




PERSONAL INFORMATION



Barbora Holubová

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 barbora.holubova@celsi.sk

Gender: female
Nationality: Slovak

WORK POSITION/FIELDS OF EXPERTISE

RESEARCHER IN THE FIELD OF LABOUR MARKET

WORK EXPERIENCE

15/01/2019 – ongoing

Researcher

Central European Labour Studies Institute (CELSI), Zvolenská 29 | 821 09 Bratislava | Slovakia
www.celsi.sk

- Data and project management
- Data analysis in the area of labour market
- Drafting and editing research reports
- Developing research tools and research design
- Participation in developing of the CELSI's infrastructure
- Developing and maintaining of research databases
- Following the grants opportunities and drafting projects proposals

Sector: Non-governmental research institute

16/07/2018 – 31/12/2018

External Expert

European Institute for Gender Equality (EIGE); Gedimino pr. 16, LT-01103 Vilnius, Lithuania;
www.eige.europa.eu

- provide an external expertise to EIGE
- provide technical assistance on the quality, robustness, consistency of the research reports
- ensuring the deliverables soundness
- methodological validity and transferability

Sector: European decentralised agency

01/09/2016 – 31/12/2017

Research Officer

European Institute for Gender Equality (EIGE); Gedimino pr. 16, LT-01103 Vilnius, Lithuania;
www.eige.europa.eu

- 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.

Sector: European decentralised agency

07/02/2005 – 31/09/2016 **Senior Researcher - Sociologist**

Institute for Labour and Family Research (ILFR), Župné nám. 5 – 6. , Bratislava, Slovakia,
<http://www.ceit.sk/IVPR/>

- Applied social research in the area of the labour market, social policies and equal opportunities;
- Designing research proposal 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;

Sector: State research institution affiliated to the Ministry of Labour, Social Affairs and Family of the Slovak Republic

 01/07/1996 – 17/02/2000 **Editor in Chief**

VTV – Cable TV, Ltd. Prievozská 2 Bratislava; Slovakia

- Management/ editing of children/youth TV programmes;
- TV journalism – TV screenwriting (content and technical scripts);
- Presenter of life broadcast TV programmes;
- Creating new TV programmes

Business: Media sector; commercial private company

EDUCATION AND TRAINING

 01/09/2006 – 30/10/2013 **PhD. in Sociology (ISCED 6)**

The Comenius University in Bratislava, Faculty of Philosophy, Department of Sociology, Slovak Republic

Specialisation in public governance reform, social and equality policies, equal opportunities and adverse social behaviour in the workplace, application of the quantitative data analysis.

 01/09/2000 – 31/01/2005 **Master of Philosophy - Sociology (ISCED 5)**

The Comenius University in Bratislava, Faculty of Philosophy, Department of Sociology, Slovak Republic

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.

CERTIFICATES AND COURSES

- 03/2017 Certificate of the PM² Project Management Methodology Essentials and PM² Project Management Methodology in Practice – Artefacts, Tools & Techniques; Cap Gemini Academy, Utrecht.
- 06/2015 Lector's Competences in Participative Methods of Life-long Learning; Partners for Democratic Change, Slovakia.
- 11/2013 Development of Managerial Skills, Centre for Education of the Ministry of Labour, Social Affairs and Family, Slovakia
- 05/2009 Advanced Quantitative Methods of Social Research, Centre for Education of the Ministry of Labour, Social Affairs and Family, Slovakia.
- 11/2006 Masterclass in Science Communication, University of the West England, Bristol.
- 05/2005 Effective Team Work in the Social Sector, Centre for Education of the Ministry of Labour, Social Affairs and Family, Slovakia.

PERSONAL SKILLS

Mother tongue(s)
Other language(s)

Slovak

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
German	B1	B1	B1	B1	B1
Czech	C2	C2	C2	C2	C2
Russian	A2	A2	A2	A2	A2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills

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

Organisational/managerial skills

- Leadership and responsibility for a team of 10 – 12 people
- 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 lecturers, education materials, schedule

Job related skills

- Qualitative research
- Quantitative research
- Policy analysis
- Project management

Digital skills

SELF-ASSESSMENT

Information processing	Communication	Content creation	Safety	Problem-solving
Proficient user	Proficient user	Proficient user	Independent user	Proficient user

Levels: Basic user - Independent user - Proficient user
[Digital competences - Self-assessment grid](#)

Other computer skills:

- good command of Microsoft Office™ tools - MS Word, Excel and PowerPoint, etc.
- good command of software for data mining and analysis - SPSS

Driving Licence

B

ADDITIONAL INFORMATION

Publications Peer-reviewed publications

- Holubová, B. et al. (ed) (2018). *Improving Administrative Data on Intimate Partner Violence in the Police and Justice sectors – Comparative Analysis*. European Institute for Gender Equality (EIGE), (with Pecuriene, Gittenauer, Jamal, Costa), 2018 (forthcoming).
- 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), 2018 (forthcoming).
- 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. (2013). *The New Fatherhood in Slovakia and Its Determinants of Small Children Fathers*, Department of Sociology, Comenius University.
- Holubová, B. (2007). *Mobbing and Sexual harassment at the workplace*, European Foundation for the Improvement of Living and Working Conditions (Eurofound).

Book chapters

- Holubová, B. (2015). *National Hotline for Women Survivors of Violence - Source of knowledge on Crime Victims*, In: Košecká, D., (ed.), (2015), *Crime Victims in Slovakia*, Pan-European University, Iris (with Malíková)
- Holubová, B. (2014). *Violence against Women – the Worldwide Survey on European Agency for Fundamental Rights and Freedoms – Result for Slovakia*, In: Košecká (ed.), (2014) *Crime Victims in Slovakia*, Pan-European University, Iris.
- Holubová, B. (2012). *Dignity, Inviolability and Ending of Violence against Women*, In: Slovak Women's Lobby (2012). *Closer to Europe. EU Strategy for Equality between Women and Men for the Years 2010- 2015 from the View of the Slovak Reality*, Tatran, (with Magurová).
- Holubová, B. (2011). *Indicators of Gender Equality*. In: Lubelcová – Džambazovič – Gerbery (eds), (2011): *Social Indicators and Social Monitoring*. Stay of Art and the Prospects of Future. Scientific seminar Department of Philosophy, Comenius University in Bratislava.
- Holubová, B. (2011). *Active Fatherhood and Innovative Public Policies for its Support*. In: Lubelcová, G., (ed.), (2011). *Innovation in Social and Public Policies. Problems of conceptualisation and New Tools*, Comenius University in Bratislava.
- Holubová, B. (2010). *Promising Practices in diversity Promotion – The Example of Fatherhood Support*. In: Porubánová, S. et al. (2010). *Good Practices in Non-discrimination, Promotion of Equal Opportunities and Diversity in Working Relation*. 2010. Bratislava: Slovak National Centre for Human Rights.
- Holubová, B. (2010). *Crime Victims and the Role of Non-Governmental Organisations*. In: Záhora, J – Kert, R., (2010). *Crime Victims - Victims of Crime*, Eurokódex.

- Holubová, B. (2008). Models, Forms and Rules of Science Communication towards Public. In: Repková, K., (ed), et al., (2008). Scientific Communication and Communication of Science, Institute for Labour and Family Research (ILFR).
- Holubová, B. (2005). *New Masculinity in Slovakia*. In: Ondrejko, at al. (2005). Family in the New Millennium. Institute for Labour and Family Research, University of Constantin Philosopher.
- Holubová, B. (2004). *Research of Gender Imbalance*. In: Džambazovič, R. – Tížik, M. (ed.) (2004): *Rimavská Sobota. Insight. Global Study of the Sociological Analysis in Rimavská Sobota's Region*. Department of Sociology, Comenius University in Bratislava.
- Holubová, B. (2003). *The Gender Deconstruction as a Tool to Investigate Culture*. In: Kvasničková, A. (ed) (2003): *Paradigms of the Sociology of Culture*. Department of Sociology. Comenius University in Bratislava.

Reports and research notes

- Holubová, B., (ed) et al. (2015). *Data Analysis of the National Hotline for Women Survivors of Violence*. Report 2015, Institute for Labour and Family Research (ILFR).
- Holubová, B., et al. (2015). *Standards of a Comprehensive Protection and Support for Women Surviving Violence*; Promotion of Elimination and Prevention of Violence against Women, ESF/OP Employment and Social Inclusion.
- Holubová, B., et al., (2015). *Guideline for Provision of the Complex Support and Protection for Women Survivors of Violence*, Promotion of Elimination and Prevention of Violence against women ESF/OP Employment and Social Inclusion.
- Holubová, B. (2014). *Annual Report on Violence against Women in Slovakia for the Years 2012 - 2013*. Institute for Labour and Family Research (ILFR).
- Holubová, B. (2013). *Assessment of the Relevance of the Programme SK09 – Domestic and Gender-based Violence and its Indicators*. Office of the Government of the Slovak Republic, 2013.
- Holubová, B. (2012). *Global Report on Gender Equality in Slovakia for the Year 2011*. Institute for Labour and Family Research (ILFR).
- Holubová, B. (2012). *Report from the Monitoring of Media and Advertisement regarding Prevention of Violence against Women and Support of Gender Equality for the Year 2011*, (with Špringlerová). Institute for Labour and Family Research (ILFR).
- Holubová, B. (2012). *Discrimination in Slovakia*. Center for Civil and Human Rights, (with Durbáková, Ivančo, Liptáková).
- Holubová, B., Filadelfiová, J. (2012). *Monitoring of Social Services for Women Surviving Violence and Children regarding European Standards*, Institute for Labour and Family Research (ILFR).
- Holubová, B. (2012). *Annual Report on Violence against Women in Slovakia for the Year 2011*. Institute for Labour and Family Research (ILFR).
- Holubová, B. (2011). *Report from the Monitoring of Media and Advertisement in Term of Prevention of Violence against Women and Support of Gender Equality for the Year 2010*, (with Špringlerová). Institute for Labour and Family Research (ILFR).
- Holubová, B. (2011). *Global Report on Gender Equality in Slovakia for the Year 2010*. Institute for Labour and Family Research (ILFR).
- 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, EGGS/2011.
- Holubová, B. (2011). *Annual Report on Violence against Women in Slovakia for the Year 2010*. Institute for Labour and Family Research (ILFR).
- 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, EGGS/2010.
- Holubová, B. (2010). *Report from the Monitoring of Media and Advertisement in Terms of Prevention of Violence against Women and Support of Gender Equality for the Year 2009*, (with Špringlerová). Institute for Labour and Family Research (ILFR).
- Holubová, B. (2010), *Global Report on Gender Equality in Slovakia for the Year 2009*. Institute for Labour and Family Research (ILFR).
- Holubová, B. (2009). *The Methodology of the Media and Advertisement Monitoring in Terms of the Prevention of Violence against Women and Elimination of Gender Stereotypes*. Institute for Labour and Family Research (ILFR).
- Holubová, B. (2009). *National Indicators of Violence against Women – Proposal of the National Monitoring System* Institute for Labour and Family Research (ILFR).
- Holubová, B. (2009). *Working Programmes for the Perpetrator of Violence against Women – the Analysis of the Good Practices*, Institute for Labour and Family Research (ILFR).
- Holubová, B. (2009), *Global Report on Gender Equality in Slovakia for the Year 2008*. Institute for Labour and Family Research (ILFR).
- Holubová, B., et al. (2008). *Representative Research on Prevalence and Experience with Violence against Women*, UNIFEM with Institute for Labour and Family Research (ILFR).
- Holubová, B. (2007). *Sexual Harassment of Women at Workplace, Qualitative Research and Case Studies*, Institute for Labour and Family Research (ILFR).
- Holubová, B. (2006). *Mobbing and Sexual Harassment at Workplace in Slovakia, Report from Quantitative Survey*. Institute for Labour and Family Research (ILFR).
- Holubová, B. with Bodnárová, et al. (2005). *The Empirical Representative Survey of Intergenerational Living Conditions of Families within the Framework of Research of Intergenerational Reproduction of Poverty*, Institute for Labour and Family Research (ILFR).
- Holubová, B. with Bednárík, et al. (2005). *Evaluation of Social Situation of the Inhabitants in Material Need*, Institute for Labour and Family Research (ILFR).
- Holubová, B. with Bodnárová, et al. (2005). *The Transformation of the Social System in Slovakia Situation, Outcomes and Risks of Disruption of Social Cohesion and Models of Solution*, Institute for Labour and Family Research (ILFR).

Policy brief

- Holubová, B. (2016). *Female Genital Mutilation and Forced Marriage in Slovakia*, Comments Paper – Slovakia, The EU Mutual Learning Programme in Gender Equality, Combating female genital mutilation and other harmful practices, European Commission.
- Holubová, B. (2010). *The Role of the Media in the prevention of the Violence against women and Support of Gender Equality*. Family and Work. Institute for Labour and Family Research (ILFR).

Other publications

- Holubová, B. et al. (2015). *Database of Tools and Practices in Specialized Support and Protection of Women Survivors of Violence*, Promotion of Elimination and Prevention of Violence against women ESF/OP Employment and Social Inclusion.
- Holubová, B., 2015, Collection of good practices on administrative data collection on violence against women. EIGE/2015/OPER/22.
- Holubová, B., 2012, Collection of methods, tools and good practices in the field of domestic violence (as described by area D of Beijing Platform for Action) EIGE/2011/OPER/26.

Projects - coordination

- *International project - Improving administrative data collection of intimate partner violence; European Institute for Gender Equality, 2016 – 2017;*
Management of a multi-layered project focused on developing indicators based on comparative administrative data, assisting all 28 EU Member States to fulfil their monitoring requirements of the Victims 'Rights Directive and the Istanbul Convention; organising 23 national meetings with the stakeholders and representatives of the law enforcement sector; supervising the quality of the deliverables – 28 country-specific factsheets and recommendations, two analytical papers, synthesis report.
- *National project - Prevention and elimination of the violence against women European Social Found/Institute for Labour and Family Research, 2014 – 2016;*
Coordination of the activities with nine partners from seven regions in Slovakia, establishing the National Helpline for Survivors of Violence, training of the counsellors', setting up of the monitoring system of the data generated from the hotline, analysis of the effectiveness of the hotline.
- *National project - Supporting the Prevention and Elimination of the violence against women European Social Found/Institute for Labour and Family Research, 2014 – 2016;*
Coordination of four research teams and editing of the deliverables, developing national standards and guideline of operation of the specialised services, supervising training of the specialised counsellors, establishing eight multi-institutional regional intervention teams.
- *Pre-defined project of the Government of the Slovak Republic: Coordinating Methodological Centre for Gender-Based Violence and Domestic Violence (CMC), 2015 – 2016;*
In cooperation with the Norwegian Centre for Violence and Traumatic Stress Studies in Oslo – developing the common research framework and good practices exchange, preparation of the *population-based survey on sexual violence against women in Slovakia, developing of standardized questionnaire, a method of data collection, sampling method, procurement of the agency for field data collection.*
- *ZEVEK – Science Communication and Communication of Science, European Social Found/Institute for Labour and Family Research, 2007 – 2008;*
Preparing the training modules, providing the training for 120 participants, evaluation of the effectiveness of the training module.

Projects - participation

- Closing the gender pay gap in public services in the context of austerity - Central European Labour Studies Institute; Project partners: EPSU - Belgium, ADPT- Italy, Greenwich University – CREW - UK; Supported by the European Union; 2019- 2020.
- Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe; Central European Labour Studies Institute (sub-contracted); Project contractors: HOSPEEM - Belgium, EPSU- Belgium; Project partners: HSSMT – MT – Croatia, Sanitas – Romania, Aran – Italy; Supported by the European Union; 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 health conditions; Central European Labour Studies Institute; Project partners: SGI - Slovakia, University of South-Eastern Norway. The project is financed by EEA Grants 2014-2021 through the Program Active Citizens Fund Slovakia; 2019 – 2020.
- Mapping Studies of the Trade Unions and Professional Associations as Civil society actors on the issue of labour rights and social dialogue in six Eastern Partnership countries - Central European Labour Studies Institute (sub-contracted); Financially supported by the European Union; 2019 - 2020
- REWIR: Negotiating return to work in the age of demographic change through industrial relations - Central European Labour Studies Institute; Project partners: ULBS – Romania, Tallinn University – Estonia, CEPS – Belgium, ADAPT – Italy, DCU – Ireland; Project co-funded by the European Union; 2019 – 2021.
- National Project - Gender Equality Institute, European Social Found/Centre of Education of the Ministry of Labour, Social Affairs and Family of the Slovak Republic), 2009 – 2013.
- Equal Opportunities is Worthwhile, European Community Programme for Employment and Social Solidarity PROGRESS/National Slovak Centre for Human Rights, 2009 – 2010.
- Women Taking Chances – Empowerment and Inclusion of Women via Lifelong Learning, Grundtvig Project/Centre for Gender Studies, Comenius University, participating countries – Germany, Austria, Poland, Czech Republic, Slovakia; creation of joint mutual learning network, common research methodology and research outputs, 2009 – 2010.
- Knowing – Research, Institutions and Gender in the Making, 6th Framework Research EU Programme, Science Academy of Czech Republic, 2008.
- Age, Gender and Diversity Mainstreaming of Basis Needs of Asylum Seekers and Recognized Refugees – Participatory Assessment, UNHCR – UN Refugee Agency, 2007.
- The Central European Centre for Participation of Women and Young People in Science CEC-WYS; a project of 6th Framework Research EU Programme, 2005.

Conferences and workshops' participation (selection)

- Organization 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.

Teaching and training

- *Active Fatherhood and the Changes in Family Socialisation*, lecturing during PhD studies in terms of the university course *Sociology of Childhood and Youth*, Department of Sociology, Comenius University, 2002- 2013.
- *Mobbing and Sexual Harassment at Workplace*, training for the Trade Unions and Department of Management of the Comenius University, 2008 – 2009.
- *Models and Tools of Science Communication towards Public*, training module within the project ZeVeK (Science Communication and the Communication of Science), 2008.

Awards and scholarship

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

Professional affiliations and activities

- National representative for the Observatory for the Violence Against Women affiliated by the European Women's Lobby (2019 – ongoing)
- Member of the Committee for Gender Equality associated by the Council of the Slovak Government for Human Rights, Minorities and Gender Equality (2019 – ongoing)
- *Active Fatherhood and the Changes in Family Socialisation*, lecturing during PhD studies in terms of the university course *Sociology of Childhood and Youth*, Department of Sociology, Comenius University, 2002- 2013.

- *Mobbing and Sexual Harassment at Workplace*, training for the Trade Unions and Department of Management of the Comenius University, 2008 – 2009.
- 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).

References

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Gender Equality,
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In Bratislava, 15 March 2020



Barbora Holubová