

Daryn Zholdasbay

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📍 Bratislava, Slovakia

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♂ Male

🌐 Daryn Zholdasbay



Profile

Junior Researcher at the Central European Labour Studies Institute and Public Policy graduate with experience in EU-funded research, policy analysis, survey design, qualitative interviews, and international data projects. My research focuses on artificial intelligence, algorithmic management, collective bargaining, social dialogue, and labour-market regulation. I use qualitative and quantitative methods to examine workplace governance and contribute to policy reports, research outputs, and project proposals.

Education

2024/09 – 2026/06 Bratislava, Slovakia	M.A. in Public Policy with distinction <i>Comenius University</i> GPA: 3.9/4.0 Thesis: How new policy issues create opportunities for social partner participation: A Comparative study of artificial intelligence and algorithmic management in Slovakia and Italy
2025/09 – 2025/12 Vienna, Austria	Public Policy <i>Central European University</i> Erasmus+ programme GPA: 3.75/4
2023/02 – 2023/06 Krakow, Poland	International Relations <i>Jagiellonian University</i> Erasmus+ programme GPA: 3.86/4
2021 – 2024/06 Banska Bystrica, Slovakia	B.A. in International Relations <i>Matej Bel University</i> GPA: 3.67/4 Thesis: The Turkey's Growing Influence in Central Asia

Professional experience

2026/06 – Present Bratislava, Slovakia	Central European Labour Studies Institute (CELSI) <i>Junior researcher</i> • Conduct research on labour market transformations, with a focus on artificial intelligence, algorithmic management • Produce policy briefs, comparative research reports, academic outputs, and policy recommendations for European and national stakeholders • Contribute to the development of EU-funded project proposals • Manage data collection, legal and policy research, validation, and country-level analysis for international datasets (WageIndicator Foundation)
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2025/03 – 2026/05 Bratislava, Slovakia	Central European Labour Studies Institute (CELSI) <i>Research Assistant</i> • Contributed to research on labour market transformations. • Prepared policy briefs, research reports, and academic outputs • Conducted interviews and thematic analysis of workplace and regulatory issues • Analysed and visualised survey data in R • Developed Ethics and Data Management Plans for EU-funded projects • Supported project proposals, research design, and international data collection
2024/11 – 2026/05 Bratislava, Slovakia	Institute of Public Policy, Comenius University <i>Social media manager</i> • Managed institutional communication and public outreach on public policy topics • Increased audience engagement and visibility through targeted social media campaigns (600 → 900 followers; +5,000 website/profile visits)
2024/10 – 2024/12 Bratislava, Slovakia	Institute of Public Policy, Comenius University <i>Research assistant</i> • Conducted a literature review on public acceptance of CO2 emissions fees in Slovakia
2024/07 – 2025/02 Banska Bystrica, Slovakia	AIESEC in Banská Bystrica <i>Project manager</i> • Led two teams (7 members) delivering 5 education-focused projects, including a 6-week international programme • Coordinated international interns and established partnerships with schools and external stakeholders • Designed project workflows and internal systems (Notion, Google Workspace) to improve team coordination and delivery • Delivered training and onboarding for new team leaders

Policy Reports & Research Outputs

2026/07	Zholdasbay, D. (2026). <i>How new policy issues create opportunities for social partner participation: A comparative study of artificial intelligence and algorithmic management in Slovakia and Italy</i> (CELSI Research Report No. 72). Central European Labour Studies Institute.
2026	Kahancová, M., Medas, G., Phonskaningtyas, I.C., Šarközi, T. and Zholdasbay, D. (2026) <i>Artificial intelligence, algorithmic management and collective bargaining in European services: Fast track or slow lane?</i> Friedrich-Ebert-Stiftung. Forthcoming report, expected summer 2026.
2026	Kahancová, M. and Zholdasbay, D. (2026) <i>Thematic review on collective bargaining and social dialogue regarding the use of artificial intelligence (AI) and algorithmic management (AM) in the workplace in Slovakia</i> . Report prepared within the Eurofound Social Dialogue Network as part of Eurofound's national correspondence work for Slovakia. Internal document for Eurofound, not publicly available.

Conferences, Workshops & Events

- Presenter, *The Future of Quality Jobs and Workplace AI: Regulation for Innovation* (Friedrich Ebert Stiftung), 2025, Brussels, Belgium

Extracurricular activity

2024/07 – 2024/07 Alcoutim, Portugal	Just a Change <i>Volunteer</i> • Contributed 96 hours of volunteer work to refurbish homes for underprivileged families, directly impacting one family
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2018/09 – 2018/10
Almaty, Kazakhstan

Volunteer

We Will Win Against Autism [↗](#)

- Assisted children with autism in developing communication and teamwork skills through football

Skills

Interpersonal Skills

- Project Management
- Cross-Cultural Communication
- Negotiation

Technical Skills

- R, SurveyMonkey, Sonix
- Microsoft Office Suite (Word, Excel, PowerPoint)
- Photoshop CS 6, Canva, Figma

Methods & Tools

- R — Intermediate proficiency in R for data cleaning, regression analysis (OLS), survey analytics, and data visualization (Comenius University, Central European University, CELSI)
- Surveys — survey design and analysis (CELSI)
- Qualitative methods — interviews, manual coding, thematic analysis (CELSI)
- Academic writing — policy briefs, academic papers, research reports (Central European University, Comenius University, CELSI)

Languages

English language

IELTS - 7.5 (C1)

Slovak language

Fluent

Russian language

Native

Kazakh language

Native