

Curriculum Vitae

Zuzana Fialová, PhD.

Internationally recognized expert in conflict transformation, human rights in international development, and climate change communication. With a robust combination of research and field experience, I specialize in transforming social conflicts related to climate change, environmental challenges, and climate justice. My professional portfolio includes lecturing, facilitation, in-depth analysis, and authorship in these dynamic fields.

Working Experience

- 2023 – present Climate Coalition Slovakia, Bratislava, Slovakia
Networker, consultant, facilitator (collaborative advocacy)
- 2015 – present PDCS – Partners for Democratic Change Slovakia, Bratislava, Slovakia
Lecturer, facilitator, analyst (value-based conflicts related to climate change, environment, climate justice)
- 2012-2015 People in Peril Association, Bratislava, Slovakia
Programme coordinator for Afghanistan, Ukraine, consultant, trainer
Project management, strategy planning, team leadership, consulting and teaching
- 2012-2014 Trnava University, Faculty of Health Sciences and Social Work, Trnava, Slovakia
Department of development studies – teacher
Lecturing, research in international development
- 2010-2012 Maternity break
Occasional work in the field of development cooperation: development education curricula, research, analysis
- 2008-2010 Via Iuris, Center for Public Advocacy, Pezinok, Slovakia
Executive director
Management, PR, fundraising, team leadership
- 2006-2008 Freelance consultant for development cooperation, development education, human rights and good governance, Bratislava, Slovensko
Some of the clients: UNDOC, Ministry of Foreign Affairs SR, Ministry of Defence SR, Ministry of Interior SR, Transparency International Slovakia, Slovak NDGO Platform Ambrela, several Slovak NGOs and think-tanks.
Lecturing, publishing, research, consulting
- 2005-2006 Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH, Federal Ministry for Economic Cooperation and Development Germany
Office for North-East Region, Kunduz, Afghanistan.
Consultant for conflicts and human rights
Training, curriculum development, strategy planning
- 2004-2005 Ministry of Foreign Affairs Slovak Republic, Mission in provincial Reconstruction Team (ISAF-NATO), Kunduz, Afghanistan
Consultant for conflicts, human rights, gender, and civic education
Lecturing, consultation, research, policy analysis
- 2004 Slovak National Centre for Human Rights, Bratislava, Slovakia
Head of the human rights monitoring section
Research

- 1998-2003 Helsinki Foundation for Human Rights, Warsaw, Poland
Head of the Human Rights Training Center
Lecturing and training, curriculum development, research in countries of Central and Eastern Europe and Central Asia
- 1993-1997 FOCUS, Centre for Social and Market Analysis, Bratislava, Slovakia
Researcher
Fields of research: civil society, political culture, minorities
- 1992 Institute of Central-European Studies, Faculty of Management Comenius University, Bratislava, Slovakia
Assistant researcher

Education

- 1999 Institute of Political Studies, Polish Academy of Science, Warsaw, Poland (PhD. sociology)
- 1995-1999 Graduate School for Social Research, Polish Academy of Science, Warsaw, Poland (PhD. Studies – sociology, political science)
- 1990-1995 Comenius University Bratislava, Slovakia (M.A. sociology)

Working languages

Slovak, English, Russian, Polish. Other languages: German, Czech, French, Ukrainian

Awards and special achievements

- 2005 the "Non-Article 5 NATO Medal" for civilian service for NATO within operation ISAF in Afghanistan
- 2005 the "Phoenix Medal" for special contribution to the operation Enduring Freedom in Afghanistan
- 2005 Individual presentation/lecture on the session of the North-Atlantic Council NATO, Brussels: "Civilian part of the Provincial Reconstruction Teams and Their Contribution to the Security and Development in Afghanistan"

Publications

- Dostál, O. - Fialová, Z. - Vašečka, M.: *Nacionalizmus a vybrané slovenské masmédiá* (Nationalism and Select Slovak Mass Media). Bratislava, Civic Institute Bratislava 1992.
- Dostál, O. - Fialová, Z. - Vašečka, M.: *Ku koreňom nenávisťi v slovenských masmédiách* (The Roots of Hate in Slovak Mass Media). Bratislava, Chart 77 Foundation 1993.
- Fialová, Z.: Attitudes toward Jews and Holocaust in the Slovak Press. In: *Current Problems of Slovakia after the Split of the CSFR - March 1993*. Report of the Sociological Survey. Bratislava, Center for Social Analysis 1993.
- Bútorová, Z. - Bútor, M. - Fialová Z.: *Attitudes toward Jews and the Holocaust in Slovakia - March 1993*. Key Findings of the Survey and of Content Analysis of Press. Bratislava, Center for Social Analysis 1993.
- Fialová, Z.: Oral History: Projekt Česko-Slovenské vzťahy (Project Czech and Slovak Relationship). *Sociológia* 25, 1993/6.
- Radičová, I. - Fialová, Z. et all.: *Malé dejiny česko-slovenských vzťahov II*. (Little Histories of Czech and Slovak Relationships) Bratislava, Milan Šimečka Foundation 1994.
- Gyárfášová, O. - Fialová, Z. et all.: *Vyhlasenie boja proti rasizmu, xenofóbii, antisemitizmu a intolerancii* (Combating Racism Xenophobia, Antisemitism and Intolerance). Bratislava, FOCUS 1994.
- Fialová, Z.: Slovak Republic - Political Parties, Slovak Economy. *Report on the Czech and Slovak Republics* 5, 1994/4.

- Fialová, Z.: *Survey of Social Welfare Organizations*. Analysis and Report. Bratislava, FOCUS 1994.
- Fialová, Z.: *Relationship between "Big" and "Little" History*. Paper for the International Workshop: Methodology and Methods of Oral History and Life Stories in Social Research. Lviv 1994.
- Fialová, Z. - Rosová, T.: *Situational Study of Conditions and Prospects of Children and Youth in Slovakia*. FOCUS, 1994.
- Fialová, Z.: Democracy is... In: *Current Problems of Slovakia - December 1994*. Report of the Sociological Survey. Bratislava, FOCUS 1995.
- Bútora, M. - Fialová, Z.: *Nonprofit Sector and Volunteering in Slovakia*. Bratislava, FOCUS, SAIA-SCTS 1995.
- Fialová, Z.: Podmienky a perspektívy detí a mládeže na Slovensku. In: L. Macháček (ed.): *Občianske združenia - aktéri transformácie a modernizácie Slovenska*. (Civil Associations - Actors of the Transformation and Modernization of Slovakia.) Bratislava, N.P.O.A. 1995.
- Fialová, Z.: Orálna história - história s tvárou a menom. (Oral History - History with the Face and the Name.) In: *Malé dejiny česko-slovenských vzťahov VI*. Bratislava, Nadácia Milana Šimečku 1996.
- Fialová, Z.: Malé dejiny česko-slovenských vzťahov. (Small Histories of Czech and Slovak Relationships.) *Biograf* 7, 1996, pp. 1-9.
- Bútora, M.-Fialová, Z.-Demeš, P.: Kampaň "Tretí sektor SOS". (The Campaign "The Third Sector S.O.S.") Bratislava, SPACE 1997.
- Fialová, Z.: Neziskový sektor na stránkach slovenskej tlače. (Non-Profit Sector on the Pages of Slovak Press) Bratislava, SPACE 1997.
- Fialová, Z.: Ženy v mimovládnych organizáciách. (Women in Nongovernmental Organizations) Bratislava, Aliancia žien Slovenska 1997.
- Fabian, G.-Fialová, Z.: Parliamentary Elections in Slovakia, September 1998 – Report on the Election Observation Mission. Warsaw, Helsinki Foundation for Human Rights, International Helsinki Federation 1999.
- Vašečka, M.- Fialová, Z.: Civil Society and Governance. Slovakia – Country Report. Bratislava, Institute for Public Affairs 1999.
- Fialová, Z., Nowicki, M.: Human Rights Monitoring. Warsaw, Helsinki Foundation for Human Rights 2001.
- Fialová, Z., (ed): Monitoring Prav Cheloveka – Effektivnyj Instrument Peremen (Human Rights Monitoring – an Effective Tool of Change). Warsaw, Helsinki Foundation for Human Rights with support of the OSCE-ODIHR 2003.
- Fialová, Z.: Human Rights. In: Kollár, M. And Mesežnikov, G. (eds) *Slovakia 2004. The Global Report*. Bratislava, Institute for Public Affairs 2005.
- Fialová, Z.: Civilian-Military Cooperation in International NATO Missions. Theory vs. Practical Experience. In: *Panorama of Global Security Environment 2006-2007*. Bratislava, Ministry of Defence SR 2007.
- Fialová, Z.: Ľudské práva (Human Rights). In: Kollár, M. And Mesežnikov, G. (eds) *Slovensko 2007. Súhrnná správa o stave spoločnosti (The Global Report)*. Bratislava, Institute for Public Affairs 2008.
- Fialová, Z.: *Korupcia vo verejnej diskusii 1996-2007 (Corruption in a public discourse 1996-2007)*. Bratislava, Transparency International Slovakia 2008.
- Fialová, Z.: *Ekonomické nástroje boja s korupciou. Prípadová štúdia. (Economy tools for combatting corruption. Case study)*. Bratislava, Transparency International Slovakia 2008.
- Fialová, Z. et al: *Trafficking in Human Beings in the Slovak Republic*. Bratislava, United Nations Office on Drugs and Crime 2008.
- Fialová, Z.: *Koherencia aktivít Slovak Aid na národnej úrovni*. (Coherence of Actions within the Slovak Aid on a National Level) Bratislava, Ministry of Foreign Affairs SR 2008.
- Fialová, Z.: *Analýza pôsobenia SR v projektových krajinách slovenskej ODA a návrhy pre ďalšie pôsobenie SR: Afganistan*. (Analysis of Activities of The Slovak Republic in ODA Project Countries, and Prospects for the Future: Afghanistan) Bratislava, Ministry of Foreign Affairs SR 2008.
- Fialová, Z.: Poznanie kultúr krajín, v ktorých pôsobia profesionálni vojaci ozbrojených síl SR v mierových misiách a vojenských operáciách – Afganistan. (Knowledge on Culture of Countries where Slovak Troops Operate within Peacekeeping Missions or Military Operations – Afghanistan). In: *Vojenská osвета 2009*. Trenčín, Generálny štáb OS SR 2009.
- Fialová, Z.: Efektívnosť rozvojovej pomoci. Príprava Slovenska na Štvrté fórum na najvyššej úrovni (HLF-4) v Busane. (Development aid effectiveness. Preparation of Slovakia for the Fourth High Level Forum (HLF-4) in Busan. *Aktuálne listy k rozvojovej spolupráci 1/2011*. Platforma MVRO, PDCS, November 2011.

- Fialová, Z.: *Citlivo, poctivo, efektívne... Analýza uplatňovania Istanbulsých princípov rozvojovej efektívnosti mimovládnyimi organizáciami na Slovensku.* (Sensitively, fairly, effectively... Analysis of applying the Istanbul CSO Development Effectiveness Principles by Slovak NGOs). Bratislava, Platforma MVRO 2012.
- Fialová, Z.: Efektívnosť rozvojovej pomoci poskytovanej slovenskými mimovládnyimi rozvojovými organizáciami, In: *Rozvoj a demokracia*, Zborník z medzinárodnej vedeckej konferencie. Bratislava, Nadácia Pontis 2012.
- Jančovič, J. a kol.: *Texty k efektívnej rozvojovej spolupráci.* Trnava, Typi Universitatis Tyrnaviensis 2012.
- Fialová, Z. a kol.: *Etika a efektívnosť – bližšie k medzinárodným štandardom.* (Ethics and Effectiveness – Closer to International Standards.) Bratislava, Platforma MVRO 2013.
- Fialová, Z.: Citlivosť na konflikt v globálnom a rozvojovom vzdelávaní. In: *A Vision of Development Cooperation for a Changing World.* International Conference Booklet. Bratislava, Nadácia Pontis 2013.
- Fialová, Z.: Development as Freedom? What Sustainable Solutions Can Be Offered to Developing Countries by the EU and Slovakia, In: *Development and Democracy*, International conference booklet. Bratislava, Pontis Foundation 2015.
- Jančovič, J, Fialová, Z and O'Mullane, M (2015) 'Development Education at University Level in Slovakia: Experiences and Challenges', *Policy and Practice*, Vol. 20, Spring, pp. 166-185. <http://www.developmenteducationreview.com/issue20-perspectives%205>
- Fialová, Z.: Dobrovoľníctvo a občianska angažovanosť ako kľúčové faktory transformácie občianskej spoločnosti v Ukrajine po udalostiach na Majdane (Volunteering and civic engagement as key factors in the transformation of civil society in Ukraine after the events in Majdan), In: *Development and Democracy. Thinking Ahead for Sustainable Development.* Bratislava. Pontis Foundation 2015, pp. 63-72.
- Fialová, Z.: From an Armchair to the Field. Civil Society and Social Activism: How to be Relevant and Engaged, In: Cenker, M. et al (eds), *Development Education in Theory and Practice.* UNIDEV 2016, <https://drive.google.com/file/d/0B1SmD5ZduiT6U29FdThWZ0VtdzQ/view> pp. 217-243.
- Fialová, Z.: Agents of Peace or Conflict? The role of Civil Society Actors in Conflict Management, In: Goda, S., Tykarchuk, o., Khylo, M., *International Crisis Management: NATO, EU, OSCE and Civil Society.* IOS Press 2016.
- Bajzíkova, K. (ed.), Fialová, Z. et al: *Riešenie konfliktov v rozvojovom kontexte.* (Conflict Resolution in a Development Context). PDCS 2016.
- Ondrušek, D. and Fialová, Z.: *Dejepis. Metodická príručka pre učiteľov dejepisu v 9. ročníku ZŠ.* (Teachers' handbook for History teaching in 9th grade of Elementary Schools) RAABE 2017.
- Ondrušek, D. and Fialová, Z.: *Dejepis. Pracovný zošit pre 9. ročník ZŠ.* (History. Pupils' Workbook for 9th Grade of Elementary Schools). RAABE 2017, 88 s.
- D. Ondrušek, Z. Fialová, P. Gušťačík, K. Miková, Z. Paulíniová, B. Smieška: Je slovenská občianska spoločnosť na križovatke? Trendy a výzvy na základe kvalitatívnych ukazovateľov (Is Slovak civil society at the crossroads? Trends and challenges based on qualitative indicators.). In: *Občianska spoločnosť na Slovensku. Krízy, križovatky, výzvy.* IVO, PDCS, CPF 2016, 92 s.
- D. Ondrušek, B. Strečanský, Z Fialová (eds): *Value-Based Conflicts in the Region Between the Oder and the Danube.* PDCS 2018.
- Z. Fialová: Moc bezmocných nie je v peňaženkách (The Power of the Powerless Is not in Their Wallets), In: Pollák, M. (ed), *Solidarita.* O.z. Krásny Spiš 2019, pp. 47-53.
- Burov, S. a Fialová, Z.: *Učast hromadyan v priňatíi rishen na miscevom rivni* (Civic Participation in Decision Making on a Local Level). MART 2019.
- Ondrušek, D., Zorád, L., Fialová, Z. 2020. *Polarizácia na školách* (Polarisation at Schools). Bratislava: PDCS, 2020. 100 s. ISBN 978-80-89563-56-2.
- Fialová, Z., Ondrušek, D. 2022. *Korona a konflikty. Hodnota staroby* (Corona nad Conflicts. The value of old age) In: Pollák, M. (ed), *Dôstojnosť.* O.z. Krásny Spiš 2022, ISBN 978-80-89975-14-3.
- Fialová, Z. 2023. *Počúvam Ťa. Sprievodca rešpektujúcimi verejnými diskusiami* (I Am Listening to You. A Guide to Respectful Public Discussions). Presahy.

Podcast Conflict Matters (moderator and writer) https://youtu.be/fuM1r3oG_vw

Research

2020	For Decent Slovakia: A case study of the social movement (Omidyiar Foundation)
2019	20 years of activity of the Orange Foundation in Slovakia (PDCS)
2017-18	Value-Based Conflicts in selected EU countries (PDCS)
2016	Sustainability of civil society organizations in Slovakia (OSF Bratislava, OSIFE)
2012-13	Ethics and effectiveness of Slovak Non-governmental Development NGOs (Platform of Development NGOs Slovakia)
2011	Sexual and Gender-based Violence against Persons of Concern to UNHCR (UNHCR Slovakia)
2011	Compliance of Slovak NGOs with the Istanbul Principles of Aid Effectiveness (Platform of Development NGOs Slovakia)
2008	Criminal Justice response to the trafficking in human beings in Slovak Republic (UNDOC, Ministry of Interior SR)
2006	Social Conflict Analysis in Kunduz and Takhar Provinces, Afghanistan (German Technical Cooperation - GTZ)
2004	Monitoring of human rights in prisons (Slovak Helsinki Committee)
2003	Human Rights in Psychiatric Hospitals in the Russian Federation (Moscow Helsinki Group, Moscow)
2001	Human Rights and the Police (Helsinki Foundation for Human Rights, Warsaw)
1999	Civil Society and Government (Institute of Development Studies, University of Sussex)
1998	Parliamentary Elections in Slovakia (Helsinki Foundation for Human Rights, Warsaw)
1998	Monitoring of Conditions of Work of the District Courts in Poland (Helsinki Foundation for Human Rights, Warsaw)
1997-1998	Impact Analysis of the Nonprofit Sector in Slovakia (John Hopkins University, U.S.A. - SPACE, Slovakia)
1996	Roma in Slovakia: oral history project (Inforoma, Bratislava)
1995	Survivors of Holocaust: oral history project (Milan Šimečka Foundation, Bratislava)
1995	Woman at Work, Family and Society: opinion poll (FOCUS, Bratislava)
1994-1996	Development of Non-Profit Sector in Slovakia: series of researches (FOCUS, SAIA-SCTS, Bratislava)
1994-1995	Situation of Children and Youth in Slovakia (FOCUS, International Youth Foundation, Bratislava)
1994	Racism, Xenophobia, Antisemitism and Intolerance in Slovak Society: content analysis of the press (FOCUS, Bratislava)
1993-1995	Current Problems of Slovakia...: series of opinion polls - development of political scene, political culture and nationality issues (FOCUS, Bratislava)
1993	Antisemitism in Slovak Press: content analysis (Center for Social Analysis, Bratislava)
1992-1994	Czech and Slovak Relationships: oral history project (Milan Šimečka Foundation, Bratislava)
1992	Survivors of Holocaust: oral history project (Milan Šimečka Foundation, Yale University)
1992	Nationalism in Slovak Mass Media: content analysis of the press (Civic Institute, Bratislava)

List of training programs and lecture topics

1. Dialogue Academy: An Advanced Program on Navigating Value-Based Social Conflicts and Resolution Techniques
2. Navigating Challenging Conversations: Effective Strategies for Discussing Polarizing Topics such as Climate Change, Abortion, Vaccination, and Politics
3. Sustainable Mindset Transformation: Training for a Climate-Friendly Lifestyle Anchored in Personal Values
4. Communicating Values: Techniques for Effective Presentation and Communication on Value-Based Topics
5. Social Dynamics of Climate Change: Understanding and Addressing Value-Based Conflicts Arising from Environmental Impact

6. Cultural Sensitivity in Professional Environments: Fostering Inclusive and Respectful Workplace Interactions
7. Conflict Management in Development and Humanitarian Sectors: Comprehensive Training Curriculum for Conflict Resolution
8. Ethical Dimensions of Aid and Charity: Guiding Principles for Effective and Ethical Assistance - Exploring Dilemmas in Individual and Organizational Programs

Contact

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