

## Personal information

Family name LUBAROVSKA  
First name BILJANA

Nationality Macedonian  
Sex Female

## Relevant qualifications summary

I am a child protection expert with 20 years of experience in the area of combating human trafficking. I have supported government institutions and civil society organisations in developing laws and policies, setting up a national referral mechanism, developing protection services, conducting research and implementing awareness raising campaigns. I worked in multicultural environments with organizations like UNICEF, ICMPD, GIZ, OSCE, etc. For more than ten years, I represented the OSCE/UNICEF in the Secretariate of the National Commission for Combating Trafficking in Human Beings and Illegal Migration, and the Subgroup for Combating Trafficking in Children in North Macedonia.

## Current professional activities

Start date 08/2022 -  
Name and address of employer Open Gate/La Strada, Sava Kovachevik 1a, Skopje, North Macedonia  
Sector of activity Trafficking in human beings  
Occupation or position held Child Protection Expert  
Main activities and responsibilities Prepare a report on monitoring and evaluation of laws and policies for action against human trafficking and their implementation in the Republic of North Macedonia.

- Desk Review.
- Interview with stakeholders.
- Analysis and Report Writing.

Start date 05/2022 -  
Name and address of employer Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ),  
Friedrich-Ebert-Allee 32 + 36, Bonn, Germany  
Sector of activity Mixed migration flows, social inclusion, human rights  
Occupation or position held Protection Expert  
Main activities and responsibilities Write context and human rights analysis on migration, refugees, inclusion in host communities, human trafficking (including labour exploitation) focused on Bosnia Herzegovina and Serbia.

- Desk Review.
- Analysis and Report Writing.

## Relevant previous professional activities

<p>Start date</p> <p>Name and address of employer</p> <p>Sector of activity</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>03/2022</p> <p>Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Friedrich-Ebert-Allee 32 + 36, Bonn, Germany</p> <p>Social integration of disadvantaged groups, human rights</p> <p>Protection Expert</p> <p>Wrote context and human rights analysis focused on vulnerable groups (women, Roma, persons with disabilities, children, LGBTIQ+) in five countries.</p> <ul style="list-style-type: none"> <li>▪ Desk Review.</li> <li>▪ Interview with stakeholders.</li> <li>▪ Analysis and Report Writing.</li> </ul>
<p>Start date</p> <p>Name and address of employer</p> <p>Sector of activity</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>11/2021</p> <p>International Centre for Migration Policy Development (ICMPD), Gonzagagasse 1, 1010 Wien, Austria</p> <p>Trafficking in human beings, mixed migration flows</p> <p>Protection Expert</p> <p>Wrote an assessment on good practices in Austria and the Western Balkan countries in managing mixed migration flows and identification and referral of human trafficking victims.</p> <ul style="list-style-type: none"> <li>▪ Desk Review targeting seven countries.</li> <li>▪ Interview with stakeholders in four countries.</li> <li>▪ Analysis and Report Writing.</li> <li>▪ Prepared and delivered workshops with key stakeholders.</li> </ul>
<p>Start date</p> <p>Name and address of employer</p> <p>Sector of activity</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>08/2021</p> <p>Justice Studio, United House, North Road, London, N7 9DP, United Kingdom</p> <p>Child protection, child rights</p> <p>Child Protection Expert</p> <ul style="list-style-type: none"> <li>▪ Conducted a comparative legal analysis between the national and international standards on justice for children (children in conflict with the law, children victim of crime).</li> <li>▪ Prepared a comprehensive report on the legal gaps.</li> <li>▪ Prepared instruments and interviewed adolescents/young persons placed in a correctional facility and small group homes.</li> <li>▪ Prepared and delivered workshops with key stakeholders.</li> </ul>
<p>Start date</p> <p>Name and address of employer</p> <p>Sector of activity</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>06/2021</p> <p>Trag Foundation, Mileševska 5, Beograd 11000, Serbia</p> <p>Child Safeguarding, Child Protection</p> <p>Child Protection Expert</p> <ul style="list-style-type: none"> <li>▪ Provided technical assistance for the implementation of the child safeguarding policy.</li> <li>▪ Conducted child safeguarding gap analysis on policies and processes.</li> <li>▪ Completed a child safeguarding risk assessment.</li> <li>▪ Developed methodology to monitor child safeguarding policy implementation by CSOs partners.</li> <li>▪ Organized and delivered capacity building workshops.</li> </ul>

<b>Start date</b>	<b>03/2021</b>
<b>Name and address of employer</b>	INDAGO, VMRO 1 floor ME, Skopje 1000, North Macedonia UNICEF, Orce Nikolov 74, Skopje, North Macedonia
<b>Sector of activity</b>	Child protection, child rights
<b>Occupation or position held</b>	Child Protection Expert
<b>Main activities and responsibilities</b>	Provided technical assistance in the development of data collection instruments, data analysis and report writing, for the knowledge, attitudes, and practices survey for professionals and public regarding children in the justice system (children in conflict with the law, child victims of crime).
<b>Start date</b>	<b>02/2021</b>
<b>Name and address of employer</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Friedrich-Ebert-Allee 32 + 36, Bonn, Germany
<b>Sector of activity</b>	Trafficking in human beings, mixed migration flows, human rights
<b>Occupation or position held</b>	Protection expert
<b>Main activities and responsibilities</b>	Conducted regional context and human rights analysis in six countries with a focus on human trafficking and irregular migration. <ul style="list-style-type: none"> <li>▪ Desk Review.</li> <li>▪ Interview with GIZ staff.</li> <li>▪ Analysis and Report Writing.</li> </ul>
<b>Start date</b>	<b>12/2019</b>
<b>Name and address of employer</b>	Down to Zero Alliance, Zoutmanstraat 42-44, 2518 GS, The Hague, The Netherlands
<b>Sector of activity</b>	Commercial sexual exploitation of children, child rights
<b>Occupation or position held</b>	Child Protection Expert
<b>Main activities and responsibilities</b>	Advisory role in a regional project in Bolivia, Brazil, Colombia, Dominican Republic, Nicaragua, Peru, India, Indonesia, Philippines and Thailand on evaluation of a project aiming to end commercial sexual exploitation of children.
<b>Start date</b>	<b>07/2019</b>
<b>Name and address of employer</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Friedrich-Ebert-Allee 32 + 36, Bonn, Germany
<b>Sector of activity</b>	Organized crime, human rights, gender equality
<b>Occupation or position held</b>	Protection Expert
<b>Main activities and responsibilities</b>	<ul style="list-style-type: none"> <li>▪ Conducted regional context and human rights analysis focused on serious crimes, justice, and law enforcement sectors in six countries.</li> <li>▪ Conducted gender equality analysis in six countries and provided input for gender mainstreaming in the project design.</li> </ul>
<b>Start date</b>	<b>02/2019</b>
<b>Name and address of employer</b>	INDAGO, VMRO 1 floor ME, Skopje 1000, North Macedonia and UNICEF, Orce Nikolov 74, Skopje, North Macedonia
<b>Sector of activity</b>	Children in foster care, children with disability, child rights
<b>Occupation or position held</b>	Child Protection Expert
<b>Main activities and responsibilities</b>	Co-wrote a report on the wellbeing and rights of adolescents in foster care, including children with a disability. <ul style="list-style-type: none"> <li>▪ Developed research methodology.</li> <li>▪ Completed a comparative analysis of international vs. national</li> </ul>

	standards.
	<ul style="list-style-type: none"> <li>▪ Held focus group discussions with children.</li> <li>▪ Interviewed key stakeholders, foster parents and children.</li> <li>▪ Data analysis and report writing.</li> </ul>
<b>Start date</b>	10/2018
<b>Name and address of employer</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Antonie Grubishich 5, Skopje, North Macedonia
<b>Sector of activity</b>	Trafficking in human beings, social inclusion, mixed migration flows, gender equality
<b>Occupation or position held</b>	Protection Expert
<b>Main activities and responsibilities</b>	<ul style="list-style-type: none"> <li>▪ Conducted context, gender and human rights analysis focused on vulnerable groups (women, Roma, persons with disabilities, children, LGBTIQ+) in five countries. Provided input for gender mainstreaming in the project design.</li> <li>▪ Conducted context and human rights analysis focused on human trafficking and illegal migration in six countries. Conducted fact-finding missions, desk review, focus group discussions in a reception center and interviewed key stakeholders.</li> </ul>
<b>Start date</b>	05/2018
<b>Name and address of employer</b>	UNICEF, Orce Nikolov 74, Skopje, North Macedonia
<b>Sector of activity</b>	Child protection
<b>Occupation or position held</b>	Child protection, child rights
<b>Main activities and responsibilities</b>	<p>Wrote a report on child rights, progress, achievements, and challenges.</p> <ul style="list-style-type: none"> <li>▪ Desk Review</li> <li>▪ Interview key stakeholders.</li> <li>▪ Data analysis and report writing.</li> </ul>
<b>Start date</b>	01/2015
<b>Name and address of employer</b>	UNICEF, 160, Chui Avenue, 720040 Bishkek, Kyrgyzstan
<b>Sector of activity</b>	Child protection
<b>Occupation or position held</b>	Child Protection Officer
<b>Main activities and responsibilities</b>	As part of a stretch assignment, supported national authorities to develop a comprehensive childcare reform strategy.
<b>Start date</b>	12/2012
<b>Name and address of employer</b>	Office for Democratic Institutions and Human Rights, Miodowa 10, 00-251 Warszawa, Poland
<b>Sector of activity</b>	Roma, social inclusion, human rights
<b>Occupation or position held</b>	Child Protection Expert
<b>Main activities and responsibilities</b>	<p>Conducted an assessment on Roma housing, used to advocate for reforms and raise awareness about the status of the Roma.</p> <ul style="list-style-type: none"> <li>▪ Desk Review</li> <li>▪ Interview key stakeholders.</li> <li>▪ Data analysis and report writing.</li> </ul>

<b>Start date</b>	<b>01/2006</b>
<b>Name and address of employer</b>	<b>UNICEF, Orce Nikolov 74, Skopje, North Macedonia</b>
<b>Sector of activity</b>	<b>Child protection</b>
<b>Occupation or position held</b>	<b>Child Protection Officer</b>
<b>Main activities and responsibilities</b>	<ul style="list-style-type: none"> <li>▪ Led programme design, implementation, monitoring, and reporting.</li> <li>▪ Led the design and implementation of UNICEF Anti-Trafficking portfolio.</li> <li>▪ Provided technical assistance to develop child protection policy, laws, action plans, standards, procedures, and specialized services, including on trafficking in human beings.</li> <li>▪ Represented UNICEF in the Secretariat of the National Commission to Combat Trafficking in Human Beings and Illegal Migration and the Subgroup to Combat Trafficking in Children.</li> <li>▪ Provided technical assistance to conduct child protection analysis, studies and assessments, including on trafficking in children.</li> <li>▪ Monitored implementation of international human rights conventions (CRC, CEDAW, CoE etc.) and prepared reports on progress in their implementation.</li> <li>▪ Supported development of public awareness campaigns.</li> <li>▪ Managed and supervised child protection team and many consultants.</li> <li>▪ Developed and maintained partnership with Government, civil society, academia, and donors.</li> </ul>

<b>Start date</b>	<b>03/2003</b>
<b>Name and address of employer</b>	<b>OSCE Mission to Skopje, Bulevar 8-mi Septemvri No. 16, Skopje, North Macedonia</b>
<b>Sector of activity</b>	<b>Trafficking in human beings, rule of law</b>
<b>Occupation or position held</b>	<b>Programme Assistant</b>
<b>Main activities and responsibilities</b>	<ul style="list-style-type: none"> <li>▪ Provided capacity building to CSOs to design and implement direct victim assistance projects (shelter, free legal aid).</li> <li>▪ Supported the Government in the establishment of the first National Referral Mechanism for victims of human trafficking.</li> <li>▪ Supported the preparation of the first CEDAW Shadow Report.</li> <li>▪ Organized anti-trafficking awareness raising activities.</li> <li>▪ Represented OSCE in the Secretariat of the National Commission to Combat Trafficking in Human Beings and Illegal Migration and the Subgroup to Combat Trafficking in Children.</li> </ul>

## **Education/training**

<b>09/1995 – 05/2005</b>	<b>BA Law, International Law and Human Rights, Justinianus Primus Faculty of Law, Ss. Cyril and Methodius University, North Macedonia</b>
<b>April 2022</b>	<b>Protection and Assistance for Migrants Vulnerable to Violence, Abuse and Exploitation, International Organization for Migration (Training)</b>
<b>2018</b>	<b>Introduction to Ethics in Evidence Generation, UNICEF (Training)</b>
<b>2014</b>	<b>Dynamic Leadership Programme, UNICEF/Harvard Business Publishing (Training)</b>

## Publications/Reports

Good practices in managing mix migration and identification of human trafficking victims in the Western Balkans, ICMPD, 2022

B. Lubarovska, Z. Stojanov B. Bozinovski, The Wellbeing and Rights of Adolescents in Foster Care, UNICEF, 2019

The Rights of Children in Macedonian Society, Analysis, UNICEF, 2018

## Computer skills

Microsoft Office suite such as Microsoft Word, Excel, PowerPoint.

Google Drive (Docs, Sheets)

## Language skills

Mother tongue	Macedonian				
	Understanding		Speaking		Writing
Language	Listening	Reading	Spoken interaction	Spoken production	Writing skills
English	C2	C2	C2	C2	C2
Serbian	C2	C2	C1	B2	A2
Greek	B2	B1	B1	B1	A1
Danish	B2	B1	B1	B1	B1