

## PERSONAL INFORMATION

## Oksana Žabko (Zabko)

☎ (+371) 25494149

✉ [oksana.zabko@biss.soc.lv](mailto:oksana.zabko@biss.soc.lv); [oksana.zabko@gmail.com](mailto:oksana.zabko@gmail.com)

🌐 [www.biss.soc.lv](http://www.biss.soc.lv), [www.bscresearch.lv](http://www.bscresearch.lv)

Sex Female | Date of birth 09/12/1974 | Nationality Latvian

## WORK EXPERIENCE

02/2022 – present

**Research assistant**

Baltic Studies Centre, Riga, Latvia; [www.bscresearch.lv](http://www.bscresearch.lv)

- Research assistant in the project No. EEA-RESEARCH-24 “Promoting collaboration for sustainable and circular use of bioresources across agriculture, forestry, and aquaculture, CIRCLE” under the EEA Grant of Iceland, Liechtenstein and Norway.

Business or sector Academic research

11/2007 – present

**Senior researcher**

Foundation “Baltic Institute of Social Sciences”, 31-4 Ptkola str., Riga, LV1006, Latvia; [www.biss.soc.lv](http://www.biss.soc.lv)

- National and international networking, management of research projects, strategic planning, elaboration of research instruments, guidance of data analysis, quality control, preparation of reports and publications, presentation of the results
- Fields of expertise: work and occupations, industrial relations, unemployment, human resource management, meaningful work, work values, skills imbalances, welfare and social security, VET and adult education

Business or sector Social research, NGO

04/2008 – 03/2018

**Member of the board**

Latvian Sociological Association, 1 Lomonosova str., LV-1019, Riga, Latvia; [www.sociologija.lv](http://www.sociologija.lv)

- Management of the association, national and international networking, organisation of workshops and conferences

Business or sector Professional associations, NGO

08/2014 – 03/2015

**Independent expert**

The Ombudsman Office of Latvia, 25 Baznīcas street, Riga, LV-1010, Latvia

- Project “Development of the Supervision System of the Removal Process of Foreign Nationals” funded by the European Return Fund, expert: exchange of experience in the Netherlands and the Czech Republic; elaboration of two reports on the results of exchange of experience and development of recommendations for the Ombudsman Office of Latvia

Business or sector Public administration

07/2012 - 04/2013

**Expert under agreement “Research input for the FRA’s LGBT survey”**

European Union Agency for Fundamental Rights, Equality and Citizens’ Rights Department

- Quality control of the data set and analysis of the quantitative LGBT (lesbian, gay, bisexual and transgender persons) survey conducted in 27 EU member states and Croatia, elaboration of the quality assessment report, provision of additional calculations requested by employer.
- Participation in preparation of qualitative study for 14 EU member states and Croatia on education, health care and law enforcement policies regarding fundamental rights of LGBT persons

Business or sector European Union institutions

01/2004 - 10/2007

**Senior researcher**

Factum Research Studio, 53-6 Tērbatas str., LV1011, Riga, Latvia

- Leading of the research team, elaboration of quantitative and qualitative methodology and research instruments (questionnaires, guides for interviews and focus group discussions) for marketing research, data analysis, preparation of reports and publications, presentation of results.

**Business or sector** Marketing research

EDUCATION AND TRAINING

10/2018 – 9/2021

**PhD Candidate**

8<sup>th</sup> level (ISCED)

University of Latvia

- **Adult education and career transformations in contemporary society.** Comparative perspective on Nordic and Baltic countries, focus on various models of career transformations, including migration-related career transformations

10-11/2001

**Internship with PhD David Firth within Open Society Institute scholarship: Oxford hospitality programme**

Nuffield College, Oxford University, UK

- Advanced statistics

1997 - 1999

**Master of Social Sciences in Sociology**

7<sup>th</sup> level (ISCED)

University of Latvia

- Social institutions, Methodological problems in Sociology; Social problems and globalisation; Social policy; Social Stratification; Public administration

1993 - 1997

**Bachelor of Sociology**

6<sup>th</sup> level (ISCED)

University of Latvia

- Social theories, Economics, Basics of Philosophy, Sociology of Work, Political sociology, Sociology of Culture, Mass Media Sociology; Psychology, Quantitative research methods, Qualitative research methods, Statistical data analysis, SPSS etc.

PERSONAL SKILLS

**Mother tongue(s)**

Latvian

**Other language(s)**

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Russian	C2	C2	C2	C2	C1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

**Communication skills**

- good communication (incl., moderating, presentation) skills

**Organisational / managerial skills**

- leadership (responsible for a research teams of 5 or more people)
- negotiation with stakeholders (organising discussion within research projects)
- organising of conferences, seminars and press conferences

Job-related skills ▪ good command of quality control processes (responsible for quality audit)

Computer skills ▪ good command of Microsoft Office™ tools  
▪ advanced user of SPSS

Driving licence ▪ B

#### ADDITIONAL INFORMATION

##### Publications (Last 6 years)

- **Žabko, O.** and Tisenkopfs, T. (2022), New Entrants Need Tailored Farm Advice. *EuroChoices*, 21 (1), 63-69. <https://doi.org/10.1111/1746-692X.12349>
- Anna Fassel, Magdalena Kirsch, Michał Pachocki, **Oksana Zabko** (2020). Tracing VET graduates with foreign mobility experience. Transnational Research Report. *FRSE RESEARCH REPORT 8/2020*. Foundation for the Development of the Education System, Warsaw.
- Knutsen, Hege Merete, Katrine Fangen and **Oksana Žabko** (2020). „Integration and Exclusion at Work: Latvian and Swedish Agency Nurses in Norway”. *Journal of International Migration & Integration*, 21(2), 413-429. <https://doi.org/10.1007/s12134-019-00660-5>
- **Žabko, Oksana** (2020). *ECE Thematic Review 2019: Skills imbalances. Latvia*. European Centre of Expertise (ECE) in the field of labour law, employment and labour market policies.
- **Žabko, Oksana**, Katrine Fangen and Sylvi Endresen (2019). „Latvian Migrants’ Circular or Permanent Migration to Norway: Economic and Social Factors”. *Nordic Journal of Migration Research. Volume 9: Issue 1*, pp: 61–79, DOI: <https://doi.org/10.2478/njmr-2019-0007>
- **Žabko, Oksana**, Aadne Aasland, and Sylvi Birgit Endresen (2018). “Facilitating labour migration from Latvia: strategies of various categories of intermediaries.” *Journal of Ethnic and Migration Studies*. 44(4), 575-591. DOI: 10.1080/1369183X.2017.1315508
- **Žabko, Oksana** (2017). *Ad-hoc request on Modernisation of VET in Latvia: curriculum reform and work-based learning*. European Centre of Expertise (ECE) in the field of labour law, employment and labour market policy.
- **Žabko, Oksana** (2015). Darbiekārtošanās pakalpojumu sniedzēji kā aģenti migrācijai uz Norvēģiju. [Work placement agencies as agents facilitating migration to Norway]. In: *Latvijas Universitātes raksti/ Acta Universitatis Latviensis, Volume 808, Socioloģija/ Sociology, 2015*, pp. 18-31. (in Latvian, summary – in English)
- **Žabko, Oksana** (2014). “Izšķirošie faktori privātās un publiskās partnerības politikas veidošanai un ieviešanai”. [Key Determinants in Making and Implementation of Policy in Public-Private Partnerships]. In: *Akadēmiskā dzīve/ Academic Life 2013/2014, #50*, pp.42-51.
- **Žabko, Oksana** (2014). “Peer Country Comments paper - Latvia. Youth Guarantee in Latvia - following steps of Finland”. *Paper prepared for “Peer Review on “Youth Guarantee”*, Helsinki (Finland), 18 - 19 September 2014.

##### Presentations (selected)

- **Žabko, Oksana**. “Future Developments of the Public Administration: competencies, leadership and involvement of new generation”. *Presentation for 64<sup>th</sup> Meeting of Directors General of the European Public Administration Network under Latvian Presidency of the Council of the European Union*, 11 June 2015, Riga, Latvia.
- **Žabko, Oksana**. “Future Developments of the Public Administration: competencies, leadership and involvement of new generation”. *Presentation for EUPAN Working Groups Meeting during the Latvian Presidency*, 19 March 2015, Riga, Latvia.

##### Projects (selected)

- *Efficiency and impact evaluation of the contribution of EU funds to sustainable and qualitative employment and labour mobility in the 2014-2020 programming period* (2022), employment expert, prepared for the Ministry of Finance
- *Annual evaluation of policies to reduce poverty and social exclusion (including an in-depth evaluation of the livelihood strategies of GMI beneficiaries)* (2021), project leader, prepared for the Ministry of Welfare
- *European Centre of Expertise (ECE) in the field of labour law, employment and labour market policies. Ad-hoc Request on the Assessment of the job entry support measures, especially for youth and older workers, in the context of COVID-19. Latvia.* (2020), country expert
- *Practical solutions for work-life balance* (2020), expert, preparation of the report for Free Trade Union Confederation of Latvia under EU project “Balance for all – B4A”, recommendations for legislation for adopting EU Directive 2019/1158.
- *European Centre of Expertise (ECE) in the field of labour law, employment and labour market policies. ECE Thematic Review 2019: Skills imbalances. Latvia (2019-2020)*, country expert

- *Tracer study of VET mobility (2018-2020)*, team leader of Latvia, participation into preparation of international report
- *Evaluation of measures for facilitation of participation of low-skilled adults in training (2019-2020)*, expert in employment studies, prepared for the Ministry of Finance, Latvia
- *Annual evaluation of policies to reduce poverty and social exclusion (including inequalities in healthcare and access to housing), (2018-2019)*, expert, prepared for the Ministry of Welfare
- *The mid-term evaluation of the impact of the EU funds on the achievement of the horizontal principle "Equal opportunities" promoting gender equality, the rights of persons with disabilities and inclusion, anti-discrimination in the 2014-2020 programming period (2018-2019)*, expert, prepared for the Ministry of Finance, work included analysis of achieved mid-term results of ESF investments in the thematic objective "Promoting sustainable and quality employment and supporting labour mobility" and "Promoting social inclusion, combating poverty and any discrimination"
- *Effectiveness of labour disputes resolution in Latvia (2018-2019)*, project leader, prepared for State Labour Inspectorate of Latvia.
- *Ad-hoc request on Modernisation of VET in Latvia: curriculum reform and work-based learning (2017)*, country expert, prepared under request of ECE ad-hoc request proforma
- *Ex-ante evaluation of ESF project "Development of professional social work in municipalities of Latvia" (2016-2017)*, leading researcher, prepared for the Ministry of Welfare of Latvia.
- *Research "Profiling of potential target groups for motivation and support services and the needs assessment study" under the ESF project "Promoting Diversity" (2016-2017)*, researcher and expert in human rights, antidiscrimination and social inclusion, prepared for Society Integration Fund of Latvia.
- *Mapping of Potential Fund Operator candidates, Preparation of Civil Society Programmes 2014-2021 (2016)*, country expert under agreement with INBAS, preparation of national report for Latvia
- *Youth Employment Initiative (YEI) progress report for Latvia (2015-2016)*, country expert, prepared for ECORYS and PPMI consortium.
- *Study on possibilities to reduce administrative burden and innovative approaches tackling long-term unemployment (2015)*, labour market expert, prepared for the State Chancellery of Latvia. Work includes data collection on best practices tackling long-term unemployment in EU Member states.
- *Future Role of Public Administration: content, competencies, leadership and involvement of new generation (2014-2015)*, project leader, prepared for the State Chancellery of Latvia. Work includes data collection on public administration employees of EU Member states and mapping European territorial trends.
- *The impact of temporary work agencies on the politics of work (2014-2017)*, project leader in Latvia, together with The Work Research Institute, Oslo and Akershus University College of Applied Sciences, The University of Oslo, Mid Sweden University and The Norwegian Institute of Urban and Regional Research (NIBR) (Project # 227021/H20).

#### Conferences (International, last 6 years)

- "Reviewing the researcher's "borders": a biographical interview-driven need to expand a researcher's "presence" in a participant story". ESA RN03 - Biographical Perspectives on European Societies. Mid-term online event: "Biographical work in a time of social distancing: interview(s), analysis, interpretation", 25-26 September 2020, webinar 4.
- "The facilitation of labour migration through temporary work agencies: the example of Latvia to Norway" In: *Conference "Temp agencies and the politics of work" organized by The Work Research Institute at the Oslo and Akershus University College of Applied sciences*, 26-27 June, 2017, Oslo, Norway
- "Facilitating labour migration from Latvia: strategies of various categories of intermediaries" (co-authors: Aadne Aasland and Sylvi Birgit Endresen). In: *Section: "Exploring the Migration Industries" of the RGS-IBG Annual International Conference 2015*, 1-4 September, 2015, University of Exeter, United Kingdom

#### Memberships

- Latvian Sociological Association