

CURRICULUM VITAE

Personal information:

KOSANA BEKER

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Education:

I am PhD candidate at University of Novi Sad, Association of Centers for Interdisciplinary and Multidisciplinary Studies and Research, Center for Gender Studies. I hold MA in Gender Studies from UN mandated University for Peace, Costa Rica. Before that, I finished Law Faculty, University of Belgrade, and passed Bar Exam.

Professional experience:

- Commissioner for Protection of Equality: (from December 2010 – ongoing) Assistant to Commissioner for Protection of Equality of the Republic of Serbia, responsible for the Sector for handling complaints regarding discrimination of persons from marginalized groups. Main duties: manage the work of the Sector, responsible for planning, organizing, and supervising the works of internal units in the Sector; ensuring that employees perform work tasks timely and professional, provide technical assistance to employees in the Sector regarding the performance of duties; ensure that activities in the Sector go to plan and set priorities; eliminate weaknesses or deficiencies that arise in the work, if necessary; organizing expert and consultative meetings; prepare reports on the work of the Sector, carries out other activities on behalf of the Commissioner.
- Protector of Citizens of the Republic of Serbia: (from May 2009 – December 2010) Head of Department for Projects and Cooperation; main duties: responsible for projects the Protector of Citizens is involved with, emphasis is given to the rights of persons deprived of their liberty, rights of persons with disabilities, gender equality, child's rights, and rights of national minorities. Resident Twinning Advisor's Counterpart in the EU Twinning Project – Support to the Strengthening of Ombudsman's Office.
- Initiative for Inclusion VelikiMali: (from March 2005 – May 2009) Legal Adviser and Program Co-coordinator; main duties: preparing recommendations for amending existing laws regarding legal capacity of persons with mental disabilities; providing free legal aid to parents of children with disabilities with the aim of realization of their rights and enforcing them for self-advocacy; capacity building to small and under-developed organizations working with

children, and supporting them for developing community-based services within their towns; public awareness campaigns and advocacy activities on the national level for promoting rights of children and adults with disabilities, and making them more “visible” in the local community; advocacy and lobbying for changes in the Serbian positive legislation regarding education, volunteering, professional rehabilitation and employment of persons with disabilities; researching and publishing activities.

- UNICEF Serbia (April – June 2012), Consultant for the Provision of Technical Support in modeling of child personal assistance service. Providing support to UNICEF and its key partners (Ministry of Labor and Social Policy and Ministry of Education and Science) in ensuring that the most marginalized/ disadvantaged children (particularly those with disability) are supported towards social inclusion and full participation in a society. The objective was to contribute to social inclusion of children with disability through ensuring that a personal assistance service is implemented in quality manner, is in line with standards of good practice and is guided by cost-effective use of infrastructural, human and financial resources. More specifically, to: generate knowledge and analysis on good practice in Serbia and EU countries on child personal assistances, and to gather and analyze opinions of beneficiaries and key actors, as well as to formulate recommendations followed by an easy-to-use tool for local self-governments needed for planning and establishing child personal assistance service.
- USAID/ Aguirre Division of JBS International: (November 2011 – January 2012), Consultant researcher “Women with Disabilities in E&E regions”. Conducting analysis of the particular barriers and challenges experienced by women with disabilities in the E&E region and to provide the concrete set of recommendations as to how USAID mission programming could address these issues so as to improve the well-being and outcomes of these women; primary duty was to collect data in Serbia and to produce the written report on results; the report included gender analysis of issues faced by persons with disabilities in Serbia and a brief analysis of gender in the context of disability in the sector in which USAID typically works (e.g. health, domestic or sexual violence, civil society, media, elections, rule of law, trafficking in persons, education, workforce development, economic growth, articulation of work plans associated with UN Security Council resolution 1325 etc).
- Italian Cooperation, Programma Politiche Minorili in Serbia: (April – November 2011), Researcher – “Position of vulnerable children in Serbia”. Researching the legislative, strategic and practical framework of the position of vulnerable children in Serbia in the area of education, social policy and anti-discrimination.

Publications (author or co-author):

- **“Deprivation of legal capacity – Laws and Practice in Serbia”**, Mental Disability Rights International-Serbia (2014)
- **“Legal Framework of Legal Incapacitation in Serbia – Current Situation and Challenges”**, in: Collection of Articles and Recommendations: Legal capacity and Community Living – Protection of the rights of persons with disabilities, Mental Disability Rights International-Serbia (2014)
- **“Prohibition of Discrimination – Role of Public Prosecutors”**, in: Tužilačka reč br. 26, Association of Public Prosecutors and Deputy Public Prosecutors (2014)
- **“Prohibition of Discrimination – Selected ECHR Cases”**, Association of Public Prosecutors and Deputy Public Prosecutors (2013)
- **“Role of local self-government in inclusion of children with disabilities in educational system”**, Association of students with handicap (2013)
- **“Court Civil Protection from Discrimination”**, Commissioner for Protection of Equality (2013)
- **“Masculinity and Fatherhood, Gossip or Truth – Changing Fathers’ Role in Serbia”**, LAP Lambert Academic Publishing (2012)
- **“Media in Serbia – from Discrimination towards Equality”**, Commissioner for Protection of Equality (2012)
- **“Practicum for Protection against Discrimination”**, Commissioner for Protection of Equality (2012)
- **“Implementation of Antidiscrimination Legislation and Protection from Discrimination in the Criminal Law”**, Association of Public Prosecutors and Deputy Public Prosecutors (2012)
- **“First experiences of the Commissioner for Protection of Equality with cases of gender based discrimination”**, In: Women in Security Sector – Regional perspectives, Institute for Strategic Research (2011)
- **“Local support services – including children and adults with disabilities into community activities”**, Initiative for Inclusion VelikiMali, Serbia (2011)
- **“Local support services – including children and adults with disabilities into community activities”**, Initiative for Inclusion VelikiMali, Serbia (2011)
- **“Guide for Parents of children needing additional educational, health and social support”** Ministry of Education of the Republic of Serbia (2011)
- **“My right to make decision-deprivation of legal capacity in Serbia”**, VelikiMali Pančevo, Serbia
- **“Legal Guide for Parents of Children with Disabilities”**, VelikiMali Pančevo, Serbia
- **“Inclusive Education in Serbia”** In: Peace and Conflict Monitor, University for Peace, Costa Rica (2008)
- **Children with Disabilities – from passive receivers of social support to active participants in the community life**, research, VelikiMali
- **“Women in the Nicaraguan Guerrilla Movement”** In: Peace and Conflict Monitor, University for Peace, Costa Rica (2008)

Personal skills and competences:

Mother tongue: Serbian, fluent in English, basic German. Ability to work in multicultural environment; good team player; ability to handle multiply tasks; strong oral and written communicative skills; ability to prioritize, to thrive under deadline pressure with attention paid to detail; flexibility, dynamism and enthusiasm.