

**Europass
Curriculum Vitae**

Personal information

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 E-mail m_asanovski@yahoo.com
 Nationality Macedonian
 Date of birth 11.05.1979
 Gender Male

Work Experience

<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>15 April, 2011- onward</p> <p>Human Rights Monitor - Researcher/independent Consultant</p> <p>- Independent field investigation, including taking testimonies from Roma victims of human rights abuse, witnesses to such abuse, relevant authorities, and experts and other individuals able to provide background information; - Conducting research on inclusive education with an emphasis on overrepresentation of Romani children in special schools, hate speech and violence, housing, migration and asylum; - Assisting in advocacy submissions; - Daily media monitoring on Roma rights themes; - Support in developing strategic legal cases (by identifying lawyers, proposing cases and liaising with clients, etc.); - Assisting in filing complaints with relevant authorities and development of relevant publications and reports; - Initiate and maintain regular contact with Roma and non-Roma human rights and service delivery organisations, Government actors and local Roma and mainstream press sources, lawyers working in the field of Roma rights on specific cases for litigation. - Collect and maintain regularly lists of hate crimes against Roma.</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>European Roma Rights Center, Madách tér 4 H-1074 Budapest Hungary</p> <p>International non-governmental human rights organization</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>1 June, 2009 – 31 May, 2010</p> <p>Researcher/independent Consultant</p> <p>- Collecting and providing primary documentation on the housing rights situation of Roma in Macedonia covering areas such as discrimination against Roma in access to housing, forced evictions, other aspects of the right to adequate housing, the impact of housing on education, employment and health care, and any government actions which worsen or improve the housing situation of Roma through; - Detailed desk research on existing law, policy, statistics and other data; - Monitoring the press concerning housing rights breaches; - Conducting primary field research on housing rights violations of Roma; - Developing case studies on particular housing rights situations.</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>European Roma Rights Center, Madách tér 4 H-1074 Budapest Hungary</p> <p>International non-governmental human rights organization</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>April-May 2009</p> <p>Legal Intern</p> <p>- Researching Roma rights related topics; - Monitoring of stakeholders, policy-makers, think tanks, etc.; - Detailed monitoring of news and information on Roma rights</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>European Roma Rights Center, Madách tér 4 H-1074 Budapest Hungary</p> <p>International non-governmental human rights organization</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>October 2008-February 2009</p> <p>Intern</p> <p>-Synthesis and analysis of the National Reports on Strategies on Social Inclusion and Social Protection mostly, extra attention on Roma related issues; -Review of projects under Call VP/2007/006 - National awareness-raising activities and community Action Programme PROGRESS (2007 - 2013); -Categorizing awareness-rising project 2007-2008 and 2008-2009; -Compiling all European Year of Equal Opportunity countries' replies for EC Representation and Euro Barometers; -Updating the Roma website</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>European Commission, Action against Discrimination and Civil Society, DG Employment, Social Affairs and Equal Opportunities, Rue de la loi 200 (J37-2/26) B-1049 Bruxelles- Belgium.</p> <p>European Institution</p>
<p>Dates</p>	<p>January-July 2008</p>

Occupation or position held	Intern
Main activities and responsibilities	<ul style="list-style-type: none"> - Assist in collecting and processing materials related to the various provisions of the Action Plan on Roma and Sinti and related to the implementation of the Action Plan by participating States (material used for the 2008 Status Report); - Collect and process information and materials from other international organizations regarding Roma-related policies, strategies, programmes, as implemented by states; - Collect and process information regarding extremism and racist violence against Roma and Sinti, hate crimes and hate motivated incidents, hate speech and inciting against Roma and Sinti, used for the CPRSI's input to the ODHR's Annual Report on Hate Crimes in the OSCE Region: Incidents and Responses; - Assist the CPRSI with the logistic aspects of preparation of meetings and activities, such as conferences, roundtables, workshops, field visits, or side events organized or convened by CPRSI at OSCE human dimension meetings.
Name and address of employer	Office for Democratic Institutions and Human Rights OSCE, Contact Point for Roma and Sinti Issues, Ul. Miodowa 10 , 00-251 Warsaw - Poland
Type of business or sector	Intergovernmental organization
Dates	2003-2007
Occupation or position held	Assistant to the Director
Main activities and responsibilities	<ul style="list-style-type: none"> - Administrative and logistic assistance in preparing projects proposals and their implementation as well preparing financial and narrative reports to donors; - Providing translation/interpretation services (English, Macedonian, Roma); - Preparing letters, briefing notes, responses to enquiries, organizing meetings, workshops and seminars and maintenance of appropriate database.
Name and address of employer	Television Sutel, Chegevara street no.41, Skopje, Macedonia
Type of business or sector	The Outlet Company
Dates	2006 (one month)
Occupation or position held	Translator/Interpreter
Main activities and responsibilities	<ul style="list-style-type: none"> - Administrative assistance; - Oral and written translation in three languages Roma, English and Macedonian; - Business trips in the country incurred with the work during the elections.
Name and address of employer	The National Democratic Institute For International Affairs, Dimitrie Cupovski street no. 5, Skopje
Type of business or sector	National non-governmental organization
Dates	2006 (two months)
Occupation or position held	Election Trainer
Main activities and responsibilities	<ul style="list-style-type: none"> - Organizing workshops and educate people on the election process and how to cast a vote; - Observing the elections.
Name and address of employer	Roma Women and Youth Association "LULUDI"
Type of business or sector	NGO-Community- Based Organization
Dates	2004 (six months)
Occupation or position held	Project Assistant
Main activities and responsibilities	<ul style="list-style-type: none"> - Preparing reports for donors; - Translation from Macedonian to English and vice versa; - Organizing events.
Name and address of employer	Roma Women and Youth Association "LULUDI"
Type of business or sector	NGO-Community- Based Organization
Dates	2003 (nine months)
Occupation or position held	English Teacher
Main activities and responsibilities	<ul style="list-style-type: none"> - Teaching Roma children English language
Name and address of employer	Christian Pentecostal Church in the Republic of Macedonia.
Type of business or sector	Church-Charitable orientation
Dates	2002 (three months)
Occupation or position held	Microsoft Office programmes Trainer
Main activities and responsibilities	<ul style="list-style-type: none"> - Teaching the target group of Polio Plus to use Microsoft Office programme word, excel and internet.
Name and address of employer	Movement Against Disability "Polio Plus"
Type of business or sector	Cross disability multi-ethnic NGO
Dates	2000-2001 (one year)
Occupation or position held	Project Assistant

Main activities and responsibilities	- Providing legal assistance to the refugee from Kosovo and internally displaced people from Tetovo; - Preparing reports for donors and performing translation from Macedonian to English and vice versa; - Conducting field research on identification of persons (mainly Roma) without identity documents i.e. stateless person; - Organizing workshops and events.
Name and address of employer	Republic Organization for Protection the Roma Rights, Shuto Orizari street no number, Shuto Orizari
Type of business or sector	NGO-Community- Based Organization
Dates	2001 (two months)
Occupation or position held	Project Assistant (voluntary work)
Main activities and responsibilities	Assisting children in art, drama, sport and music. Namely, I was responsible to take care of Roma children involved in the activities. Project activities were making art pieces (art, drama, music) with children for children. Numerous theater and multimedia happenings were made with children with special needs, educationally neglected children, orphans, street children.
Name and address of employer	Children's Aid Direct (C.A.D), Bul. Ilinden no. 39/1-2 Skopje
Type of business or sector	International aid agency
Dates	2001 (two months)
Occupation or position held	Assistant in Art Activity (voluntary work)
Main activities and responsibilities	-Teaching Roma children on democratic rights.
Name and address of employer	Italian Consortium of Solidarity, Mirka Ginova street no. 17, Skopje.
Type of business or sector	National non-governmental organization
Education and training	
Dates	January 2012
Title of qualification awarded	Diploma in Legal Studies
Principal subjects/occupational skills covered	How and why the law changes; The Adversary trial system; Civil procedure; Characteristics of effective laws; How do judges make laws; The Court hierarchy; Criminal procedure; Civil and criminal law; Relationships between law-making bodies; The Jury system, Civil cases and criminal disputes.
Name and type of organisation providing education and training	ALISON a UNESCO award-winning social enterprise
Dates	1-10 August, 2011
Title of qualification awarded	The 1st Roma Pride Summer Camp
Principal subjects/occupational skills covered	The culture of debating, with an emphasis on critical thinking, effective communication and teamwork; Rroma language classes and history; Roma and Holocaust; Video workshop; A two-day study trip to the Auschwitz concentration camp in Poland.
Name and type of organisation providing education and training	Open Society Foundations-Roma Initiative-Budapest, Hungary.
Dates	November 2010- May 2011
Title of qualification awarded	Certificate Courses in Conflict Analysis, Negotiations and Conflict Management
Principal subjects/occupational skills covered	Classifying phases of conflict using the curve of conflict; Identifying interventions appropriate to different phases of a conflict; Analyzing the conflict in Kosovo and the genocide in Rwanda using terms and concepts from the curve of conflict; Generating a thorough set of characteristics for describing conflict using an analytical framework; Analyzing the conflict in Kosovo and the genocide in Rwanda using terms and concepts from the framework; Analyzing unfamiliar conflicts using terms and concepts from the curve and framework; Preparing for negotiation, including identifying key stakeholders and analyzing their positions, interests, and sources of leverage; Cultivating relationships with constituents and counterparts, especially across cultures, including through active listening and trust building; Focusing on interests, including those that are shared, conflicting, or compatible; Solving problems by separating them analytically, establishing criteria, and generating options; Implementing agreements, including establishing verification, dispute resolution, and enforcement mechanisms.
Name and type of organisation providing education and training	United States Institute of Peace, Academy for International Conflict Management and Peacebuilding.
Dates	22-26 November, 2010
Title of qualification awarded	Training of Trainers Basic Skills and Competencies in Diversity Management
Principal subjects/occupational skills covered	Concepts on which the participatory; interactive training relies; Effective adults learning characteristics, experiential learning theory, training design principles and the effective use of different training tools; Skills in designing and conducting participatory and interactive training sessions on ethnic diversity management topics relevant to local governments operating in ethnically diverse communities; Personal awareness of diversity and improving inter-cultural competences in working with various diversity issues and in diverse teams; Action plans for self-development and the design and implementation of training activities for local policy makers.
Name and type of organisation providing education and training	Open Society Foundations-Local Government and Public Service Reform Initiative- Budapest, Hungary.
Dates	8-12 October, 2010
Title of qualification awarded	Intercultural skills in Local Government
Principal subjects/occupational skills covered	Inter-cultural awareness; Culture values; The role of public institutions in integrating diverse communities and institutional barriers in accessing resources; Analytical, communication and intervention skills to be used in diverse teams, Institutions and communities; Local governments operating in ethnically diverse communities.

Name and type of organisation providing education and training	Open Society Foundations-Local Government and Public Service Reform Initiative- Budapest, Hungary.
Dates	25 July – 4 August, 2010
Title of qualification awarded	Roma Rights Summer School
Principal subjects/occupational skills covered	Minorities; Human rights-based approach; International human rights instruments (United Nations Treaties, European Treaties, Council of Europe and European Union legal and political mechanisms); Monitoring, researching and reporting human rights violations; Public speaking; Community organizing and advocacy techniques and tools.
Name and type of organisation providing education and training	European Roma Rights Centre-Budapest, Hungary.
Dates	2007 June, 2010
Title of qualification awarded	Bachelor of Arts in English Literature and Language
Principal subjects/occupational skills covered	English writing skills; Fundamentals of Mathematics; Oral communication & presentation skills; Advanced phonology; Writing expository prose; Philosophy and literary theory; Editing non fiction prose; Technical communication; Psychology of adult learning, Rhetorical theory; Basic professional writing; Report writing; Theories of pedagogy etc.
Name and type of organisation providing education and training	Belford University
Dates	20-26 June, 2010
Title of qualification awarded	Training for Urban Planning Practitioners: Managing Conflicts and Urban Development in Multiethnic Communities
Principal subjects/occupational skills covered	Conflict situations in multiethnic communities in the urban development planning and implementation processes; Strategies to manage conflict situations, such as principled negotiation, multiparty mediation and facilitation of participatory decision making and planning processes and identifying the stakeholders that can be involved in such processes.
Name and type of organisation providing education and training	Open Society Foundations-Local Government and Public Service Reform Initiative- Budapest, Hungary.
Dates	10-14 December, 2009
Title of qualification awarded	Global and Regional Minority Protection Norms in Local Governance Workshop of the 5th MMCP Diversity Management Training Jamboree
Principal subjects/occupational skills covered	Universal and regional minority protection; Application of minority rights norms; Concepts of ethnic identity and equality and their implications for policy-making; International minority protection standards as an integral part of human rights; Implications of human and minority rights for local governance and the ways in which norms impact on and regulate local policy processes and choices; Local (and international) conditions necessary for the effective implementation of human and minority rights; Interface of international minority protection standards and local policy-formulation; Major approaches to implementing minority rights locally; Local implementation of minority protection norms.
Name and type of organisation providing education and training	Open Society Foundations-Local Government and Public Service Reform Initiative- Budapest, Hungary.
Dates	26 – 29 February, 2008
Title of qualification awarded	Human Dimension Course
Principal subjects/occupational skills covered	OSCE and the Human Dimension; Gender Mainstreaming; Human Rights Monitoring; Human Rights and fight against terrorism; Rule of Law; Anti-trafficking; Law Reform and Law Making; Elections; Tolerance and Non-Discrimination; Roma and Sinti; National Minorities; Democratic Governance.
Name and type of organisation providing education and training	Office for Democratic Institutions and Human Rights OSCE-Warsaw, Poland
Dates	2001-2005
Title of qualification awarded	English Language Courses
Principal subjects/occupational skills covered	Writing; Reading; Speaking; Listening; Spoken interaction; Spoken production (European language level C1). Preparation TOEFL tests (Score 580).
Name and type of organisation providing education and training	Foreign School Lingua Link-Skopje
Dates	8 October – 6 December, 2001
Title of qualification awarded	Microsoft Office Programme Course
Principal subjects/occupational skills covered	Word; Excel; Internet.
Name and type of organisation providing education and training	Youth Information Technology Center, Skopje, Macedonia
Dates	24-27 April, 2000
Title of qualification awarded	Diploma in Project Management
Principal subjects/occupational skills covered	Drawing a project proposal; Creating budgets; Managing projects.
Name and type of organisation providing education and training	Children's Aid Direct in cooperation with Performing Arts Resource Center– Multimedia, Skopje

Personal skills and competences

Mother tongue(s)

Native speaker of Macedonian/Roma language

Other language(s)

Self-assessment

European level (*)

English**Serbo-Croatian**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
B2	Independent user	B2	Independent user	B2	Independent user	B2	Independent user	B2	Independent user

(*) [Common European Framework of Reference for Languages](#)

Social skills and competences

- *Good communication skills*: gained from extensively speaking on minority human rights issues publicly;
 - *Good intercultural skills*: having worked and lived throughout Europe, Poland, Brussels and Budapest in very diverse teams and environments;
 - *Good analytical and diagnostic skills*: through international research and analysis experience in the field of human rights and minority affairs for national and international NGOs and institutions.

Organisational skills and competences

- Whilst I was doing my internship at the OSCE/ODIHR in Poland, I was part of organizing the Supplementary Human Dimension Meeting which took place in Vienna in July, 2008.
 - While I was working for TV Sutel in Skopje, I was organizing a number of events.

Computer skills and competences

Good command of Microsoft Office™ tools (Word™, Excel™ and Internet).

Artistic skills and competences

Good writing skills, gained through drafting reports

Other skills and competences

Good legal skills, including international and national minority rights frameworks, through conducting legal research on housing rights, right to education, right to free movement and 7 years working on Roma-related issues.

Additional information**Publications**

- Country report on Macedonia (Country Profile 2011- 2012), available at: <http://www.errc.org/cms/upload/file/macedonia-country-profile-2011-2012.pdf>
 - Report: Standards Do Not Apply: Inadequate Housing in Romani Communities, (2011), available at: <http://www.errc.org/cms/upload/file/standards-do-not-apply-01-december-2010.pdf>
 - Report: Abandoned Minority-Roma Right History in Kosovo, (2011), available at: <http://www.errc.org/cms/upload/file/abandoned-minority-roma-rights-history-in-kosovo-dec-2011.pdf>
 - Status report 2008: Implementation of the Action Plan on Improving the Situation of Roma and Sinti Within the OSCE Area, available at: <http://www.osce.org/odihr/33500?download=true>

Membership

- A member of Advisory Board of Roma Virtual Network.

Extra-curricular activities**Supplementary Informal Education**

- Course on Europe and Law (October-November 2011). The course was delivered on line by the Open University and I hold a statement of activities taken from the mentioned university. The course covered the following subjects: European Convention of Human Rights system of rights and the mechanism set up for their protection; European Union and the main EU institutions and their legislative functions and the main principles guiding the relationship between the EU law and the domestic law of the member states.
- Course on Human rights and law (November-December 2011). The course was delivered on line by the Open University and I hold a statement of activities taken from the mentioned university. The course covered the following subjects: The historical growth of the idea of human rights; International context of human rights and position of the UK prior to 1998, Importance of the Human Rights Act 1998, Analyzing and evaluating concepts and ideas; the core concepts of rules, right and justice.

Seminars, Conferences and Workshops

- Counter Cyber hate speech workshop / Training. It was organized by International Network Against CyberHate on 6-8 May, 2013 in Amsterdam, Netherlands.
- Regional Conference on Public Service Media and Minorities: Roma. It was organized by Operating Eurovision and Euroradio; Kosovo's national broadcaster RTK; the EU Delegation in Kosovo; the CoE; SEEMO; Civis and ERNO on 9-10 April, 2013 in Prishtina, Kosovo.
- Seminar on the Role of Youth Work in Fighting Segregation in School Environments. It was organized by the Council of Europe on November 21-25, 2012 in Strasbourg, France.
- Preparatory seminar on European On-line Youth Campaign Against Hate Speech. It was organized by the Council of Europe on October 10-12, 2012 in Strasbourg, France.
- Conference on trafficking in Romany communities. It was organized by the European Roma Right Centre-Budapest on December 10, 2010 in Budapest, Hungary.
- Workshop on Anti-Discrimination Law and advocacy. It was organized by the European Roma Right Centre-Budapest on February 17-21, 2009 in Podgorica, Montenegro.
- Workshop on Housing Rights monitoring and advocacy. It was organized by the European Roma Right Centre-Budapest on April 23-37, 2009 in Podgorica, Montenegro.
- Legal Seminar on the implementation of EU Law on equal opportunity and anti-discrimination (Multiple discrimination and potential conflicts between grounds). It was organized by equality and Mobility and European Commission on November 25, 2008 in Brussels, Belgium.