



Parlamentul
Republicii Moldova

Q nr. 20
11.05.2022

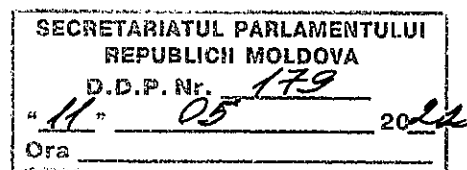
Deputat în Parlamentul Republicii Moldova

Biroul Permanent al Parlamentului Republicii Moldova

În conformitate cu prevederile art.73 din Constituția Republicii Moldova și art. 47 din Regulamentul Parlamentului Republicii Moldova, se înaintează cu titlu de inițiativă legislativă proiectul de hotărâre a Parlamentului privind numirea în funcția de Adjunct al Avocatului Poporului

Anexă:

1. Proiectul de hotărâre;
2. Demersul și CV-ul



Deputat în Parlament

Olesia Stancu Stancu

HOTĂRÎRE

privind numirea în funcția de Adjunct al Avocatului Poporului

În temeiul art.15 alin.(3) din Legea nr.52/2014 cu privire la Avocatul Poporului (Ombudsmanul),

Parlamentul adoptă prezenta hotărâre.

Art. 1. – Doamna Oxana GUMENNAIA se numește în funcția de Adjunct al Avocatului Poporului, pe durata mandatului Avocatului Poporului.

Art. 2. – Prezenta hotărâre intră în vigoare la data adoptării.

Art. 3. – Prezenta hotărâre poate fi contestată în instanța de judecată în termenul prevăzut de art.209 din Codul administrativ nr.116/2018.

PREȘEDINTELE PARLAMENTULUI

21 martie 2022

12-6/3-529

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|---------------------------------------------------|------|
| SECRETARIATUL PARLAMENTULUI REPUBLICII MOLDOVA | |
| D.D.P. Nr. | 645 |
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| Ora | |

Parlamentul Republicii Moldova

Domnului Igor GROSU,
Președinte al Parlamentului

Stimate domnule Președinte al Parlamentului,

În fapt, din rațiunea normelor imperative ale *art. 15 din Legea nr. 52/2014 cu privire la Avocatul Poporului (Ombudsmanul)*, Avocatul Poporului este asistat în activitatea sa de doi adjuncți, ale căror atribuții sunt determinate de Avocatul Poporului.

Adjuncții Avocatului Poporului sunt numiți în funcție de către Parlament, cu votul majorității deputaților prezenți, la propunerea Avocatului Poporului, în urma desfășurării unui concurs. Concursul este organizat de către Avocatul Poporului. Avocatul Poporului selectează candidații care corespund condițiilor de eligibilitate și îi prezintă plenului Parlamentului.

În această ordine de idei, consemnez că la data de 15 februarie 2022 a fost inițiat concursul pentru selectarea candidaților la funcția de adjunct al Avocatului Poporului, în baza *Regulamentului cu privire la organizarea și desfășurarea concursului pentru selectarea candidaților la funcția de adjunct al Avocatului Poporului*, aprobat prin *Ordinul Avocatului Poporului nr. 01-1/13 din 15 februarie 2022*. Concursul a fost organizat distinct pe domenii: domeniul *mecanismul de apărare a drepturilor și libertăților omului - gestionarea cauzelor individuale* și domeniul *legislație și monitorizare*.

Având în vedere faptul că doar un singur candidat la funcția de adjunct al Avocatului Poporului, domeniul *legislație și monitorizare*, a întrunit condițiile de eligibilitate, termenul concursului pe domeniul dat a fost prelungit până la data de 31 martie 2022.

Concursul pentru selectarea candidaților la funcția de adjunct al Avocatului Poporului, pentru domeniul *mecanismul de apărare a drepturilor și libertăților omului - gestionarea cauzelor individuale* și domeniul *legislație și monitorizare*, s-a desfășurat în condițiile actului administrativ cu caracter normativ, prenotat supra. Urmare a desfășurării celor 2 etape a concursului – *competiția dosarelor și*

proba interviului și în baza rezultatelor finale ale concursului, a fost desemnată învingătoare a concursului dna **Gumennaia Oxana**.

De menționat că, dna Gumennaia Oxana este o personalitate cu o pregătire și experiență vastă în domeniul apărării și promovării drepturilor omului și a statului de drept, mereu s-a poziționat ca o persoană proactivă, integră și corectă în raport cu atribuțiile sale de promotoare și activistă în domeniul drepturilor omului.

Complementar, e de remarcat curajul și perseverența dnei Gumennaia Oxana, combinată cu viziunea și abordarea multilaterală axată pe drepturile omului, în special a grupurilor vulnerabile, „lupta” pentru drepturile persoanelor deținute. Din 2016 până în 2021, dna Gumennaia Oxana a deținut calitatea de membră a Consiliului pentru prevenirea torturii (CpPT), care activează pe lângă Oficiul Avocatului Poporului. În acest sens, este de evidențiat și cazul profesorilor de origine turcă în 2018 și reacția rapidă a întregii echipe a Consiliului în încercarea identificării acestora prin vizite inopinate în toate locurile de detenție posibile, vizitele de monitorizare realizate în instituțiile din stânga Nistrului și alte situații care au necesitat intervenții prompte.

Curriculum vitae (CV) complet al candidatei Gumennaia Oxana se anexează.

În consecința logică a aspectelor menționate, Avocatul Poporului propune Parlamentului pentru numirea în funcția de Adjunct al Avocatului Poporului candidatura dnei Gumennaia Oxana.

Anexă – 8 file.

Cu înaltă considerație,

Avocatul Poporului



Ceslav PANICO

CURRICULUM VITAE

Proposed role in the project:

Category:

1. Family name: GUMENNAIA

2. First name: Oxana

3. Date of birth: 26/02/1978

4. Nationality: Republic of Moldova

5. Residence: Moldova

6. Education:

| Institution [Date from - Date to] | Degree(s) or Diploma(s) obtained: |
|-----------------------------------------------------------------------------|-------------------------------------------------|
| Moldova State Pedagogical University "Ion Creangă", 2004-2005 | <i>Master Degree, Psychology</i> |
| Moldova State Pedagogical University "Ion Creangă", 1999-2004 | <i>Degree in Psychology and Psycho-pedagogy</i> |
| Moldova National College of Medicine and Pharmacy "Raisa Pacalo", 1995-1998 | <i>Qualification: doctor assistant</i> |

7. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

| Language | Reading | Speaking | Writing |
|----------|---------|---------------|---------|
| Russian | | Mother tongue | |
| Romanian | 1 | 1 | 2 |
| English | 4 | 4 | 5 |

8. Membership of professional bodies:

- Consultative Council of Center for Human Rights (National Torture Prevention Mechanism), member;
- Moldovan Council of prevention and elimination of discrimination and equality, member.

9. Other skills: Computer skills (Word, Excel, PPT etc), analytical and communication skills; HR management.

10. Present position: Private practice and Information Center GENDERDOC-M psychologist, Moldova.

11. Years within the experience: 23.

12. Other relevant trainings:

- Course, "Cognitive behavioral therapy (CBT)", Romanian League for Mental Health, Romania, 2019 – 2022.
- Certificate of participation course, "Psychoanalytic diagnosis of the risk of recurrence among prisoners", expert / trainer: SilvieHawliczek, Germany/Moldova, DIPMJRM, 2008-2013.
- Graduation Certificate, "Ericsson Therapy on anxious and psychosomatic disorders and addictions" (120h), Moscow Institute of group and family psychology and psychotherapy, Russia, 2011-2012.
- Graduation Certificate, "Neuro-linguistic practices, master, trainer" (120h), Moscow Institute of group and family psychology and psychotherapy, Russia, 2009.
- Graduation Certificate, "Psychosomatic and psychotherapy" (200h), Moscow Institute of group and family psychology and psychotherapy, Russia, 2008 -2009.

13. Specific experience in the region:

| Country | Date from - Date to |
|---------|---------------------|
| Moldova | 2004 - present |
| Ukraine | November, 2013 |

14. Professional experience:

| Date from-to | Location | Company/institution | Position | Description |
|------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2005 - present | Moldova | Private practice | Psychologist | <ul style="list-style-type: none"> conducting workshops and training sessions on various psychological aspects (cognitive and behavioural techniques) for different target groups; provide psychological counselling and psychotherapeutic support for clients on different topics, including CBT. |
| June – July 2021 | | Council of Europe Criminal Justice and Prison Programme and Pompidou Group | National consultant | <ul style="list-style-type: none"> finalising the final draft of the research by implementing the comments of international experts and the Secretariat of the Pompidou Group organising a half-day meeting with the TC staff of Pruncul prison to present them the study, give mutual feedback and exchange on how this research might be used in practice in the future by the TC staff (concrete recommendations to be added and presented in the annex of the research paper) |
| May – July 2021 | Moldova | Council of Europe and Pompidou Group Project: "Qualitative study addressing the influence of criminal subculture on the effectiveness of drug treatment programmes in Moldovan prisons" | Interviewer | <ul style="list-style-type: none"> supporting the lead researcher in conducting qualitative interviews with stakeholders and people who use drugs in Moldovan prisons after their release. |
| January – April 2021 | Moldova, transnistrian region | UNICEF and Resonance Center | National consultant | <ul style="list-style-type: none"> study and analysis of the recommendations of international documents (in particular, the UN, UNICEF, UPN) in terms of recommendations for the development and implementation of programs of social and psychological reintegration for minors, as well as existing reports on the assessment of the functioning of closed institutions for children in conflict with the law; development of a social reintegration program for minors in conflict with the law, as well as samples of documents and templates for employees of administrations of closed institutions, according to which work should be carried out on the reintegration of children in order to prevent the re-crime of children and restore social ties with relatives; development of the textual part of information materials for minors on the main problems of resocialization after leaving a closed institution following the principle "easy to read - easy to understand"; conducting an interactive event to familiarize with the developed programs and forms of documents and practice the skills of their use among employees of closed institutions. |
| July 2020 – March 2021 | Moldova | Council of Europe Criminal Justice and Prison Programme and Pompidou Group | National consultant | <ul style="list-style-type: none"> contributing to the research on the effectiveness of the prison-based Therapeutic Community in Pruncul prison in the Republic of Moldova |
| August – December 2020 | Moldova | DIGNITY and Institute for Penal Reform (IRP) Project: "COVID-19 Prison Training Moldova" with the financial support of the | Consultant – trainer | <ul style="list-style-type: none"> development and delivery of specific training for 5 groups of penitentiary staff; develop training materials to be distributed during the training; make a presentation on the topic of discrimination; |

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|------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | Swedish International Development Cooperation Agency | | | <ul style="list-style-type: none"> prepare a report on the results of the training. |
| March – September 2020 | Moldova | Council of Europe Project: "Promoting a Human Rights Compliant Criminal Justice System in the Republic of Moldova" | Consultant | | <ul style="list-style-type: none"> Provide input with regard to gender and non-discrimination standards to the Working Group (WG) on the development of the Mental Health Care Strategy for the Penitentiary System of the Republic of Moldova with Action Plan, including the Suicide and Self-Harm Prevention Policy as part of the Strategy (all package is referred below as the Strategy). |
| October 2018 – December 2018 | Moldova, transnistrian region | UNODC Moldova and O.A. "Positive Initiative" Project: "Prevention of HIV/AIDS and tuberculosis among minors and young people. The role of psychosocial support". Educational complex A. S. Makarenko, Tiraspol. | Consultant – trainer | | <ul style="list-style-type: none"> development and delivery of specific training (for 2 sessions – 1 for adults (staff of educational complex A. S. Makarenko) and 1 for juveniles, of 2 days each); develop training materials to be distributed during the training; make a presentation on the topic of discrimination; prepare a report on the results of the training. |
| October 2016 – December 2021 | Moldova | Council of prevention Torture (National Torture Prevention Mechanism) | Member | | <ul style="list-style-type: none"> monitoring of places of detention; drafting monitoring reports and relevant notes on human rights observance; conducting trainings and informative sessions on human rights, psychology and settlement of disputes. |
| July 2016 – September 2016 | Moldova | EUTAP4 Project: "Support to the enforcement, probation and rehabilitation systems in Moldova (ENPI AAP2011)". | JNKE | | <ul style="list-style-type: none"> support development of individual treatment plans, support improvement of detention and probation system for juveniles, based on the previous methodologies on individual treatment plans and credit system for adults and juveniles, development and delivery of specific training (for 3 sessions – 2 for adults and 1 for juveniles, of 3 days each). In order to increase the capacity of the penitentiary system specialists (psychologists, social assistants, sector chiefs, guards) to develop and implement the integrated plan methodologies for adults and juveniles in custody. |
| January 2015 – present | Moldova | Information Center GENDERDOC-M | Psychologist Consultant – trainer | | <ul style="list-style-type: none"> psychological consultations of the beneficiaries of the organization; consulting and supervising beneficiaries in crisis situations; carries out the activity of the support groups; conducting trainings with different professional groups. |
| March 2013 - present | Moldova | Moldovan Council of prevention and elimination of discrimination and equality | Member | | <ul style="list-style-type: none"> initiates proposals for the modification of the current legislation in the area of prevention and combating discrimination; monitors the implementation of the legislation in the area; collects data on all dimensions, status and trends of the discrimination phenomena at a national level and elaborated reports and word papers; collaborates with international organisations specialised in prevention and combating discrimination; examines the complaints of people who consider themselves to be victims of discrimination; contributing to the amiable solution of conflicts arising after the commission of discriminatory acts by reconciling the parties and looking for a mutual acceptable solution. |

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| October 2015 – present | Moldova | NGO "Foreign Policy Association" and National Endowment for Democracy Project "Training in preventing and eliminating discrimination for teachers in general education" | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |
| February - June 2016 | Moldova | NGO "Strategies and Policies for health Center" and Embassy of the Kingdom of Netherlands in Bucharest Project "Capacity building of Youth Friendly Centers in terms of preventing discrimination, promoting human/patient rights." | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |
| September 2015 – May 2016 | Moldova | NGO "Foreign Policy Association" and UNDP Project "Training social assistants, local civil society activists and regional mass-media to prevent, report and combat discrimination cases at regional & local levels" | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |
| August 2015- April 2016 | Moldova | NGO "Foreign Policy Association" and US Government Project "Assisting Moldovan Police to develop anti- discrimination institutional capacities" | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |
| November 2015 - March 2016 | Moldova | NGO "Foreign Policy Association" and Embassy of Canada Project "Assisting Moldovan Ministry of Interior to develop and enhance anti discrimination institutional capacities" | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |
| September - November 2015 | Moldova | NGO "Coalition Nondiscrimination" and Embassy of the Kingdom of the Netherlands in Bucharest Project "Strengthening CPEDAE fully adequate settlement of discrimination cases at national level" | Moderation / lecturer | <ul style="list-style-type: none"> ▪ develop public lessons materials to be distributed during public lessons; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the public lessons. |
| September 2014 – June 2015 | Moldova | NGO "Foreign Policy Association" and Embassy of Finland Project "Training social assistants, local civil society activists and regional mass-media to prevent, report and combat discrimination cases at regional & local levels" | Trainer | <ul style="list-style-type: none"> ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination; ▪ prepare a report on the results of the training. |

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| June 2014 - February 2015 | Moldova | Joint Programme between the European Union and the Council of Europe: "Strengthening the capacity of lawyers and human rights defenders for domestic application of the European Convention on Human Rights and the Revised European Social Charter" | Trainer | <ul style="list-style-type: none"> ▪ develop the agenda of the cascade training; ▪ develop training materials to be distributed during the training; ▪ make a presentation on the topic of discrimination on ground: <ul style="list-style-type: none"> ✓ of health and discrimination of people with HIV/AIDS, ✓ of disability, theoretical and practical aspects, ✓ of right to education as fundamental right, access to education of persons with disabilities and prevention of discrimination, ✓ of religion and sexual orientation, prevention of discrimination, ✓ of burden of proof in cases of discrimination and mechanisms of protection against discrimination; ▪ prepare a report on the results of the training. |
| October- November 2014 | Moldova | UNDP-Moldova and General Prosecutors Office | Trainer | <ul style="list-style-type: none"> ▪ conduct trainings on "Preventing and combating torture in prisons"; ▪ drafting training course and materials for the prison officials. |
| July 2013 - October 2015 | Moldova | Moldovan Council of prevention and elimination of discrimination and equality | Chair | <ul style="list-style-type: none"> ▪ overall management of the organization; ▪ draft reports, informative and other analytical materials; ▪ initiates proposals for the modification of the current legislation in the area of prevention and combating discrimination; ▪ monitors the implementation of the legislation in the area; ▪ collects data on all dimensions, status and trends of the discrimination phenomena at a national level and elaborated reports and word papers; ▪ collaborates with international organisations specialised in prevention and combating discrimination; ▪ examines the complaints of people who consider themselves to be victims of discrimination; ▪ contributing to the amiable solution of conflicts arising after the commission of discriminatory acts by reconciling the parties and looking for a mutual acceptable solution. |
| November, 2013 | Ukraine | Ukrainian Ombudsman's Office | Expert/ lecturer | <ul style="list-style-type: none"> ▪ conduct informative sessions for representatives of Ukrainian Ombudsman's Office on preventing and combating torture. |
| October 2011 - May 2014 | Moldova | High School „Petru Movilă" | Psychologist | <ul style="list-style-type: none"> ▪ psychological assistance to pupils, teachers and parents; ▪ psychological evaluation and testing; ▪ conducting psycho-prevention activities with pupils, parents and teachers (sessions and trainings); ▪ conducting psycho-correctional activities with pupils having particular risks; ▪ providing behavioral recommendations for teachers and school administration. |
| October - December 2013 | Moldova | Center for Human Rights (National Ombudsman Institution) | Trainer | <ul style="list-style-type: none"> ▪ Prevention of burning-out syndrome for the staff and work with difficult beneficiaries", training course for the staff of the Center for Human Rights |

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| April 2011 - July 2013 | Moldova | Consultative Council of Center for Human Rights (National Torture Prevention Mechanism) | Member | <ul style="list-style-type: none"> ▪ monitoring of places of detention; ▪ drafting monitoring reports and relevant notes on human rights observance; ▪ conducting trainings and informative sessions on human rights, psychology and settlement of disputes. |
| June-December 2012 | Moldova | UNDP Moldova, Project "Strengthening the forensic examination of torture and other forms of ill-treatment in Moldova" | Trainer | <ul style="list-style-type: none"> ▪ Conduct trainings for prosecutors, lawyers, doctors and forensic experts " ▪ Develop training materials and agendas; ▪ Draft reports with recommendations for each target group; |
| October – December 2011 | Moldova | UNDP Moldova, Project "Strengthening the forensic examination of torture and other forms of ill-treatment in Moldova" | Consultant | <ul style="list-style-type: none"> ▪ Study Report on identifying and assessing training needs in investigation / examination and documentation torture and other ill-treatment. |
| April 2009 - February 2010 | Moldova | Moldova Alms House | Psychologist | <ul style="list-style-type: none"> ▪ providing assistance and psychological counseling; ▪ psychological evaluation of the beneficiaries; ▪ conducting different cognitive activities; ▪ providing behavioral recommendations for the staff. |
| December 2006 -- June 2009 | Moldova | Psychological and social assistance Unit, Penitentiary Institution nr.13, Department of Penitentiary Institutions. | Head | <ul style="list-style-type: none"> ▪ general management of the unit; ▪ conduct training sessions for the prison psychologists, educators and social assistants on specific topics related to psychological support to prisoners and prison staff; ▪ conducting psycho-diagnostically evaluation for the prisoners; ▪ conducting psycho-correctional activities with the prisoners and prison staff (individual and team counseling, cognitive and behavioral interventions, training sessions); ▪ conducting studies on violence and aggressivity among minors and adults prisoners and drafting psycho-correctional programs; ▪ drafting and implementing programs on social inclusion of the prisoners; ▪ drafting programs on burning-outs syndrome for the prison staff and conduct training sessions for prison officers and subofficers. |
| October 2003 – December 2006 | Moldova | Psychological and social assistance Unit, Penitentiary Institution nr.13, Department of Penitentiary Institutions. | Psychologist | <ul style="list-style-type: none"> ▪ main activities: ▪ conduct training sessions on psychological evaluation of the prisoners for prison psychologists and educators; ▪ psycho-social assistance to the prisoners; ▪ psycho-diagnostically evaluation of the prisoners; ▪ psycho-correctional activities with the prisoners; ▪ informative and training activities on social inclusion; ▪ conduct trainings on motivational techniques on violence reduction and prevention of violent incidents |
| July 1998 – October 2003 | Moldova | Medical Unit, Penitentiary Institution nr.13, Department of Penitentiary Institutions. | Doctor assistant | <ul style="list-style-type: none"> ▪ providing medical assistance to the prisoners; ▪ conducting prophylactic and hygienic activities within the prison; |

15. Publications (selected, related to the assignment):

1. *Study Report identifying and assessing training needs in investigation / examination and documentation torture and other ill-treatment*, UNDP Moldova, Chisinau, 2012 (Rom).
2. *Working with aggressive adolescents in prison*, Chisinau, 2005 (Ru).