

Maria Varlamova



Jagiellonian University, Institute of Sociology
Kraków, Poland
Academic lecturer,
Doctoral Researcher (expected defence 2025)
e-mail: maria.varlamova@uj.edu.pl
phone number: +48 512 074 803

1 Employment history and research experience

1.1 Jagiellonian University, Institute of Sociology 2018 – present

Doctoral Researcher, Marie Skłodowska-Curie Actions ITN EuroAgeism

- Designed questionnaires and control the conduct of research, elevating data quality through the training of company personnel involved in research activities.
- Executed in-depth quantitative and qualitative analyses on ageism and age management in Central and Eastern European labour markets, contributing to policy reforms aimed at retirement policies.
- Organized and facilitated consortium training schools
- Translated complex research findings into actionable policy briefs.

Researcher, EIWO Project (Exclusion and Inequality in Late Working Life)

- Conducted qualitative and quantitative research, examining national, sectoral, and organizational policies.
- Identified and advocated for best practices aimed at promoting inclusion and equality in late working life.
- Analysed complex datasets to understand the dynamics of exclusion and inequality, contributing to influential policy discussions and potential reforms.

Network Coordinator, AFCC Poland

- Co-organized consultation meetings with partners on WHO guidelines for Age-Friendly Cities and Communities (AFCC), leading to the authorship of the final comprehensive report.
- Led the stakeholder mapping for the National AFCC Programme in Poland, producing a detailed report on potential participants and their roles.
- Authored a comprehensive report on Policies and Evidence related to the AFCC Programme at national, regional, and city levels.
- Collaboratively built and maintained a network of GNAFCC cities in Poland, managing monthly meetings and developing a best practices database for AFCC policies.
- Designed and administered questionnaires for city representatives and older persons, assessing the social policy's impact and contributing to the refinement of the National AFCC Program in Poland.

Academic Lecturer

- Courses Taught:
 - Academic Skills
 - Data Analysis in R (Basic and Advanced)
 - Introduction to Statistics
 - Quantitative Methods in Data Analysis
 - Introduction to Artificial Intelligence
- Tailored course material to accommodate various student proficiency levels.
- Developed comprehensive course curricula across multiple data science disciplines.
- Consistently received high student evaluations, reflecting effective teaching methodologies and student engagement.

Conferences and Presentations:

Yearly participant and presenter at key international conferences, including:

- Gerontological Society of America (GSA) Conferences
- European Sociological Association (ESA) Meetings
- Ageing and Social Change Conferences
- International Association of Gerontology and Geriatrics (IAGG) Events
- International Federation on Ageing Global Conferences on Ageing (IFA)

1.2 AGH University of Science and Technology, Lecturer

2023 – present

- Developed and delivered the Data Exploration course curriculum for post-diploma students.
- Adapted teaching methods to provide the course in both online and offline formats, ensuring accessibility and engagement.

1.3 United Nations Economic Commission for Europe (UNECE), Statistical Division, Consultant

November 2023-January 2024

- Synthesized and coded policy areas for 6 MIPAA-20 country reports in Russian, enhancing data clarity and accessibility.
- Conducted policy evaluations and web-based research to create metadata tags, keywords, and executive summaries for 90 policies.
- Managed project deliverables remotely, maintaining effective communication through periodic online meetings

1.4 SOCIEUX+ EU Expertise on Social Protection, Labour and Employment, Primary Expert

December 2022 - October 2024

Project: "Improving and Structuring Social Services in Uzbekistan"

- Conducted a comprehensive assessment of infrastructure and resources for social and medico-social services in Uzbekistan, focusing on persons with disabilities and older people.
- Identified and proposed good practices over the structure, types, forms, and mechanisms of provision of social services in the EU that could be adapted for Uzbekistan.
- Led an instructional webinar for the new government about the results of the evaluation, highlighting possible ways to overcome identified barriers.

1.5 United Nations Economic Commission for Europe (UNECE), Population Unit, Consultant

June 2022-June 2023

- Developed an online course on UNECE Guidelines for Mainstreaming Ageing, focusing on strategic framework establishment.
- Prepared interactive content and exercises, collaborating closely with the UNECE Population Unit for modular development.
- Coordinated online consultations and workshops for stakeholder feedback, leading to the refinement of course materials.
- Produced bilingual course content, delivering both English and Russian versions in accordance with project timelines.

1.6 World Health Organization, Consultant

May 2022 - December 2022

- Developed and refined metadata for over 100 indicators to monitor the UN Decade of Healthy Ageing, leading to enhanced assessment of global public health interventions.
- Played a pivotal role in collaborating with the Technical Advisory Group to prioritize indicators, thereby optimizing the toolkit for evaluating ageing and health programs.
- Proposed and integrated new indicators into the monitoring tool, incl. aligning with the ICOPE program's objectives, and presenting these to the program and stakeholders.
- Designed, translated, and managed the UN Decade of Healthy Ageing Process Evaluation Survey across multiple language platforms
- Conducted in-depth consultations with the Technical Advisory Group, crafted reports, and provided metadata for initiatives targeting age-friendly cities and combating ageism.
- Supported and monitored regions and countries in survey completion, prepared video instructions to facilitate data collection

1.7 European Centre for Social Welfare Policy and Research, Researcher

September – December 2020

Secondment at the EC aimed at gaining experience in bridging science and policy:

- Developed the theoretical concept of the Child Poverty Index at the city level, with specific application to Vienna.
- Conducted a literature review and prepared a theoretical framework for a project on the gender gap in retirement income.
- Authored a chapter for a white paper and participated in a podcast discussing active ageing policies in Austria.
- Contributed to project evaluations, utilizing The Theory of Change framework.

1.8 Population Unit, UNECE, Internship

March – September 2021

- Coded survey data, analysed, and prepared a comprehensive report on the impact of COVID-19 in long-term care facilities in Kazakhstan.
- Engaged in various daily activities of the Unit, including desk research, support in meetings, drafting reports, and processing statistical data.
- Assisted in organizing inter-governmental meetings convened by UNECE.

1.9 UNECE, Consultant

- Provided expert contribution on the workshops on addressing data gaps for active ageing indicators on invitation of UNECE (Brussels 2015, Minsk 2016, Brussels 2017, Brussels 2019).
- Served as a member of the Expert Group on AAI.
- Authored the Guidelines: UNECE / European Commission (2018) "Active Ageing Index (AAI) in non-EU countries and at subnational level: Guidelines", prepared by Maria Varlamova of the National Research University, Higher School of Economics (Moscow), under contract with United Nations Economic Commission for Europe (Geneva), co-funded by the European Commission's Directorate General for Employment, Social Affairs and Inclusion (Brussels).

1.10 National Research University – Higher School of Economics (HSE) 2013-2018

Centre for Comprehensive Social Policy Studies, Institute for Social Policy, Research fellow

- Conducted fundamental and applied research in areas of population ageing, active ageing, and social protection.
- Played a key role in the expert evaluation of the Strategy of Action for citizens of the older generation up to 2025 for the Ministry of Labor and Social Protection of the Russian Federation.
- Led the calculation and comparative analysis of the Active Ageing Index for Russia, contributing to an international seminar and (paper awarded "Best paper on the use of AAI in non-EU countries")
- Recalculated the Global AgeWatch Index for Russian data and prepared the country profile.
- Conducted an expert evaluation of the Federal Law N442 on Social Services and monitored its implementation in regions.

1.11 Centre for Comprehensive European and International Studies (CCEIS), Deputy Director 2008-2013

- Managed the administrative and financial operations of CCEIS, ensuring efficient and effective functioning.
- Oversaw project management within the framework of the HSE research program.
- Coordinated and led the organization of conferences, summer schools, and situational analyses, fostering academic and professional development.
- Developed training courses on world economy and regional studies.

2 **Education and Professional Development**

Academic Qualifications:

- **MA in Sociology (Demography):** Graduated with Honours Diploma, National Research University – Higher School of Economics (2013).
- **Diploma in Economics and Management:** Graduated with Honours Diploma, Odintsovo Humanitarian Institute (2011).

International Program:

- Policy formulation, planning, implementation and monitoring of the Madrid International Plan of Action on Ageing: International Institute on Ageing, United Nations – Malta (2015).
- Healthy Ageing for Impact in the 21st Century- Global Online Leaders Training, WHO (2020)

Advanced Training and Seminars:

- Automated Grant Writing (2024), Instats
- Systematic Literature Reviews (2024), Instats
- Dissertations and Theses (2024), Instats
- Academic Publishing (2024), Instats
- Efficient Data Analysis with R (2024), Instats
- Automated Literature Reviews - (2024), Instats
- Path Analysis, CFA, and SEM (2024), Instats
- Extended Course on Atlas.ti9 (2021), Atlas ti
- Qualitative and Quantitative Longitudinal Research (2019), Israel Science Foundation
- Bayesian Modelling in Social Science (2019), Gesis Spring School:
- IAGG Master Class in Gerontology and Geriatrics (2019)
- Structural Equation Modelling using Mplus (2019), Utrecht Summer School
- Multilevel Structural Equation Modelling (2019), Utrecht Summer School
- Rethinking Ageing (2019), Melbourne University

3 Languages and skills

Languages

- Russian: Native proficiency.
- English: Advanced (Cambridge English Level 3 Certificate in ESO: International, Grade A).
- German: Intermediate (B1 Proficiency).
- French: Elementary (A2 Proficiency).
- Polish: Advanced (C1 Proficiency).

Technical and Analytical Skills

- Statistical Software Mastery: Proficient in SPSS, Mplus, and RStudio
- Microsoft Office Suite: Highly skilled in utilizing Office tools for professional tasks, presentations, and data management.
- Research Methodology: Extensive experience in survey design and evaluation research, encompassing a wide range of qualitative and quantitative techniques.

4 Research interests

- Active and Healthy Ageing: Specializing in policy frameworks at international, national, and regional levels, with a focus on implementation strategies and developing key indices for ageing dynamics.
- Social Policies for Older Populations: Expert in assessing and evaluating policy frameworks affecting older demographics. Proficient in the multi-dimensional analysis and enhancement of social reforms' effectiveness.
- Ageism: Committed to understanding and mitigating ageism's societal and individual implications, integrating innovative strategies for societal change.
- Labour Market Policies and Workplace Innovation: Analysing and advancing labour market policies, emphasizing inclusivity and innovation in diverse age group workplaces.
- Socio-Economic Consequences of Ageing: Conducting interdisciplinary research on the economic and social impacts of ageing, focusing on sustainable solutions.

- Data Science: Applying data-driven approaches to analyse and interpret complex social phenomena, particularly in the context of ageing and social policy.

5 Professional Memberships and Working Groups

European Sociological Association (ESA):

- Member, RN01: Ageing in Europe
- Member, RN20: Qualitative Methods

COST Actions (European Cooperation in Science and Technology):

- Working Group Member, CA22120 (LeverAge - A European Network to Leverage the Multi-Age Workforce): WG1, WG3, WG4, WG5
- Working Group Member, CA22167 (PAAR-net - Participatory Approaches with Older Adults): WG1, WG3
- Working Group Member, CA21107 (DIGI-net - Work Inequalities in Later Life Redefined by Digitalization): WG1, WG2

6 Selected publications

- Scoppetta, A., Neagele, L., & Varlamova, M. (2024). "Labour market research for an ageing workforce in times of digitalisation." In Leichsenring, K. & Sidorenko, A. (Eds.), *A Research Agenda for Ageing and Social Policy*. Elgar Research Agendas.
- Mannheim, I., Varlamova, M., Zaalen van, Y., & Wouters, E. J. M. (2023). "The role of ageism in the acceptance and use of digital technology." *Journal of Applied Gerontology*, 42(6), 1283–1294.
- Principi, A., Di Rosa, M., Domínguez-Rodríguez, A., Varlamova, M., Barbabella, F., Lamura, G., & Socci, M. (2021). "The active ageing index and policy making in Italy." *Ageing & Society*, [1–26].
- Varlamova, M., & Sinyavskaya, O. (2021). "Active ageing index in Russia: Identifying determinants for inequality." *Journal of Population Ageing*, 14(1), 69–90.
- Principi, A., Varlamova, M., Lamura, G., Socci, M., & Di Rosa, M. (2020). "Building the Active Ageing Index with Italian sources: Technical report." *Dipartimento per le politiche della famiglia*.
- Varlamova, M., Premrov, T., Fuchs, M., Forsman, A. K., Bovenzi, G. M., & Strollo, F. (2020). "Ageing in Europe: From North to South." *European Liberal Forum*, p. 110.
- Various online articles and statements on COVID-19 and the labour market (2020) - EuroAgeism and Global Platform for the Rapid Generation and Transfer of Knowledge on COVID-19 and older adults in low and middle-income countries.
- Previtali, F., Allen, L. D., & Varlamova, M. (2020). "Not only virus spread: The diffusion of ageism during the outbreak of COVID-19." *Journal of Aging & Social Policy*, 32(4-5), 506–514.
- Perek-Białas, J., & Varlamova, M. (2019). "Age management and labor market policies." In D. Gu & M. E. Dupre (Eds.), *Encyclopedia of gerontology and population aging*, pp. 1–7. Springer International Publishing.
- Varlamova M., Sinyavskaya O., & Ermolina A. (2017). "Active Ageing Index as an Evidence Base for Developing a Comprehensive Active Ageing Policy in Russia." *Journal of Population Ageing*, 10 (1), 41-71.
- Varlamova M., & Sinyavskaya, O. (2015). "Портрет пожилого населения России [Portrait of the Older Population of Russia]." *Demoscope Weekly*, 627-628.

- Varlamova M. (2014). "Закон «Об основах социального обслуживания граждан Российской Федерации» [The Law 'Basics of Social Services for Citizens of the Russian Federation']." SPERO, 19, 113-116.
- Biryukova S., & Varlamova M. (2014). "Обзор семейных форм устройства детей-сирот в странах Северной, Континентальной и Южной Европы [Overview of family forms of the organization of orphans in the countries of Northern, Continental and Southern Europe]." SPERO, 19, 103-112.
- Varlamova M. (2014). "Семейная политика Японии [Family Policy of Japan]." Demoscope Weekly, 589-590.
- Biryukova, S., Varlamova M., & Sinyavskaya O. (2014). "Сиротство в России [Orphanage in Russia]." Demoscope Weekly, 609-610.
- Sinyavskaya O., Biryukova. S., & Varlamova M. (2013). "Сиротство в России: основные тенденции и приоритеты государственной политики [Orphanhood in Russia: Main Trends and Priorities of Public Policy]." SPERO, 18, 57-80.

Forthcoming:

- Urbaniak, A., Krygowska-Nowak, N., Varlamova, M., Crossdale, R., Genelyte, I., Penning, N., Torgé, C. J., Perek-Białas, J., & Reicher, M. "Lived experiences of inequality in the workplace during late working life in Germany, Poland, Sweden, and the UK."
- Varlamova, M., Wouters, E., van Zaalen, Y., & Mann, I. "Beyond Chronological Age: Dismantling the Association of Age on Using Digital Technology Through Ageism and Other Factors. "