

## 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

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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](mailto:Giancarlo.Cardinale@coe.int)

**Ms Emily PATTERSON** Team Leader, Georgia Trial Monitoring Project, OSCE ODIHR  
[emily.patterson@odhr.pl](mailto:emily.patterson@odhr.pl)

**Mr Neil CAMPBELL** Head, EU Policy Development, Open Society European Policy Institute,  
[neil.campbell@opensocietyfoundations.org](mailto:neil.campbell@opensocietyfoundations.org)