



First name(s) / Surname(s) **Pille Tsopp-Pagan**

Date of birth 04/02/1971

Gender Female

Work experience

Dates 07/2002 → Present

Occupation or position held Executive Manager / Member of Board of Women`s Support and Information Center NPO (prev. Women`s Shelter NPO)

Main activities and responsibilities

Coordination of Women`s Support Centre work, including:

- Management of staff
- Oversight of Fundraising activities
- Communication with stakeholders, networking nationally and internationally
- Public awareness activities
- Advocating and information input to legislative changes. The most recent inputs for legislative changes: increase of the age of consent for minors; the change of child support calculation base.
- Management of different state and EU Daphne/CERV funded projects including DV services to the Russian population and DV preventive training in Russian schools; abuse of elder women; cyber violence of adolescents etc
- Initiator of Tartu Domestic Violence Stakeholders group
- Shadow reporting and participating in UN CEDAW 65th Session in Geneva(2016); shadow reporting for GREVIO about Estonia baseline report of Istanbul Convention(2021)

Name and address of employer

Women`s Support and Information Centre NPO www.wsic.ee

Dates 11/2021 → Present

Occupation or position held Member of City Council;

Name and address of employer

Tartu City Government www.tartu.ee

Dates 08/2020 → 03/2023

Occupation or position held Financial management of TAK- IT-software company;

Main activities and responsibilities

CFO responsibility for annual reports; updated the system of financial reporting; facilitated and finalised financial prognoses; controlling project`s financial reports; followed up the cash flows of the establishment.

Name and address of employer

STACC OÜ www.stacc.ee

Dates 10/2017 - 10/2021

Occupation or position held	Board member (2018)/ President (2019-2021)
Main activities and responsibilities	<ul style="list-style-type: none"> - Participating in the strategic development work of the WAVE Network; - Re-organizing working environment(s), structural changes; - Implementing and establishing communication channels; - Developing internal guidelines of various activities of the network; - Supporting the work of WAVE EM and Office; - Leading and co-leading various activities, events and advocacy work of the network, cooperation with international stakeholders within Europe and globally.
Name and address of employer	WAVE Network www.wave-network.org (Voluntary work)
Dates	08/2014 – 02/2018
Occupation or position held	Financial management of the 4 th largest IT-software company in Estonia;
Main activities and responsibilities	CFO responsibility for annual reports; updated and established the system of financial reporting; facilitated and finalised financial prognoses; controlling projects financial reports; followed up the cash flows of the establishment.
Name and address of employer	CGI Eesti AS www.cgi.com
Dates	01/2000 →
Occupation or position held	Financial analysis of 23 different programs in the framework of EU 6 th and 7 th Framework Program;
Main activities and responsibilities	Facilitated finalisation of the program's financial budgets, followed up the costs of activities; responsible for financial reports and comparison of various budgets; everyday bookkeeping; financial reporting to EU Commission.
Name and address of employer	Institute of Baltic Studies www.ibs.ee

Education and training

Dates	1996 - 2001
Title of qualification awarded	Bachelor of Business Administration
Name and type of organisation providing education and training	University of Tartu
Dates	2011 →
Title of qualification awarded	Master studies of Entrepreneurship and Technology Management; studies completed, thesis in progress
Name and type of organisation providing education and training	University of Tartu, Faculty of Economics
Dates	2014
Title of training	"Recruitment of professional volunteers for non-profit organizations" – 9-month course
Name and type of organisation providing education and training	Estonian Social Enterprise Network
Dates	2018
Title of training	"Base training for social counsellors for working with victims of Domestic Violence" – 96 hours course

Name and type of organisation providing education and training | Social Insurance Board

Dates | 2020

Title of training | "Introduction to psychology. Terminology. Science-based approach " – 39 hours online course

Name and type of organisation providing education and training | University of Tartu, Faculty of Psychology

Self-assessment European level (*)	Understanding				Speaking				Writing	
	Listening		Reading		Spoken interaction		Spoken production			
English	C2	Proficient user	C1	Proficient user	C2	Proficient user	C2	Proficient user	C1	Proficient user
Russian	B2	Independent user	B2	Independent user	B2	Independent user	B2	Independent user	B2	Independent user
Spanish	A2	Basic User	A2	Basic User	A2	Basic User	A2	Basic User	A2	Basic User

(*) [Common European Framework of Reference \(CEF\) level](#)

Trainings and public activities

Date(s) | July 2022 (New York)
UN High-level Political Forum 2022
SDG-s in focus: SDG5 and interlinkage with other SDGs – Gender Equality

Lead speaker of CSO-s in the official session ([SDGs in focus: SDG 5 and interlinkages with other SDGs - Gender equality | High-Level Political Forum 2022 \(un.org\)](#))

Date(s) | November 2021 (Strasbourg)
"Bigger, faster, more abusive: the digital dimension of violence against women and domestic violence and ways to address it using the Istanbul Convention"
CoE IC general recommendation no.1 launch event: Combating violence against women in a digital age - utilising the Istanbul Convention ([Launch Event : Combating violence against women in a digital age - utilising the Istanbul Convention - Istanbul Convention Action against violence against women and domestic violence \(coe.int\)](#))

Date(s) | March 2020 (Frankfurt); November 2020 (online)
"What is violence against women and girls: introduction of the topic"
European Central Bank

Date(s) | May 2021 (online); October 2020 (online); May 2019 (Vienna)
"CSO updates on violence against women and girls: problems in WAVE countries"
OSCE Gender Review conferences

Date(s) | November 2019 4th World Conference of Women's Shelters (Kaohsiung)
Panellist "The future of women's support services – way forward"

Date(s)	March 2019 NGO CSW63rd session, OSCE side-event (New York) "From the data to policy and action – what to use and avoid when setting up the reporting"
Date(s)	February 2019 UN ESQWA (Beirut) Expert group meeting "Creation of the convention to protect women and girls of MENA region, bases on Istanbul Convention"

Publications

2022	Training manual for social care counsellors: "How to support victims of elder abuse": WHOSEFVA MARVOW Manual 2022.indd (naistetugi.ee) Co-author with other partner organisations
2021	GREVIO periodic Country Report. Shadow report - contribution by Women's Support and Information Centre: Estonia - Istanbul Convention Action against violence against women and domestic violence (coe.int)
2016	CEDAW periodic Country Report. Shadow report - contribution by Women's Support and Information Centre: Microsoft Word - Shadow report CEDAW EE 2016.docx (enu.ee)

Awards

2021	Estonian violence prevention award nominee (issued by Ministry of Justice)
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