How to start the application process:

The application process consists of two parts: the first part is a web-based survey and the second part is an application form in Word format. Both parts and all sections of the application form need to be completed for the application to be processed.

**First part:** The [web-based survey](https://www.surveymonkey.com/s/WebApplication_SMH_HRC29_June2015) is used to collect information for statistical purposes such as personal data (i.e. name, gender, nationality), contact details, mandate/s applying for and nominating entity. **The web-based survey should only be completed once** per selection round, i.e. multiple selection is allowed to indicate if the candidate is applying for more than one mandate within a given selection round.

**Second part:** The application form in Word which can be downloaded, completed and saved in Word format and then submitted as an attachment by email. Information provided in this form includes a motivation letter of maximum 600 words. The application form should be completed in English only. It will be used as received to prepare the public list of candidates who applied for each vacancy and will be made available to concerned parties, including through the OHCHR public website.

Once completed, the application form in Word should be submitted by email to [hrcspecialprocedures@ohchr.org](mailto:hrcspecialprocedures@ohchr.org) <mailto:>

If the candidate is applying for more than one mandate, a mandate-specific Word application form needs to be completed and submitted for each mandate.

* A maximum of three reference letters can be attached, in pdf format, to the application sent by email. No additional documents such as CVs or lists of publications will be accepted.
* **Application deadline: 30 April 2015 (12.00 noon GMT)**
* Shortlisted candidates will be interviewed at a later stage.

General description of the selection process is available at <http://www.ohchr.org/EN/HRBodies/SP/Pages/Nominations.aspx>

Please note that for Working Group appointments, only nationals of States belonging to the specific regional group are eligible. Please refer to the list of United Nations regional groups of Member States at <http://www.un.org/depts/DGACM/RegionalGroups.shtml>

In case of technical difficulties, or if you encountering problems completing or accessing any of the forms, the Secretariat may be contacted by email at [hrcspecialprocedures@ohchr.org](mailto:hrcspecialprocedures@ohchr.org) <mailto:>or fax at + 41 22 917 9011.

**An acknowledgment email will be sent when we receive both parts of the application process, i.e. the information through the web-based survey and the Word application form by email.  
Thank you for your interest in the work of the Human Rights Council.**

**I. PERSONAL DATA**

|  |  |
| --- | --- |
| **1. Family name:** ELIADIS | **5. Sex:**  **Male**  **Female** |
| **2. First name:** Flora Pearl | **6. Date of birth (dd-mm-yy):** 12-Sep-59 |
| **3. Maiden name (if any):** | **7. Place of birth:** Montreal, Canada |
| **4. Middle name:** | **8. Nationality (please indicate the nationality that will appear on the public list of candidates):** GREEK |
|  | **9. Any other nationality:** CANADIAN |

**II. MANDATE - SPECIFIC COMPETENCE / QUALIFICATIONS / KNOWLEDGE**

**NOTE: Please describe why the candidate’s competence / qualifications / knowledge is relevant in relation to the specific mandate:**

1. **QUALIFICATIONS** (200 words)

**Relevant educational qualifications or equivalent professional experience in the field of human rights; good communication skills (i.e. orally and in writing) in one of the six official languages of the United Nations (i.e. Arabic, Chinese, English, French, Russian, Spanish.)**

Pearl Eliadis holds a graduate law degree from the University of Oxford (B.C.L. Oxon.), and civil and common law degrees from McGill University. She is a member of the Law Society of Upper Canada and the Quebec Bar.

She has twenty years' professional experience in human rights as a lawyer and public servant at senior levels, with the latter in provincial and federal governments. She was a Director at the Ontario Human Rights Commission (OHRC) from 1995-2001. After that, she was retained by the UN, the European Union (EU), and national human right institutions (NHRIs) on a range of human rights issues in China, Rwanda, Sri Lanka, Tajikistan, Ethiopia, Nepal, Timor Leste, and Sudan.

Eliadis also has extensive experience with civil society organizations (CSOs), including as past President of Equitas: International Centre for Human Rights Education and president of an NGO protecting women and girls who are victims of violence. She currently is managing editor of a national research network on dissent and democracy, which documents rights violations such as state surveillance, intimidation and harassment.

Eliadis has excellent communications skills in English and French. She has lectured and published in both languages and appears regularly in the national media as a commentator on human rights.

1. **RELEVANT EXPERTISE** (200 words)

**Knowledge of international human rights instruments, norms and principles. (Please state how this was acquired.)**

**Knowledge of institutional mandates related to the United Nations or other international or regional organizations’ work in the area of human rights. (Please state how this was acquired.)**

**Proven work experience in the field of human rights. (Please state years of experience.)**

Eliadis is a recognized human rights expert, and has occupied senior roles through which she acquired knowledge of international instruments, norms and principles (Instruments). As Director at the OHRC - then Canada's largest commission - she incorporated the Instruments into public policy documents, connecting national laws to the Instruments. She teaches Comparative Civil Liberties at McGill University's law faculty. Eliadis has published manuals, articles and books on human rights.

Eliadis has been retained on a dozen human rights missions, mainly for UNDP and the OHCHR, and conducted in-country assessments of the human rights situation in Sri Lanka for the EU, including arbitrary detentions and disappearances.

Her knowledge of institutional mandates has been through her work with UNDP and OHCHR, as well as the EU and the Organization for Security and Cooperation in Europe. She has worked in cooperation with UNICEF, UNHCR, UN Women, and the Red Cross. She acquired knowledge of Special Procedures through her work as lawyer and scholar.

She has 9 years' experience as a human rights lawyer, 4 years as a University lecturer and 8 years as a senior public servant focusing on human rights. She has more than 10 years in leadership roles with human rights CSOs (concurrent).

1. **ESTABLISHED** **COMPETENCE** (200 words)

**Nationally, regionally or internationally recognized competence related to human rights. (Please explain how such competence was acquired.)**

Eliadis is nationally and internationally established as a human rights lawyer, lecturer and author. She was appointed to the federal Minister of Justice's Advisory group in 2006, to the Executive of the Human Rights Committee of the Canadian Bar Association (Quebec) in 2009, as a Full Member of the Centre for Human Rights and Legal Pluralism in 2012, and as President of the Quebec Bar's Human Rights Committee in 2013. Her 2014 book, Speaking Out on Human Rights (MQUP, 2014), has garnered acclaim from human rights lawyers and academics.

At the international level, she is designated by the UNDP on two expert rosters: Human Rights, and Rapid Responses in Crisis Prevention and Recovery. She has been retained to lead research on global human rights projects for UNDP and OHCHR, working with national, regional and international human rights networks.

Eliadis has been appointed to the boards of several prominent human rights NGOs, including Equitas, the Canadian Centre for International Justice, and to the Faculty of the Kirsch Institute, which delivers human rights courses for lawyers.

Her work with CSOs and human rights defenders has received local and national awards.

1. **flexibility/readiness and AVAILABILITY of time** (200 words)

**to perform effectively the functions of the mandate and to respond to its requirements, including participating in Human Rights Council sessions in Geneva and General Assembly sessions in New York, travelling on special procedures visits, drafting reports and engaging with a variety of stakeholders. (Indicate whether candidate can dedicate an estimated total of approx. three months per year to the work of a mandate.)**

Eliadis is principal of her own law office and possesses the flexibility to undertake travel, meetings, and missions as required. She is able and ready to dedicate a minimum of three months per year to the work of the WGAD mandate.

The candidate has demonstrated experience drafting reports, independently and in a team context, within set timelines, and is able to do so from her office or on mission, as required. She can draft in both English and French.

The candidate lives in Montreal, a one-hour flight from New York, and 7 hours from Geneva. She has travelled and worked in developing and post-conflict countries, and in difficult contexts of civil unrest. She has demonstrated flexibility in adjusting her schedule as required to adapt to urgent situations.

She has extensive experience engaging with stakeholders, including governments, grassroots associations, Bar associations, NGOs, and the international community, with a special focus on engaging with vulnerable communities. This experience has been acquired in several countries (see section 1) in local and national consultations as well as through fact-finding missions.

**III. Motivation Letter** (600 word limit)

To whom it may concern:

I am motivated to submit my candidacy for the WGAD because of my demonstrated expertise and interest in investigating, researching, reporting, and litigating the law in relation to human rights violations. I have had to engage with governments to develop human rights-based approaches to reduce the impact of human rights violations that affect the most vulnerable, including women, migrants, and minorities. I also have experience integrating norms and emerging principles into national legal frameworks, and in supporting the development of progressive interpretations of international human rights law.

Five issues are especially relevant to the work of the WGAD where I can make a contribution: the role of NHRIs in promoting and protecting rights, including as National Preventive Mechanisms in monitoring detention facilities; the impact of anti-terrorism and national security agendas on human rights; the adverse impact of State actions on minorities and migrants; the rights of girls and women and, finally, what appears to be a growing phenomenon of State-sponsored tactics to suppress CSOs. In all these issues, the coercive power of the State is acutely felt in the core area of arbitrary detention.

I am committed to public service and public interest, and have contributed on a pro bono basis to leading organisations and human rights defenders such as Equitas, the Canadian Centre for International Justice, the African Canadian Legal Clinic, and several local NGOs. This work has been recognised by the federal government of Canada through the Canada 125 Medal (1992) and the Queen Elizabeth II Diamond Jubilee Medal.

Having worked with the UN, I am aware of the limitations it faces, but I would like to contribute to the UN's role in developing of human rights norms and State accountability. Through advocacy and teaching, I have drawn on the work of treaty monitoring bodies and Special Procedures in interventions before national courts, administrative authorities, and the international human rights system. These norms help the organizations I work with to fight impunity, and to provide guidance for law enforcement, military authorities and NHRIs. The iterative development of international norms, especially in cores areas such as arbitrary detention, makes a fundamental contribution to improving the lives of those most affected, and strengthens international human rights law. The WGAD is an exemplary group in this regard and I am in a position to support and contribute to its work.

I am independent and measured in my own work, but know it is sometimes necessary to say difficult things to people in authority who may not want to hear them. I have experienced such situations with senior government officials, and members of the judiciary and legislatures, while remaining aware of the importance of appropriate restraint and judgment.

As a national of two developed countries, Canada and Greece, I am able to speak out about human rights situations with minimal consequences for myself or my family. Because not everyone is similarly situated, lawyers and human rights defenders have a special duty to make the lives and work of those in dangerous and difficult situations safer and more effective. Having worked in several countries where human rights are not respected, I also know that mandate holders have unique roles given that they can react in an agile way to respond to urgent appeals and serious human rights violations. I have had the opportunity to work in cooperation with the Special Rapporteur on the rights to freedom of association and peaceful assembly, and have seen first-hand the impact that mandate holders can have. As a human rights defender and lawyer, it would be an honour to contribute to and serve the WGAD.

**IV. LANGUAGES (READ / WRITTEN / SPOKEN)**

**Please indicate all language skills:**

**Mother tongue:** **Greek, English**

**Arabic:** Yes or no: **NO** If yes,

**Read:** Easily orNot easily:   
**Write:** Easily or Not easily: **Speak:** Easily or Not easily:

**Chinese:** Yes or no: **NO** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**English:** Yes or no: **YES** If yes,

**Read:** Easily or not easily: **Easily  
Write:** Easily or not easily: **Easily  
Speak:** Easily or not easily: **Easily**

**French:** Yes or no:If yes,

**Read:** Easily or not easily: **Easily  
Write:** Easily or not easily: **Easily  
Speak:** Easily or not easily: **Easily**

**Russian:** Yes or no: **NO** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**Spanish:** Yes or no: **YES** If yes,

**Read:** Easily or not easily: **Not easily  
Write:** Easily or not easily: **Not easily  
Speak:** Easily or not easily: **Not easily**

**V. EDUCATIONAL RECORD**

**NOTE: Please list the candidate’s academic qualifications (university level and higher).**

|  |  |  |
| --- | --- | --- |
| **Name of degree and name of academic institution:** | **Years of attendance**  **(from-to):** | **Place and country:** |
| B.C.L. (Oxon) University of Oxford | 1985-86 | Oxford, England |
| B.C.L., LL.B., Faculty of Law, McGill University | 1981-85 | Montreal, Canada |
| B.Sc. Faculty of Biology, McGill University | 1978-81 | Montreal, Canada |
|  |  |  |

**VI. EMPLOYMENT RECORD**

**NOTE: Please briefly list ALL RELEVANT professional positions held, beginning with the most recent one.**

|  |  |  |
| --- | --- | --- |
| **Name of employer,**  **functional title,**  **main functions of position:** | **Years of work (from-to):** | **Place and country:** |
| Law Office of Pearl Eliadis. Principal. Practice solely in human rights and democratic governance.  Lecturer in Comparative Civil Liberties (civil and political rights) - Faculty of Law, McGill University) | 2006-present  2011-present | Montreal (Canada) |
| Chief Knowledge Officer, The J.W. McConnell Family Foundation.  Government of Canada, Senior Director (Policy Research Initiative, Privy Council Office - secondment). Responsible for leading work on transitional justice; human-rights based approaches to governance. Supervised research staff.  OHCHR, Sr Advisor,National Rwandan Human Rights Commission; Unity and Reconciliation Commission, concurrent with previous position) | 2004-2006  2001-2003  2001-2003 (not continuous) | Montreal (Canada)  Ottawa, Canada  Kigali, Rwanda |
| Director, Public Policy and Public Education (PPPE), Ontario Human Rights Commission. Managed Branch & supervised staff, led policy initiatives for Commission, managed public awareness campaigns and international liaison | 1995-2001 | Toronto, Canada |
| Stikeman, Elliott (lawyer). Ligitation, immigration and administrative law. Appeared at trial and appeal levels.  Government of Canada, Employment and Immigration Commission (secondment). Advisor on immigration, refugee and citizenship.  Stikeman, Eliiott (Articling student and lawyer) | 1993-1995  1991-1993  1987-1991 | Montreal, Canada  Ottawa, Canada  Montreal, Canada |

**VII. COMPLIANCE WITH ETHICS AND INTEGRITY PROVISIONS   
(of Human Rights Council resolution 5/1)**

**1. To your knowledge, does the candidate have any official, professional, personal, or financial relationships that might cause him/her to limit the extent of their inquiries, to limit disclosure, or to weaken or slant findings in any way? If yes, please explain.**

NO

**2. Are there any factors that could either directly or indirectly influence, pressure, threaten, or otherwise affect the candidate’s ability to act independently in discharging his/her mandate? If yes, please explain:**

NO

**3. Is there any reason, currently or in that past, that could call into question the candidate’s moral authority and credibility or does the candidate hold any views or opinions that could prejudice the manner in which she/he discharges his mandate? If yes, please explain:**

NO

**4. Does the candidate comply with the provisions in paragraph 44 and 46 of the annex to Human Rights Council resolution 5/1?**

***Para. 44: The principle of non-accumulation of human rights functions at a time shall be respected.***

***Para. 46: Individuals holding decision-making positions in Government or in any other organization or entity which may give rise to a conflict of interest with the responsibilities inherent to the mandate shall be excluded. Mandate holders will act in their personal capacity.***

YES

**5. Should the candidate be appointed as a mandate holder, he/she will have to take measures to comply with paragraphs 44 and 46 of the annex to Council resolution 5/1. In the event that the current occupation or activity, even if unpaid, of the candidate may give rise to a conflict of interest (e.g. if a candidate holds a decision-making position in Government) and/or there is an accumulation of human rights functions (e.g. as a member of another human rights mechanism at the international, regional or national level), necessary measures could include relinquishing positions, occupations or activities. If applicable, please indicate the measures the candidate will take.**

The candidate is prepared to relinquish any such positions, occupations or activities, or to undertake any further actions required to ensure compliance.

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