


PERSONAL INFORMATION

Oksana Žabko (Zabko)

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www.bscresearch.lv

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

WORK EXPERIENCE

02/2022 – 04/2024

Research assistant

Baltic Studies Centre, Riga, Latvia; 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 Pīkola str., Riga, LV1006, Latvia; 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, 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

- 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 – 10/2023

PhD in Social Science (Sociology and Social Work)

8th level (ISCED)

University of Latvia

- Title of the thesis: **The analysis of occupational mobility: interactions between labour market agents and individuals' capital management strategies**

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

7th 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

6th 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.** (2024, forthcoming). Revising the researcher's 'borders': the narrator demands expansion of the researcher's 'presence' in storytelling. In: L. Nurse, M. O'Neill & L. Moran (eds.) *Biographical Research and New Social Architectures: Challenges and Opportunities for Creative Applications across Europe*. Bristol University Press. ISBN 978-1447368908.
- **Žabko, O.** (2023/2024). Izņēmuma elastība: kādas atkāpes no Latvijas līdzšinējās patvēruma meklētāju uzņemšanas prakses pieļāva Ukrainas bēgļu atbalsta tiesiskais regulējums. [Exceptional flexibility: what kind of deviation from Latvia's previous refugee reception practice was allowed by the legal framework for Ukrainian refugee support] *Akadēmiskā Dzīve*, 59, 42-52. (in Latvian, summary – in English)
- **Žabko, O.** (2023). The analysis of support mechanisms for occupational mobility in the Latvian adult education system. *Proceedings of the 2023 International Conference "ECONOMIC SCIENCE FOR RURAL DEVELOPMENT"*, 57, 505-514. <https://doi.org/10.22616/ESRD.2023.57.050>.
- **Žabko, O.** (2022). Giving (positive) meaning to downward and horizontal occupational mobility to maintain individual well-being. *Intersections. EEJSP*, 8(2), 120-137. <https://doi.org/10.17356/ieejsp.v8i2.834>.
- **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>
- Fassel, A., Kirsch, M., Pachocki, M., & **Zabko, O.** (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, H. M., Fangen, K., & **Žabko, O.** (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, O.** (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, O.**, Fangen, K., & Endresen, S. (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, O.**, Aasland, A. & Endresen, S. B. (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, O.** (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.

Projects (selected)

- *The Economic Integration of the Nordic-Baltic Region through Labour, Innovation, Investments and Trade (LIFT)*, EEA and Norway grants (2021-2023), researcher
- *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
- *Study supporting the evaluation of the Council recommendation of 19 December 2016 on Upskilling Pathways: New Opportunities for Adults* (2021-2022), Ecorys, country expert for Latvia
- *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 adopting EU Directive 2019/1158. Report in Latvian available: https://arodbiedribas.lv/wp-content/uploads/2021/01/Petijumis_INTERNETAM_1v.pdf
- *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)

- Žabko, O. (2023). "Typologies of similarities bridging former and destination occupation: do they really matter?" ESA RN09 mid-term conference "European economies in transition" 6 – 8 September, 2023, Florence, Italy.
- Žabko, O. (2022). "Darbaspēka piesaistes stratēģijas tā trūkumu izjūtošajās nozarēs Latvijā." [Labour force attraction strategies in Latvian industries experiencing labour shortages] Latvijas Universitātes 80. starptautiskā zinātniskā konference, socioloģijas sekcija, 2022. gada 4. marts (tiešsaiste), Rīga, Latvija.
- Žabko, O. (2021). "Addressing Precarity During Occupational Mobility: Dimensions of Uncertainty and Coping Strategies." 15th Conference of the European Sociological Association, "Sociological Knowledges for Alternative Futures", 31 August – 3 September, 2021 (online), Barcelona, Spain.
- Žabko, O. (2021). "Career adaptability of workforce under COVID-19 situation: the case of Latvia." Conference Work 2021 I "Work beyond crisis", 18 – 19 August, 2021 (online), Turku, Finland. Abstract Book-Work I Turku: University of Turku, 2021. 10.05, p.29. URL: https://www.utupub.fi/bitstream/handle/10024/152640/WORK2021_WORK_I_Book_of_Abstracts.pdf f ISBN 9789512985432.
- Žabko, O. (2021). "Typologies of occupational mobility: diversity of classifications and a model proposal based on the Latvian case." Midterm Conference of ESA RN36 "In search of new dimensions of social transformations", 26 – 27 March, 2021 (online), Prague, Czech Republic.
- Žabko, O. (2021). "Filling the knowledge gap caused by occupational mobility on IT: gender-specific strategies." Rīga Stradiņš University, the 2nd International Interdisciplinary Conference PLACES, 25 March, 2021 (online), Rīga, Latvia. Abstracts Rīga Stradiņš University, Rīga: RSU, p.115. URL: https://dspace.rsu.lv/jspui/bitstream/123456789/3646/1/PLACES_2021_Abstracts-Book.pdf, ISBN 9789934563829.
- "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.

Memberships

- Latvian Sociological Association