



SPEAKER BIOGRAPHIES

“Combating labour trafficking in Europe: standards, realities and new strategies for action”

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Speakers' biographies

Marija ANĐELKOVIC



Director of NGO ASTRA, Serbia

Marija Anđelkovic is director and one of the founders of the NGO ASTRA-Anti Trafficking Action, the first grass root women's NGO combating trafficking in human beings. She is a lawyer by profession with more than 20 years of experience in the field of gender-based violence and one of the first civil society activists to raise the issue of human trafficking in the Balkan region, advocating for improving the position of victims and respect of victims' rights. She has experience in direct victims' assistance to more than 500 victims as well as in prevention and education activities as a trainer and lecturer in Serbia and abroad, sharing her anti-trafficking expertise with professionals from governmental institutions and NGOs. She was a member of working groups for developing and monitoring strategic anti-trafficking documents in Serbia. She is an author of numerous publications, manuals, articles and shadow reports on human trafficking. Her work and the work of ASTRA has influenced shaping and delivering policy and practice across the region.

Ludovica BANFI



Project Manager, Justice, Digital and Migration Unit, European Union Agency for Fundamental Rights

Ludovica Banfi's areas of expertise with respect to the FRA's work include health and migration, multiple discrimination, gender equality and social research methods. She has managed several projects in areas such as migration and domestic work, healthcare of migrants, multiple discrimination and transnationalism in the context of migration in the EU and neighbouring countries. She previously worked as a research fellow at the University of Bologna, the University of Trento and at Middlesex University and as a research assistant in NGOs in Canada, Italy and Ukraine. She holds a PhD in sociology and has published a number of articles, book chapters and reports in the fields of migration and discrimination, including Genderace, The use of racial anti-discrimination laws: gender and citizenship in a multicultural context - Final report (2010).

Mile BOSHKOV



President of the Business Confederation of North Macedonia

Mile Boshkov is a policy lobbyist in North Macedonia in the field of social dialogue since 2001. Representing the business community and contributing to the development of the business ecosystem, Mr. Boskov has expertise in advocacy and lobbying regarding industrial relations and social dialogue. He collaborates with many international organisations and participates in the improvement of the business environment in North Macedonia in terms of industrial relations, education, social dialogue, as well as the application of beneficial practices for companies, the full perception of business growth and development opportunities. Since 2001, he has contributed to making the Business Confederation of Macedonia one of the main actors and national social partners of the government of North Macedonia.

Mona CHAMASS SAUNIER



Director of the Committee against Modern Slavery

Mona Chamass has more than 20 years of experience in Human rights protection. She had worked for Penal reform International, ILO, and did long term consultancies for the UNICEF, EU and with different international NGOs. Since 2015, she is the director of the Committee against Modern Slavery (CCEM), a 28-year-old NGO fighting modern slavery and human trafficking for the purpose of labour exploitation in France. The CCEM supported more than 1000 victims on psychosocial and legal level, in more than 380 court cases among which two cases won against France at the ECHR on domestic exploitation and servitude.

The CCEM expertise is known at European and national level where the NGO has a major role in awareness raising, but also in training professionals, and advocating for legal reforms and effective law applications in cooperation with the civil society and concerned institutions.

Gordana COMIC



Minister for Human and Minority Rights and Social Dialogue, Serbia

Ms Comic was born in 1958 in Novi Sad. She studied at the Faculty of Natural Sciences, Institute of Physics, and worked at the University of Novi Sad at the Faculty of Technical Sciences. She was a Member of Parliament from 2000 to 2020, elected on the list of the Democratic Party, vice-president of the National Assembly of the Republic of Serbia in the period 2001-2004 and 2008-2020. As of May 13, 2020, she is not a member of any political party. She was the president of the Committee

for Foreign Policy of the National Assembly (2004-2008), as well as a member of the delegation of the National Assembly to the OSCE Parliamentary Assembly, where she was elected as the rapporteur of the Committee for Human Rights, Democracy and Humanitarian Affairs from 2006 to 2016. As the founder of the Women's Parliamentary Network of the National Assembly and a member of the women's movement in Serbia, she played a role in the fight for equality and equal participation of women in all decision-making positions in Serbian society.

Nadia CUK



Deputy Head of Council of Europe in Belgrade

Nadia Cuk was appointed as Deputy Head of the Belgrade Office on 1 October 2019. She has been working for the Council of Europe (CoE) since 2001, getting her professional experience both in the field and the HQ. At her previous posting in Strasbourg, she was coordinating the CoE support to the EU member states through the Structural Reform Support Programme as well as the strategic programmatic cooperation with the countries in the Western Balkans. She was a visiting fellow and guest lecturer at several academic institutions (in the country and abroad) and

contributed to several research programmes in the areas of international private and public law. She holds a Ph.D. in Law from The European Law Institute - University of Copenhagen and Faculty of Law, University of Novi Sad. Nadia Cuk More is an author of more than 30 studies and research papers about regionalism, EU regional policy, rule of law and inter-ethnic relations.

Davor DERENCINOVIC



Judge at the European Court of Human Rights

Davor Derenčinović is a judge to the European Court of Human Rights in respect of Croatia and a former President of GRETA. He is a Croatian national and holds a PhD in criminal law sciences (University of Zagreb Faculty of Law). He also completed post-doctoral research (Fulbright program) in International Terrorism, Organised Crime and Human Rights at the International Human Rights Law Institute of DePaul University (Chicago, United States of America). Mr Derenčinović lectured and carried out research at a number of academic and scientific institutions, such as the London School of Economics, the Max-Planck Institute in Freiburg and the International Institute of Higher Studies in Criminal Sciences in Siracusa, Italy. He is the author of 30 books (including chapters) and more than 70 articles in legal periodicals. Mr Derenčinović participated in a number of working groups drafting new criminal legislation or legislative amendments in Croatia. Further, he has worked as a consultant for the United Nations Office for Drugs and Crime (UNODC) and United Nations Development Programme (UNDP).

Valentina DISOSKA



Owner of Company MM Disoski, President of the Association of Businesswomen

Since 2000, Valentina Disoska is an entrepreneur, owner and manager of her own company specialised in the fields of consulting and software development, multimedia, marketing, online sales, and access to finance. Architect by profession, she is also certified to work in many other fields, such as business development and start-ups, youth learning and work, mentoring, project management, corporate social management, green economy, marketing from brand identity to entering foreign markets and many other topics. Valentina Disoska is an active fighter for gender equality, especially for the development of female entrepreneurship. She is the President and founder of the Association of Businesswomen since 2010, president and founder of the National Platform for Women's Entrepreneurship, founder of the Balkan Coalition of Businesswomen, member of several non-governmental organisations, chambers and movements for the improvement of human rights in North Macedonia and the region.

Darryl DIXON



Head of the Single Enforcement Body Programme, Gangmasters and Labour Abuse Authority (GLAA), United Kingdom

Darryl Dixon is responsible for the Gangmasters and Labour Abuse Authority's future strategy, encompassing development of new powers, Regulatory and innovative enforcement approaches, and international exchange agreements supporting cross-border operations. Previously he held responsibility for the operational teams on Compliance, Enforcement, Intelligence and Licensing. The functions of the teams ensure that Labour Providers are compliant, and remain compliant, with the standards expected of the GLA, to be fit to hold a licence, and that those who operate outside the law are identified, and, where appropriate, prosecuted. Previously, Mr Dixon worked as Assistant Director at the Licensing at the Security Industry Authority and as a Manager at the Professional Standards Unit of the Counter Fraud Investigation Branch of Department for Welfare and Pensions, where he was responsible for the investigatory practice for welfare fraud investigators.

He holds an MSc in Security Management from the Scarman Centre for the study of Public Order, of Leicester University; and is a Fellow of the Security Institute.

Tobias FLESENKEMPER



Head of the Council of Europe Office in Belgrade

Tobias Flessenkemper was appointed by the Secretary General of the Council of Europe as Head of the Belgrade Office on 1 October 2018. His previous postings include the European External Action Service (EEAS) in Bosnia and Herzegovina, the Council of the European Union in Brussels, Skopje and Sarajevo and the OSCE. In 2012-13 he was a visiting fellow at the German Institute for International and Security Affairs (SWP). In 2013, he became managing director of the Berlin-based agency elbarlament.org - cultures of democracy. He regularly contributes to research and higher education programmes with a focus on European cooperation. From 1998-2001 he was Secretary General of the European Youth Forum. He holds a Magister Artium (M.A.) in Political Science from the University of Cologne and European master's in International Humanitarian Assistance (E.MA) from the Ruhr-University Bochum.

Ljubica GOJGIĆ



Journalist, Radio Television of Vojvodina, Serbia

Since May 2015, Ljubica Gojgić has held the position of editor and host of "Pravi ugao", daily political talk show on RTV of Vojvodina. From 2001, she has worked as a reporter and editor with B92, a Serbian TV channel. Ljubica Gojgić also worked as a special correspondent from the Hague tribunal (following Milosevic's trial), and as an editor and host of the Trial TV, daily news program covering trials before the ICTY/ICJ. She also worked as a special correspondent from EU covering Serbia's accession process. She also covered Belgrade-Pristina talks, held under the auspices of EEAS. Ljubica Gojgić Hosted and edited Daily interview since 2008 till December 2013 and contributed on a regular basis to Radio B92's news programs and website.

Suzanne HOFF



International Co-ordinator, La Strada International

Since 2004, Suzanne Hoff has been International Coordinator of La Strada International, the European NGO Platform against trafficking in human beings. As International Coordinator, Suzanne Hoff manages a broad range of tasks including strategy planning, lobby & advocacy, and representation of the Platform in different international fora, next to coordination of European projects and research on the issue of human trafficking. She has coordinated numerous international projects, campaigns, and research, including on trafficking for labour exploitation, including the *Used in Europe* and *Rights at Work* campaigns. Before La Strada International, she worked for different NGOs, like Caritas Netherlands, the Dutch Centre for International Cooperation and the Dutch Refugee Council as well as for the Amsterdam Mayor's office and the International department of the Amsterdam Municipality. Most of her work focused on human rights and the situation in Central and Eastern Europe. Suzanne has a master in Eastern European Studies and in (television) journalism.

Aleksandra LJUBOJEVIC



Director of the Centre for Human Trafficking Victims' Protection, Ministry of Labour, Employment, Veteran and Social Affairs, Serbia

Aleksandra Ljubojevic is the acting director of the Centre for Human Trafficking Victims' Protection since 2017, operating within the Serbian Ministry of Labour, Employment, Veteran and Social affairs. Since 2010, she is actively involved in fighting against domestic violence, social protection and protection of women and children. She worked in the National Assembly of the Republic of Serbia, Committee for Health and Family, dealing with monitoring of the implementation of the Social Protection and Family Laws and related topics. She has organised series of public debates on improvement of role of foster families, inclusion of vulnerable children into the education system and collected and distributed help to women who suffer violence. She worked on Roma inclusion, visiting Roma settlements, mapping gaps (unemployment, social protection, communal problems etc.) and coordinating possible solutions/creation of measures with local self-governments.

Ljupco MARKUDOV



Assistant Head of the National Unit for Combating Migrant Smuggling and Human Trafficking, North Macedonia

Ljupco Markudov is the Deputy Head of the National Unit for Combating Migrant Smuggling and Human Trafficking and the Head of the Unit for trafficking in human beings and smuggling of migrants in the Department for suppression organised and serious crime in the Ministry of the Interior of North Macedonia. He is a law graduate with extensive work experience in preventing and combating THB and smuggling of migrants. Mr Markudov has been working for the Ministry of the Interior of North Macedonia since 1993.

Tamara MIROVIC



Deputy Republic Public Prosecutor, Serbia

Tamara Mirovic is Deputy Public Prosecutor at the Public Prosecution Office of the Republic of Serbia, with 30 years of experience working at the public prosecution service and in charge of issues related to fight against human trafficking. She is a member of numerous working and expert groups in the area of fight against trafficking of human beings, in particular the working group for drafting of the National strategy to prevent and suppress human trafficking and the Coordination body for monitoring of its implementation. Ms Mirovic is also member of the working group for drafting the National strategy on the rights of victims and witnesses of crime. She is co-author of several publications, in particular „Legal framework and recommendations for implementation of the Non – Punishment principle with regard to victims of human trafficking in the Republic of Serbia“, published by the OSCE Mission to Serbia and "Guidelines for improving jurisprudence in proceedings for compensation to victims of serious criminal offenses in criminal proceedings".

Petya NESTOROVA



Executive Secretary of the Council of Europe Convention on Action against Trafficking in Human Beings

Petya Nestorova has been responsible for the Council of Europe's activities in the area of combating trafficking in human beings since 2010. She oversees all aspects on the monitoring of the Council of Europe Convention on Action against Trafficking in Human Beings, including country visits, preparation of reports and recommendations, and follow-up on their implementation. She also manages the organisation of activities to promote the Council of Europe's standards on combating human trafficking, in close collaboration with public officials, civil society and other intergovernmental organisations. Ms Nestorova holds master's degree in International Economic Relations and Comparative European Studies, as well as a PhD from the University of Sussex, UK.

Saša Perišić



Acting assistant director of the Labour Inspectorate, Ministry of Labour, Employment, Veterans and Social Affairs

Saša Perišić holds a Phd in law and has over 30 years of work experience.

University professor, he has published three monographs, a textbook - "Business Law" (2022) and over 40 expert papers.

Ivana RADOVIC



Independent Expert

Ivana Radovic is a consultant and researcher on human trafficking, gender, human rights, and migrations. She has more than 15 years of experience in anti-trafficking activities in Serbia and in the Balkans, in particular on research and analysis, policy monitoring, advocacy, victims' rights promotion and access to justice, migration, gender, sex work/prostitution, training and institutional capacity building. She provided expertise on labour trafficking and gender within EU/CoE joint programme Horizontal Facility for Western Balkans and Turkey. She is an author and a lecturer of numerous professional development programmes for anti-trafficking professionals, including police, judges and prosecutors, teachers, social welfare, NGOs in Serbia and abroad.

Jelena RISTIĆ



Vice President of the Bar Association, North Macedonia

Jelena Ristić is an attorney-at-law, vice president of the North Macedonia Bar Association, and associate professor in human rights and freedoms at the Institute for Sociological, Political and Juridical Research at the University "St. Cyril and Methodius" in Skopje. She is also a Council of Europe expert/consultant in several areas, certified trainer of the Council of Europe Programme HELP, member of HELP Consultative Board, HELP Info Point for North Macedonia Bar Association, and lecturer at North Macedonia Academy for Judges and Public Prosecutors. Her professional

background encompasses 18 years of work experience in the legal field, mainly related to human rights, within various international and national organizations and institutions (Council of Europe, European Court of Human Rights, American Bar Association Rule of Law Initiative, United States Agency for International Development, North Macedonia Bar Association) and within academia. Dr. Ristić is an author of a number of publications, mostly in the field of international and European human rights law, including several books. She is also involved as an expert in various international and national projects related to reforms in the justice sector and the rule of law.

Julia SCHELLHAAS



Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings, Organisation for Security and Co-operation in Europe

Julia Schellhaas is a Senior Adviser to the OSCE Special Representative leading the supply chains portfolio. She works with Governments and International Organisations to prevent business-related human rights abuses and provides practical tools for integrating human rights due diligence into legislation and public procurement activities. Prior to joining OSCE, Julia spent six years working in sustainable procurement, as well as energy and climate policy at the United Nations Secretariat in New York and

Nairobi, and the German Government in Berlin. Julia holds law degrees from Germany, Spain, and Australia, and worked as a corporate lawyer before moving to the public sector.

Diane SCHMITT



EU Anti-Trafficking Coordinator

Diane Schmitt took up the position as EU Anti-Trafficking Coordinator on 1 July 2021. She joined the European Commission in 1992 and has held different positions, mainly in the area of migration, security, and justice. As an Anti-Trafficking Coordinator, she is responsible for improving coordination and coherence among EU institutions, EU agencies, Member States, and international actors, and for developing EU policies to address Trafficking in Human Beings. This also includes monitoring the implementation of the new EU Strategy on Combatting Trafficking in Human Beings 2021-2025. Ms. Diane Schmitt is from Luxembourg and

studied law in France. She has spent most of her career in the European Commission where she has held different positions and functions across various policy areas in particular related to migration policies. Before her appointment, Diane Schmitt was Adviser for Enhancing External and Internal Policy Aspects of Migration and Security at DG Home and Migration and from 2014 until 2019, she was Head of Cabinet of the European Commissioner in charge of Migration, Home Affairs and Citizenship and she contributed to the strategic development and implementation of the European policy on migration, border management and security, including cooperation with non-EU countries.

¹ This designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

Klara SKRIVANKOVA



International Expert

Klara Skrivankova is an internationally recognised expert on business and human rights, decent work and modern slavery. She has been working in the field since 2000 and has worked in several organisations, including La Strada, Anti-Slavery International and the Ethical Trading Initiative. She has held numerous expert appointments, including as a member of the EU an Expert Group on Trafficking in Human Beings advising the European Commission (2008-2015) and an advisor to the Joseph Rowntree Foundation (2010-2015). Ms Skrivankova has acted as an independent expert consultant for the Council of Europe since 2005 and is one of the drafters of the Council of Europe HELP course module on trafficking for labour exploitation published in 2021. She currently works for the anti-poverty foundation Trust for London and continues to independently advise organisations and businesses on modern slavery and responsible business practice.

Stanislava TANIĆ



Head of Department for combating trafficking in human beings, Ministry of Security, Bosnia and Herzegovina

Stanislava Tanic is the Head of the Department for combating trafficking in human beings at the Ministry of Security of Bosnia and Herzegovina since 2013. The Department, in cooperation with the State Coordinator for combating trafficking in human beings and illegal migration, coordinates activities of relevant local and international institutions and organisations that are involved in the fight against human trafficking and assistance and protection of victims of trafficking. She is a member of the Roma Committee within the Council of Ministers of BiH and the Council for Children of BiH, two bodies appointed by the Council of Ministers of BiH, whose task is promotion and protection of rights of Roma and children in Bosnia and Herzegovina. She is the co-author of minimal standards and criteria for selection of non-governmental organisations that provide shelter and assistance to victims of trafficking in Bosnia and Herzegovina. She has worked, for six years, in the immigration sector at the Ministry of Security of BiH and has participated in the development of the Rulebook on protection of foreign victims of human trafficking.

Marija TODOROVSKA



Co-founder and Programme Director of Open Gate/La Strada-Association for action against violence and trafficking in human beings

MarijaTodorovska has been working in the field of fighting Trafficking in Human Beings (THB) for over 20 years and has a master's in social work and social policy. Since 2000, she has been coordinating the prevention and education programme of Open Gate designing curricula and providing training for field workers, professors, social workers, police officers, journalists, students, and NGOs on different topics. Currently, she focuses on advocacy and monitors the support system for trafficked persons and their access to their rights. Other focal areas of her work include creating programs for assistance, prevention, and advocacy, participating in different national bodies and working groups for new laws and regulations, and implementing capacity-building projects. Ms Todorovska is also the author/co-author of research studies, guidebooks, and different publications in the area of human trafficking.

Saša TORLAKOVIĆ



President of the Trade Union of Construction and Building Materials Industry Workers

Mr Torlakovic was employed in the construction company "Jugovo" Smederevo 1985-2002. From 1998 to 2015, he held the position of secretary of the Council of the Federation of Independent Trade Unions of the city of Smederevo, and from 2002 to 2015, he held the position of vice president of the Construction Workers' Union and IGM of Serbia. Since 2015, Mr Toralovic is the president of the Construction Workers' Union and IGM of Serbia. He is a member of the Working Body for Safety and Health at Work at the Social and Economic Council of the Republic of Serbia.

Sena UZUNOVIĆ



Judge of the Court of Bosnia and Herzegovina

Sena Uzunović was born and lives in Bosnia and Herzegovina. She graduated from the Faculty of Law in Sarajevo and has been working in the judiciary of Bosnia and Herzegovina for more than 25 years as a judge and prosecutor at different levels and in institutions with different jurisdictions. Before taking over the position of judge of the Court of Bosnia and Herzegovina (state court), she worked as a prosecutor in the Prosecutor's Office of Bosnia and Herzegovina for 15 years, where she was Head of the Department for combating trafficking in human beings and human smuggling and member of the BiH State-level Strike Group for the

fight against human trafficking and illegal migration. She is a trainer and lecturer in BiH and internationally on the subjects - identification of victims of human trafficking, conducting investigations and prosecutions of perpetrators of criminal acts of human trafficking, especially trafficking for the purpose of labour exploitation.

Peter VAN HAUWERMEIREN



Head of the Anti-Trafficking Directorate of the Belgian National Social Security Office Inspectorate and member of GRETA

Peter Van Hauwermeiren is a Belgian national. He has been an active partner in the Belgian multidisciplinary network of actors in the field of combating human trafficking since 1995, representing the Labour Inspectorate. He has been working in various Belgian Social and Labour Inspection organisations since 1990. He has a solid track record in co-ordinating inspection operations regarding undeclared work and labour exploitation. Since 2017 he has been Head of the Anti-trafficking Directorate within the Belgian National Social Security Office Inspectorate. His main task is to develop strategies for inspection and investigation activities in the area of trafficking for the purpose of labour exploitation and to uphold a strong network of anti-trafficking partners, on both a national and international level. As an advocate of a strong multidisciplinary approach, he has a vast experience in investigating trafficking cases, co-operating with prosecutors, police and victim support centres. His focus is on maximising the potential which labour inspectors' powers and wide presence on the field offer to increase victim detection capacity and on both building up a strong case for prosecution and paying attention to the victims' rights to protection and compensation. Mr Van Hauwermeiren has developed and conducted training programmes for frontline actors. In the past two decades he has shared his expertise at international fora and has contributed to anti-trafficking initiatives and projects conducted by various

international organisations (Council of Europe, OSCE, ILO, IOM, ICMPD, HEUNI, EU/Europol's EMPACT and others).

Irena ZDRAVKOVA



Programme Manager, Macedonian Young Lawyers Association (MYLA)

Irena Zdravkova is a Programme Manager in the CSO- Macedonian Young Lawyers Association (MYLA). She graduated at Iustinianus Primus Law Faculty under the Ss. Cyril and Methodius University of Skopje, in 2008 and passed the bar exam in 2010. She worked for over ten years in the fields of international human rights and rule of law in North Macedonia. Her special interest is protection of the rights of refugees, migrants, victims of human trafficking and other vulnerable groups. In 2015, during the refugee and migration crisis she led the emergency protection component of the Danish Refugee Council for the North Macedonia. She is experienced in providing legal aid, legal research and strategic litigation and is actively involved in activities for prevention and combating human trafficking in North Macedonia. She is a member of the anti-trafficking mobile team in Tetovo and author and co-author of various publications, analysis, by-laws and protocols related to human rights protection.

Biographies of former victims of labour trafficking and applicants in the case *Zoletic and Others v. Azerbaijan* before the European Court of Human Rights

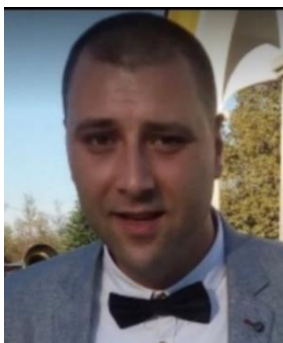
The case of Zoletic and Others v. Azerbaijan (application No. 20116/12) concerns 33 Bosnia and Herzegovina nationals who were recruited in 2009 and taken to work in Azerbaijan as temporary foreign construction workers by representatives of the company Serbaz Design and Construction LLC. The Court found that the totality of the applicants' arguments and submissions made both before the domestic courts in their civil claim and before the Court (concerning excessively long work shifts, lack of proper nutrition and medical care, physical and other forms of punishments, retention of documents and restriction of movement) constituted an "arguable claim" that the applicants had been subjected to human trafficking and forced labour.)

Seudin ZOLETIĆ



Seudin Zoletić was born and lives in Bosnia and Herzegovina. He finished the mechanical engineering high school in Živinice and currently works as a salesman. Mr. Zoletić is the initiator and one of 33 applicants before the European Court of Human Rights in the case *Zoletic and Others v. Azerbaijan* for trafficking in human beings for the purpose of labour exploitation.

Marko TAMINDŽIJA



Marko Tamindžija was born and lives in Bosnia and Herzegovina. He is a veterinary technician by profession, a graduate of Banja Luka Agricultural High School, and started studying medicine at the University of Banja Luka. He has worked for the OSCE as a consultant in the field of human rights. Mr Tamindžija is one of 33 applicants to the European Court of Human Rights in the case *Zoletic and Others v. Azerbaijan*, alleging human trafficking for the purpose of labour exploitation