

## Rachel Eapen Paul

**Profile:** Key professional capabilities include addressing gender-based violence, mainstreaming gender equality, international project development and management, and expertise on the UN Conventions: CEDAW, CERD and CRPD, with a special focus on the CEDAW.

Have been working on **Gender based violence/ violence against women and gender equality issues for 30 years**. Have attended major conferences on gender equality and women's human rights, including the 4<sup>th</sup> World Conference on women in Beijing 1995, and all later follow-up conferences, Beijing+5, +10, +15 and +20.

**Policy director** (Fagdirektør) at the Office of the Equality and Anti-Discrimination Ombud – LDO (<http://www.ldo.no/>). My work here covers gender based and domestic violence, international cooperation, migration and minority issues, compiling supplementary reports to the UN committees for UN conventions, especially the CEDAW, and equality issues in general.

[https://no.wikipedia.org/wiki/Rachel\\_Eapen\\_Paul](https://no.wikipedia.org/wiki/Rachel_Eapen_Paul)  
<http://www.kvinnelobby.no/people/rachel-eapen-paul>

### PROFESSIONAL EXPERIENCE

**2015 - Present date:** **Policy director** (Fagdirektør) at the Office of the Equality and Anti-Discrimination Ombud – LDO.

#### **Specific areas of work and responsibility at the LDO:**

Thematic responsibility for the work on gender based violence, including violence against women and girls  
Advocacy work in the area of gender based violence

Follow up on the annual CSW meetings in New York and follow up on the Norwegian Government's implementation of the Beijing Platform for Action

Lead LDO's cooperation programme (6-year programme): "Mainstreaming gender equality and promoting work life balance including addressing gender based violence". This programme is developed and implemented in cooperation with the Ministry of Equality, Health and Social Affairs in Spain, and funded by the EEA Grants Financial Mechanism.

Lead the component on gender based and domestic violence in LDO's cooperation programme on Work-Life Balance, Good Governance and Addressing Gender Based Violence with the Commission on Citizenship and Gender Equality – CIG- in Portugal

Contribute to the reporting on the Norwegian Government's compliance with the UN Conventions: CEDAW, CERD and CRPD, with a special focus on the CEDAW

Follow up on policy work in the area of trafficking in women and girls and the government's work with the Palermo protocol

**2015 – 2011:** **Senior Adviser, LDO**

#### **Previous work, before 2011**

- **International development work** – Leader of the **6 –year project** "Mainstreaming gender equality and promoting work life balance including addressing gender based violence" at the LDO (see above)

**January 2007 – May 2011.** On leave from the LDO and worked for the Norwegian Church Aid NCA, and was based in Amman, Jordan. Development and leadership of human rights and capacity building programme for women and women's organizations in Iraq. Later expanded to include several countries in the Middle East region – Jordan, Lebanon, Syria, Palestine and Israel. The aim was to promote women's equal participation in emerging democracies by strengthening their participation in civil society and addressing violence against women and girls. The programme was funded by the Ministry of Foreign Affairs of Norway.

Through this programme several capacity building projects and campaigns were carried out:

Among other initiatives, manager of a regional consultation process involving women's rights, human rights and peace organizations on the implementation of UN Security Council Resolution 1325. This process resulted in a document with recommendations for the implementation of the Resolution in the Middle East region.

A report based on consultations and interviews with women's organizations in Iraq on the trafficking of women in Iraq was also compiled.

Seven Listening centres for women victims of violence and abuse in different areas of Iraq were established, in cooperation with the UNFPA.

In cooperation with the UNICEF, campaigns against violence against women and young people aimed at children and youth and their parents were carried out in 5 regions of Iraq.

#### **Other professional involvements:**

- **From an intersectional perspective**, integrating policy development, project development and management, aid and development, and international cooperation, have led several international projects with funding from various EU programs, and have led several seminars and workshops during UN meetings on gender equality and violence against women.
- **Research and documentation**- carrying out research at the Department of Criminology, University of Oslo on service provision at shelters for battered women in the Nordic countries with a specific focus on the needs of immigrant women.
- **On the Board of various research programs and organizations** related to gender equality and violence against women.

At present a member of the Board of the Shelter in Oslo for victims of violence in intimate relationships, the largest such shelter in Norway; a member of the Board of JURK (Free legal by students of Law); and on the Board of the Centre for Gender Research, University of Oslo.

- **In the working group** developing the Secretariat of the Shelter Movement of Norway
- **Policy making** - as a senior executive in the Equality Section of the Ministry of Children and Family Affairs from March 1996 to July 1997, I worked with policy-making addressing gender based violence and compiling reports on the State's responses to victims of gender based violence.
- **NGO activism** - active member of the women's NGO - Camilla Crisis Centre group - running a shelter for battered women in Oslo - the first such shelter in the Nordic countries (from 1984 – 1990).

#### **Other achievements:**

Norwegian Shelter Movement's Prize of Honour for dedicated work against violence against women – 2001

**Academic background:**

Master's degree (Cand. Polit.) in Criminology, University of Oslo, Norway; Master of Philosophy, University of Madras, India

**Languages:**

**English** First language, excellent - written and spoken

**Norwegian** Fluent - written and spoken

**French** Studied at High School for 2 years and in University for 3 years

**Hindi, Tamil** Read, write and speak

**Malayalam** Mother Tongue (vernacular), read and speak

**Arabic** Learning

**Spanish** Learning