

POSITION OF THE HABILITATION COMMITTEE

on the fulfilment of the criteria

for the Habilitation of Ing. Marta Kahancová, M.A., PhD., to the title of Associate Professor
in the field of habilitation and inauguration proceedings in Political Science

Name of the habilitation candidate: Ing. Marta Kahancová, M.A., PhD.

Applicant's institutional affiliation: Institute of Public Policy, Faculty of Social and
Economic Sciences, Comenius University
Bratislava

Field of habilitation and inauguration proceedings: Political Science

Chair of the Habilitation Committee: prof. Ing. Emília Beblavá, PhD.

Members of the Habilitation Committee:

prof. dr. M.J. Maarten Keune, PhD. - University of Amsterdam

prof. PhDr. Tomáš Sirovatka, PhD. – Masaryk University

Application for habilitation proceedings submitted on: 13 March 2026

Habilitation Committee approved by the Scientific Board of the FSES CU on: 31 March 2026

Habilitation Committee appointed on: 31 March 2026

Date and time of the meeting of the Habilitation Committee: 14 April 2026, 10:00 a.m.

Venue of the Habilitation Committee meeting: online

Agenda of the meeting of the Habilitation Committee:

1. Opening
2. Review of the fulfilment of the habilitation criteria
3. Secret vote on the adoption of the conclusion of the Habilitation Committee
4. Conclusion of the Habilitation Committee on the fulfilment of the criteria

Course of the meeting of the Habilitation Committee:

1) Opening

On 14 April 2026 at 2:00 p.m., in accordance with Internal Regulation No. 7/2014 approved by the Scientific Board of Comenius University, entitled Full Wording of Internal Regulation No. 16/2013 Principles of Habilitation Proceedings for the Award of the Title of Associate Professor and Appointment Proceedings for the Title of Professor at Comenius University Bratislava, as amended by Addendum No. 1 governing the procedure for obtaining the academic-scientific titles of professor and associate professor at Comenius University Bratislava, the Habilitation Committee convened. The Committee had been approved at the meeting of the Scientific Board of the Faculty of Social and Economic Sciences of Comenius University on 31 March 2026 and was subsequently appointed by

the Chair of the Scientific Board of the Faculty of Social and Economic Sciences of Comenius University, Prof. JUDr. PhDr. Lucia Mokrá, PhD., on 31 March 2026.

Pursuant to Article 3(2) of Internal Regulation No. 7/2014, the Habilitation Committee was convened by its Chair, Prof. Ing. Emília Beblavá, PhD., on 14 April 2026 in the form of an online meeting. All members of the Committee attended the meeting.

2) Review of the fulfilment of the habilitation criteria

The Habilitation Committee reviewed the fulfilment of the habilitation criteria by Ing. Marta Kahancová, M.A., PhD., in accordance with the document Minimum Criteria for Obtaining the Title of Associate Professor and the Title of Professor at the Faculty of Social and Economic Sciences of Comenius University Bratislava and prepared the following opinion:

a) List of documents on the basis of which the Committee prepared its proposal:

- 1) habilitation file structured in accordance with Article 1(2) of Internal Regulation No. 7/2014
- 2) habilitation thesis

b) Statement on educational activities and the preparation of teaching materials

Length of teaching practice

Ing. Marta Kahancová, M.A., PhD. fulfils the teaching activity requirements beyond the required scope and structure as follows:

Required: 3 years from obtaining third-cycle higher education

Candidate: 6 years at the time of application

Institution(s) where the requirement was fulfilled:

1. University of Amsterdam, the Netherlands, 2007–2008
2. Central European University, Department of Political Science, Budapest, Hungary, 2009–2010
3. Faculty of Social and Economic Sciences, Comenius University, from 2022 to the present

University textbook or teaching text or lecture notes, or chapters therein, extent in author's sheets

Required: 3 author's sheets

Candidate: 6.76 author's sheets

Ing. Marta Kahancová, M.A., PhD. is the author/co-author of three teaching-related publication outputs used in instruction at the Faculty of Social and Economic Sciences:

Kahancová, Marta (Author) [UKOFSVP] (70%) - Uhlerová, Monika (Author) (30%): Trade unions in Slovakia: From politics to bread-and-butter unionism. In: Trade unions in the European Union [text document (print)] [electronic document]: Picking up the pieces of the neoliberal challenge / Waddington, Jeremy [Compiler, editor]; Müller, Torsten [Compiler, editor]; Vandaele, Kurt [Compiler, editor]. – [peer-reviewed]. – 1st ed. – Brussels (Belgium): Peter Lang, 2023. – ISBN 978-2-87574-634-4. – ISBN (online) 978-2-87574-636-8. – ISBN (online) 978-2-87574-635-1. – ISSN 1376-0955, pp. 945–975 [print version] Total number of authors: 2 [chapter]

[Field 060 Social and Behavioural Sciences]

[Study Programme 6718 Political Science]

73,137 characters including spaces

2.03 author's sheets

Holubová, Barbora (Author) (50%) - Kahancová, Marta (Author) (50%): Revisiting the concept of precarious work in times of COVID-19. – [peer-reviewed]. – WOS CC; BKCI-SSH. In: Faces of precarity [text document (print)] [electronic document]: Critical perspectives on work, subjectivities and struggles / Choonara, Joseph [Compiler, editor]; Murgia, Annalisa [Compiler, editor]; Carmo r, Renato Miguel [Compiler, editor]. – 1st ed. – Bristol (United Kingdom): Bristol University Press, 2022. – ISBN 978-1-5292-2007-0. – ISBN (online) 978-1-5292-2008-7. – ISBN (online) 978-1-5292-2009-4, pp. 195–210 [print version] [online]

Total number of authors: 2

[chapter]

[Field 080 Economics and Management]

42,253 characters including spaces

1.17 author's sheets

Brunnerová, S., Holubová, B., Kahancová, M., and Martišková, M. (2023) DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in the Post-Covid-19 Labour Markets: Report on Czechia and Slovakia. CELSI Research Report 57/2023, <https://celsi.sk/en/publications/research-reports/detail/289/social-dialogue-in-defence-of-vulnerable-groups-in-post-covid-19-labour-markets-slovakia-and-czechia/>

128,275 characters including spaces

3.56 author's sheets

Final theses supervised by the candidate

Ing. Marta Kahancová, M.A., PhD. has supervised to date 9 final theses.

c) Statement on the fulfilment of research performance indicators

The Habilitation Committee reviewed the fulfilment of the criteria relating to indicators of creative activity in the form of scholarly works with regard to their number, structure, scope, intensity, and degree of authorial contribution, as well as the demonstration of recognition of the candidate as a scholarly figure within the academic community through citations of published scholarly works in the required number and structure.

Research outputs, including outputs in categories A+, A, and A-

Required: 15, including 1 x A+ and 2 x A, with at least 1 publication from the last 5 years (1)

Candidate: 65 in total, of which 41 are indexed in WoS. Over the last 6 years: 28, of which 21 are indexed in WoS.

35 outputs included in the registered publication record, of which:

18 x A+

16 x A

1 x A-

Extent of the author's contribution:

A+: in four publications, the authorial share is 75%

.A: in the two minimally required publications, the authorial share is 75%

Qualitative indicator of research outputs:

The candidate demonstrates 18 outputs in high-quality journals ranked in JCR quartiles Q1 or Q2, assessed under the document Annex to Rector's Directive No. 24/2021, Minimum Criteria for Obtaining the Title of Associate Professor and the Title of Professor at the Faculty of Social and Economic Sciences of Comenius University Bratislava, as A+ outputs (indexed publication, where decisive criteria include in particular authorial contribution, WoS quartile Q1/Q2, and impact factor), which is far above the required minimum of one.

Ing. Marta Kahancová, M.A., PhD. has published in a total of 11 different high-quality journals indexed in the database WoS, thereby demonstrating above-average research capacity for the purposes of defending the title of Associate Professor.

d) Citations to publication outputs

Required: 20, of which 15 indexed in WoS or Scopus, with at least 5 from the last 5 years (5)

Candidate:

Google Scholar citations: 1,123, of which 672 are from the last 6 years.

Web of Science citations: 172 in total, of which 115 are from the last 6 years.

Scopus citations: 236 in total

The candidate significantly exceeds the required number of citations and exceeds the required number of indexed citations fourteenfold. She fulfils the citation criterion at a highly above-standard level.

e) Participant in a research project

Required: Principal investigator/member of a research or scholarly project team

Candidate: co-investigator in 100 projects, of which 20 as principal investigator and 80 as co-investigator

The candidate is the principal investigator of the project BARSERVICE – European Social Fund Plus Project No. 101126532, Smart Bargaining in the Services Sector: overview, challenges, opportunities; she serves as coordinator and principal investigator of the international consortium, 2024–2025.

The candidate is the principal investigator of EEA/Norway Grant No. T2-2019-008, I want to work, who can help me? Strengthening the cooperation between policy makers and the non-profit sector in return to work of persons with disabilities and health conditions; she served as principal coordinator of the international consortium, 2019–2021.

The candidate is a co-investigator in the international project TransEuroWorkS – Horizon Europe Project No. 101061198, Transforming European Work and Social Protection: A New Proactive Welfare State Fit for the Future World of Work; she serves as principal investigator for Slovakia, 2022–2026.

The candidate is a co-investigator in the international project INTEGRATE-DIALOGUE – Horizon Europe Project No. 101177913, Integrating Diversity in Social Dialogue: Strengthening the EU's Labour Market in the Digital and Green Age. She is a member of the steering committee, principal investigator for Slovakia, and Work Package coordinator, 2025–2029.

The candidate is a co-investigator in the international project DEFEN-CE VS/2021/0196 – Social Dialogue in Defence of Vulnerable Groups in Post-Covid-19 Labour Markets, funded by the European Commission, DG Employment, under the scheme Improving Expertise in Industrial Relations; she served as scientific coordinator of the international consortium and principal investigator for Slovakia and the Czech Republic, 2022–2023.

The candidate's participation in research project teams is above standard.

f) Additional specific criteria

Required: At least one fifth of the total citations must be foreign citations

Candidate: **1,123 in total, foreign citations 96%.**

The candidate substantially exceeds the criterion of 20% foreign citations to her publication activity, with almost 100%—specifically 96%—of the reported citations being foreign.

g) Explicit justification on the basis of which the Committee confirms that the candidate has created a coherent scholarly body of work in the habilitation proceedings

After a thorough review of the fulfilment of the criteria on the basis of the submitted materials and the Annex to Rector's Directive No. 24/2021, Minimum Criteria for Obtaining the Title of Associate Professor and the Title of Professor at the Faculty of Social and Economic Sciences of Comenius University Bratislava, the Committee states that the candidate, Ing. Marta Kahancová, M.A., PhD., fulfils all required criteria at an above-standard level in terms of educational activity and the creation of teaching materials, research activity, Citations to publication outputs, research grant activity, and other specific requirements. Through her teaching and scholarly work to date, she has created a coherent scholarly body of work.

Minimum mandatory requirements Field of habilitation and inauguration proceedings: Political science	Required minimum values	
	Assoc. Prof.	Candidate
1. Educational activity and development of teaching materials.		
Duration of teaching activity:	3 years after PhD.	6 years
University textbook or teaching text or lecture notes, or chapters therein, extent in author's sheets (the candidate's authorship share is indicated):	3 AH ¹	6 (6.76 author's sheets)

¹ University textbook or teaching text or lecture notes, or chapters therein, in the extent of author's sheets (the candidate's authorship share), or publications demonstrably used in teaching activity, up to a maximum of 6 publications in the aggregate extent required (these may not be used to demonstrate fulfilment of the criteria in the field of research activity)

Final theses defended under the candidate's supervision:		9
2. Research or creative artistic activity*) Research outputs, including outputs in categories A+, A and A-:	15 of which: 1x A+ 2xA (1)	Total 65 (41 in WoS), of which 28 in the last 6 years (21 in WoS) 35 outputs included in the registered publication record, of which: 18 x A+ 16 A 1 x A-
3. Citations to publication or artistic outputs*) Citations in total, of which: Citations registered in WoS, SCOPUS, or another relevant international database according to the specifics of the field	20 of which: 15 (5)	Google Scholar citations: 1,123, of which 672 in the last 6 years Web of Science citations: total 172, of which 115 in the last 6 years Citations in SCOPUS: 236
4. Scholarly school Supervision of doctoral students: (completed/after dissertation examination): Participant/leader of a research or artistic project or another scholarly or artistic team according to the specifics of the field	Principal investigator/member of a research team of a research or scientific project	1 after dissertation exam Principal investigator of a research project: 20 Research project investigator: 80
5. Additional specific criteria**)	At least one-fifth of all citations must be foreign citations	More than 90 % of citations

Ad 3) Secret vote on the adoption of the conclusion of the Habilitation Committee

The Chair of the Habilitation Committee, Prof. Ing. Emília Beblavá, PhD., stated that the criteria for the habilitation of the candidate for the title of Associate Professor in the field of habilitation and inauguration proceedings in Political Science had been fulfilled.

Two members of the Habilitation Committee, Prof. Tomáš Sirovatka and Prof. Martin Keune, agreed with the above statement.

The Chair of the Habilitation Committee invited the Committee to express, by secret ballot, whether they agreed with the statement that the candidate, Ing. Marta Kahancová, M.A., PhD., fulfils the required criteria.

An online vote on the submitted proposal followed:

Result of the online vote of the Habilitation Committee:

Number of members of the Habilitation Committee:	3
Number of members voting:	3
Votes in favour:	3
Votes against:	0
Abstentions:	0
Did not vote:	0

The Chair, Prof. Ing. Emília Beblavá, PhD., announced the result of the vote to the members of the Habilitation Committee, and the Committee adopted the following:

RESOLUTION

The Habilitation Committee states that Ing. Marta Kahancová, M.A., PhD., fulfils the required criteria for the award of the academic title of Associate Professor in the field of habilitation and inauguration proceedings in Political Science.

Ad 4) Conclusion of the Habilitation Committee on the fulfilment of the criteria

Based on the submitted habilitation file and the submitted habilitation thesis, and having assessed the fulfilment of the criteria pursuant to Rector's Directive No. 24/2021, which lays down the criteria for obtaining the academic-scientific titles of Associate Professor and Professor at Comenius University Bratislava, the Habilitation Committee states that Ing. Marta Kahancová, M.A., PhD., fulfils the criteria for the award of the academic title of Associate Professor at Comenius University Bratislava, Faculty of Social and Economic Sciences.

The members of the Habilitation Committee also strengthen that the candidate Ing. Marta Kahancová, M.A., PhD has an excellent publication record, including publications in high-ranking journals. She has excellent research activities and is involved in several international research consortia, including Horizon projects. She leads several of them, which shows her excellent management skills. Her academic work is very convincing and we strongly support her habilitation. Her international impact is evidenced by strong citation records and invited lectures.

Habilitation Committee:

Chair of the Habilitation Committee:

Name, surname and titles: prof. Emília Beblavá, PhD.

Position: Professor

Field of habilitation and inauguration proceedings: Political Science

Institution: Faculty of Social and Economic Sciences, Comenius University Bratislava, Bratislava

Signature:

Members:

Name, surname and titles: prof. dr. M.J. Maarten Keune, PhD.

Position: Professor

Field of habilitation and inauguration proceedings: Political Science

Institution: Faculty of Law, Labour Law, University of Amsterdam

Signature:

Name, surname and titles: Prof. PhDr. Sirovatka, PhD.

Position: Professor

Field of habilitation and inauguration proceedings: Political Science

Institution: Faculty of Social Studies, Department of Social Policy and Social Work, Masaryk University

Signature:

In Bratislava, on 14 April 2026