



Barbora Holubová

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● WORK EXPERIENCE

15/01/2019 – ongoing – Zvolenská 29 | 821 09 Bratislava | Slovakia

SENIOR RESEARCHER – Central European Labour Studies Institute (CELSI)

- Data and project management
- Data analysis in the area of social inequalities and labour market
- Developing research tools and research design
- Experience in conducting research in following areas: industrial relations; working conditions; employment and labour markets; social policy;
- Specialised expertise in gender-related topics and related social policies:
 - Gender pay gaps and pay transparency policies
 - Work- life balance policies
 - Child- and long-term care policies
 - In work poverty and precarious work – gender aspects
 - Women dominated sectors (healthcare, education, care, etc.)
 - Gender aspects in platform work
- Participation in developing of the CELSI's infrastructure
- Developing and maintaining of research databases
- Following the grants opportunities and drafting projects proposals

01/02/2021– 31/12/22 – Slovak Academy of Sciences, Dúbravská cesta 9, 841 04 Bratislava, Slovakia

RESEARCHER – Slovak Academy of Sciences; Institute for Research in Social Communication

Research activities within the HORIZON 2020 project ATHENA Implementing gender equality plans to unlock the research potential of RPOs and RFOs in Europe

- Gender Equality Audit (GEA) and assessment of practices at the organisational and national level
- Develop standardised quantitative and qualitative gender audit indicators at the organisational level
- Produce a common database of comparative GEA indicators
- Assessment of legislative and policy framework on the promotion of gender equality in RPOs and RFOs at the national level and organisational level
- Identification of gender bias at the organisational level – develop an online survey, storytelling interviews and focus groups methodology
- Data collection, analyses and drafting of national and overall project reports
- Develop Gender equality plan for the Slovak Academy of Sciences

16/07/2018 – 31/12/2018– Gedimino pr. 16, LT-01103 Vilnius, Lithuania

EXTERNAL EXPERT – European Institute for Gender Equality (EIGE)

- Provide external expertise to EIGE in terms of the assigned task: prepared outputs of the project on improving the administrative data on intimate partner violence provided by the police and justice in EU – Member States
- Provide technical assistance on the quality, robustness, and consistency of the research reports
- Ensuring the deliverables' soundness

- Methodological validity and transferability

01/09/2016 – 31/12/2017– Gedimino pr. 16, LT-01103 Vilnius, Lithuania

RESEARCH OFFICER – European Institute for Gender Equality (EIGE):

- Managing and implementing research projects, supervising and completing deliverables;
- Development of methodologies and analysis;
- Writing and editing policy papers and research reports;
- Leading experts' teams and international networking;
- Drafting tender specifications for procurement of new studies/surveys;
- Working with EU/international/national datasets;
- Participating at meetings, workshops, seminars and dissemination of the research results;
- Cooperation with the Experts' Forum and stakeholders in research-related work;
- Creating and maintaining contacts with EU institutions, agencies and national bodies.

07/02/2005 – 30/09/2016– Župné nám. 5 – 6. Bratislava, Slovakia

RESEARCHER - SOCIOLOGIST – Institute for Labour and Family Research (ILFR),

- Applied social research in the area of the labour market, social policies and equal opportunities;
- Designing research proposals and management of autonomous research projects;
- Development of measurement tools (questionnaires, evaluation forms);
- Statistical analysis of primary and secondary quantitative data;
- Analysis of qualitative data (case study, content analysis);
- Writing/drafting reports/policy papers + evidence-based recommendations for policymaking

• **EDUCATION AND TRAININGS**

01/09/2006 – 30/10/2013– The Comenius University in Bratislava, Faculty of Philosophy, Department of Sociology, Slovak Republic

PHD. IN SOCIOLOGY – The Comenius University in Bratislava

- Specialisation in public governance reform,
- Social and equality policies,
- Equal opportunities
- Adverse social behaviour in the workplace,
- Application of the quantitative data analysis.

01/09/2000 – 31/01/2005– Place (Address)

MASTER OF PHILOSOPHY - SOCIOLOGY – The Comenius University in Bratislava,

- Sociological theory and the methodology of sociological research: research design, application of quantitative and qualitative research methods, data mining and analysis;
- Specialisation in social policy,
- Sociology of the family,
- Sociology of politics.

• **LANGUAGE SKILLS**

Mother tongue(s): Slovak

UNDERSTANDING

SPEAKING

WRITING

	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
GERMAN	B1	B1	B1	A2	B2
CZECH	C2	C2	C2	C2	C2
RUSSIAN	A2	A2	A2	A2	A2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● **DIGITAL SKILLS**

Windows 10, SharePoint, Dropbox, SPSS, EXCEL, ZOOM, TEAMS, WEBEX, SURVEY MONKEY, DEDOOSE, KOBOTOOLBOX.

● **DRIVING LICENCE**

Driving license: B

● **ORGANISATIONAL SKILLS**

- Organisation and cooperation of the research activities – a selection of procedures, communication with research agencies, data collection;
- Workshop organisation – findings dissemination, public relations events, communication with media- press release
- Expert's training organisation – a selection of lectors, education materials, schedule

● **MANAGEMENT AND LEADERSHIP SKILLS**

- Leadership and responsibility for a team of 10 – 12 people
- Coordination activities

● **COMMUNICATION AND INTERPERSONAL SKILLS**

- Communication and advocacy of evidence-based recommendations to stakeholders, politicians and public
- Presentation of research results within the science community (conferences, workshops, seminars)

● **CONFERENCES AND SEMINARS**

The Dissemination Workshop of the HOSPEEM–EPSU joint project “Strengthening Social Dialogue in the Hospital Sector in the East, South and Central Europe”, 16/06/2021

GPG: Closing the gender pay gap in public services in the context of austerity, Final conference of the project, 14/01/2021

RTW Webinar: Labour market integration of people with disabilities and chronic diseases: a multi-level governance perspective, 20/11/2021

Organisation on Security and Co-operation in Europe (OSCE), workshop on the Support to the Implementation of UNSCR 1235 on Women, Peace and Security in the OSCE Region and Creation of the Results-oriented national Plans, 04/2018, Vienna.

Women against Violence Network (WAVE), annual conference and workshop on data collection, a presentation Improving administrative data collection on intimate partner violence, 10/2017, Budapest.

EIGE's initiative to improve administrative data collection on intimate partner violence in EU 28 & discussion on how to transpose the results in Pre-accession countries, Workshop with countries with pre-accession assistance (Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia, Turkey), 06/2017, Vilnius.

Supporting the EU Member States in meeting reporting requirements in data collection on Violence against Women, presentation at the international conference Monitoring and implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), 10/2016, Ljubljana.

Friedrich Ebert Stiftung Programme Gender Equality in East-Central Europe, a roundtable discussion on Gender Revolution - Theological and Political Battlefield in East-Central Europe, presentation Fight against the Gender Ideology in the Slovak Political Space; 06/2014, Budapest.

Council of Europe, Directorate of Human Dignity and Equality – exchange of views on the implementation of the Article 10 of the Istanbul Convention, presentation Slovakia's Experience in Developing a Coordinating Methodical Centre for the Prevention and Elimination of Violence against Women and Domestic Violence, 01/2014, Helsinki.

The Office of Slovak Government, launching Conference of the EEG and Norway Grant Programme SK09 – Domestic and Gender-Based Violence, presentation The Background Situation in Gender-Based Violence Field, including Domestic Violence, 11/2012, Bratislava.

Expert meeting on violence against women data and statistics collection, UNIFEM, European Central Region, presentation Slovak Way towards National Indicators of Violence against Women, 10/2009, Sarajevo.

● NETWORKS AND MEMBERSHIPS

- National representative of the Observatory for Violence Against Women affiliated with the European Women's Lobby (2019 – ongoing)
- Vice-chairwoman of the Committee for Gender Equality associated with the Council of the Slovak Government for Human Rights, Minorities and Gender Equality (2019 – ongoing)
- Member of the Network of Experts on Gender Equality, Social Inclusion, Health and Long-term Care by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities (2010 – 2011).

● HONOURS AND AWARDS

- Foundation-scholar of SYLF - Ryoichi Sasakawa Young Leaders Fellowship Fund, 2004 – 2005.
- Rector's Award for Exemplary Representation of the Comenius University, 2004.

RELEVANT EXPERIENCE - PROJECTS / PUBLICATIONS:

Projects:

2022 - 2024	CARE4CARE - from precarious to safe working conditions. The project addresses the improvement of the working conditions of 24h care workers, from a required broader understanding of inter-agency cooperation. Together with LEFÖ and IG24 Austria
2022 - 2024	Social Dialogue in Defence of Vulnerable Groups in Post-Covid-19 Labour Markets (DEFEN-CE), EC Grant No. VS/2021/0196, with University of Helsinki, Finland
2022 - 2024	PERHOUSE - Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations. CELSI - coordination
2221 - 2022	Algorithmic management - Awareness, Risks and Response of the Social Partners. Friedrich Ebert Stiftung and UNI EUROPA

2021 - 2022	Mapping the Labour Market Trends and Trade Union Policies for Young Teachers and Other Educational Personnel. ETUCE
2021 - 2022	ATHENA Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe (HORIZON 2020), Slovak Academy of Sciences
2020 – 2024	European Centre of Expertise in the field of labour law, employment and labour market policies (European Commission)
2020 - 2024	Tackling undeclared work platform – a permanent working group of the European Labour Agency (ELA)
2019 - 2021	GPG: Closing the gender pay gap in public services in the context of austerity
2020 - 2022	Social dialogue in welfare services. Employment relations, labour market and social actors in the care services (SOWELL), EC Grant No. VS/2020/0242
2019 - 2020	I want to work, who can help me? Strengthening the cooperation between policy makers and the non-profit sector in return to work of persons with disabilities and health conditions, EEA/Norway Grant No. T2-2019-008
2019 - 2021	Negotiating return to work in the age of demographic change through industrial relations (REWIR), EC Grant No. VS/2019/0075 (with Centre for European Policy Studies, Belgium)
2019 - 2020	Mapping trade unions and professional associations in six Eastern Partnership countries
2019 - 2020	Capacity building for social dialogue in the hospital sector in 14 countries (with EPSU and HOSPEEM)
2016 – 2018	International project - Improving administrative data collection of intimate partner violence; European Institute for Gender Equality (EIGE)
2014 - 2016	National project - Prevention and elimination of the violence against women European Social Found/Institute for Labour and Family Research

Publications (selection):

Holubová, B. and Kahancová, M. (2022). Revisiting the Concept of Precarious Work in Times of Covid-19. In Choonara, J., Murgia, A. and Carno, R. M. (eds.) Faces of Precarity: Critical Perspectives on Work, Subjectivities and Struggles. Bristol: Bristol University Press.

Holubová, B. (2022). Algorithmic management: Awareness, Risks and Response of the Social Partners. Friedrich Ebert Stiftung. Available at: <https://library.fes.de/pdf-files/bueros/bruessel/19524.pdf>

Holubová, B., Kahancová, M., Kováčová, L., Lichá, M. (2022). Mapping the Labour Market Trends and Trade Union Policies for Young Teachers and Other Education Personnel. European Trade Union Committee for Education - Brussels, 2022.

Holubová, B.; Bors, P. (2022). Subgroup on alert mechanisms to identify undeclared work at an early stage. Output paper. European Labour Authority, 2022. At <https://www.ela.europa.eu/sites/default/files/2023-02/Output-paper-subgroup-on-alert-mechanisms-to-identify-undeclared-work-at-an-early-stage-%282023%29.pdf>

Holubová, B., Kahancová, M. (2022). Tackling undeclared work in supply chains Learning Resource Paper. European Labour Authority. <https://www.ela.europa.eu/sites/default/files/2023-03/Tackling-undeclared-work-in-supply-chains.pdf>

Guzi, M., Holubová, B., Kahancová, M., Kahanec, M., Martišková, M., Radvanský, M., Bors, P. (2022). Tackling undeclared work in the personal and household services sector. European Labour Authority. At https://www.ela.europa.eu/sites/default/files/2022-03/UDW_Study_report_on_PHS_2022.pdf

Holubová, B., Kahancová, M., Sedláková, M., Šumichrast, Š. (2021) Return to work practice in Slovakia: matching best practice with the scope of social partner activity. In: ETUI (2021) Continuing at work: Long-term illness, return to work schemes and the role of industrial relations. At <https://www.etui.org/publications/continuing-work>

Guzi, M., Holubová, B., Kahancová, M., Kahanec, M., Martišková, M., Radvanský, M., Bors, P., Schöenberg, L., (2021). Tackling undeclared work in the personal and household services sector. European Labour Authority, 2021.

Holubová, B., Kahanec, M., Lukáčová, L., Polačková, Z., Sedláková, M., (2021). The social and employment situation of Roma communities in Slovakia. Policy Department for Economic, Scientific and Quality of Life Policies Directorate-General for Internal Policies

Holubová, B (ed. et al.) (2021). Accessibility of reproductive health services in Slovakia. Report on the health services providers. Freedom of Choice. Freedom of Choice. Available at : <http://moznostvolby.sk/wp->

[content/uploads/2021/09/revAM_Dostupnos%C5%A5-slu%C5%BEieb-reprodukc%C4%8Dn%C3%A9ho-zdraviana-Slovensku.pdf](#)

Holubová, B., (2021). Feminism and poverty. Neither fishing rods nor fish, or the poverty of women in Slovakia. In Kosč, J., Ruman, J. (eds.): To the topic of poverty and social insecurity in Slovakia in the 21st century. Košice: Working poverty, 2021. Available at:

https://www.pracujucachudoba.sk/storage/app/media/na_stiahnutie/K_problematike_chudoby_a_socialnej_neistoty_na_Slovensku_v_21_storoci_WEB.pdf

Paula Jójárt, Adriana Mesochoritsová, Jarmila Filadelfiová, Zdenka, Faragulová, Barbora Holubová. (2021). Women's experiences with access to abortions and contraception in Slovakia – Run through barriers to respectful and safe reproductive health services. Freedom of Choice. Available at: http://moznostvolby.sk/wp-content/uploads/2022/01/SPOLOCNA-SPRAVA-OCISLOVANE_alternative2.pdf

Holubová, B., Diakonidze, A. and Kahancová, M. Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Georgia. Available at: <https://www.celsi.sk/en/publications/research-reports/detail/137/trade-unions-and-professional-associations-as-civil-society-actors-working-on-the-issues-of-labour-rights-and-social-dialogue-in-georgia/>

Ciurea C., Holubová, B. and Martišková, M. (2020). Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in the Republic of Moldova. CELSI. Available at: <https://www.celsi.sk/en/publications/research-reports/detail/136/trade-unions-and-professional-associations-as-civil-society-actors-working-on-the-issues-of-labour-rights-and-social-dialogue-in-the-republic-of-moldova/>

European Institute for Gender Equality (EIGE) (2020). Police and justice sector data on intimate partner violence against women in the European Union; Available at: https://eige.europa.eu/sites/default/files/documents/mh0218659enn_002.pdf

European Institute for Gender Equality (EIGE) (2019). Understanding intimate partner violence in the EU: the role of data; Available at: <https://eige.europa.eu/sites/default/files/documents/mh0218660enn.pdf>

Holubová, B. et al. (2018). *Analysis of the Financial Systems of the Specialised Services for Violence Survivors in Slovakia in 2015 – 2017*; Fenestra, (with Karlovská, Koňáková), 2019.

Ivančíková, L (ed.), Holubová, B., Vlačuha, R. 2014, The System of Gender Equality Indicators and Methodical Standards of its Construction, publication within the project IRR/ESF, Centre for Education/MLSAF SR

Global reports on Gender Equality in Slovakia; annual reports 2009 – 2012 (approved by the Government of the Slovak Republic); Available at: https://www.totojerovnost.eu/index.php/vyskum/#ivpr_std

Holubová, B. (2008 - 2012). Annual Reports on Violence against Women in Slovakia Institute for Labour and Family Research (ILFR).

Holubová, B. (2016). *National Hotline for Women Survivors of Violence in Slovakia – the Analysis of Data and of the Asset after One Year Operation, Vol. 6/2016, Sociální práce (with Ďurčíková)*.

Petrášová, V., Holubová, B. et al. (2015). *Special Groups of Women Threatened by Violence – Elder Women; Promotion of Elimination and Prevention of Violence against women ESF/OP Employment and Social Inclusion*.

Holubová, B. (2014). *Adverse Social Behaviour in Workplace of Slovakia*; National Report, European Working Conditions Observatory (EWCO).

Holubová, B. (ed.) (2013). *Comparative Policy Analysis of System Supporting Equal Parenthood*, Centre for Education of the Ministry of Labour, Social Affairs and Family.

Holubová, B. (2011). The Impact of the Economic Crisis on the Situation of Women and Men and Gender Equality Policies, National Report of Slovakia, EGGSI;

Holubová, B. (2011). The Socio-economic Impact of Pension Systems on the Respective Situations of Women and Men and the Effects of Recent Trends in Pension Reforms. National Report Slovakia, EGGSI/2011.

Holubová, B. (2010). Active Ageing and Gender Equality Policies: The employment and Social Inclusion of Women and Men of Late Working and Early Retirement Age. National Report Slovakia, EGGSI/2010.

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