

Curriculum Vitae – GORDANA GASMI, Ph.D

1. **Family name:** GASMI, ex Ilić, ex Mladenović
2. **First name:** Gordana
3. **Date of birth:** 22/04/1960
4. **Nationality:** Serbia

5. **Education:**

	Institution: Date: From – to	Degree(s) or diploma(s) obtained:
A	Faculty of Law, Belgrade University (10/1999 – 04/2004)	PhD, International and European Law and International Relations
B	Internat. Development Law Institute, Rome (06-07/2001)	Certificate “Enterprise and Investment Lawyers Course”
C	Ministry of National Economy, Athens, Greece (05/1997)	Certificate “International Trade and Investments”
D	Faculty of Law, Belgrade University (10/1982-03/1987)	M.A in International Public Law and International Politics
E	Belgrade University, International Law Dept. (10/1978-10/1982)	Bachelor of Law

6. **Language skills (From 1 to 5; 1 is the highest)**

Language	Speaking	Reading	Writing
English	1	1	1
French	1	1	1
Italian	3	3	3

7. **Memberships of professional bodies:** Executive Board Member of the **Association of the EU Law**, Belgrade; Member of the Association of International Law, Belgrade; Member of the **Association of Business Lawyers**, Belgrade; Member of the Association of Lawyers for Democracy, Belgrade; Member of the **CAHVIO Committee of the Council of Europe** (2009-2011) – legal expert representing the Gov. of Serbia; Member of the Council for Gender Equality nominated by the government (since 02/2013).

8. **Other skills:** Computer Literate (Windows, MS Office Applications)

9. **Present position:** Senior Research Fellow in the Institute of Comparative Law, Belgrade, E-mail: gordana.gasmi@gmail.com

10. **Key competencies:**

[University degree in Law](#)

- M.A. and PhD in International Public Law and EU Law

[14 years of professional experience in law drafting and in related preparatory work gained in Serbia \(EU candidate country\):](#)

- in 2002, 2003 and 2004 - worked in **EU Policy Legal & Advisory Center I** on analytical reporting for harmonisation of law of Serbia
- in 2004 and 2005 - member of the Working Group of the Gov. of Montenegro and in Gov. of Serbia for **drafting their Laws on foreigners**
- in 2006 and 2007 - member of Working Groups of the Ministry of Finance for **drafting Law on State Aid Control and Public Procurement** and Special adviser of the Government of Serbia and Montenegro for drafting **EU Aligned Strategy on Migration Policy**.
- in 2007 and 2008 - prepared methodology and implemented policy and laws **impact assessments**, essential to prepare and implement all-inclusive law drafting (ex-ante Social Policy **Impact assessment of Draft Gender Law in Serbia** and **Ex-ante Policy Impact Assessment, analytical reporting for Serbia and mapping of training needs of civil servants in the field of legal drafting**).

- in 2008 and 2009 - member of the Working Group of the Serbian Ministry of Labour and Social Policy for **drafting of Law on Gender Equality** .
- in 2009 - coordinated the work of the Working Group of the Ministry of Labour and Social Policy of Serbia for **drafting of National Action Plan** 2009-2015 on combating violence against women and domestic violence
- in 2009 - 11 – analytical reporting to the Ministry of Labour and Social Policy on the participation in the expert CAHVIO committee of the Council of Europe on behalf of Serbia in the negotiations on drafting the Istanbul Convention of the CoE

More than 10 years of experience with harmonization of legislation with EU acquis, including policy implementation and coordination among stakeholders:

- Since 2001 provided **expert advice and training on EU integration and harmonization of Serbian laws with EU acquis** directly for the Governments of Serbia and Montenegro, within the donor-funded projects and as a researcher
- Since 2002, experience of the preparation and implementation of **national policy documents / papers and action plans in line with the EU acquis** , including with the related **negotiations and coordination**
- Since 2002, experience in preparation of **legal comparative analysis for the harmonisation to EU acquis** and **advisory reports on law issues in the context of Stabilisation and Association Process**

Direct experience with the EU accession negotiations

- As a Special Advisor, provided **advice and analytical support to the SAA negotiating team** of the State Office for EU integration of Serbia & Montenegro from 11/2005 until 05/2006, till the dissolution of the State Union of Serbia & Montenegro

Visiting Lecturer:

1. 2016, February, Introductory Lecture, **International Seminar:** " „What is the advantage / disadvantage of having a minimum wage by law? Will this affect the quality of work?“, 3 – 5. Februar, World Organization of Workers, Headquarter of European Department in Brussels, www.wownetwork.be, Amsterdam
2. 2016, May, Keynote Speaker at **International Conference** “Preventing and Combating Cyber Crime”, 20-21st May 2016, Law Faculty, Cluj-Napoca, Babes-Bolyai University, Romania
3. 2015, October, Introductory Lecture, **International Conference:** „Gender Equality in Defence System – Accomplishments and Trends“, 13-14 Oct, Belgrade, Ministry of Defence, Institute for Strategic Research
4. 2015, October, Introductory Lecture, **International Seminar**, „Cooperation between trade unions: what will the future look like?“, , World Organization of Workers, Brussels, lecture: « European standards of employees protection », www.wownetwork.be, Tivat, Montenegro
5. 2015, October, Introductory Lecture, **International Conference:** „Religion, Law, Politics“, *European Social Model between Law and Politics*, Budva, Montenegro
6. 2015, June, Introductory Lecture **in a capacity of the expert of the Council of Europe** – Workshop on Istanbul Convention of the Council of Europe, Parliament of Georgia, Tbilisi, 16. June 2015.
7. 2015, May, Introductory Lecture, **International Conference:** „The Rule of Law in the Digital Era“, Rumunija, Cluj-Napoca, Law Faculty, University Babes-Bolyai, Romania
8. 2014, November, Keynote Speaker on: „EU History“ i „EU Institutional System“, Workshop under the auspices of Friedrich Ebert Stiftung & Independent Trade Union of Road workers of Serbia within the project: „Serbia as country candidate for EU membership“, Belgrade
9. 2014, October, Seminar under the auspices of the Friedrich Ebert Stiftung & Federation of Independent Trade Unions of Serbia on „EU Rules on Gender Equality“, 16-17 October, Jagodina, Serbia
10. 2014, September, “Safe from fear, safe from violence – celebrating entry into force of the Istanbul Convention”, Rome, 18-19 September 2014, under the auspices of the Council of Europe and the Italian Ministry of Foreign Affairs and the Italian Chamber of Deputies, Italy

11. 2014, June, Judicial Academy Tbilissi, Georgia, UNDP seminar „Enhancing Gender Equality in Georgia“, 4-5 June 2014, Tbilissi Georgia
12. 2014, May, Law Faculty of the University "Dimitrie Cantemir" Cluj Napoca, Romania, Keynote Speaker at the International Conference: "Efficiency of Legal Norms III", 15 – 17 May 2014, http://www.dimitriecantemir.ro/docs/en/en_prog_conf_2014.pdf
13. 2014, April, Venice International University (VIU), "Academie de formation des jeunes professionnels de la region Sud de la Mediterranee sur la gouvernance democratique", VIU & European Center for Human Rights and Democratisation, CoE
14. 2014, April "Seminar on Conventions of the Council of Europe", Amman, Jordan, organized by the Council of Europe and the European Union
15. 2014, Januar, "Impunité et discriminations: Les violences fondées sur le genre au Maroc, Séminaire international, 30 janvier 2014", under the auspices of the Council of Europe, Maroc
16. Decembar 2013, Séminaire sur les cadres et instruments juridiques nationaux et internationaux en matière de violences fondées sur le genre, under the auspices of the Council of Europe, Tunisie
17. 2013 - Keynote Speaker at Plenary Session of the International Conference: "The Efficiency of Legal Norms II", 25-27th April 2013, Law Faculty, Cluj-Napoca, University "Dimitrie Cantemir", Romania
18. 2013 – EU TAIEX Workshop on fight against domestic violence, 31 January / 1st February, Gaziantep, Turkey
19. 2012, Keynote Speaker at the International Seminar of the Council of Europe (CoE) in promotion of the Istanbul Convention, Batumi, Georgia, July 2012.
20. 2012 – Keynote Speaker at Plenary Session of the International Conference: "The Efficiency of Legal Norms", 23-24 March 2012, Cluj-Napoca, Romania Law Faculty, Cluj-Napoca, University "Dimitrie Cantemir", Romania
21. 2009 – Lecturer at the International Conference under the auspices of the Institute of Administrative Sciences „Paul Negulescu“ and Romanian – German University, http://www.universuljuridic.ro/detalii_ev.php?pk=81
22. 2008 – Lecturer at the International Annual Forum of the Hellenic Institute of Administrative Sciences (HIAS), Thessaloniki, 13-14 June 2008
23. Lecturer at the International Seminar „Etats Post-communistes: vers une standardisation democratique“, Septembre 2007, Bordeaux, Université Montesquieu Bordeaux IV, France, 2007.
24. 2008 – Lecturer at the International Annual Forum of the Hellenic Institute of Administrative Sciences (HIAS), Thessaloniki, 13-14 June 2008, <http://www.rcpar.org>
25. 2003 - Lecturer at the International Summer School on European Foreign Policy organized by DGAP (Research Institute of German Council on Foreign Relations, www.dgap.org) in Berlin, July 2003. http://www.dgap-summer-school.de/en/Summer_School/2003/Speakers.html
26. Focal point of UNDP/RCPAR (Regional Centre for Public Administration Reform), Bratislava, Slovakia, 2008 – present, www.rcpar.org
27. 2009 – Lecturer at the International Conference under the auspices of the Institute of Administrative Sciences „Paul Negulescu“ and Romanian – German University, Sibiu, Romania

More than 10 years of working experience in the Serbian legal system:

- Since 2001: skilled **researcher and trainer on Serbian and EU Law**, drafted a number of related analytical reports and books
- Since 2004: **Associate Professor of Law** at the Singidunum University in Belgrade, teaching courses on Serbian and EU Law & Institutions, including competition and state aid, Business law, etc.
- Since 2005: experienced and highly-appreciated **legal expert, regularly solicited to provide advice to the Serbian Government** on harmonization with international and EU standards in various fields including judiciary reform, gender issues, public procurement legislation and practice, state aid, company law, gender and migration issues.
- Since 2002: working in donor funded projects (EU, USAID, UNDP) to **provide legal advice and analysis on Serbian legal system**, including the **comparative analysis** of laws in Serbia, in the region and EU laws and resulting advisory reports

11. Working experience:

	Date	Location	Company/Client & reference person	Position	Description
2 3	Since 12/2013 Present	<i>Serbia</i>	Institute of Comparative Law, Belgrade Prof. Dr Dragan Prlja, Co-President of the Scientific Council of the Institute - dprlja@gmail.com , dprlja@yahoo.com	Senior Research Fellow/ Associate Professor	Research, writing essays and thematic books on EU law and policies Associate Professor at the Faculty of Media and Communications of Singidunum University Belgrade, teaching (www.fmk.edu.rs): Universal human rights and freedoms Social work and Family Violence Institutional Law of the European Union and the Theory of Law Social Law - Theory Social Policy and European Integration
2 4	Since 11/2004 till 2016	<i>Serbia</i>	University Singidunum / Lincoln Univ. Belgrade Dep. / Ref. person: Prof. Dr Dragan Mitrovic, phone: + 381 63 254 958, draganm@ius.bg.ac.rs	Associate Professor	Teaching: EU Law and Institutions with Theory of Law / Business Law (Lecturing in English) including company law and competition law and state aid / Universal Human Rights / Social work and Family and Gender Violence / Theory of law Academic level - Associate Professor since 09/2008

	Date	Location	Company/Client & reference person	Position	Description
2 2	Since 10/2011	<i>Bosnia & Herzeg. & Georgia</i>	Council of Europe / Johanna Nelles, Legal Councillor, Johanna.NELLES@coe.int	Legal Expert	Delivered training in the field of domestic violence and women human rights (in particular related legal aspects, including on requirements of the Istanbul Convention)
2 1	11/2011 - 02/2013	<i>Turkey, FYRoM, Serbia</i>	EU TAIEX / Mr. Jerome Boniface, e-mail: jerome.boniface@ec.europa.eu	Speaker at the EU TAIEX	02/2013 in Turkey, 12/2012 in FYR of Macedonia and 11/2011 in Serbia: delivered training in the field of European standards in fighting against domestic violence (related legal aspects) and the case law of European Court of Human Rights

20	11/2008 - 06/2012	Serbia	UNDP & Min. of Labour and Social Policy Natalija Micunovic, Director of DGE, n.micunovic@minrzs.gov.rs Danilo Vukovic, UNDP Team Leader, danilo.vukovic@ius.bg.ac.rs Snezana Lakicevic, UNDP Project Director, Snezana.lakicevic@minrzs.gov.rs	Legal expert of the Government / UNDP Senior Advisor	UNDP Support and direct assistance to the Ministry of Labour and Social Policy, Directorate for Gender Equality (DGE): - Prepared analytical report on: "Ex-ante Social Policy Impact assessment of Draft Gender Law in Serbia " (2008), - Prepared analytical report "Comparative Analysis of Draft Gender Equality Law in Serbia with gender laws in the region and EU related Directives" (2009) directly used to prepare The Law on Gender Equality , adopted in 12/2009. - Coordinated the working group of the DGE and provided expertise for the preparation of the National Action Plan on combating violence against women 2009-2015 in coordination with relevant stakeholders - Commented the Council of Europe Convention on combating violence against women and domestic violence.
19	10/2009	Romania	Institute of Administrative Sciences Paul Negulescu/ Romanian-German University	Lecturer	Prepared and delivered lectures on the topic of legal and political aspects of coordination of national systems in the Western Balkans with EU standards at the International Conference.
18	04/2009 - 01/2011	France	Council of Europe / Ms Johanna Nelles, Legal Councillor, e-mail: Johanna.NELLES@coe.int	Legal expert of the Serbian Government	Member of the Ad hoc Committee of the Council of Europe on preventing and combating violence against women and domestic violence (CAHVIO) , Strasbourg, France. Outcome of the work of the Committee was the Convention of the CoE on preventing and combating violence against women and domestic violence (Istanbul Convention)
17	07-12/2007	Serbia	UNDP / Danilo Vukovic, TL, danilo.vukovic@ius.bg.ac.rs / Dan Dionisie, Head of Regional Centre for PAR, Bratislava, Dan.dionisie@undp.org	UNDP Senior Advisor	Regional research UNDP Bratislava project on: " Ex-ante Policy Impact Assessment ", the UNDP project of Support to the Economic and Social Impact Assessment in the region / analytical reporting for Serbia - <i>Contracted by the UNDP</i> Mapping of training needs of civil servants in the field of legal drafting.
16	09/2007	France	University Montesquieu, Bordeaux IV	Trainer	Lecturer at the International Seminar „ <i>Etats Post-communistes: vers une standardisation democratique</i> “ on the topic of " Legal and political coordination of national systems with European system – a view from Western Balkans region ".
15	09/2007	France	French Government / Ecole des Hautes Etudes des Sciences Sociales – CEMI	Research fellow	High level academic research fellowship – grant of the French Government for the research on dynamics of European Union construction and in particular relating to Balkans .
14	05-06/2007	Montenegro	USAID/ National Center for State Courts / Mr. Suren Avanesyan, Project Director, e-mail: savanesyan@ncsc.dni.us	Legal Advisor and Assessment Coordinator	Assessed legal and judicial system development in Montenegro and prepared the report " <i>Montenegro Rule of Law Assessment</i> " (Co/authors: G. Ilic Gasmi, A. Szal, E. Little Dvorak)

1 3	11/200 6- 05/200 7	<i>Serbia</i>	UNDP / Ministry of Finance of the Government of Serbia / Ms Jasmina Bell, Project Team Leader / UNDP; jasmina.bell@undp.org	UNDP Senior Adviser for EU Legislation	Within the European Integration Dept. of the Ministry of Finances and under the project of Institutional Support to the Ministry: <ul style="list-style-type: none"> - Participated in working groups for drafting legislation in State Aid Control and Public Procurement; - Prepared and delivered training of civil servants on EU Legal system, EU standards in public procurement, public procurement in Serbia, State Aid and EU principles on State Aid Issues in the context of European Integration in Serbia. - Prepared also expert reports for harmonization with the EU rules in State Aid and Public Procurement.
1 2	11/200 5- 05/200 6	<i>Serbia</i>	UNDP Ms. Jela Bacovic, Director of the EU Integration Office of State Union of Serbia & Montenegro, Letter of Recommendation	Special Adviser to the EU Integration Office of Serbia & Montenegro	<ul style="list-style-type: none"> - Special Adviser to the Director of the EU Integration Office of Serbia & Montenegro, Gov. of the State Union of Serbia & Montenegro, under the UNDP project on Capacity Building of the State Union of SCG public administration. - Provided advice and analytical support to the SAA negotiating team at the State Union level. - Provided analytical support to the SAA negotiations, i.e. expertise in relevant fields such as Justice, Freedom, Security and specifically the expert support to the Working Group on Visa, Asylum, Migration and Integrated Border Management in preparing working documents, reports, position papers, including analysis of related legislation in SCG and EU, in accordance with the competence of the State Union of Serbia and Montenegro in those fields.
1 1	04/200 4- 12/200 5	<i>Serbia & Montenegro</i>	EU / International Organization for Migration – IOM Mr. Pier Rossi - Longhi, Regional Programme Coordinator, Southern Europe Section, E-mail: prossilonghi@iom.int Current position: Chief of IOM Mission, Geneva prossilonghi@iom.int	National Legal Officer	Within the regional project on Establishment of EU-compatible legal, regulatory and institutional frameworks in the fields of asylum, migration and visa matters (Migration Module): <ul style="list-style-type: none"> - Harmonisation with the EU standards of national migration strategies in Serbia and Montenegro, legal research work, attending preparatory meetings, comparing national legislation of Serbia and Montenegro with relevant EU Acquis standards and identification of differences in accordance with methodology provided, collection of information of enforcement in Serbia and Montenegro, coordination with government counterparts, submission of progress reports and draft analysis, participation in working groups for drafting legislation on foreigners in Serbia and in Montenegro, organization of regional seminars and reporting from seminars, raising awareness on the migration policy reform process, contribution to the development of national strategies of migration. - Rapporteur at the seminar on illegal migration & data protection in Albania, 05/2005; - Presented legal aspects of voluntary return at national levels in the region in Croatia, 03/2005; - Participated in the conference “Regional Road Map for alignment of national migration strategies with EU standards” in Brussels 12/ 2005.
1 0	05- 11/200 3	<i>Serbia</i>	Belgrade Univ., Prof. Dr S. Samardzic, slobodan.samardzic@fpn.bg.ac.rs	Trainer on EU Integration	Delivered training on EU Institutions and Law and EU Integration to civil servants from Serbia and Montenegro’s government, i.e. from all key ministries involved in EU integration discussions as well as the Office of the EU Integration.

9	07/2003	<i>Berlin, Germany</i>	Research Institute of German Council on Foreign Relations / Dr May, may@dgap.org	Lecturer	Delivered training to the members of the government and non-government institutions of EU candidate countries at the International Summer School on European Foreign Policy. The topics were Efficiency of Common Foreign Policy of European Union - view from the Balkans; and Legal and Institutional aspects of European Foreign Policy .
8	02/2000-02/2004	<i>Kragujevac, Serbia</i>	Centre for EU Law / Prof. R.Vukadinovic, e-mail: radevuk@ptt.rs	Trainer on EU Integration	Prepared and delivered vocational training on EU Law to the groups of trainees (mostly lawyers and economists) from companies and regional Chambers of Commerce and EU institutions, European Foreign Policy, European Integration of Serbia, Public Procurement, Freedom of Establishment of Services , on five sessions of Winter School of EU Law.
7	05/2002-05/2004	<i>Serbia & Montenegro</i>	EU / Mr. Bernd Messerschmidt, Team Leader berndmess@yahoo.de ; Mr. Helder Conceicao, Deputy Director hconceicao@hotmail.com	Legal Policy Advisor (full time)	Within the project on Policy and Legal Advice Centre I (SCEPP) provided high-level advice and training of civil servants on State Aid, Public Procurement, Judiciary and other topics relevant for Stabilization & Association process with the EU: <ul style="list-style-type: none"> - High level advisory work in drafting economic legislation of Serbia and Montenegro in line with EU standards - Provided advice for drafting modern economic legislation in line with European standards and principles - Analytical support to legal reforms in judiciary, company law, public procurement issues - Prepared advisory reports and policy papers (see the list of publications).
6	05-10/2001	<i>Serbia & Montenegro</i>	GTZ GmbH & G 17 Institute / Mr. Milko Stimac, Office@g17institute.co.yu	Project Coordinator	Team research project: "Yugoslav Legal and Institutional Reforms Report", analytical reporting and research on current legal and institutional reforms in the country .
5	02-04/2001	<i>Serbia & Montenegro</i>	European Privatisation & Investment Co./ Bobo Ristic, Man. Director, +38111 622249	Legal Counsellor	Provided consultancy on foreign direct investment issues related to Serbia & Montenegro, legal aspects of privatization process and preparing contracts .
4	02-05/2001	<i>Serbia & Montenegro</i>	Belgrade Open School / Mr. Milorad Bjeletic, Ex. Director, bos@bos.org.yu	Lecturer / Co-ordinator	Spring semester 2001 – designed training curriculum on EU Institutions and EU law and Policies , identified and engaged lecturers and delivered lectures on selected topics, preparation of Thematic Reader
3	01/2001-07/2000	<i>Serbia & Montenegro</i>	Open Society Support Foundation / Predrag Simic, editor, psimic@eunet.rs	Independent research fellow	Within the Research Support Scheme of the Foundation , member of a research group in the project "The European Union, NATO, and their South-Eastern European Neighbours". Team research and preparation of analytical study.
2	02-07/2000	<i>Serbia & Montenegro</i>	EC Delegation / Michael Graham, Chargé d'affaires & A. Martins, Dep. Ambassador, adriano.martins@eeas.europa.eu	European Information Officer	Political and legal analytical reporting on the situation in the country, analysis of media and civil society developments, preparing relevant articles and essays, follow-up on important conferences and political events, etc.
1	03/1996-02/2000	<i>Serbia & Montenegro</i>	Institute of Internat. Politics & Economics / Blagoje Babic, blagosb@ptt.rs	Research Fellow	Dept for European Studies & Dept for International Law: research activities, participation at international conferences organized under the auspices of the Institute and contributing to research bulletin and to various collections of proceedings.

12. Other relevant information - Author of numerous books, books chapters, studies and articles on the EU law and EU policies, selection of which is given below:

- ❑ **"CoE Convention on preventing and combating violence against women and domestic violence – Legal Commentary"**, Norwegian Ministry of Foreign Affairs, UNDP, 2012.
- ❑ **"Quo Vadis EU? – Relevant Legal and Institutional Factors"**, Belgrade, pp. 319. , 2016.
- ❑ **"Theory of Law and fundamentals of legal system of the EU"**, Belgrade pp. 412, 2012, 2013, 2014, (reprint)
- ❑ **"EU Law and Institutions"**, Belgrade 2008,
- ❑ **"Mapping of Ex-ante Policy Impact Assessment Experiences and Tools in Europe" – UNDP, Bratislava, 2007**
- ❑ **"EU reforms – Institutional aspects"**, Belgrade 2004, Friedrich Ebert Stiftung, Prometej Beograd
- ❑ **"Harmonization with the EU definition of SMEs - guidelines for Serbia in the field of state aid"**, Scientific Journal "Law and Economy", No 7-9/2008, pp. 662 - 674., 2008.
- ❑ **"EU Principles on State Aid in the context of Stabilization and Association Process - Guidelines for harmonization in Serbia"**, Scientific Journal "Finance", No 1-6/2007, Belgrade, pp. 65 – 95
- ❑ **"EU State Aid- EU Guidelines on National Regional Aid for the period 2007–2013."**, Collection of proceedings, Law Faculty of the Belgrade University, 2011, pp. 74 – 91
- ❑ **"The Development of Public Procurement in Serbia & Montenegro in the context of EU Stabilization & Association process"**, SCEPP", PLAC I / SCEPP, Belgrade, 05/2003
- ❑ **"Commentary of the Law on Public Procurement of Serbia"**, co-author with D. Prlja, Poslovni zbornik, Belgrade, 2005. 250 pp.
- ❑ **"The Development of Company Law in Serbia and Montenegro"**, SCEPP", PLAC I / SCEPP, Belgrade, 09/2003