

PERSONAL INFORMATION

**Gabor Hera**



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Sex Male | Date of birth 03/02/1976 | Nationality Hungarian

WORK EXPERIENCE

2014 – 2017

**Monitoring and evaluation programs**

Commissioners:

1) NGO's: Adj Hangot Association, Artemisszió Foundation, Mozaik HUB, Ökotárs Foundation, Romaversitas Foundation, Utópia Association.

2) State institutions: Ministry of Interior (<http://www.kormany.hu/en/ministry-of-interior>) I was the ex-post evaluator on the results and impacts of actions co-financed by the European Fund for the Integration of third-country nationals and by the European Refugee Fund concerning the period 2011 to 2013. In addition, I evaluated several EU-funded programs (e.g. TÁMOP 5.3.8, TÁMOP 5.3.10) and initiatives supported by the Swiss Contribution (e.g. 'Democracy in Schools' and the 'Community Policing in Hungary')

National Institute for Family, Youth and Population Policy ([www.ncszi.hu](http://www.ncszi.hu)). I took part research programs evaluating the 1) projects that were supported within the framework of the National Talent Program, 2) nursery school system in Hungary.

3) Decade of Roma Inclusion Secretariat (<http://www.romadecade.org>), as researcher of the program entitled 'Decade Intelligence'.

2012 – 2015

**Mediation, conflict management, restorative justice**

Foresee Research Group (<http://www.foresee.hu/en/>). Within the 7<sup>th</sup> Framework Program entitled 'Developing alternative understandings of security and justice through restorative justice approaches in intercultural settings within democratic societies – ALTERNATIVE' (activity code: SEC-2011.6.5-1) (2012 – 2015)

National University of Public Service (<http://en.uni-nke.hu/>). Within 7<sup>th</sup> Framework Program entitled 'Conflict Resolution, Mediation and Restorative Justice and the Policing of Ethnic Minorities in Germany, Austria, and Hungary – COREPOL' (activity code: SEC-2011-6.5-1.) (2012-2014)

2009 – 2012

**Executive Director of the Kurt Lewin Foundation**

The foundation was an independent civil public interest organisation in Budapest, Hungary. By our work we wished to make a contribution to the consolidation of a democratic society in Hungary and particularly to the increase of tolerance and the elimination of stereotype-based thinking. We helped promote social dialogue, tolerance and the dissemination of knowledge and skills required for active civic participation.

My responsibilities consisted of:

- supporting programs which were focusing on 1) discrimination, exclusion, prejudice and 2) activation of young, disadvantaged Roma people,
- coordinating, leading, supporting the members of the foundation,
- supervising international programs,
- supporting and coordinating the work of the research leader,
- advocacy on national level.

Members of the organisation: eight colleagues (full-time) and about six-eight volunteers.

**2005 – 2012 Researcher - in the field of Roma integration, prejudice and discrimination**

Council of Europe Youth Centre ([http://www.coe.int/t/dg4/youth/eyc/strasbourg\\_EN.asp](http://www.coe.int/t/dg4/youth/eyc/strasbourg_EN.asp)).  
As researcher of the 'Multiple Discrimination' program (in 2013)

Open Society Foundation Think Tank Fund  
(<http://www.opensocietyfoundations.org/about/programs/think-tank-fund>)  
Lead researcher of the program entitled 'Policy-relevant Research and Evidence-based Advocacy (in 2012)

Open Society Foundation Roma Initiative  
(<http://www.opensocietyfoundations.org/about/programs/roma-initiatives-office>)  
- Lead researcher of the program 'Roma in European Cities' (in 2012)  
- Researcher of the program 'Monitoring research concerning the implementation process of the objectives indicated by the Decade of Roma Inclusion Program in Hungary in the period of 2005-2009' (in 2010)

Foundation for Development of Democratic Rights (<http://www.demnet.hu/en/>)  
Lead researcher of the program 'Initiative for antidiscrimination at the city of Bekescsaba' (in 2010)

Roma Education Fund (<http://www.romaeducationfund.hu/>) and National Employment Foundation  
(<http://www.ofa.hu/hu/fooldal>)  
Lead researcher of monitoring and evaluation programs

European Monitoring Centre on Racism and Xenophobia (present: Fundamental Rights Agency,  
<http://fra.europa.eu/en>)  
Researcher of the 'Comparison of the Roma education policies across EU member states' (in 2005)

Ministry of Infocommunication  
Researcher of the program 'Getting acquainted with IT gap between major society and Roma organizations' (in 2005)

**2004 – 2012 Researcher - in the field of democratic citizenship, democratic education and youth**

Open Society Foundation Think Tank Fund  
(<http://www.opensocietyfoundations.org/about/programs/think-tank-fund>)  
Researcher of the program 'Youth and Active Citizenship' (between 2011 and 2012)

Open Society Foundation Educational Support Program.  
(<http://www.opensocietyfoundations.org/about/programs/education-support-program>)  
Lead researcher of the program 'Strengthening Education CSOs' Evidence Based Practice Initiative' (in 2011)

Within the framework of the Youth in Action program  
Researcher of the 'Peer Training Programs for Democratic Youth' (in 2011)

Kurt Lewin Foundation  
Lead researcher of the program 'European Capital of Culture, Pécs – multiculturalism, involvement and educational system' (in 2009)

Public Foundation for Education (<http://www.oktatasert.hu/>)  
Lead researcher of the program 'Competences, democratic education and prejudice (in 2009)

Ministry of Education, Hungary  
Researcher of the program 'Teachers in Public Education (in 2004)

- 2007 – 2011 **Researcher - in the field of Corporate Social Responsibility**
- Alstom Hungary, Café PR, Coca-Cola Hungary, dm-drogerie markt, Dreher Brewery, E.ON Hungary, KPMG Hungary, K&H Bank, OTP Bank, Raiffeisen Bank, SPAR Hungary, Videoton.  
I was the lead researcher of investigations that aimed at preparing and conducting the corporate CSR strategy
- 1999 – 2011 **Instructor at different universities (European Agency for Law Enforcement Training, School of Sociology of the Eötvös Loránd Science University, School of Social Policy and Social Work at University of Pécs, School of Sociology of University of Pécs, History and Philosophy of Science Department at BME)**
- I was either instructor of seminars with small numbers of students (6-15 people) or responsible for lectures which were attended by 50-250 students. For the full list of my seminars see: Additional Information/Seminars
- 2007 – 2010 **Trainer, facilitator at Kurt Lewin Foundation**
- In the educational program for teachers in secondary schools (about 15 trainings). The trainings focused on democratic leadership, cooperation, conflict management, effective communication. In addition, I organised workshops for student organizations, youth workers, NGO members, grass-root organizations (about 15 workshops). The workshops focused on prejudice, discrimination.
- 2005 – 2008 **Researcher - in the field of labour-market and HR policy**
- Foundation for Development of Democratic Rights (<http://www.demnet.hu/en/>)  
Lead researcher of the program 'Elaboration of a Set of Indicators for Measuring Discrimination at Workplace'
- Hungarian Ministry of Social Affairs and Labour  
Researcher of the program that aimed at the elaboration of a set of indicators for measuring the corporate social responsibility of medium-size and corporate enterprises in Hungary.
- National Office of Regional Development  
Lead researcher of the program that analysed integration on the labour market of sociologists
- Office of the Commissioner of Educational Rights (<http://www.oktbiztos.hu/>)  
Lead researcher of the program that mapped the difficulties of disabled students in higher education
- 2000 – 2004 **Researcher at the University of Pécs**
- South-Transdanubian Regional Resource Center (<http://www.ddrfk.hu/en.html>)  
Researcher of the program 'Investigating the basic services of the social system of fares/supplies'
- Hungarian Scientific Research Fund (<http://www.otka.hu/>)  
Researcher of the program 'Situation of minority non-profit-making organizations of Baranya county'
- 2001 – 2003 **Researcher at the Bellresearch market research and consulting agency**

## FORMAL EDUCATION

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- 2016 **PhD studies in Sociology of Science**  
BME, Sociology and Philosophy of Science Doctoral School (Budapest, Hungary).  
Grade: Summa cum laude.
- 2004 **Masters in Sociology and in Social Policy**  
University of Pécs, School of Sociology and School of Social Policy (Pécs, Hungary)

OTHER TRAININGS

- April 2012 **The Leadership and Organization Development**  
 Trainer: Imre Vincze (<http://www.magabiztos.hu/>)
- February 2012 **Communication, Argumentation and Rhetoric**  
 Trainer: Benedek Láng
- May 2011 **Training about Cooperative Leadership**  
 Trainer: Imre Vincze (<http://www.magabiztos.hu/>)
- February 2010 **Effective Leadership Strategies**  
 Trainer: Imre Vincze (<http://www.magabiztos.hu/>)
- October 2009 **Communication Skills Training**  
 Trainer: Imre Vincze (<http://www.magabiztos.hu/>)
- May 2010 **Summer School on Cognitive Science** (Sofia, Bulgaria)
- 1994 – 1995 **GATE – Interschool Leader- and Training Centre** (Budapest, Hungary)

PERSONAL SKILLS

Mother tongue(s) Hungarian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Replace with name of language certificate. Enter level if known.					
German	A1	A1	A1	A1	A1
Replace with name of language certificate. Enter level if known.					

**Communication skills** Experienced in working in international teams, good ability to adapt to multicultural environments. Experienced team-player and team-leader. Openness towards working with disadvantaged people.

**Organisational / managerial skills** Working in team and independently, precision, efficiency, result-oriented, flexibility, social responsibility, openness, empathy.

**Computer skills** Advanced (Microsoft Windows, MsOffice (Microsoft Word, Microsoft Excel, Microsoft PowerPoint), Internet, SPSS)

**Driving licence** 'B'

## ADDITIONAL INFORMATION

## SCHOLARSHIPS

- Spring 2010: Sofia (CEEPUS). Summer school on cognitive science
- Autumn, 2011 – Bremen, with DAAD scholarship.
- Spring, 2012 – Vienna, with CEEPUS scholarship.
- Spring 2013, Bremen (Campus Hungary) Research Grant

 PUBLICATIONS – BOOKS AND  
BOOK CHAPTERS

- Hera, G. (2017, in press) Action research and restorative justice. In: Pali, B. and Aertsen, I. (eds) *Critical Restorative Justice*. Oxford: Hart Publishing.
- Fellegi, B. and Hera, G. and Benedek, G. (2017, in press) To talk or not to talk? The limits and potentials of restorative justice in addressing social inequalities. In: Pali, B. and Aertsen, I. (eds) *Restorative justice between justice and security: Theoretical explorations*. London: Routledge.
- Hera, G. and Meszaros Z. (2016) Két települési esettanulmány. In: Kállai G. (ed.) *Hozzáférések és esélyek a tehetséggondozásban*. Budapest: Család-, Ifjúság- és Népesedéspolitikai Intézet.
- Hera, G. and Szeger, K. (2015) Education for Democratic Citizenship and Social Inclusion in a Post-Socialist Democracy. In: Majhanovich, S. and Malet, R. (eds.) *Building Democracy through Education on Diversity*. Rotterdam - Boston - Taipei: Sense Publisher. p. 41-57.
- Pilinszki, A. - Szabó, T. - Héra, G. (2015) Családi konfliktusok és konfliktuskezelési stratégiák. In: Pilinszki, A. és Szabó, T. (eds.) *Családi és közösségi konfliktusok*. Budapest: SOTE. p. 9-29, 81-99.
- Hera, G. – Arnold, P. (2014) Roma-police relationship from a Roma perspective. In: Kozary, A. (ed.) *Police – minority relations. Restorative Justice in police practice*. Budapest: L' Harmattan. p. 53-61.
- Fremlove, L., – Georgescu, M. – Hera, G. – Laura-Greta, M. – Miletic, G. (2014) *Barrabariopen / Equality: Young Roma speak about multiple discrimination*. Strasbourg: Council of Europe. p. 121.
- Hera, G. – Ligeti, Gy. (2014, third edition) *Methodology – Introduction to the research of social phenomena*, Osiris Publishing House, Budapest: Osiris Publishing House. p. 372.
- Hera, G. (2006) *The Social Science Degree on the Labour Market*, Budapest: Kurt Lewin Foundation, p. 54.

 PUBLICATIONS –  
PERIODICALS

- Hera, G. (2017, in press) Science, as the subject of historical and social analysis. A case study. *Periodica Polytechnica*.
- Gabor Hera (2015) The relationship between Roma and Police: a Roma Perspective. Available e-print version online in *Policing and Society*. (DOI: 10.1080/10439463.2015.1067204)
- Hera, G. (2013) Roma and non-Roma conflicts in the light of power relationships. *Temida*. 3-4. 95-115.
- Kiss, J. – Szeger, K. – Hera, G. (2013) Prejudices, social competencies and political orientations in relation to schools' hidden curriculum. *Intercultural Education*. 3. 277-287.
- Hera, G.: Redefinition of prejudice. In: *Review of youth (Új Ifjúsági Szemle)* 2011/1. p. 39-52-
- Hera, G. – Ligeti, Gy. (2009) How to measure the CSR? In: *Hungarian Quality (Magyar Minőség)* 5. p. 32-37.
- Hera, G.: *Magyar Agora*, In: *Hungarian Science (Magyar Tudomány)* 2008/5. p. 649-651.
- Hera, G. (2008) The reform of the cooperation. In: *Society and Economy (Gazdaság és társadalom)*, 1. p. 289-304.
- Hera, G. (2007) Having Degree in Social Science on the Labour Market. In: *Esély* 3. p. 55-66.
- Hera, G. – Ligeti, Gy. (2006) Growing chances or growing unequal chances? In: *eVilág*, 7. p. 22-28.
- Hera, G. – Ligeti, Gy. (2006) The Social Fare System on the Threshold of the Information Society. In: *eVilág*, 5. p. 14-17.
- Hera, G. – Ligeti, Gy. (2005) Claims and Shortcomings – IT in the Social Sphere. In: *Esély*, 6. p. 106-120.
- Ligeti, Gy. – Hera, G. (2005) Disabled in Higher Education: Findings of a Research. In: *Review of youth (Új ifjúsági szemle)* 3. p. 47-53.

**PRESENTATIONS AT CONFERENCES**

- April 2016 - Edinburgh, United Kingdom. Silence in Times of Transition workshop. Title of my presentation: The culture of silence and its implications for restorative practice and community work.
- November 2015 - Leuven, Belgium. ALTERNATIVE Final Conference. Title of my presentation: Culture of Silence.
- February 2015 - Oslo, Norway. ALTERNATIVE workshop. Title of my presentation: Avoidance and 'Culture of Silence' - Conflict management in a Hungarian village
- November 2014 - Boston, USA. Conflict Studies & Global Governance: The New Generation of Ideas. Title of my presentation: Application of RJ in intercultural context
- October 2014 - Leuven, Belgium. Critical justice: an exploration of the limits and potential of restorative justice to address crimes, conflicts and injustices in intercultural Europe. Title of my presentation: The limits and potential of RJ to address social inequalities (together with Bori Fellegi)
- June 2014 - Belfast, United Kingdom. International Conference on Restorative Justice. Title of my presentations: 1. Findings of an action research program, 2. Peacebuilding as an approach for handling conflicts between police and Roma minority in Hungary
- June 2014: Stockholm, Sweden. The Stockholm Criminology Symposium. Title of my presentation: Summary of the process and findings of COREPOL project
- January 2014: Budapest, Hungary. COREPOL High Profile Workshop. Title of my presentation: Roma-police relationship - from a Roma perspective
- June 2013: Buenos Aires, Argentina. XV Comparative Education World Congress. Title of my presentation: Education for Democratic Citizenship and Social Inclusion in a Post-Socialist Democracy (together with Katalin Széger)
- December 2012: Strasbourg, France. Combating hate speech. Title of my presentation: Extreme-right wing, prejudices and minorities in Europe.
- September 2011 – Bremen, Germany. Organiser: University of Bremen. Title of my presentation: Extreme-right wing and young people in Hungary
- December 2011 – Tbilisi, Georgia. Organiser: UMMP. Title of my presentation: Cooperation of NGOs
- November 2010 – Bakuriani, Georgia. Organiser: Union Century 21. Title of my presentation: Actions against prejudice
- September 2009 – Brno, Czech Republic. Organiser: University of Brno, Faculty of Social Sciences. Title of my presentation: Discrimination, democracy and young people (together with Gyorgy Ligeti)
- September 2007 – Stockholm, Sweden. Organiser: United For Intercultural Action. Title of my presentation: Extreme right wing, young people and prejudice in Hungary

**SEMINARS**

- Multiculturalism and Involvement in the European Capital of Culture
- Introduction to Empirical Social Science Research
- Research Methodology
- Survey Methods
- Gathering and Processing Data
- Questionnaire Techniques from a Qualitative Point of View
- Sociological Methods in Socio-Political Research
- The Social Science Degree on the Labour Market

**MEMBERSHIPS**

- European Forum for Restorative Justice
- Euclid Network
- European Academic Network on Romani Studies
- Early Childhood Network

Budapest, 30 January, 2017