

Curriculum Vitae

Elma Tërshana, PhD (c)

(updated October 2020)



1. **Family name:** TERSHANA
2. **First names:** Elma
3. **Date of birth:** 23 June 1977
4. **Nationality:** Albanian
5. **Residencia:** Rruga “Eduart Mano”, Ap Z1G1, Tirana, Albania
6. **Education:** PhD study in process, Master in Social Work (2008), Bachelor in Social Work (1999)
7. **Position:** Executive Director “Observatory for Children and Youth Rights”
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Institution (date from – date to)	Degree(s) or Diploma(s) obtained:
University of Tirana, Institute For European Study, Philosophy Faculty	PhD (c) in Social Science About social protection policy in Albania, targeting individuals from vulnerable communities.
Faculty of Social Sciences University of Tirana, Albania, (2004 - 2008)	Master in Social work (MSW) finalised with a thesis: Albanian knowledge and feelings about communism period – as post-communism society.
Faculty of Social Sciences University of Tirana, Albania, (1995-1999)	Bachelor Degree in Social Worker finalised with a thesis: “Child Abuse” issues, in the northeast part of Albania (Peshkopi/ Diber, 1999).
Graz University, Austria and ETC (20 – 30 JULY 2008)	International Summer Academy “HUMSEC”; Certificate as trainer about Human Security.
Council of Europe (May – December 2007)	Certificate of the “Summer University for Democracy of the Schools of Political Studies”, organized by ‘Council of Europe in Strasbourg, France, as part of the duties for successful participation in the sessions and fulfilled the academic requirements of the Annual Program of the “Albanian School of Political Studies”, year 2007.
CONTACT Summer Peace building Institute – Vermont – USA (31 May – 18 June 2004)	Certificate of Completion about: Peace Building – Conflict Transformation and Global Relations; Professional practice in peace building; Fundraising Fundamentals,

10. LANGUAGE SKILLS: indicate competence on a scale of 1 to 5 (1: excellent; 5: basic)

Language	Reading	Speaking	Writing
Albanian	Mother tongue	Mother tongue	Mother tongue
English	1	1	1

11. MEMBERSHIPS AND CONTRIBUTION IN THE REGION

- Co-founder of “Women’s Democracy Network (WDN)” in Albania and Country Chapter of WDN in Albania for a period May 2010 – January 2014;
- Co-founder of “Balkan Women Association”, based in Prishtina, Kosovo and laid in 6 Balkan countries, and Albania country representative in this network (2018 and on).
- Member of the UN Women Civil Society Advisory Groups in Albania (2017 and on).
- Rep. Albania in 'Balkan Human Rights Network, (BHRN)', on behalf of ACHR in Albania I was member of Steering committee of BHRN (2004-2007).

12. KEY QUALIFICATIONS:

Good understanding of the human rights programing and social policies, projects and practice in Albania , as a result of:

- **21 Years of experience in Albanian civil society**, by daily being investing in introducing new practice and programs in best interest and welfare of different individuals and communities in need. My last 10 years of experience has consisted mostly in presenting and building new approach for *mapping the needs of different groups in need with local duties, policy and actions*, by leading a team of 15 experts with present in each of 12 regions of the country.
Engagement in Balkan region: Intensive live and engagement in civil society sector, have given me the opportunity to be part not only in developing programs and initiatives in Albania but also in *Balkan region too*. For 5 years, I have been member of “Balkan Human Rights Network” Steering committee (2002 – 2007), by representing “Albanian Centre for Human Rights”; and by year 2018 I’m founder and member of “Balkan Women Association” (representing Albania), for giving a join energy and spirit the women empowerment in countries of the (Balkan) region.
- **18 Years of experience in designing, coordinating, managing and implementing of programs, projects research, evaluation and consultancy** in the field of social policy and social protection with international developing partners, as: UNICEF, UNFPA, UN WOMEN, UNDP, EU Delegation in Albania and others. Thanks to this intensive communication and partnership, I have been trained about report and procedures as per EU procedures, UN procedures and others.
- **12 Years of experience with Albanian Governmental institutions.** Interventions that we are developing in Observatory office, which I’m leading since the beginning, our approach and mission is to enhance capacities of local and central institutions about *child – youth – family rights program development*. Enhancing capacities of local and central institutions about data collection and management, as rich experience, has consisted in collecting 50 indicators with focus on social protection and welfare issue per each region of the country for each consecutive *year for 8 years*. More info you may find on <http://observator.org.al/odf2/index-en.html>

- **6 Years of experience in developing curricula, teaching, training,** covering the aspect of human rights, active citizen and family sociology at the two levels: Bachelor and Master for students of social sciences at the public University of Tirana and private university in Albania.
- **5 Years of experience with Public Administrative State Institutions.** During these 5 years, as director of Observatory office, programs and projects that we have develop has aimed to enhance and improve the situation in Albania to facilitate the EU integration process. The situation that we have intensively intervein was about out of school children. In this regard, to make the legal framework of Albania in line with EU standard we have *draft, approved and published by Government* the sub legal act for actions and coordination to register every child of school age at school¹. Five (5) years of intensive intervention is realized in partnership and communication with Ministry of Education and Science, Ministry of Interior and Ministry of Health and Social welfare. One of the visualization of this intervention is in the following link².
- **4 Years of experience as team leader** of programs and project evaluation/ assessment/ analyzes as part of IPA programs, Word Bank, Council of Europe, for interest of Albanian Government (Ministry of Integration as part of IPA CBC PROGRAMME (year 2015 and 2016), Ministry of Health and Social Protection, (year 2018)).
- **Specific Experience on Migration and Emigration issue (including human trafficking):** As active member of Albanian civil society, one of the hidden issue of my country that I'm strongly study, analyzing and advocating is *Early child marriage*, - as one of the action that lead to girls child trafficking (mostly abroad the country). In close cooperation with School of Magistrate in Albania and Ministry of Interior, Ministry of Education and Ministry of Health and Social Protection, we have undertaken several study and advocacy actions. For more please refer to: www.observator.org.al.

From 2015 and on, Albania was one of the Balkan countries, reported by International Agencies for illegal movement of its (Albanian) citizen to different EU countries; which later on introduced in our country *returnees' phenomena*. On 2015 we undertook studies for finding the challenges faced returnees' families; and on 2018 we were engaged on developing the package with reintegration measures for returnees' families in Albania (by operating in pilot areas).

Since June 2020, as part of "AKELIUS" global education program, we are engaged in developing education facilities for children coming from conflict countries of Middle East in Albanian Asylum Seekers Centers (3). This initiative is developed in Albania by Observatory office, in partnership UNICEF office and Ministry of Interior.

13. SPECIFIC EXPERIENCE AND SPECIFIC MISSION:

Country	Date
Albania	Key Social Expert on Social Assistance Modernization Project for "TA for training of Social Inspectors by improved DA Inspection Methodology and Grievance Redress Mechanism", between the Ministry of Health

¹ http://www.qbz.gov.al/botime/fletore_zyrtare/2015/PDF-2015/202-2015.pdf

² <https://www.arsimi.gov.al/cdo-femije-ne-shkolle/>

	and Social Protection and Social assistance Modernization project (SAMP)/ World Bank program in Albania (<i>September – December 2020</i>)
Albania	Social Expert on “TA to support the development of an exit strategy for NE beneficiaries based on innovative model and international evidence on what works” implemented by “EuroPartners Development “ as part of the agreement between the Ministry of Health and Social Protection and Social assistance Modernization project (SAMP)/ World Bank program in Albania (<i>August – October 2019</i>)
Republic of Seychelles	Nominated by IBE – UNESCO office, I have participated as international expert on Second International Biennial Conference on Early Childhood Care and Education “ <i>Big Data for Small Children</i> ” – Monitoring holistic early childhood development, Republic of Seychelles (<i>21 – 23 February 2019</i>)
Albania	Project team leader of program evaluation “Fighting Bullying and Extremisms in the Education System in Albania”, with support of Council of Europe (CoE) office in Albania and in partnership with Ministry of Education, Sport and Youth (MESY) (<i>January 2019</i>).
Albania	Project co-team leader of “Assessment of the dynamics of NE scheme for the impact of scoring formula, whit focus on targeting poor families, to the current beneficiaries of NE nationwide”, in partnership with Health and Social Protection (MHSP) and Social Assistance Modernization Project (SAMP)/ World Bank program in Albania (<i>December 2018</i>)
Albania	Expert for media monitoring on regards of children rights and ethic, as part of UNICEF program in Albania (2017, 2018); expert for data analysing and finding presentation as part of initiative done in partnership with AMA (2019).
Albania	Consultant on reintegration measures for returnee families, implemented by “Coherent Development Albania”, being responsible consultant for developing the package with reintegration measures for returnee families in Albania. (<i>January-March 2018</i>)
Albania	Senior Consultant in developing the report “Analysis of the Capitalization of achievements under the Greece – Albania CBC program 2007 – 2013”; In the framework of the 2007-2013 IPA Component II supporting cross-border cooperation (CBC) at Western Balkans internal borders, Albania and Greece, contracted by Ministry of Integration in Albania. (<i>November - December 2016</i>)
Peru, Lima	Nominated by UN in Albania, I have represented Albanian Civil Society on the Global Event in Peru

	about <i>Global Dialogue on Implementation of the Post-2015 Development Agenda</i> “Participatory Monitoring for Accountability”, PMA (<i>Lima, 12-13 March 2015</i>).
Albania	External Expert on “Assessment of needs for future Strategic Calls, IPA CBC PROGRAMME ALBANIA-MONTENEGRO 2007-2013” contracted by Ministry of Integration in Albania (<i>December 2015 – February 2016</i>)
Albania	Representing Albania on regional experts meeting about “Strengthening child protection system to protect children from violence, - A European priority”, organized by UNICEF and Prime Ministry office of Albania (<i>Tirana, 12-13 November 2013</i>)
Berlin, Germany	On European Conference “ <i>EYCE 2005: National Experiences – European Challenges</i> ”, representing Albania, I made a presentation about “Philosophy and practice of Human Rights Education in Albania”. This Conference was organized by: - Federal Agency for Civic Education (bpb); - Democracy and Human Rights Education in Europa (DARE); - Federal Ministry of Education, Science and Culture, Austria, on <i>December 2 – 4, 2005 in Berlin/ Germany</i> ;

14. PREVIOUS WORK POSITION:

Date from - Date to	Location	Company & reference person	Position	Description
June 2009 – May 2013	Tirana	Albanian Children’s Alliance, project “Children Rights Observatory”	Social Worker Team Leader	The project “Children Rights Observatory” implemented by “Albanian Children’s Alliance”, is financially supported by UNICEF Albania. My position consists in managing and coordinating this national project that is implementing in 12 regions of the Country
May 2010 – January 2014	Tirana	WDN	Albania Country Captain	<ul style="list-style-type: none"> - As part of coalition of “Domestic Observers” in Albania, WDN members were part of monitoring local elections, held on May 2011. - Organization and development of “Leadership Academy” with participation of leadership women coming from different background.

September 2009 – July 2014	Tirana	Department of Social Science, non-public University in Tirana	Faculty staff (external)	Pedagogue by lecturing two faculty subjects: - “Family Sociology”, <u>BA level</u> , during a period September 2009 - July 2014 (both lectures and seminars); - “Introduction to Human and Children Rights”, <u>Mater level</u> , during a period September 2012 - July 2014 (both lectures and seminars);
January 2008 – June 2009	Tirana	Center “Children Today”, QFS	Director of Social Program	Developing the Programme for the country and work with the governing board to plan and develop strategic directions;
September 2002 – July 2004	Tirana	Faculty of Social Science, “Social Worker“ Department, Tirana State University.	Faculty staff (external)	Pedagogue by lecturing the faculty subject “Knowing Human Rights” (both lectures and seminars), BA level.
October 2001 – January 2008	Tirana	Albanian Center for Human Rights	Project Manager	Managing staff and overseeing the day-to-day activities of the Project, including procurement, project monitoring and evaluation, financial management, progress and financial reporting.
March 2000 – October 2001	Tirana	Child Development Center	Social Worker – Case manager	Case manager for children and their families with special needs; assisting them for accessing the services and coordinating care among multiple service providers.
October 1999 - February 2000	Tirana	Adventist Development and Relief Agency Albania	Community Social Worker	Work directly with individuals, conducting needs assessments and making referrals to resources in the community.
May 1999 - August 1999	Tirana	Center for Habitat Development/ Co-PLAN	Social Worker	Working with individuals, families, groups and communities in an effort to enhance social functioning and overall well-being.

15. OTHER QUALIFICATIONS, CONFERENCES AND STUDY VISIT

- (April – December 2015), - “Academy of NGO” organized by Partners’ Albania in **Albania**.
- (9 – 14 November 2015) Study visit **in Slovakia**, Bratislava, organized by Partners’ Albania and Partners’ Slovakia for building network with and exchange experience with Slovakia civil society organization.
- (22 May 2015) Certificate of Completion in recognition of completion of a workshop of the Gender and Elections module, organized in **Albania** by “BRIDGE” (Building Resources in Democracy, Governance and Elections) and supported by: UNDP, IFES, IDEA, UN and AEC.
- (Tirana, 21 November 2013) Scientific work “Using communities to combat child labor and other abusive practices against them”, presented on Scientific Conference “Violence against children in Albania - As

prevent violence against children social protection system in Albania and social services", **Tirana – Albania.**

- (November 2012) Study visit and training **in Kenya, Nairobi**, organized by Women’s Democracy Network (WDN- DC) and International Republic Institute (IRI).
- (1 February – 17 April 2012) Certificate of successful completion of the three months e-distance course “Monitoring Children Rights”, organized by Human Rights Education of America, HREA - *via on-line training.*
- (21-22 November 2011) Scientific work “Children's Education in Albania, comparative study in 2008 & 2009”, in VI International Scientific Conference of the "Institute of Sociology", **Tirana – Albania.**
- (28 February – 7 March 2011) Study visit and training organized **in Washington DC**, on behalf of Women’s Democracy Network.
- (3-9 May 2009) Study visit “People to People”, organized by European Commission, Brussels. This visit consists on meetings and contacting the main actors of European Institutions **in Brussels and Strasbourg.**
- (20 – 30 July 2008) Certificate for the successful participation in International Summer Academy “HUMSEC”, Organized by ETC Graz and Graz University, **Graz - Austria.**
- (2-6 July 2007), Certificate of ‘Summer University for Democracy of the Schools of Political Studies’, organized by ‘**Council of Europe in Strasbourg, France.**
- (March 22 – May 16 2007), Certificate of successful completion of the online course “Holocaust and Human Behavior”, organized by “Facing History and Ourselves”, which is international educational and professional development organization in USA, *via on-line training.*
- (1 September – 23 November, 2003) Certificate of the three months e-distance course “Introduction on Human Rights”, organized by Human Rights Education of America, HREA - *via on-line training.*
- (1 – 2 April 2004) Certificate of the training course “Organization’s Self-Assessment for Better Services Course”, held by CAFOD – **Tirana.**
- (1 September – 23 November, 2003) Certificate of the three months e-distance course “Introduction on Human Rights”, organized by Human Rights Education of America, HREA - *via online training.*
- (17 – 31 October 2003) Certificate on international training course “Human Rights Course”, held by the Danish Institute for Human Rights **on Copenhagen, Denmark.**

16. PUBLICATIONS:

My engagement with publications has been finalized with: assistance in developing of University subject ‘Human Rights Education curricula for University’, manual ‘Knowing human rights’, book ‘Religions and civilization in the new millennium – the Albanian Case’, expert (co-author) in preparing the *alternative report about “The Convention on the Right of the Child”* for Albania;

In regional level I’m co-author in the publication of the ‘Balkan Human Rights Yearbook – 2006’.

In national level I’m co-author of the research book “Poverty and Children in Albania (2009)”, co-author of the annual report “Children’s Rights in Albania 2009”, published by UNICEF 2011; “Card Report One: Child Poverty in Albania 2012”, published by UNICEF on November 2013;

1. Marriage to Court? Children's rights, underage marriages and the role of the court; Report on legal, social and judicial aspects of underage marriages in Korça and Pogradec for the period 2011-2016, February 2017 <http://observator.org.al/wp-content/uploads/2017/03/Early-marriage-report-english.pdf>
2. Taking the false step of family Bliss, Case studies of child and early marriage in Korca and Vlora, January 2016 http://observator.org.al/wp-content/uploads/2016/02/ZEB_Studimi_en_12Feb2016.pdf
3. Child Rights in Albania, 2009 http://observator.org.al/wp-content/uploads/2013/09/Te_drejtat_e_femijeve_ne_Shqiperi_2009.pdf

4. Social protection for the Children, 2010 (<http://observator.org.al/wp-content/uploads/2017/02/Mbrojtja-sociale-e-femijeve2010-25Maj2012-Raport.pdf>)
 5. Child Poverty in Albania, Report Card 1, June 2013 (http://observator.org.al/wp-content/uploads/2013/09/Te_drejtat_e_femijeve_ne_Shqiperi_2009.pdf)
 6. With the voice of children deprived of their liberty. Monitoring report of the conditions and treatment in the institutions of custody, pre-trial detention and prisons –March 2017 (http://observator.org.al/wp-content/uploads/2017/03/Monitoring_report_jj_13March2017.pdf)
- University Teaching Book "Human Rights Education at Universities". Member of the working group for designing and piloting this training program for pedagogues and students of pedagogical faculties. (2004)
 - University Teaching Book "Human Rights in the Process of Education". Member of the working group for designing and piloting this manual to assist teachers. (2004)
 - The book "Religions and Civilizations in the New Millennium - The Case of Albania"; Part of the working group; (2003)
 - "Tyl" catalog - the creator and the manager of creating a photo catalog of children's lives isolated in different areas of Shkodra district (2008).
 - Magazine 2 "Education and Health", QFS - writing one of the articles in the magazine "Children Today" (QFS) (2008).
 - Regional Report on Human Rights "Recognition and respect for human rights in all spheres of society". Co-authors in drafting the report "For Human Rights in Albania - 2006" (2006).
 - Balkan Human Rights Review "Legislative Perspectives for the Development of Corporate Social Responsibility in Western Balkan Countries". Co-author of article for Albania, 2008.
 - "Compasito" - management of the Albanian publication of the book on civic education and human rights for children, edition of "Council of Europe" (2009).
 - Part of the group of expertise for carrying out the national study and publication with the same title " Child Poverty in Albania";
 - Leader and compiler of the publication "Children's rights in Albania - 2009"; This publication is a factual analytical report of the situation of children in 8 Districts of the country, for 2009.
 - Leader and collaborator in the implementation of the annual report "First Card report in Albania: Child Poverty in Albania", June 2013
 - Also the author of many opinions, speakers and lecturers at many national and international conferences that deal with and analyze the situation of children's rights in the country; as well as the leader of many regional studies carried out by the Observatory for Children's Rights at the Qark level.

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