

CURRICULUM VITAE

1. **Family name:** Gelevska
2. **First name:** Marija
3. **Date of birth:** 13.10.1972
4. **Tel: // GSM ++ 389 70 380 583**
5. **Address:** # 20 – Hristo Smirnevski 4a, 1000 Skopje, Macedonia
6. **E-mail:** humanrights@esem.org.mk; esem@esem.org.mk
7. **Nationality:** Macedonian Citizen
8. **Civil status:** Married
9. **Education:** Graduate lawyer

Institution:	University "St Kiril and Metodij" Faculty of Law
Date:	1991-1995
Degree(s) or Diploma(s) obtained:	Graduate lawyer
Institution:	Ministry of justice
Date:	December, 2011
Degree(s) or Diploma(s) obtained	Certificate for passed Bar exam

10. Language skills: (1 excellent; 5 basic)

Language	Reading	Speaking	Writing
Macedonian	1	1	1
Serbo-Croatian	1	1	1
English	1	1	1

11. Other skills: Good team working skills, as well as ability to work independently, analytical skills, able to work in different ethnical environment, ability to travel , change project management, experienced in writing project, time and logical frames, articles and reports. Ability to use different methodological approaches for research projects. Strong computer skills can operate e-mail, Windows 2000, EPI-INFO, and have good internet research skills.

12. Current position: Deputy executive director of ESE-Association for Emancipation, Solidarity and Equality of Women of R. Macedonia

13. Professional experience record:

• Date (from – to)	2000- current
• Name of company	ESE-Association for Emancipation, Solidarity and Equality of Women of R. Macedonia
• Position in the company	Deputy executive director
• Main responsibilities	• Promotion the concept of "pro bono" legal aids for victim of domestic violence; • Promotion of women rights and gender concept; • Promotion of human rights in patient care; • Provision of trainings and presentations on Women human rights, Discrimination, Gender based violence, CEDAW convention, and National domestic violence legal regulation regarding women rights and right to health; • Preparation of analysis, researches, assessments, etc • Preparation of Shadow reports to different international documents
Date (from – to)	1999-2000
• Name of company	National assembly of the of the R.M/ USAID\Macedonia- (CFET)
• Position in the company	Parliamentary intern
• Main responsibilities	Analyzing, following, and assisting in the work of the Parliamentary commissions. Preparing and translating documents on legal matters.

14. Key qualifications:

- Coordination of the working of the legal aid center which provides free of charge counseling and court representation;
- Broad experience in the legal analysis and gender;
- Extensive knowledge of current national legislation related to gender;
- Extensive knowledge of international human rights standards and mechanisms for protection of women's rights and HR in general;
- Knowledge and experiences on conducting researches, analysis, assessment, etc;
- Extensive knowledge and experience on coordination of the CEDAW assessment process
- Experiences in addressing relevant bodies in reporting process, such as UN CEDAW Committee;
- Broad experience in organization of various trainings, workshops and seminars;
- Active participation in the preparation of reports and different publications related to gender issues and human rights;
- Experience in organization of various training workshops and seminars;

15. Relevant trainings:

- Training of trainers Gender and development 2002, Macedonian Center for International Cooperation
- Training seminar "Coordinated community response to Domestic Violence"-The Duluth model, 2002 Montenegro
- CEDAW training, provided by Ms. Hadar Haris – Center for human rights and humanitarian Law in Washington college of law, 2003
- Gender mainstreaming, provided by Ms. Lesley Abdela, Senior Partner Eye catcher Associates/ Shevolution, UK
- Management for Development Foundation- MDF, Netherlands
- Training of trainers, Management for Development Foundation- MDF, Netherlands;
- "Women's Human Rights Training Institute, Network of East-West Women, Bulgarian Gender Research Foundation, Center for reproductive rights, (four session), 2004-2005, Sofia
- "From Global to Local": A CEDAW Convention Monitoring and Implementation Project, IRAW Asia Pacific, 2005, USA
- Training course "Social Contracting Program, Foundation for development of democratic Rights, and USAID, Budapest, 2007
- Study visit on Domestic violence, HOM, Netherlands, 2007
- Study visit on Domestic violence, WAVE, Austria 2009
- Health budget and financing in the health sector in Macedonia (including health economics, health budget and financing of the Ministry of health and health budget and financing of the Health Insurance Fund), PhD Vanco Velinov; Assistant professor Vladimir Lazarevik; Gjorgji Trenkovski; Sasho Stanoeski, Macedonia, 2012 (tailor made for ESE)

16. Publications:

- The way of justice, 2002 (author)
- CEDAW Shadow report, ESE, 2005
- Risks factors among Roma population as regard of human trafficking, ESE, 2006
- Living in shadow (grey number and institutional response to domestic violence), ESE, 2007
- Manual for proceeding on cases of domestic violence for the civil justice system (co-author) 2008;
- On the path to EU: A contribution of the civil society sector in the creation of the policy of social inclusion in the Republic of Macedonia, Ludwig Boltzmann Institute, ESE (gender part of the report, 2008);
- Human right situation in Macedonia (Shadow report to the UN Committee against torture), OMCT- World Organization against Torture, ESE, 2008;
- National strategy on domestic violence, ESE, 2008
- Regional legislative analysis on CEDAW convention, UNFPA, (national partner), ESE 2009.
- Shelter analysis, ESE, 2010
- Violence over women at the workplace, ESE and CNV, Holland, 2011
- Guide for protection from harassment at a work place, 2015, Association ESE
- Guide for protection against domestic violence, 2017, Association ESE
- Analysis on the legal framework and institutional response towards violence against women, 2018, Association ESE
- Main findings from court monitoring on cases related with violence against women, 2018, Association ESE

CURRICULUM VITAE

Stojan Mishev

1. **Family name:** Mishev
2. **First name:** Stojan
3. **Date of birth:** 04.03.1981
4. **Tel:** // **GSM** ++ 389 78 323 191
5. **Address:** # Str. Vladimir Komarov, 1a, 1/23, Skopje, R.Macedonia
6. **E-mail:** stojanmisev@esem.org.mk
7. **Nationality:** Macedonian
8. **Civil status:** Single
9. **Education:** Graduated lawyer

Institution:	University "St Kiril and Metodij Faculty of Law
Date:	1999-2004
Degree(s) or Diploma(s) obtained:	Graduated lawyer
Date:	2009 – on going
Degree or diploma expected	Master in Criminal Law

10. Language skills: (1excellent; 5 basic)

Language	Reading	Speaking	Writing
Macedonian	1	1	1
Serbo-Croatian	1	1	1
English	1	1	1

11. Other skills: Good communication skills, innovative, positive and open minded, team work ability, self-initiative, capacity to work as a team player in multi ethnic group

12. Professional experience record:

Date (from – to)	2003-2010
• Name of company	ESE-Association for Emancipation, Solidarity and Equality of Women of R. of Macedonia
• Position in the company	Program Coordinator
• Main responsibilities	Provision of legal advices to women who suffered domestic violence; Participation in the preparation of the legal analysis of the "Shadow" report to CEDAW (participation on the de jure analysis

	sessions and technical organization of the process of de facto analysis); Local project officer for preparation of national report regarding the prevalence of domestic violence, governmental and nongovernmental response toward the problem (as a part of the regional study); Development of training materials and delivering training on professional groups such as judges, attorneys at law, social workers, public prosecutors, police representatives, health workers on actions towards eradication of the domestic violence problem and practical work with victims of domestic violence; Organization of educative activities (workshops and tribunals) for general population; preparation of protocols and standards for the regulation of the domestic violence cases for all institutions on national level (unified procedure for dealing with domestic violence cases by all relevant institutions which was adopted by the Government; Coordinator of the process of preparation of National Strategy for Protection Against Domestic Violence - adopted by the Government of R.M, in April 2008, (establishment of the working group consisted of representatives from each relevant ministries, institutions and organizations and coordination of the working meetings for preparation of the National Strategy); Preparation of the analysis of the institutional response to domestic violence (co- author of the study "Life in Shadow").
Date (from – to)	2010-2013
• Name of company	Ludwig Boltzmann Institute of Human Rights – Research association BIM-FV Skopje
• Position in the company	Human Rights Advisor
• Main responsibilities	Promotion of Human Rights Based Approach (HRBA) into poverty reduction and social inclusion decision making processes on national and local level; Development and delivery of training packages on social inclusion, HRBA, non-discrimination, gender equality, strategic and action planning and project cycle management for capacity building of duty bearers (Units of Local Self-Government, civil society organizations, state institutions, business sector); Support the establishment of the Macedonian Anti-Poverty Platform; Provision of expert support to the Units of Local Self-Government for development of local strategies for social inclusion, social protection and poverty reduction in eight municipalities in the country; Supervision, monitoring and evaluation of micro project implemented by local CSO's; support the development of new forms of social protection at local level; development of methodology and revision of studies on the field of poverty, human rights, social exclusion, ethnic minorities, gender equality.
Date (from – to)	2013 –
• Name of company	ESE-Association for Emancipation, Solidarity and Equality of Women of R. of Macedonia
• Current position in the company	Coordinator of USAID's Civic Engagement Project "Path to Justice for Women Victims of Domestic Violence"
• Main responsibilities	Support the enhancement of the legal protection for women victims

	violence and discrimination; develop training methodology and organization of trainings for Centers for Social Welfare, Public prosecutors, police, judges, units of local self-government; prepare Rules of Procedure for civil law judges for improvement of their proceeding in domestic violence cases; draft legal amendments for improvement of the national legislative framework; promotion and development of legal, paralegal and other types of services for protection of the right to health, in particular the right to health of Roma; improvement of the status of women who are victims of violence and the system for their protection; analysis and monitoring the implementation of international human rights standards; implementation of court monitoring methodology and preparation of analysis (including recommendations) for court proceeding for issuing temporary measures of protection (restraining orders) against domestic violence perpetrators; preparation of Shadow report to International Covenant of Economic, Social and Cultural rights ICESCR.
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13. Key qualifications:

- Extensive knowledge of international human rights standards and mechanisms for protection of humans rights (ICCPR, ICESCR, Convention against torture and relevant EU directives CEDAW convention and Optional protocol on CEDAW);
- Development and delivery of training packages on social inclusion, HRBA, non-discrimination, gender equality, strategic and action planning and project cycle management for capacity building of duty bearers (Units of Local Self-Government, civil society organizations, state institutions, business sector);
- Provision of expert support to the Units of Local Self-Government for development of local strategies for social inclusion, social protection, poverty reduction, gender equality;
- Supervision, monitoring and evaluation of micro project implemented by CSO's;
- Extensive knowledge on the legal empowerment approach and its application in local communities;
- Broad Experience in international cooperation and donor coordination activities;
- Broad experience in the legal analysis and gender;
- Knowledge of current legislation and the on-going reforms on Roma's health protection, Health insurance and protection of patient's rights;
- Knowledge of current national legislation and of the on-going reform particularly in the women human rights domain, and in the field of violence against women;
- Active participation in the preparation of Shadow reports to international bodies;
- Active participation in regional projects/networks on the field of violence against women and domestic violence;
- Initiating and maintaining the cooperation with the relevant governmental institutions;
- Preparation of the National Strategy for Protection Against Domestic Violence in Macedonia 2008-2011 (adopted by the Macedonian Government in April 2008);
- Preparation of protocol for institutions dealing with cases of domestic violence;
- Experience in developing training materials organization of various training workshops and seminars;
- Trainer of professional structures for work with victims of domestic violence;
- Extensive knowledge on conducting court monitoring approach.

14. Publications:

- Study on housing of Roma in Municipality of Tetovo and Shuto Orizari, HABITAT for Humanity Macedonia 2011 (author of the studies).
- Research for health status, access to health care services and patients rights of Roma minority in Macedonia, named: "We are all human: Health care for all people regardless their ethnicity – Health status, health care and the right to health among Roma people in Macedonia".
- Risks factors among Roma population as regard of human trafficking, ESE, 2006
- CEDAW Shadow report, ESE, 2005, (participation in the process of preparation of de jure and de facto analysis);
- International standards on Domestic Violence and their Implementation in the Western Balkans 2006, (local project officer for preparation of the National report for R.Macedonia);
- "Life in a Shadow" ESE 2007, (co- author of the part on institutional response to domestic violence);
- Analysis of the courts in imposing interim measures for protection against domestic violence, ESE, 2014;
- Guide for interim measures of protection against domestic violence, ESE;
- On the path to EU: A contribution of the civil society sector in the creation of the policy of social inclusion in the Republic of Macedonia, Ludwig Boltzmann Institute, ESE (gender part of the report), 2008;
- Human rights situation in Macedonia: Implementation of the UN Convention against torture, World Organization against Torture (OMCT) and Association ESE 2009, (participation in the preparation of the shadow report on violence against women)
- Shelter analysis, ESE, 2010
- Analysis of the court proceedings in the cases of issuing the temporary protection measured for domestic violence in RM, ESE, 2014;
- Pavlovski B, Antik D, Friscik J, Gelevska M, Misev S, Kasapinov B. We are all human: health care for all people regardless of their ethnicity : health status, health care and the right to health among Roma people in the Republic of Macedonia. Foundation Open Society Macedonia (2014);
- Pavlovski B, Antik D, Friscik J, Gelevska M, Misev S. Gender perspectives of Roma health and their health care. Foundation Open Society Macedonia (2014);
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- Guide for initiating temporary protection measures, ESE, 2015;
- Guide for protection from harassment on a workplace, ESE, 2015;
- Guide for Protection against Domestic Violence;
- Did the UN Joint Program and UN Trust Fund contribute to implementation of the National Strategy for Protection Against Domestic Violence 2008-2011?, ESE, 2017;
- Analysis on the Legal Framework and Institutional Response toward Violence Against Women, ESE, 2017;
- Cost benefit analysis of provision of the three existing free legal aid and services in Republic of Macedonia, ESE 2018.
- Main Findings from Court Monitoring on cases related to violence against women, ESE 2018.

CURRICULUM VITAE

Лични податоци

Name and surname	Delfina Todorovska
Address	st. 6 No. 11 Trubarevo , Skopje
Phone	077 835 393
E-mail	delfinatodorovska@yahoo.com
Citizenship	Macedonian
Date of birth	20.09.1970
Gender	Female

Education

Educational institution	Faculty of Law at the University Ss. Cyril and Methodius, Skopje
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Graduated title	Graduate Lawyer VII / 1 Degree
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Graduation date	24.12.1999 година
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Educational institution	Faculty of Philosophy - PMM Additional qualification
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Work experience	05.06.2012 – 30.09.2017 - SIMONA SHUS TREID DOO, SKOPJE, working position operator / supplier of production line
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21.06.2011 – 31.03.2012 – AD for production
MODERN HOUSE PRILEP, working position
operator / supplier of production line

Judge Trainee 2002 -2003 - Basic Court Skopje II
Skopje

Attorney Trainee in 2001 to 2002 - Law Office
Nada Gocheva

Organizational skills

Ability for independent work and teamwork,
and Ability Ability to work under pressure,
Precision, diligence, loyalty

Foreign Languages

English (speaking, writing and reading - great)

Computer skills

MS OFFICE, Internet