Alexandria University, Egypt.

Experience: Middle East - Oman, North America – Canada & Africa - Sudan

1. PROFILE & OBJECTIVE

Undertake applied economic studies, research activities relevant to organization mission and mandate. Management professional with strong knowledge in Risk Analysis and Microeconomics / Macroeconomics theory and policy analysis, marketing research. A strategic thinker well versed with modern business environment consisting of risk and uncertainty analysis, business strategies and financial activities.

OBJECTIVE

Conduct applied policy research activities, socio-economics studies, econometrics modeling & quantitative analysis for issues relevant to the various activities of the organisation. Work as primary sources of analytical horsepower for the organization, helping to set goals, measure performance, and inform operating and financial decisions across operation sectors and markets segments.

PRESENT STATUS

Economic Expert & Company Secretary :

(Project and Business Analyst, Project Investment & Risk Analysis). DCF Company, PO Box 1220 – PC 211 Salalah - Sultanate of Oman

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2. EDUCATION: -

(1) Ph.D. Sudan University of Science & Technology, Sudan (2014).

Main Subject – Risk & simulation modeling for economic and policy analysis - Project Appraisal, Investment & Risk Analysis.

(2) POST-GRADUATE EDUCATION:

Master Degree (M.Phil.), University of Reading - Reading, U. K. (1989).

Subject – Project Appraisal and Project Evaluation.

(3) DIPLOMA IN MICROCOMPUTERS PROGRAMMES FOR AGR. DEVELOPMENT:

Diploma in microcomputers programs for data analysis & project evaluation. College of Postgraduate, Wye College, Ashford - University of London, U.K. (1989).

(4) UNIVERSITY EDUCATION:

A Bachelor Degree in economics, Alexandria University, Egypt, (1980 - 1984).

3. TRAINING COURSES: -

(1) PwC's EFFECTIVE BOARD MEMBER (EBM) Program 2016 :

Course organized by PwC's Academy in Muscat – Oman – October 19th – 20 November 2016 and obtain **Affiliate Members of ACGP (Association of Corporate Governance Practitioners).**

(2) ANNUAL REGIONAL CORPORATE GOVERNANCE CONFERENCE (HAWKAMAH) 2010 :

Conference organized by Institute For Corporate Governance, Organisation For Economic Co-operation and Development and Oman Center For Corporate Governance. Oman (2010).

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(3) MICROCOMPUTERS PROGRAMMES FOR BUSINESS & AGRI. DEVELOPMENT:

Programme of intensive courses in microcomputers programmes for data analysis & project evaluation. College of Postgraduate, Wye College, Ashford University of London U.K. (1989).

(4) PROJECT MANAGEMENT:

Programme of In-Service Training for Regional and Sub-Regional Development Planning. Development Studies and Research Center, University of Khartoum & Institute of Social Studies, Netherlands (NOV. 1986).

(5) IN- SERVICE TRAINING AND JOB SKILLS:

Project appraisal and evaluation, financial analysis - project implementation and follow up with investor and banks – identification of potential technology and projects – surveys and data analysis – production optimization, resource allocation with Linear Programming analysis- econometric modeling & forecasting.

4. RESEARCH INTEREST :

Agricultural Economic, Econometric & Quantitative Research :

- Quantitative sustainability research to assess different business scenarios and activities to understand farmers' income, cost and returns for alternative and various activities.
- Development of risk and econometric forecasting research model for new investment and projects using Simulation techniques.
- Ability to conduct quantitative and qualitative research program with track record of data compilation and econometric modelling;
- Research program evaluate and comparison alternative policies, projects and incentives proposal for rural areas.

Agricultural Policy Analysis :

- Evaluate agricultural policies, scenarios and decision support research through risk analysis, stochastic budgeting analysis.
- Research proposal program for policy analysis that can achieve resource allocation and efficiency and rural development strategies.
- Research on the design and evaluation of agricultural policy and the environmental impacts of agriculture activities (irrigation water shortage –water and soil salinity – crop and trees tolerance).
- Contribute to various policy and subsidy programs studies and research initiatives.

Socio-economic Research and Rural Development :

- Research studies, marketing research and socio-economic studies to investigate present situations and recommend risk efficient strategies for rural development.
- Rural development research studies support objectives and plan to achieve national goals in i.e. (Milk collection project – Animal feed subsidy programs – Poultry farms – sheep and goats farming).
- Research activities for de-stocking animal at mounting area for sustainable grassing area.

Farming System risk efficiency and Sustainability :

- Identify and measure different farming system and activities risk efficiency and sustainable.
- Evaluate alternative farming activities (crop and livestock) in term of profitability and sustainability.
- Incorporate risk and uncertainty key parameters into farming system analysis.

Water Management and Crop Rotation :

- State and evaluate present irrigation water management problems for irrigated projects.
- Identify and measure crop rotation and cropping pattern water requirement sustainable.
- Identify and measure crop rotation and cropping pattern economics and sustainable.

5. WORK EXPERIENCE & ABILITIES : -

- DHOFAR CATTLE FEED COMPANY (S.A.O.G.) :

Sultanate of Oman, Salalah (April 2009 up to present):

Position : Economic Expert, Management Committee Coordinator, Board Secretary for DCF Company SAOG.

The major interest and the areas of expertise include:

Econometric & Quantitative Analysis :

- Apply risk models to forecasted business activities to understand organization income, cost and capital risks of various organization activities.
- Development of risk and econometric forecasting model for new investment and projects using Simulation techniques.
- Ability to conduct quantitative and qualitative analysis with track record of data compilation and econometric modelling;
- Evaluate and compare alternative new projects and investment proposal for organization Group.

Research Activities and Policy Analysis :

- Policy analysis and management decision support through risk analysis, stochastic budgeting analysis.
- Recommend policies that can achieve resource allocation efficiency and organization strategies.
- Follow up policy implementation with organization Groups, Ministries and other institutes.
- Contribute to various policy studies and research initiatives in the organization.

Socio-economic Survey and Data Analysis :

- Conduct and supervise marketing survey and socio-economic studies and report writing.
- Conduct and monitor rural development studies and form objectives and plan to achieve goals, (Milk collection project – Animal feed distribution – Poultry farms).
- Prepare policy briefs, research notes, current information notes on institutes; development issues;
- Contribute to developing policies on various operation sectors and themes of the organization.

Corporate Governance and Management Supporting Duets :

- Provide secretarial service to the company Board, its Committees and the boards of its subsidiaries to ensure that the company complies with its obligations, company law and corporate governance guidelines to insure implementation of CMA & MSM regulations.
- Strong analytical and technical writing skills with a proven ability to produce and summarise complex evidence-based findings in a clear and engaging style.
- Disclosure all necessary information according to organization Group's regulations and laws.
- Prepare and contribute to organization publications, such as occasional papers, annual report, as well as concept notes and proceedings of organized events.

- DIRECTORATE GENERAL OF PLANNING & INVESTMENT PROMOTION:

Sultanate of Oman, Ministry of Agric. & Fisheries (August 1996 - 2003):

Position: Economic Researcher.

Promoted and asked to move to MAF headquarters to establish Investment Promotion Department and organize Government Soft Loan procedure and regulations. Supervise and monitor Projects.

The major interest and responsibility is to :

- Evaluate, compare, and rank alternative policy for approval by MAF, dynamic computer programs such as (@Risk) were used to incorporate Risk in analysis and calculate (IRR), Project Profitability Ratio (ROI), NPV and Present Value Index.

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- Develop financial models of a range of alternative pricing approaches, rank alternatives in term of risk efficient and work with team to assess and encourage export.
- Contribute to developing and implementing country and sector strategy on access to finance in rural areas.
- Recommend and propose policies that achieve Ministry's strategies, and national objective.
- Monitor projects implementation with investors, banks, Ministries and other institutes.
- Study market potential and forecast the demand using spreadsheet programs & forecasting models.
- Conduct and supervise survey and socio-economic studies and report writing.
- Meet, advise and encourage local and foreign investors and discuss the potential investment proposal
- Present and write reports to TC recommending projects that achieve the Royal Decree's (17/97) regulations, loan terms and conditions.

ABILITIES :-

To analyze complex issues and resolve conflict – plan strategically – communicate effectively - solving problems and good analytical skills – work on own initiative- have strong interpersonal, leadership skills and confident in own ability- knowledge of Investment & Commercial laws, Gov. regulations in Oman and GCC . Ability to prioritise and multi-task, and work under strict deadlines-Ability to work independently and achieve challenging targets and ability to lead and work within multi-cultural, multi-disciplinary teams.

Economic Analysis & Management Decision Support :-

- Prepares economics reports in support of development options selection, major development project investment decisions and participates in ongoing project implementation review process.
- Evaluate and align risk appetite needs to be reviewed and incorporated into decisions about how the organization activates operates.
- Prepares economic models for policy analysis, the Annual Operating Plan, the Strategic Plan, Annual Budget Review and other key business processes.
- Conducts sensitivity analyses and asses risk of key variables value effect business financials.
- Participates in ad-hoc projects such as Decision Analysis, Economic Look backs on major expenditures to assess capital efficiency, Commercial Negotiations Analytical support.
- Along with other team members participates in the on-going development of the business units economic and modeling standards and implementation of corporate standards.

Projects achieved and handled successfully & approved by TC under my coordination & supervision :

Projects implementation and fallow up with TC, banks, ministries and investors :

- Expansion of the Modern Poultry Farm Company S.A.O.G. (eggs production) - 6 Million USA \$.
- Mushroom production project – 15.4 Million USA \$.
- Intensive goat production project (Al-Tawoos Group) – 6.5 Million USA \$.
- Dhofar Fisheries Industries Company S.A.O.G. at Salalah – 33.4 Million USA \$.
- Fish net production project at Sohar – 1.6 Million USA \$.
- Poultry meat production project at Nizwa – 2.5 Million USA \$.
- Expansion of kashup production project at Sohar – 2.3 Million USA \$.
- Sohar Poultry Farm S.A.O.G. – 18 Million USA \$.
- A' Saffa Poultry Farms S.A.O.G. – 30 Million USA \$.
- Oman International Shrimp Co. SAOC - 12.5 Million USA \$.
- Integrated Dairy Project (Nejad) 22.9 Million USA \$.
- Al-Sawadi Poultry Processing Plant 1.48 Million USA \$.

- DIRECTORATE GENERAL OF AGRICULTURE RESEARCH:

Sultanate of Oman, Ministry of Agric. & Fisheries (August 1991 - August 1996):

Position: Economic Researcher.

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Supervised and analysis annual survey and statistical data to estimate yield and cost of production and provide data for policy analysis and comparative advantage studies to support decision makers. Budgeting and partial budgeting analysis is also one of my main work activities in D.G. of Agric. Research, in Oman. The main objective in this area of work is to organize production data and other information in-term of cost and benefit to help managers, scientists and decision makers to make good and applicable recommendations according to the market fluctuation.

- UNIVERSITY OF GEZIRA - SUDAN:

Abu Haraz College, Wad-Medani, Sudan (1990 - 1991) :

Position : Lecturer (part-time).

Teaching the following courses:- Principles of economics - Marketing research - Quantitative method analysis - Project evaluation & project appraisal - Statistics and data analysis.

- SUDAN GEZIRA SCHEME – SUDAN:

Socio-Economic Research Unit, Wad-Medani, Sudan (1989 - 1991) :

Position: Economic Researcher.

Research activities and policy analysis include: Survey and data analysis- project evaluation- budgeting and production cost estimation - farm management and price analysis - econometrics and socio-economic studies- writing annual report and annual data manual- supervise, coordinate and fallow up rehabilitation programs of Sudan Gezira Scheme which financed by World Bank and United Nation.

- UNIVERSITY OF READING – U.K. :

University of Reading, Reading, U. K. (1987 - 1989):

Two years scholarships to pursue M.Phil. degree

- SUDAN GEZIRA SCHEME – SUDAN:

Socio-Economic Research Unit, Wad-Medani, Sudan (1984 - 1987) :

Position : Senior Staff Officer.

Supervise and co-ordinate field and office work in Sudan Gezira Scheme, supervising (35) enumerators and a sample of 250 farm located in different part of the scheme (100,000 farmers) to estimate yield and cost of production and provide data for rural development and policy analysis and decision makers.

6. AWARDS AND FELLOWSHIPS: -

- Three months grant from the British Council for microcomputer courses for business & agri. development at Wye College, University of London (Oct. 1989).
- Two years scholarships from British Council provided by the British Government to pursue M.Phil. Degree in project evaluation at Reading University, U. K. (May 1987).
- Three weeks course offered by University of Khartoum and Institute of Social Studies, Netherlands, at Development Studies and Research Center, Univ. of Khartoum, (NOV. 1986).

7. ACTIVITIES AND SKILLS : -

1. In-depth knowledge of Risk & Uncertainty Analysis in Project Investment and Project Appraisal.
2. Control and improve the Rate of Return on Investment.
3. Sound knowledge of Corporate Governance.
4. Analyzing the effect of price/volume changes on profits by event.
5. Analyzing the company's financial and operating ratios to support management decisions.
6. Using regression analysis to forecast the seasonality and trend in sales.
7. Using the fixed cost absorption method in financial analysis & best mix of products.
8. Conducting surveys, data collection and statistics analysis.
9. Includes knowledge of software specific to economic analysis and assessment
10. Marketing strategy, marketing research studies and demand estimation.
11. Projects performance analysis, monitoring and follow up.

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8. INTERNET AND COMPUTER PACKAGES: -

Risk Analysis programs (@Risk) & (Simetar)- Word processing package (MS word) - Optimization and project planning and control programs LP - Spreadsheet programs for data manipulation and data analysis (Excel) & Louts - Statistical programs such Mstatc 2.10, Microstat , Systat5 and Spss6. – PowerPoint and Internet.

9. PROFESSIONAL AFFILIATION: -

1. Member of "Water Management Committee" organized by Ford Foundation (USA) and Hydraulic Research Station (Wad Medani -Sudan).
2. Member of "Agricultural & Applied Economics Association" .
3. Member of "Irrigation Management Network" organized by Overseas Development Institute (ODI) in U. K. and International Irrigation Management Institute (IIMI) in Srilanka.
4. Member of "Introduction of Livestock in SGB Committee" organized by Bank Al-Adkhar & SGB – Sudan
5. Member of "Aquaculture projects Committee" organized by MAF - Sultanate of Oman.
6. Member of "Livestock Projects Investment Committee" organized by MAF- Sultanate of Oman.
7. Member of "Date-palm production constrains and improvement in Sultanate of Oman Committee" organized by Ministry of Agric. & Fisheries Sultanate of Oman.
8. Member of "Revision the fishing agreement between Oman Fishing Company and Government of Sultanate of Oman Committee" organized by Ministry of Agric. & Fisheries Sultanate of Oman.
9. Member of "Date-palm Dobbas pest management control and evaluation of the current practices in Sultanate of Oman Committee" organized by Ministry of Agric. & Fisheries Sultanate of Oman.
10. Coordinator of "The technical committee for the evaluation of the feasibility study for establishing date palm by-products processing units prepared by GRM International" formed by MAF, Oman.
11. I have been selected as a potentially qualified candidate for inclusion in the 2000 edition of **USA (International Who's Who)**.
12. Member of "Research Gate Society" organized by Research Gate Corporation in USA & Germany.
13. Affiliate Members of ACGP (Association of Corporate Governance Practitioners).

10. PUBLICATIONS, REPORTS AND FEASIBILITY STUDIES: -

1. "Farm location and farmers' performance on the Hamza Minor Canal" Water Resources Development, Vol 7, No.1, March (1991) pp: 2-15, Kheiry Hassan M. Ishag, Thornton, D. Tiffen, M. Upton, M.
2. "Evaluating an Investment Opportunity Under Risk and Uncertainty Environment: A Case Study about Profitability and Risk in Desert Farming at Najed Area." Sustainable Agriculture Research; Vol. 3, No. 4; 2014 -ISSN 1927-050X E-ISSN 1927-0518, Kheiry Hassan M. Ishag & Hag Hamad Abdelaziz (Nov. 2014).
3. "Water Policy Under Risk and Uncertainty A Dynamic Evaluation Model of Fodder Cultivation in Oman" Sustainable Agriculture Research; Vol. 4, No. 1; 2015- ISSN 1927-050X E-ISSN 1927-0518, (Oct. 2014) Kheiry Hassan M. Ishag & Hag Hamad Abdelaziz.
4. "Risk Management Strategies of Desert Farming at Najed in Sultanate of Oman" Journal of Sustainable Development, Vol. 8, No. 2; 2015, ISSN 1913-9063 E-ISSN 1913-9071-Kheiry Hassan M. Ishag (Apr 2015).
5. "Risk Analysis of Investments In-Milk Collection Centers" Sustainable Agriculture Research; Vol. 4, No. 2; 2015- ISSN 1927-050X E-ISSN 1927-0518- Kheiry Hassan M. Ishag (May 2015).
6. "Fodder Crop Re-allocation Sustainability and Risk Efficiency". Journal Agricultural and Food Economics Vol. 3, No. 1; 2015, 3:1-17. DOI: 10.1186/s40100-015-0033-6, Kheiry Hassan M. Ishag (May 2015).
7. "Resources Management and Risk Efficiency of Crop Rotation Systems in Sudan Gezira Scheme" Sustainable Agriculture Research; Vol. 4, No. 4; 2015, ISSN 1927-050X E-ISSN 1927-0518, Kheiry Hassan M. Ishag (August 2015) Doi:10.5539/sar.v4n4p38.
8. "Economic Performance of Goat Breeds Farming Sustainability and Policy Analysis" IOSR Journal of Agriculture and Veterinary Science (IOSR-JAVS) - e-ISSN: 2319-2380, p-ISSN: 2319-2372. Volume 9, Issue 9 Ver. II (Sep - Oct. 2016), PP 27-35, Kheiry Hassan M. Ishag (Sep 2016).

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9. "Dates Palm Farming Systems Sustainability and Risk Efficiency in Oman" Sustainable Agriculture Research; Vol. 6, No. 1; 2017, ISSN 1927-050X-E-ISSN 1927-0518, Kheiry Hassan M. Ishag (October 27, 2016), doi:10.5539/sar.v6n1p39.
10. "Dates Palm Replanting Sustainable Strategies and Risk Aversion in Oman" Journal of Sustainable Development; Vol. 9, No. 6; 2016, ISSN 1913-9063 E-ISSN 1913-9071, Kheiry Hassan M. Ishag (November 30, 2016), doi:10.5539/jsd.v9n6p146.
11. "Investment Prospects in Food Security , Opportunities and Challenges for Privet Sector" Seminar held by Oman Chamber of Commerce and Industry (OCCI) in Dhofar Region 13th Sep. 2017, Kheiry Hassan M. Ishag.
12. "Quantitative Risk Analysis to Support Strategic Decision in Dairy Business" Unpublished paper. Kheiry Hassan M. Ishag (April 2015).
13. Annual Reports "Economic survey analysis and evaluation for different crops grown in Sudan Gezira Board" (1984-86).
14. Annual Reports "Partial budgeting analysis and economic evaluation of agri. experiments" (1992- 1996).
15. Economic evaluation analysis of the mechanical handling of cotton and other products in S.G.B. Kheiry Hassan M. Ishag and Nor El dain, M. (1990).
16. Financial and economic analysis of milk production in Gezira Co-operative for milk production S.G.B. Kheiry Hassan M. Ishag and Nor El dain, M. (1991).
17. The influence of farm management in Tomato production in South Al-Batinah of Sultanate of Oman. Kheiry Hassan M. Ishag, (1991).
18. Linear programming model to formulate small animal least cost diets using Date-Palm by-product in Sultanate of Oman. Kheiry Hassan M. Ishag and Jafar M., (1992).
19. Tariq M. Alzidgali, Mohamed A. Hadad, Rajinder K. Sharma, Kheiry H. M. Ishag "South Batinah Integrated Study" Soil survey and land classification project OMA/87/011- Volume 3 - 1993.
20. Goat Fattening and meat production in Al-Batinah Region. Kheiry Hassan M. Ishag (1993).
21. Potential of Rodes grass production in Batinah, Salalah and Najed Regions of Sultanate of Oman. Kheiry Hassan M. Ishag and et al , (1996).
22. Potential for poultry projects in Sultanate of Oman, paper submitted in seminar on poultry development, Kheiry Hassan M. Ishag and V.S. Gosavi (1997).
23. Economics of date-palm production in Sultanate of Oman, workshop in Rumais Research Station, Kheiry Hassan M. Ishag (May 1997).
24. Fisheries production trend and growth analysis, Kheiry Hassan M. Ishag and V.S. Gosavi (1997).
25. Technical and economic constrains of date palm sector and farming systems in Sultanate of Oman, Report submitted to AFESD, IFAD and IDB. Syria, Kheiry Hassan M. Ishag and Al-Marzogi M. H. (1997).
26. Research priority and strategy in Sultanate of Oman, Kheiry Hassan M. Ishag and et al. , (1997).
27. Status and promotion of marketing of vegetables & fruits prepared for ARAB Organization for Agric. Development, Kheiry Hassan M. Ishag and V.S. Gosavi (1998).
28. Economic evaluation of the modern irrigation systems in Sultanate of Oman, workshop in Rumais Research Station, Kheiry Hassan M. Ishag (May 1998).
29. The International Trade Organization agreement and its economic effects on Agriculture sector of Sultanate of Oman, prepared for ARAB Organ. for Agric. Deve., Kheiry Hassan M. Ishag & et. Al., (1998).
30. Formulating the Ministry's strategies, policies and objectives that can be achieved through Soft Loan Application Regulations, loan terms and conditions. Kheiry Hassan M. Ishag (1999).
31. Economic and financial evaluation of the modern fishery vessels for youth introduced and financed by MAF - Oman. Kheiry Hassan M. Ishag (2000).
32. Feasibility study of manufacturing animal feed of date palm by-products and local materials in Sultanate of Oman. Kheiry Hassan M. Ishag and Jafar M., (1996).
33. Feasibility study of production of tomato and cucumber in greenhouses in South Batinah of Sultanate of Oman, Kheiry Hassan M. Ishag and Mr. Al-Sabahi S. K. (1995).
34. Evaluation of feasibility studies for establishing fishery harbours in North and South of Sultanate of Oman, Kheiry Hassan M. Ishag (1997).

35. Evaluation feasibility study of production and processing milk products in Al Sharqia area of Sultanate of Oman. Kheiry Hassan M. Ishag and et al. , (1997).
36. Feasibility study of poultry products in Sultanate of Oman. Kheiry Hassan M. Ishag and et al., (1997).
37. Feasibility study for establishment of small scale animal feed plant in Sultanate of Oman, Ishag, Kheiry Hassan M. Ishag and V.S. Gosavi , (1997).
38. Feasibility study for goat and beef meat production in Al-Suwaq area of Sultanate of Oman, Kheiry Hassan M. Ishag and et.al., (1998).
39. Feasibility study for establishment of small scale date processing plant in Sultanate of Oman, Kheiry Hassan M. Ishag and V.S. Gosavi , (1998).
40. Evaluation of feasibility studies for Community Resource Management Project Report submitted by (IFAD) organization to develop and improve water use in Interior Region of Sultanate of Oman, Kheiry Hassan M. Ishag and V.S. Gosavi (1998).
41. Feasibility study of the adoption of the new technology of Aeroponic systems in Sultanate of Oman. Kheiry Hassan M. Ishag and V.S. Gosavi (1999).
42. Evaluation of feasibility studies for privatization of The Public Authority for Marketing Agricultural Product (PAMAP) submitted by Green Oman for Agri. Devel. Kheiry Hassan M. Ishag &et al., (1999).
43. Brief feasibility report on Jaggery Production Unit at Al-Hmra, Sultanate of Oman, Kheiry Hassan M. Ishag and et al., (1999).
44. Feasibility study of Banana Processing and Marketing Salalah, Sultanate of Oman. Kheiry Hassan M. Ishag, (2004).
45. Feasibility study of Parent Stock Farm for Dhofar Poultry Project – Salalah, Sultanate of Oman. Kheiry Hassan M. Ishag, (2004).
46. Feasibility study of Expansion Dhofar Poultry Project – Salalah, Sultanate of Oman. Kheiry Hassan M. Ishag and Dr. Saxena H.C., (2006).
47. Evaluation of feasibility study for Fodder Cultivation in Nejd, prepared for Ministry of Agriculture, Sultanate of Oman, Kheiry Hassan M. Ishag and Dr. Ahmed S. Al-Hadhri (2008).
48. Feasibility study of table egg production project, prepare for Dhofar Table Egg Farm Co.–Salalah, Sultanate of Oman. Kheiry Hassan M. Ishag (2008).

References will be given upon request.