

PERSONAL INFORMATION

Claire Fernandez

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 claire@enar-eu.org

Sex Female | Date of birth 13/02/1985 | Nationality French

POSITION

Deputy Director - Policy, ENAR

WORK EXPERIENCE

25 Jun 14–Present

Deputy Director - Policy

European Network Against Racism, Brussels (Belgium)

- **Lead the policy development, policy implementation and advocacy work** based on ENAR strategic plan;
- Coordinate **grant and project proposals**;
- Liaise with relevant counterparts and contacts outside the organisation;
- **Manage the work** of two Policy officers and one Shadow report Officer;
- Work in collaboration with the Networking and Communication Officers to develop communication and networking strategies.

4 Feb 13–30 Jun 14

Policy Officer

European Network Against Racism, Brussels (Belgium)

- Monitor **EU policy developments** and identify issues of concern for ENAR and its network;
- Draft policy positions and policy papers and develop advocacy initiatives on **equality data collection** and **hate crime against minorities** (Jews, Muslims, **Roma**, Black Europeans and migrants);
- Supervise the production of **ENAR Shadow Reports** on Discrimination in Employment in Europe;
- Develop a network with policy makers and politicians and liaises with relevant counterparts
- Work closely with the Communication Officer to develop communication strategies.

15 Jan 12–15 Jan 13

Advocacy Consultant

Open Society Foundations, Brussels (Belgium)

- Define Open Society Foundations' advocacy strategy on the **reform of the European Court of Human Rights and implementation of the Court judgments**;
- Carry out advocacy visits in European capitals and produce communications material on the reform of the Court;
- Co-ordinate the production of a shadow report on the **national implementation of the European Convention Human Rights** in eight Council of Europe member states;
- Based on literature review and interviews with academics, NGOs, diplomats, government officials as well as staff of the Council of Europe and the European Court of Human Rights Court, draft a report that makes **recommendations** on how to improve the practice and procedures of the Committee of Ministers in **supervising execution of judgments**;
- Support other parts of Open Society Foundations in organizing a contact visit and carrying advocacy with EU Institutions on the situation of **Roma in France** and **support grant-making on Roma**.
- Support Open Society Foundations with **Strasbourg-based advocacy** on Justice issues.

- 1 Oct 11–31 Jan 12 **Senior Human Rights Adviser**
Organisation for Co-operation and Security in Europe, Pristina (Kosovo)
- Carry out field research on school dropout and draft the Mission public Report [Tracking School Dropouts and non-Attendance in Kosovo](#) (September 2012);
- Define the Mission strategic planning **on right to education and non-discrimination**;
- Advise relevant authorities on equality and non-discrimination issues.
- 1 Jul 11–1 Oct 11 **Independent Consultant**
Council of Europe Commissioner for Human Rights, Mitrovica (Kosovo)
-Supervise the **editing and revision** of Human Rights Commissioner Hammarberg's Report [Human Rights of Roma and Travellers in Europe](#);
-Assist with the implementation of promotion initiatives for the Report (draft targeted briefings, drawing up of lists of contacts for distribution).
- Sep 10–Jun 11 **Adviser**
Council of Europe Commissioner for Human Rights, Strasbourg (France)

-Supervise the **conception, revision and editing** of Commissioner Hammarberg's Report *Human Rights of Roma and Travellers in Europe (anti-Gypsyism, migration, discrimination in access to economic and social rights)*;
- Monitor, report and advise the Commissioner on the **human rights of Roma and Travellers** (good practice and shortcomings in fields such as housing, education, promotion of culture and police) and on countries of the Western Balkans (**asylum and migration**);
- Draft contributions to fact sheets, briefings and communications material for the Commissioner and visits reports on Kosovo, Serbia, Slovakia, Slovenia and Spain;
- Manage financial, logistical and substantial aspects of the Round-Table on Human Rights Defenders in South East Europe (Sarajevo, December 2010).
- 15 Sep 08–15 Sep 10 **Human Dimension Officer**
Organization for Co-operation and Security in Europe Mission in Kosovo, Gjilan/Gnjilane (Kosovo)
- Monitor, report on and assist on compliance with international and domestic standards specifically pertaining to **minority rights** (e.g. participation in public affairs, **freedom of movement**, right to education) by municipal authorities in the region;
- Propose conflict resolution initiatives;
- Provide technical advice to municipalities on **local good governance, decentralisation**, minority rights, economic and social rights, **reintegration and return**;
- Co-ordinate with other international and local governmental and non-governmental actors engaged in communities issues (**UNHCR**, legal aid providers);
- Manage financial, **logistical and programmatic aspects of projects** (establishment and coordination of a multi-ethnic Human Rights Youth Club, anti-discrimination awareness campaign);
- Act as regional team coordinator (5 persons).
- Mar 08–Aug 08 **Assistant Legal Adviser (Intern)**
Organization for Security and Co-operation in Europe Mission to Bosnia and Herzegovina, Sarajevo (Bosnia and Herzegovina)

- Research and report on the participation of national minorities and on equality/non-discrimination;
- Contribute to **legislation review** at the State and Entity level (assist in reviewing the Anti-discrimination Law, Election Law, Law on National Minorities of Federation of Bosnia and Herzegovina);

- Prepare and implement **legal training courses** for the Council of National Minorities;
- Contribute to treaty bodies reporting and analyze Government response to treaty bodies;
- Prepare and implement a prison-monitoring project.

Jan 06–May 06 **Human Rights Assistant (Intern)**

French National Consultative Commission on Human Rights, Paris (France)

- Coordinate and provide support to the sub-commission on domestic law (organise meetings, prepare background papers, draft minutes);
- Chair the working group on **Roma and Travellers** (conduct expert audits, draft legislation review for the Commission's report on Roma and Travellers);
- Prepare thematic reports and speeches for the Secretary General and the President (**illegal immigration, International Criminal Court**);
- Analyze and report on the transposition of the International Criminal Court Statute into the French criminal code;
- Assist in drafting the Commission's report on alternative to imprisonment;
- Liaise with Ministries' representatives, Ambassador for Human Rights' office, NGOs and experts.

Aug 05–Dec 05 **Cooperation Assistant (intern)**

French Cultural Centre, Košice (Slovakia)

- Carry out a comprehensive comparative study on language schools in Košice;
- Carry out a detailed student's survey and present conclusions to the Cultural Centre's Board and Assembly;
- Research Roma rights in Eastern Slovakia;
- Design and implement cultural activities;
- Liaise with the French Embassy and other language schools and cultural organisations of the city.

EDUCATION AND TRAINING

Sep 07–Jun 08 **MA in Human Rights (summa cum laude)**

ISCED 6

Robert Schuman University (High European Studies Institute), Strasbourg (France)

Minorities in European and International Law; European Convention of Human Rights; European Union and Human Rights; Arabic and African system of Human Rights protection; European Social Charter; moot Court (two-months simulation of a European Court of Human Rights hearing)

Thesis: "From persecution to partial recognition. *Bosnia and Herzegovina's compliance with the Framework Convention on National Minorities*"

Sep 03–Jun 07 **MA in international relations (cum laude)**

ISCED 6

Institut d'Etudes Politiques (Political Studies Institute), Toulouse (France)

Political sociology, Sociology, Economy, Economy of development, History of Ideas, History and ethnicity, Constitutional Law, International Justice, Soviet History

Thesis: "Evaluation and monitoring of a PHARE project to support Eastern Slovakia Roma –

Technical Assistance to the Establishment of Community Centres”

Sep 03–Jun 06

BAr in Law

ISCED 5

University Toulouse 1/University Pierre Mendes France, Toulouse/Grenoble (France)

Constitutional Law, Civil Law, Administrative Law, International Law, Business Law

PERSONAL SKILLS

Mother tongue(s) French

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Bosnian	B2	B2	B2	B2	A2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2: Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills

- good communication skills: I designed and implemented training programmes for diverse audiences; I drafted briefings and inputs for media and social media.

- **Advocacy and diplomatic skills**; knowledge of Council of Europe and EU Institutions.

- good ability to work in multi-cultural environment, gained through my professional experience.

- team work: I have worked in different teams throughout my career.

Organisational / managerial skills

- leadership: coordinated a five-person team in Kosovo, act as supervisor for policy assistants.

- sense of planning and organisation (coordination of civil society networks, organisation of trainings, planning and direction of meetings, round tables, high-level seminars).

- experience in project management (coordinator of regional projects in Kosovo).

Computer skills

- good command of Microsoft Office™ tools (Word™, Excel™ and PowerPoint™);

- basic knowledge of graphic design applications (PhotoShop™).

- good command of social media for professional use: Facebook, Twitter, LinkedIn.

Driving licence

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ADDITIONAL INFORMATION

Publications

- March 2014: "Equality data to unveil inequalities in Europe: it's all about political will", The European Network Against Racism's [webzine](#)

- June 2013: "**Racist violence: What impact for the EU Framework Decision on Racism and Xenophobia?**", The European Network Against Racism's [webzine](#)

- March 2013: "**Data collection: What we need for equality and social inclusion in Europe**", The European Network Against Racism's [blog](#)

- October 2012: "**La "Question Rom" au niveau local, au Kosovo. Creation et évolution des mécanismes de participation au niveau local**", *Etudes Tsiganes, La "Question Rom" en Europe Aujourd'hui, Revue trimestrielle numéro 46*

- September 2012: **Tracking School Dropouts and Non-attendance in Kosovo**, *Published by the OSCE Mission in Kosovo*

- July 2012: “**Top Human Rights Official Censures Italy**”, *Blog published on the Open Society Foundations [website](#), with Costanza Hermanin*

- December 2011: “**Minorities’ participation mechanisms at the local level in Kosovo: impact on Roma, Ashkali and Egyptians**”, *International Journal of Rule of Law, Transitional Justice and Human Rights*

References

Mr Giancarlo CARDINALE Deputy Director, Office of the Council of Europe Commissioner for Human Rights, Giancarlo.Cardinale@coe.int

Ms Emily PATTERSON Team Leader, Georgia Trial Monitoring Project, OSCE ODIHR
emily.patterson@odhr.pl

Mr Neil CAMPBELL Head, EU Policy Development, Open Society European Policy Institute,
neil.campbell@opensocietyfoundations.org