

# CURRICULUM VITAE

1. **Family name:** MATIJEVIĆ
2. **First names:** Milica
3. **Date of birth:** 2<sup>nd</sup> November 1977
4. **Nationality:** Serbian
5. **Civil status:** married
6. **Education:**

DATE (FROM – TO)	INSTITUTION	DEGREE(S) OR DIPLOMA(S) OBTAINED:
2014 – 2018	Faculty of Law, University of Florence (Italy)	PhD in Law; Title of PhD dissertation: “Substantial Equality and the Limits of Anti-Discrimination Law”
2004 - 2005	European Inter-University Centre for Human Rights and Democratization (EIUC), Venice (Italy) – Danish Institute for Human Rights (DIHR), Copenhagen (Denmark)	European Master’s Degree in Human Rights and Democratisation (E.MA); Title of MA dissertation: “The United Nations Transitional Administration Missions and the Principles of Democratic Governance”
2000 - 2001	Faculty of Law, University of Utrecht (The Netherlands)	Exchange programme certificate
1996 - 2004	Faculty of Law, University of Belgrade (Serbia)	University Degree in Law

7. **Language skills: Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)**

LANGUAGE	READING	SPEAKING	WRITING
Serbo-Croatian		mother tongue	
English	C2	C1	C2
Italian	C1	C1	B2
French	A1	A1	A1

8. **Membership of professional bodies:**

- European Society of International Law – Member;
- Alumni Association of the European Master’s Degree in Human Rights and Democratisation – Member;
- Young Lawyers of Serbia (Member organisation of the European Young Bar Association) - President of the Project Committee and Member of the Managing Board (2008 – 2010)

9. **Other skills: (e.g. Computer literacy, etc.):** full computer literate

10. **Present position: Researcher at the Institute of Comparative Law** (Belgrade, Serbia)

11. **Years within the firm:** 12,5 years

12. **Key qualifications (Relevant to the project):**

- **Fifteen years of professional experience in the field of law, protection of human rights and institution building projects.** Specialist in analysis and development of legal and policy measures for the realisation of socio-economic rights. Human rights expert with progressive career record spanning legal consultancy, project-development and project-monitoring skills in the sphere of capacity building of state institutions.

13. **Specific experience in the region:**

COUNTRY	DATE FROM – TO
Serbia	1998 – to date
Kosovo	2005 – 2015
Bosnia and Herzegovina	2002, 2008, 2011
Croatia	2011

## 14. Professional experience

DATE FROM – TO	LOCATION	COMPANY & REFERENCE PERSON (NAME & CONTACT DETAILS)	POSITION	DESCRIPTION
1. July 2007 - ongoing	Serbia	<b>Institute of Comparative Law</b> (Vladimir Čolović: v.colovic@iup.rs)	<b>Researcher</b>	Conducting theoretical research in the field of <b>international human rights law</b> , with focus on the <b>protection against discrimination of minority groups</b> ; preparing <b>comparative analyses</b> of the policies and laws relevant for the protection of minority groups, in particular of the EU and national level equality laws and policies; etc.  From February to May 2008 had completed a three-month research on <b>affirmative action measures</b> at Indiana University (Bloomington, IN, USA) as Frank McCloskey Fellow.
2. Oct. 2018 – April 2020	Serbia	<b>GFA Consulting Group GmbH</b> (Armita Azadeh: Armita.Azadeh@gfa-group.de)	<b>Senior Legal Expert</b>	EU-funded project “Support of affirmative measures related to employment of national minorities in public sector”. Main tasks: conducting best practice analysis of the employment related legal and policy measures of the selected EU member states aimed at securing adequate representation of members of national minorities in state administration bodies; analysing Serbian legal and institutional framework relevant for the adequate representation of persons belonging to national minorities in public sector; preparing recommendations for the improvement of employment laws and policies with the aim to ensure a more equal access of members of minority communities to the public services; etc.
3. Aug. 2011/Nov. 2012; May 2013 / June 2015	Serbia, Kosovo	<b>DIADIKASIA Business Consultants S.A.</b> (Massimo Moratti: maxmoratti@yahoo.com)	<b>Senior Human Rights Officer</b>	EU-funded projects “Support to the Implementation of the Strategies for IDPs, Refugees and Returnees” and “Further Support to Refugees and IDPs in Serbia”; Main responsibilities: conducting field research and writing reports on human rights situation of minority communities in Kosovo; conducting analysis and drafting proposals on the amendments of laws relevant for the human rights situation of minority communities, preparing policy papers for the improvement of the institutional framework for the protection of minority rights (e.g. Reports on the necessary legal amendments to the laws and bylaws regulating use of official languages and on the required institutional changes); institution and capacity building of the central level institutions in devising strategies for combating discrimination of persons belonging to displaced minority communities.
4. Nov. 2013;	Venice (Italy)	<b>European Inter-University Centre for Human Rights and Democratization (EIUC)</b>		Guest lecturer at the European Master’s Programme in Human Rights and Democratization; Lectures on: a) Provision of legal aid to victims of human rights violations; b) Strategic litigation and its role in protecting human rights; Two-day workshop on human rights impact assessment.
5. March/Aug. 2011	Serbia, BiH, Croatia, Kosovo	<b>Minority Rights Group International</b> (C. Thomas: claire.thomas@mrgmail.org)	<b>Evaluator</b>	Terminal Evaluation of the “Program on Strategic Litigation on Discrimination and Minority Rights Issues”.
6. Sept/Oct. 2010	Serbia	<b>SIGMA/OECD</b> (Aleksandra Rabrenović: arabrenovic@gmail.com)	<b>Researcher</b>	“2010 Country Survey on the Civil Service Professionalization in Serbia”; Main tasks: preparing country review of the civil service reform in the Republic of Serbia based on SIGMA Expert Questionnaire on Civil Service Professionalisation in the Western Balkans (segments on recruitment and selection of civil servants; appointment and dismissal procedures and transfer of civil servants; governance of the senior officials; and integrity and impartiality of the civil service in Serbia).
7. June 2010	Serbia	<b>Danish Refugee Council (DRC)</b> (J. Madžarević: jelenapaul@gmail.com)	<b>Senior O&amp;M Expert</b>	EC tender for the Project: “Support to Refugees and IDPs in Serbia”;
8. Oct./Nov. 2009 and Feb./March	Serbia	<b>European Consultant Organization</b> (Sandra Oskorus: cli@eco3.be)	<b>Senior EU Law Revision Expert</b>	EU-funded project: “Technical Assistance for the Translation Coordination Unit of the Republic of Serbia”; Main tasks: undertaking review of the translated <i>acquis communautaire</i> and of terminology tables with the aim to upgrade the capacity of the European Integration Office of the Republic of Serbia

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	2010			to carry out the process of translation of <i>acquis communautaire</i> .
9.	2008/2009	Serbia <b>Faculty of Law at the University “Union”</b> (Saša Gajin: sabo011@hotmail.com)	<b>Lecturer</b>	Specialist Postgraduate Course “50 Experts for the European Union”; Course on the EU equality measures aimed at combating social exclusion.
10.	2006 - 2008	Serbia <b>Agent of the Republic of Serbia before ECtHR</b> (Slavoljub Carić: car.ics@hotmail.com)	<b>External Advisor</b>	Preparing written observations in cases of human and minority rights violations in which the Republic of Serbia was invited to intervene as third party.
11.	July/Oct. 2008	Kosovo <b>UNDP</b> (Massimo Moratti: maxmoratti@yahoo.com)	<b>Impact Assessment Expert</b>	“Impact Assessment of the Sustainable Partnerships for Assistance to Minority Returns in Kosovo (SPARK)”; Main tasks: conducting field research on the socio-economic, community and security impact of the programme, as well its impact on the association of minority communities and local institutions.
12.	2007/08	Serbia <b>Belgrade Centre for Human Rights</b> (Vesna Petrović: vesna@bgcentar.org.rs)	<b>Researcher</b>	Participation in the preparation of Annual Reports on the Human Rights Situation in Serbia in 2007 and in 2008.
13.	Aug./Dec. 2007	Serbia <b>Ministry for Kosovo and Metohija of the Republic of Serbia</b> (Branislav Ristić: brankoristic@yahoo.ie)	<b>Legal Consultant</b>	Advising staff of the Ministry in the process of preparation of project proposals aimed at enhancing human rights protection of displaced minority population; evaluating strategies and activities of the Ministry aimed at improving the socio-economic position of displaced minority population; drafting reports on human rights situation of minority communities in Kosovo submitted to the relevant UN bodies, etc.
14.	Aug./Nov. 2007	Serbia, Kosovo <b>Progeco Consulting</b> (M. Moratti: maxmoratti@yahoo.com)	<b>Legal Expert</b>	EU-funded project: “Determination of the Modalities for the Development of a Legal Assistance Programme for Internally Displaced Persons in Serbia”. Project objective: to provide overall assessment of the assistance provided to members of displaced minority groups in realising their property rights, to prepare ToR on the modalities for a comprehensive legal assistance programme for persons belonging to displaced minority groups, to suggest the modalities for an improved coordination between the institutions responsible for enhancing property rights of persons belonging to displaced minority groups.
15.	March/May 2007	Kosovo <b>OSCE Mission in Kosovo</b> (Biserka Ivanović: biserkai@yahoo.com)	<b>Researcher</b>	“Study on Implementation of the Kosovo Anti-discrimination Law”.
16.	Nov. 2007 – March 2009 Dec. 2005 – Oct. 2006	Serbia <b>International Organisation for Migration (IOM)</b> (Marcel Grogan: <a href="mailto:marcelgrogan@gmail.com">marcelgrogan@gmail.com</a> ) <b>International Centre for Migration Policy Development (ICMPD)</b> (Gianluca Rocco: iomathens@iom.int)	<b>Legal Expert</b>	EU-funded projects: “Institutional Building Support to Management Unit/Refugees and IDPs in Serbia” and “Institutional Building Support to Management Unit/Refugees and IDPs in Serbia and Montenegro”; Main responsibilities: technical assistance to the Government of Serbia for the preparation of IPA 2008 joint project fiche aimed at improving access of the displaced, vulnerable minority communities to the basic socio-economic services; institution and capacity building of the central level institutions in devising strategies for combating discrimination occurring in the process of integration/reintegration of displaced minority communities; developing the local legal capacity in Serbia to deal with the issues of displacement through legal advising, trainings and technical assistance, etc.
17.	July 2006 – Oct. 2006	Serbia <b>UNDP /Office for Human and Minority Rights of the Gov. of Serbia</b> (Milan Simić: milanmsimic@yahoo.com)	<b>Legal Expert</b>	EU-funded project: “Developing a Comprehensive Framework for Preventing and Combating Discrimination”; Main responsibilities: Preparation of the <i>Feasibility Study on Anti-discrimination Law and Practices</i> for drafting of a comprehensive anti-discrimination law in Serbia.
18.	Oct. 2005 –	Kosovo <b>Ombudsperson Institution</b>	<b>Case Lawyer</b>	Carrying out fact-finding missions and preparing legal briefs in the cases of ethnic discrimination;

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	Dec. 2005	(Marek Antoni Nowicki: marek_antoninowicki@yahoo.co.uk)	(Internship)	collaborating with the relevant domestic and international institutions and NGOs; preparing and implementing evaluation strategies for securing quality services to be provided by the field offices, etc.
19.	Oct. 2002 – July 2003	Serbia <b>OSCE Mission to Serbia/National Assembly of the Republic of Serbia</b> (Stelios Beys-Kamnarokos: pm@osce.org)	<b>Intern</b>	Internship in the National Assembly of Serbia; Main responsibilities: providing the Parliamentary Committee for the International Cooperation with the technical support through drafting of legal amendments, reports and legal briefs; assisting in realization of the OSCE Mission to Serbia projects aimed at capacity-building of the National Assembly of Serbia.
20.	Nov. 2001 – July 2002	Serbia <b>Lawyers Committee for Human Rights (YUCOM)</b> (Ž. Petrović: <a href="mailto:zarko1976@gmail.com">zarko1976@gmail.com</a> )	<b>Legal Assistant</b>	Summarizing and presenting the monthly achievements (cases and legal actions undertaken) of 16 local legal aid offices being part of the <i>pro bono</i> local community legal aid network to the Executive Board; drafting final reports; writing and copy-editing project proposals.

#### 15. Selected publications:

"Towards a Better Understanding of the Standard of Adequate Representation of Persons Belonging to National Minorities in Public Sector", *Strani pravni život* 4/2019, Institute of Comparative Law, 2019, pp 19-39.

"The Affirmative Measures for Recruitment of Persons Belonging to Minority Communities in the State Administration of the Republic of Serbia: an Analysis of the Legal Framework (in Serbian), *Pravni život* no. 11/2019, vol. III, Association of Jurists of Serbia, 2019, pp 589-605.

"Anti-Discrimination Legislation, IDPs and International Standards for the Protection Against Discrimination in the Post-Conflict Kosovo\*", in: V. Vuletić, U. Šuvaković (eds.), *Globalization and Sovereignty Decline*, Serbian Sociological Association, Belgrade, 2013, pp 513-521.

"Affirmative Action Measures – Definition, Types and Comparative Experiences" (in Serbian), *Strani pravni život* 3/2010, Institute of Comparative Law, 2010, Belgrade, pp 85-103.

"On Certain Aspects of Title VII of the 1964 Civil Rights Act" (in Serbian), in: Jovan Ćirić (ed.), *The Introduction to U.S. Law*, Institute for Comparative Law, 2009.

*The Selected Cases of the International Court of Justice* (in Serbian, co-author), Institute for Comparative Law, 2008.

*Anti-discrimination: The Model Law, Its Context and Perspectives* (group of authors: I. Visković et al.), M. Simić, S. Milatović (eds.), UNDP - Country Office Serbia, Belgrade, 2007.

#### 16. Major Conferences and Seminars:

Winter school "Four Dimensions of the Future of Work", Centre for European Policy (CEPS) (Brussels, 2019); Postgraduate Research Training Programme Conference at the School of Law, University of Leicester (UK, 2013); Jean Monnet International Conference "The Frontier Worker – New Perspectives on the Labour Market in the Border Regions" (Romania, 2012), Anglo-Serbian Society and Hellenic Observatory of the London School of Economics and Political Science: South-East European Summer School for Democracy (Belgrade, 2009); Biennial Research Forum of the European Society of International Law (Budapest, 2007); Konrad Adenauer Foundation: 3rd International Summer School: "Democratic Governance in the 21st Century" (Wendgräben /Berlin, Germany), 2004); National Democratic Institute (NDI): Series of trainings in the field of project management (Belgrade, 2003); Centre for Modern Skills: School of Political Skills - Course in Public Communication (Belgrade, 2002/03); European Students' Association (AEGEE): Reconciliation Program "Education for Democracy" (Groningen, Brussels, Bruges, Berlin, Munich, Utrecht, 2000/01); Alternative Academic Educational Network (AAEN) Academic program for year 2000/02; Belgrade Open School (BOS) Academic program for year 1998/99, etc;

#### 17. Fellowships, scholarships and academic grants:

- 1996-2000 McCloskey Fellowship for 2008, National Democratic Institute (Washington D.C.)/Indiana University (Bloomington, IN) - from February to May 2008 had completed a three-month research on affirmative action measures at Indiana University (Bloomington, IN, USA) as Frank McCloskey Fellow.
- Konrad Adenauer Stiftung scholarship (2000 - 2005).
- Full study scholarship for the academic year 2000/2001, University of Utrecht (The Netherlands).
- Study scholarship, European Inter-University Centre for Human Rights and Democratization (Venice, Italy).
- Academic grant (2000), Royal Norwegian Embassy in Serbia and Montenegro.

- Scholarship of the Republic of Serbia Ministry of Education for students at state universities with high average grade, for the period 1997-2000.