

MODEL CURRICULUM VITAE

*All the information which you provide on this CV, except for your telephone numbers(s), postal and e-mail addresses and date and place of birth, will be made publicly available on the portal of the Council of Europe.
If you do NOT wish this information to be made public, please tick this box:*

Personal information	
Family name(s)	Nicodemi
First name(s)	Francesca
Nationality(ies)	Italy
Sex	Male <input type="checkbox"/> Female <input checked="" type="checkbox"/>
Relevant qualifications summary¹	I have been working for more than 20 years in the field of Human Trafficking as a lawyer and independent consultant, co-operating with several national and international Organizations. I have a deep knowledge of international and national law on trafficking and of the anti-trafficking system in Italy and in Europe. I also worked with UNHCR and with OSCE as a Trafficking expert and trainer. I have a solid experience in advocacy activities and I have supported the Italian Authority, representing A.S.G.I. (a national network of lawyers experts in immigration law), in the development of the measures for the protection of VoTs and particularly for the National Action Plan.
Current professional activity	
Start date	2002, current
Name and address of employer	Francesca Nicodemi
Sector of activity	Human rights/Immigration law
Occupation or position held	Independent lawyer
Main activities and responsibilities ²	As a lawyer working with victims of trafficking and with anti-trafficking organizations, I provide legal assistance to migrants, refugees and victims of trafficking and I co-operate with many organizations in order to facilitate the implementation of national measures for the protection of VoTs. Currently I am also the Project Manager of a cross-cutting action on referral mechanisms carried out by several anti-trafficking projects in 9 Italian Regions. I carry out many training on trafficking at a national level addressed to lawyers but also to all the stakeholders involved in the NRM (Prosecutors, Law Enforcement, Labour Inspectors, social workers, Asylum Authorities etc.).
Relevant previous professional activity/activities³	
Dates	2015 – 2021
Name and address of employer	U.N.H.C.R.

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.

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

Sector of activity	International Protection/Trafficking in persons
Occupation or position held	Trafficking and Asylum Expert
Main activities and responsibilities	I worked for UNHCR-Italy as a Focal Point on Trafficking, in a project aimed at enhancing the early identification of VoTs within the procedure for the recognition of International Protection. Within the project I drafted the Guidelines addressed to the Italian Asylum Authorities on the identification of VoTs among asylum seekers and referral procedures. Within this context, I have also organized and facilitated about 30 training sessions to Asylum Authorities and anti-trafficking staff in order to improve their capacity to identify victims and to foster the referral to NGOs specialized in the assistance and protection of VoTs.
Relevant previous professional activity/activities	
Dates	2015 - 2021
Name and address of employer	OSCE
Sector of activity	Trafficking in persons
Occupation or position held	Consultant/Trainer
Main activities and responsibilities	I worked for the OSCE as a consultant and trainer in the International simulation-based training within the project " <i>Combating Human Trafficking along migration routes</i> ". The training promoted a multi-agency and human rights-based approach and involved several professionals coming from all the OSCE participating States and Partners for Cooperation. From 2015 to date, 5 International and 1 National training have been held. I was part of the team of experts who developed the script of the exercise and during the simulation I performed the role of Trainer of the lawyers.
Relevant additional responsibilities⁴	
Dates	2008, current
Name and address of organisation/body	A.S.G.I. (Association of Juridical Studies on Immigration)
Sector of activity	Human rights/Immigration rights/Trafficking
Position held	Anti-Trafficking Focal point
Main activities and responsibilities	I have carrying out advocacy activities for several years, to promote the rights of trafficking victims, asking the Italian Government to take measures to guarantee the protection and assistance of VoTs and participating in the works for the development of national measures, first of all the National Action Plan against Trafficking.
Education/training⁵	
Dates	1992 - 1998
Title of qualification awarded	Master degree in law
Principal subjects/occupational skills covered	Knowledge of national law
Name and type of organisation	University of law in Florence - Italy
Education/training	
Dates	1987-1992
Title of qualification awarded	High school degree
Principal subjects/occupational skills covered	classical studies
Name and type of organisation	Liceo classico Dante - Florence
Publications⁶	
Title: <i>L'emersione tardiva della vicenda di tratta nel procedimento giurisdizionale di riconoscimento della protezione internazionale.</i>	

⁴ Add separate entries for the most relevant responsibilities outside your principal professional activity, starting from the most recent.

⁵ Add separate entries for the **most relevant courses** you have completed, starting from the most recent.

⁶ Please list **recent relevant publications**, starting from the most recent, but **not more than 10**.

<p>Publisher: Diritti senza Confini - Questione giustizia - May 2022 Web link: https://www.questionegiustizia.it/articolo/emersione-tardiva-tratta</p>	
<p>Title: <i>L'identificazione delle vittime di tratta e i confini per il riconoscimento delle diverse forme di protezione. Note a margine dell'ordinanza della Corte di Cassazione n. 30402</i> Publisher: Diritti senza Confini - Questione giustizia - December, 2021 Web link: https://www.questionegiustizia.it/articolo/l-identificazione-delle-vittime-di-tratta</p>	
<p>Title: <i>Linee Guida per l'identificazione delle vittime di tratta tra i richiedenti protezione internazionale e procedure di referral. Un passo avanti nell'adozione di strumenti di coordinamento tra i sistemi della protezione internazionale e della protezione delle vittime di tratta e di meccanismi standardizzati di referral. Le possibili ulteriori prospettive,</i> Publisher: Questione giustizia - May, 2021 Web link: https://www.questionegiustizia.it/articolo/l-edizione-aggiornata-delle-linee-guida-su-l-identificazione-delle-vittime-di-tratta-tra-i-richiedenti-protezione-internazionale-e-procedure-di-referral</p>	
<p>Title: <i>Linee Guida per l'identificazione delle vittime di tratta tra i richiedenti protezione internazionale e procedure di referral</i>, UNHCR/Commissione Nazionale per il Diritto di Asilo - December, 2020 Web link: https://www.unhcr.org/it/wp-content/uploads/sites/97/2021/01/Linee-Guida-per-le-Commissioni-Territoriali_identificazione-vittime-di-tratta.pdf</p>	
<p>Title: <i>Il sistema anti-tratta italiano compie vent'anni. L'evoluzione della normativa e delle misure di assistenza e protezione delle vittime di tratta alla luce delle trasformazioni del fenomeno. Le interconnessioni con il sistema della protezione internazionale.</i> Publisher: Ius Migranti. Trent'anni di politiche e legislazione sull'immigrazione in Italia – Franco Angeli Editore - August 2020 Web link: http://ojs.francoangeli.it/_omp/index.php/oa/catalog/book/553</p>	
<p>Title: <i>Protecting victims of human trafficking among mixed migration flows and the link with international protections</i> Publisher: Gonzaga Journal of International Law Date: March, 2020 Web link: https://gjil.scholasticahq.com/article/12343-protecting-victims-of-human-trafficking-among-mixed-migration-flows-and-the-link-with-international-protections</p>	
<p>Title: <i>Le vittime della tratta di persone nel contesto della procedura di riconoscimento della protezione internazionale. Le misure per un efficace coordinamento tra i sistemi di protezione e di assistenza</i> Publisher: Diritto Immigrazione e Cittadinanza – N. 1/17 – Franco Angeli Editore - March, 2017 Web link: https://www.dirittoimmigrazionecittadinanza.it/archivio-fascicoli/fascicolo-2017-n-1</p>	
<p>Title: <i>La tutela delle vittime di tratta in Italia oggi. Riflessioni sulla capacità di risposta del sistema italiano alle vittime di tratta</i> Publisher: Diritto Immigrazione e Cittadinanza – N. 2/15 – Franco Angeli Editore - 2015 Web link: https://www.francoangeli.it/riviste/Sommario.aspx?IDRivista=89</p>	
<p>Title: <i>La tutela delle vittime di tratta oggi. Il punto della situazione oggi in Italia</i> Publisher: ASGI website- 2015 Web link: http://www.asgi.it/wp-content/uploads/2015/04/Lookout_doc.conclusivo_editing_DEF.pdf</p>	
<p>Title: <i>Soggetti beneficiari e modalità di protezione ai sensi dell'art. 18 del Testo Unico</i> Publisher: Immigrazione e Cittadinanza, a cura di P. Morozzo della Rocca - UTET Date: 2008</p>	
<p>Computer skills</p>	
Software packages ⁷	Microsoft Office
Other IT skills and competences ⁸	

⁷ Please indicate the software packages you are familiar with.

⁸ Please specify any other IT skills and competences.

Language skills ⁹					
Mother tongue	Italian				
	Understanding		Speaking		Writing
Language	Listening	Reading	Spoken interaction	Spoken production	Writing skills
English	C1	C1	B2	B2	C1
French					

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:

⁹ 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.

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.