

CURRICULUM VITAE

Personal information	
Family name(s)	Penedo
First name(s)	Rita
Nationality(ies)	Portuguese
Sex	Male ☐ Female ☒
Relevant qualifications summary ¹	Twenty years of professional experience in the field of trafficking in human beings, progressing from Project Officer to Director of the Portuguese Observatory on Trafficking in Human Beings. This experience has enabled me to develop expertise in monitoring and analysing trafficking trends, producing evidence-based reports, and assessing the evolving nature of the phenomenon. My academic background in Sociology, combined with close cooperation with governmental, non-governmental and international organisations, and active participation in expert working groups at local, national and European levels, has provided me with a comprehensive understanding of the legal, policy and operational dimensions of action against trafficking in human beings.
Current professional activity	
Start date	August, 2013
Name and address of employer	Ministry of Home Affairs - Secretaria-Geral do Ministério da Administração Interna - Rua de São Mamede 23, Lisbon 1100-533
Sector of activity	Data Collection and Analyses
Occupation or position held	Director of the Observatory on Trafficking in Human Beings
Main activities and responsibilities ²	- Lead the Portuguese Observatory on Trafficking in Human Beings, coordinating its technical activities. - Produce, collect, analyse and disseminate information and knowledge on trafficking in human beings and other forms of gender-based violence, including managing the national monitoring system and preparing statistical reports, thematic analyses and evidence-based publications.

¹ Please provide a summary (100 words maximum) of your qualifications relevant for membership of GRETA.

² In particular, specify whether you hold a decision-making position as regards defining and/or implementing policies in the field of action against trafficking in human beings in government or in any other organisation or entity which may give rise to a conflict of interest with the responsibilities inherent to membership of GRETA.

	- Develop and enhance methodologies, indicators and information systems to support data collection, monitoring and evidence-based analysis. - Establish and maintain national and international cooperation frameworks to strengthen data collection, information exchange and multidisciplinary cooperation. - Coordinate the revision of the National Referral Mechanism and the development of the National Referral Mechanism for child victims of trafficking in human beings. - Coordinate international cooperation projects aimed at strengthening prevention, victim protection and multidisciplinary responses to trafficking in human beings. - Design and deliver specialised training and awareness-raising activities, and contribute to the development of training materials for multidisciplinary professionals. - Represent the Portuguese Observatory in national, European and international expert groups and networks, including the European Commission National Coordinators Network. - Deliver presentations at national and international conferences. - Work in articulation with the National Coordinator for THB and the National Rapporteur, the Observatory acts in a purely advisory role.
Relevant previous professional activity/activities³	
Dates	2010-2013
Name and address of employer	Directorate-General of Internal Affairs – Ministry of Home Affairs - Av. D. Carlos I, nº134, 7º, Lisbon
Sector of activity	Data Collection and Analyses and Focal Point to several working groups
Occupation or position held	Advisor
Main activities and responsibilities	At the Directorate-General of Internal Affairs: 1. Provide cross-cutting support to the Directorates, particularly in the areas of Strategic Planning, International Relations and Electoral Administration; 2. National Contact Point to the European Crime Prevention Network (EUCPN); 3. Representative at the Technical Commission on the Project “Prevention of Suicide on Law Enforcement Agencies”. At the Observatory on Trafficking in Human Beings: 1. Participation in national and international Projects; 2. Participation in the Working Group coordinated by the National Statistics

³ Add separate entries for the most relevant professional activities, starting from the most recent.

	Institute on the project “Building a Gender Violence Database”. 3. Preparation of applications for European-funded projects; 4. Design and delivery of specialised training on trafficking in human beings, namely to Law Enforcement Agencies and NGO's; 5. Participation at European and international forums. 6. Expert within Project Migration EU eXpertise 2 (Mieux 2) – Peru – regarding monitoring indicators on Trafficking in Human Beings/ International Centre for Migration Policy Development.
Relevant previous professional activity/activities	
Dates	2008-2009
Name and address of employer	Directorate-General of Internal Affairs (focal point to International Centre for Migration Policy Development – Ministry of Home Affairs - Av. D. Carlos I, nº134, 7º, Lisbon
Sector of activity	Support to the a harmonized data base
Occupation or position held	Project Officer - “Trafficking in Human Beings: Data Collection and Harmonised Information Management Systems”
Main activities and responsibilities	- Participation in the development of a harmonized database and common indicators for the collection of data on Human Trafficking - Participation in the revision of the project manual.
Relevant previous professional activity/activities	
Dates	2007-2008
Name and address of employer	Directorate-General of Internal Affairs – Ministry of Home Affairs - Av. D. Carlos I, nº134, 7º, Lisbon
Sector of activity	Development of the Observatory on Trafficking in Human Beings
Occupation or position held	Project Officer and Project Manager – “Cooperação-Ação-Investigação-Mundivisão”
Main activities and responsibilities	Member of the team that developed the national Observatory on trafficking in human beings. More detail: - Participation in the technical and methodological construction of the monitoring system (in the future: Observatory on Trafficking in Human Beings). - Participation in training and liaison with Law Enforcement Agencies - data collection on THB. - Participation in the writing of the manual “Roadmap for the Construction of a Monitoring System on Trafficking in Women for the purposes of Sexual Exploitation”. - Participation in the transnational dimension of the project, entitled Headway, Improving Social Intervention Systems for Victims of Trafficking (Portugal, Germany, Estonia, Italy, Lithuania and Poland).

Relevant previous professional activity/activities	
Dates	2005-2006
Name and address of employer	Institute of Social Sciences – Lisbon University
Sector of activity	Academic Research
Occupation or position held	Assistant to PhD
Main activities and responsibilities	- Development of the methodological framework and analysis model. - Definition of the study sample. - Literature review.
Relevant previous professional activity/activities	
Dates	2002-2005
Name and address of employer	Centre for Research and Studies in Sociology - University Institute of Lisbon
Sector of activity	Academic Research
Occupation or position held	Assistance in a project about the imprisonment of non-nationals in Portugal.
Main activities and responsibilities	Development of the sub-project "Definition/Perceptions of justice by immigrants". - Definition of the study sample. - Responsible for the interviews; - Responsible for the analysis model. - Responsible to the final Report: "Justice: Meanings and assessments for three groups of immigrants in two territorial spaces: countries of origin and Portugal".
Education / training⁴	
Dates	2008
Title of qualification awarded	National Guest at the International Visitor Leadership Programme on Trafficking in Human Beings
Principal subjects/occupational skills covered	Training in anti-trafficking policies framed within field visits to Washington, New York, Miami, Saint Louis and San Diego
Name and type of organisation	United States Department of State
Education / training	
Dates	2008
Title of qualification awarded	-
Principal subjects/occupational skills covered	Training "Introduction to ArcGIS 10.1.2 – Geographical Information Systems"
Name and type of organisation	ESRI Portugal / Lisbon
Education / training	
Dates	2007
Title of qualification awarded	-
Principal subjects/occupational skills covered	Training / Program "Statistica"
Name and type of organisation	Statsoft / Lisbon
Education / training	
Dates	2006
Title of qualification awarded	-
Principal subjects/occupational skills covered	Trafficking in Women for sexual exploitation
Name and type of organisation	Family Planning Association
Education / training	
Dates	1995-2001
Title of qualification awarded	Degree in Sociology
Principal subjects/occupational skills covered	Classic and contemporary theories; Sociology of Communication; Sociology of Culture; Sociology of Urban spaces; Social Movements; Geography; History; Quantitative methods; Informatics;

⁴ Add separate entries for the most relevant courses you have completed, starting from the most recent.

		Sociology of Social Classes. Final thesis in the area of Violence.			
Name and type of organisation		Instituto Superior das Ciências do Trabalho e da Empresa (ISCTE)			
Education / training					
Dates		1998-1999			
Title of qualification awarded		ERASMUS scholarship			
Principal subjects/occupational skills covered		Sociology of Politics; Political Conflict and Collective Violence; Sociology of Deviance; Social Movements and Social Change			
Name and type of organisation		Complutense University, Madrid, Spain			
Publications ⁵					
"Trafficking in Human Beings as an Hourglass Paradigm" (2024), in New Forms of Human Trafficking: Global South Highlights and Local Contexts on Sexual and Labor Exploitation. Springer.					
Training Manuals for professionals and peer mediators on sexual exploitation and trafficking in human beings (2023), co-author, EEA Grants Project Improving prevention, assistance, protection and (re)integration systems for victims of sexual exploitation.					
Trafficking in Human Beings and the Continuing Violation of Universal and Inalienable Rights" (2019), Boletim da Ordem dos Advogados (Portuguese Bar Association Journal), Special Issue No. 22-23.					
"Just numbers and maps? The importance of monitoring trafficking in human beings for the development of evidence based policies" (2016) in Freedom From Fear Magazine - United Nations Interregional Crime and Justice Research Institute (UNICRI) in cooperation with the Max Planck Institute					
"Tráfico de Seres Humanos" (2016), co oauthor, in Dicionário Crime, Justiça e Sociedade sobre Criminalidade, Observatório Permanente Violência e Crime, Universidade Fernando Pessoa					
"Towards a Pan-European Monitoring System on Trafficking in Human Beings - Project reflections and results" (coord.) (2015), Secretaria-Geral do Ministério da Administração Interna					
"A harmonização de mecanismos de referência no combate ao tráfico de seres humanos" (2015) in Boletim da Ordem dos Advogados nº123					
"Trafficking in Human Beings in Time and Space - A Socio-ecological Perspective" (2014), co-author, in Guia M. (eds) The Illegal Business of Human Trafficking. Springer					
"New model for understanding the trafficking in human beings - The next stage in gathering and analyzing data and exchanging information on the trafficking in human beings" (2010), co-author, in In Cadernos de Administração Interna, Coleção de Direitos Humanos e Cidadania, Tráfico DESumano, Ministério da Administração Interna					
"From data collection to monitoring systems: Analysis and Proposals" (2007), co-author, in Headway, Improving Social Intervention Systems for Victims of Trafficking - European Union, European Social Fund					
Computer skills					
Software packages ⁶		Operating System (Windows); Presentation Software (e.g. PowerPoint); Spreadsheets (Excel); Communication and collaboration tools (e.g., Skype and others).			
Other IT skills and competences ⁷		Geographical Information System.			
Language skills ⁸					
Mother tongue	Portuguese				
	Understanding		Speaking		Writing
Language	Listening	Reading	Spoken interaction	Spoken production	Writing skills
English	C2	C2	C1	C2	C2
French	A2	B1	A1	A1	A1
Spanish	C1	C2	C1	B2	B2

⁵ Please list recent relevant publications, starting from the most recent, but not more than 10.

⁶ Please indicate the software packages you are familiar with.

⁷ Please specify any other IT skills and competences.

⁸ Please provide a self-assessment of your level in languages other than your mother tongue using the following Common European Framework of Reference for Languages.

Common European Framework of Reference for Languages

Listening Skill:

A1 I can recognise familiar words and very basic phrases concerning myself, my family and immediate concrete surroundings when people speak slowly and clearly.

A2 I can understand phrases and the highest frequency vocabulary related to areas of most immediate personal relevance (e.g. very basic personal and family information, shopping, local area, employment). I can catch the main point in short, clear, simple messages and announcements.

B1 I can understand the main points of clear standard speech on familiar matters regularly encountered in work, school, leisure, etc. I can understand the main point of many radio or TV programmes on current affairs or topics of personal or professional interest when the delivery is relatively slow and clear.

B2 I can understand extended speech and lectures and follow even complex lines of argument provided the topic is reasonably familiar. I can understand most TV news and current affairs programmes. I can understand the majority of films in standard dialect.

C1 I can understand extended speech even when it is not clearly structured and when relationships are only implied and not signalled explicitly. I can understand television programmes and films without too much effort.

C2 I have no difficulty in understanding any kind of spoken language, whether live or broadcast, even when delivered at fast native speed, provided I have some time to get familiar with the accent.

Reading Skill:

A1 I can understand familiar names, words and very simple sentences, for example on notices and posters or in catalogues.

A2 I can read very short, simple texts. I can find specific, predictable information in simple everyday material such as advertisements, prospectuses, menus and timetables and I can understand short simple personal letters.

B1 I can understand texts that consist mainly of high frequency every-day or job-related language. I can understand the description of events, feelings and wishes in personal letters.

B2 I can read articles and reports concerned with contemporary problems in which the writers adopt particular attitudes or viewpoints. I can understand contemporary literary prose.

C1 I can understand long and complex factual and literary texts, appreciating distinctions of style. I can understand specialised articles and longer technical instructions, even when they do not relate to my field.

C2 I can read with ease virtually all forms of the written language, including abstract, structurally or linguistically complex texts such as manuals, specialised articles and literary works.

Spoken Interaction Skill:

A1 I can interact in a simple way provided the other person is prepared to repeat or rephrase things at a slower rate of speech and help me formulate what I'm trying to say. I can ask and answer simple questions in areas of immediate need or on very familiar topics.

A2 I can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.

B1 I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar, of personal interest or pertinent to everyday life (e.g. family, hobbies, work, travel and current events).

B2 I can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible. I can take an active part in discussion in familiar contexts, accounting for and sustaining my views.

C1 I can express myself fluently and spontaneously without much obvious searching for expressions. I can use language flexibly and effectively for social and professional purposes. I can formulate ideas and opinions with precision and relate my contribution skilfully to those of other speakers.

C2 I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely. If I do have a problem, I can backtrack and restructure around the difficulty so smoothly that other people are hardly aware of it.

Spoken Production Skill:

A1 I can use simple phrases and sentences to describe where I live and people I know.

A2 I can use a series of phrases and sentences to describe in simple terms my family and other people, living conditions, my educational background and my present or most recent job.

B1 I can connect phrases in a simple way in order to describe experiences and events, my dreams, hopes and ambitions. I can briefly give reasons and explanations for opinions and plans. I can narrate a story or relate the plot of a book or film and describe my reactions.

B2 I can present clear, detailed descriptions on a wide range of subjects related to my field of interest. I can explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.

C1 I can present clear, detailed descriptions of complex subjects integrating sub-themes, developing particular points and rounding off with an appropriate conclusion.

C2 I can present a clear, smoothly-flowing description or argument in a style appropriate to the context and with an effective logical structure which helps the recipient to notice and remember significant points.

Writing Skill:

A1 I can write a short, simple postcard, for example sending holiday greetings. I can fill in forms with personal details, for example entering my name, nationality and address on a hotel registration form.

A2 I can write short, simple notes and messages relating to matters in areas of immediate needs. I can write a very simple personal letter, for example thanking someone for something.

B1 I can write simple connected text on topics which are familiar or of personal interest. I can write personal letters describing experiences and impressions.

B2 I can write clear, detailed texts on a wide range of subjects related to my interests. I can write an essay or report, passing on information or giving reasons in support of or against a particular point of view. I can write letters highlighting the personal significance of events and experiences.

C1 I can express myself in clear, well-structured text, expressing points of view at some length. I can write about complex subjects in a letter, an essay or a report, underlining what I consider to be the salient issues. I can select a style appropriate to the reader in mind.

C2 I can write clear, smoothly-flowing text in an appropriate style. I can write complex letters, reports or articles which present a case with an effective logical structure which helps the recipient to notice and remember significant points. I can write summaries and reviews of professional or literary works.