

CURRICULUM VITAE

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Nationality: Hungarian
Location: Budapest, Hungary
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List of publications:

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Research area: European labour law, social integration, gender equality, labour rights as human rights, industrial relations

Sara Hungler teaches Hungarian and European as well as international labour law, social policy, equality and human rights in various (Hungarian and international) undergraduate and Master level courses as well as in the ELTE Doctoral School. After her graduation in law, she completed a program in human resources management and labour law at Temple University, Tokyo Campus. She has participated in several post-doctoral courses about anti-discrimination and human rights law. She participated in international research projects. Most recently she has been working in the Horizon2020 ETHOS project on creating a new integrative perspective on justice and fairness. She is a member of Lendulet HPOPs research group at the (former) Hungarian Academy of Sciences, Institute of Legal Studies, where her research focuses on regulatory changes in social law. She is awarded with a post-doctoral scholarship by the National Research, Development and Innovation Office, she is currently researching social integration in the Visegrad countries. She is regularly publishing her results in Hungarian and international journals, and her book, *The Dual Nature of Employee Participation* was published in 2020, by L'Harmattan (Paris).

PROFESSIONAL EXPERIENCE

August 2017 **Research Fellow, Institute for Legal Studies, Centre of Social Sciences, Hungarian Academy of Sciences**
Research area: human rights, social law, European Union law

May 2015 **Assistant Professor of Labour Law, Loránd Science University, Faculty of Law, Department of Labour and Social Law**
Courses: Hungarian Labour Law, Equal Treatment and the Prohibition of Discrimination, Labour Rights as Human Rights, Collective Labour Rights, European Labour Law, International Labour Law, Women's Rights and the Principle of Equality, Social Integration in the EU

Previous Experiences

2009 – 2010 **Lecturer, Temple University, Japan Campus**

2007– 2009 **Regional Consultant, HRnet One K.K. Japan, Tokyo**

- Responsible for Executive Search projects in the health-care industry, including defining strategies, candidate and client management; drive specialization on legal industry, write market studies and conduct market research projects

2003 – 2007 Chronos Consulting

2006 – 2007 Senior Consultant – Warsaw Office

2003 – 2006 Consultant – Budapest Office

RESEARCH PROJECTS

<p>Centre of Social Sciences</p> <p>“The responsiveness of the legal system in a post-COVID society: risks and opportunities”</p> <p>2022-2025</p>	<p>The research’s significance lies in the possibility of clarifying the uncertainties related to the resilience of the legal system in a post-Covid society. The research will contribute to introducing less-emphasized safeguards for the protection of fundamental rights, and the maintenance of the system of checks and balances during these periods, which will probably be more frequent during the following decades, according to numerous scholars. Furthermore, the research may also serve the identification of leading legal problems during the pandemic: legal clarity, so-called “clarity of norms”, conflict between legal norms under a special legal order; the systematizing of corresponding factors of resilience, especially in the long run; the identification of interrelations between the special measures applied due to the pandemic and legal certainty, which should be undoubtedly maintained even under exceptional circumstances.</p>
<p>Centre of Social Sciences</p> <p>“Legal approaches to operationalize nationality and ethnicity”</p> <p>2020-2024</p>	<p>Starting in 2020 the four-year project is triggered by the fact that the past decades brought transformative changes in how the meaning of the terms of national and ethno-racial identity are assigned and conceptualized in social sciences and humanities, and to a certain degree in politics and law. The lack of solid and up to date vocabulary is particularly stark in the field of law, as law, especially human rights law, habitually operates with the concepts of race, ethnicity, and nationality when setting forth standards for the recognition of collective rights, protection from discrimination, or establishing criteria for asylum or labelling actions as genocide, or requiring a “genuine link” in citizenship law, without actually providing definitions for these groups or of membership criteria within these legal constructs. The project is aimed at mapping the role and potential of law to conceptualize and operationalize (i) nationality, ethnicity and race; (ii) various types and forms of legal institutions and policies built on these social constructs, as well and fostering claims made along these lines; (iii) and the role of identity (subjectivity) in the operationalization in these policies.</p>
<p>Centre of Social Sciences</p>	<p>The DEMOS project attempts to address the populist challenge through the lens of democratic efficacy. The concept of democratic efficacy combines attitudinal features (political efficacy), democratic skills and democratic opportunity structures in building on the</p>

<p>“Democratic Efficacy and the Varieties of Populism in Europe (DEMOS)” H2020 Research project 2018-2021</p>	<p>assumption that the expression of populism is a symptom of mismatch between how the democratic polity operates and how citizens conceive their own aspirations, needs and identities vis-à-vis the polity. Applying the approach of democratic efficacy to examine coping strategies for populism is a novelty within the DEMOS project, building upon previous studies about political efficacy, political skills and opportunity structures.</p>
<p>Post-Doctoral Research National Research, Development and Innovation Office 2019-2021</p>	<p>The research question of the project is the following: What are the prospects of social integration under the EPSR in V4 countries? To answer this question two issues have to be examined: cluster theory and regulatory adaptation pressure. The research identifies the regulatory gaps between national laws and the proposed legislative initiatives of the EPSR, which has not yet been studied in legal science; thus another novelty of the project will be that social and employment law institutions of V4 countries will be examined and tested by empirical methods. In this way the research will contribute to comparative social law literature as well as to the social capital discourse.</p>
<p>Central European University 2018-2019</p>	<p>ETHOS Project is a Horizon2020 project developed to create a new integrative perspective on justice and fairness. In ETHOS six Research Institutions cooperate: Utrecht University (UU, Utrecht, The Netherlands, coordinator), Europäisches Trainings und Forschungszentrum für Menschenrechte und Demokratie (ETC, Graz, Austria), Kozep-Europai Egyetem (CEU, Budapest, Hungary), Centro de Estudos Sociais (CES, Coimbra, Portugal), Boğaziçi University (BU, Istanbul, Turkey) and the University of Bristol (UoB, Bristol, United Kingdom). https://ethos-europe.eu/</p>
<p>Centre of Social Sciences “Lendület-HPOPs Regulatory Change” 2017-2019</p>	<p>The transformation of Member State institutional frameworks have for a long time been in the focus of European Union research. Studies in political science, history and legal scholarship have produced analyses of the changes implemented, or indeed the lack of changes, at the national level affecting political institutions, the institutions of governance and regulation, and the legal system itself. These changes were mandated by specific obligations laid down in EU law or followed from the dynamics of broader transformation processes initiated under EU policy frameworks. A significant body of this work pursued a distinctively critical orientation investigating the political basis (democracy and legitimacy), the ideological drive (neoliberal v. social market economy), the scope (uniformisation v. accommodating diversity), the structural hiatuses (policy asymmetry, the gap between the political and the legal), and the local impact (institutional incompatibility) of the changes. The project aims to revisit the findings of these works by carrying out a large-scale legal empirical analysis of changes in economic and social regulation in Hungary and present on that basis a revised theoretical frame of national institutional transformation.</p>

Confederation of Hungarian Employers and Industrialists, ELTE Faculty of Law 2017-2018	“Enlargement of Capability of Social Partners in Central and Eastern Europe in connection with the Economic Recession” VP/2016/004/0026 (CEE-Lab), a project of the European Commission http://ceelab.eu/
University of Florence 2017	“Modelli ed esperienze di welfare aziendale”
Curia (Supreme Court of Hungary) 2016	“Employee Motivation and Satisfaction”
Friedrich Ebert Stiftung, ELTE Faculty of Law 2016	„Mittel und Schranken der Interessendurchsetzung im Spiegel der geltenden arbeitsrechtlichen Regelungen“
Fondazione Marco Biagi 2013-2014	“Going up the High Road – Rethinking the role of social dialogue to link welfare and competitiveness”, a project of the European Commission
NOHA 2013-2014	“EUPRHA – European Universities on Professionalization on Humanitarian Action”, a project of the European Commission

LANGUAGE SKILLS:

Hungarian native
English fluent
French conversational
German basic

EDUCATION & TRAINING

2021 Global Campus of Human Rights
Business and Human Rights

2020 ERA European Law Academy
Anti-Discrimination and Gender Equality Law

2020 Erasmus University, Rotterdam
Qualitative Comparative Analysis

2020 University of Yale
The Science of Well-being

2017 ERA European Law Academy
EU Gender Equality Law

2016 EIUC Venice Academy of Human Rights
Backlash in Human Rights

2015 ELTE Faculty of Law, School of Doctorate Studies
Degree: PhD in Law

- 2013 EIUC Venice Academy of Human Rights
Business and Human Rights
- 2009 Temple University, Japan Campus
The Law and HRM
- 2003 Eötvös Loránd Science University, Faculty of Law and Political Sciences
Degree: Jurist Doctor, Cum Laude

AWARDS

Post-doctoral Research Scholarship, National Research, Development and Innovation Office, 2018

Award of the IRC COMMITTEE AND THE U.S. NATIONAL SCIENCE FOUNDATION, 2016

NATIONAL EXCELLENCE PROGRAM (BALASSI INSTITUTE, NATIONAL SCHOLARSHIP PROGRAM), 2013

EÖTVÖS LORÁND UNIVERSITY - Doctorate Scholarship 2010-2013

MEMBERSHIPS

2021 Academy of Young Researchers (Hungarian Academy of Sciences)

2020 Co-president, Law and Society Association (USA), CRN8

2016 Member of the Faculty Council

2016 Member of the Quality Assurance Committee of the Faculty

2015 Member of public body of Hungarian Academy of Sciences