

PROFILE

Applied researcher and expert consultant with 15+ years of experience in gender equality, socio-economic inclusion, migration, labour markets, and international development. Proven expertise in quantitative and mixed-methods research, data collection systems, survey and indicator development, and policy analysis. Proven track record delivering policy-relevant research, advisory services, and capacity-building activities for international organisations, governments, and NGOs across Europe and sub-Saharan Africa.

Gender equality & GBV	Socio-economic inclusion	Migration & labour markets
Data collection, surveys & indicators	Monitoring & Evaluation frameworks	Statistical standards
Policy analysis & recommendations	Quantitative & mixed-methods research	Capacity building & training delivery

EMPLOYMENT HISTORY

- 10.2023-present **Postdoctoral Researcher** | Quantitative Analysis of Labour Migration | [European Birds of Passage \(EBoP\)](#)
Centre National de la Recherche Scientifique (CNRS) | Strasbourg, France
- 05.2023-present **Associate Member**
Bureau d'Économie Théorique et Appliquée (BETA) | Université de Strasbourg | Strasbourg, France
- 05.2025-07.2025 **Expert Consultant – Gender-Based Violence Data & Capacity Building**
Council of Europe | Chisinau, Moldova
- 10.2024-05.2025 **Expert Consultant – Gender Equality Data & Research**
Council of Europe | Strasbourg, France
- 08.2024-10.2024 **Expert Consultant – Gender-Based Violence Data**
Council of Europe | Strasbourg, France & Chisinau, Moldova
- 01.2017-07.2022 **Doctoral Researcher in Work & International Migration**
King's Business School | King's College London – London, UK
- 06.2019-07.2019 **Qualitative Data Analyst (Consultant)**
Tony Blair Institute for Global Change (TBI) – London, UK
- 01.2017-08.2017 **Monitoring & Evaluation Data Analyst (Consultant)**
Tony Blair Institute for Global Change (TBI) – London, UK
- 12.2015 -12.2016 **Maternity Leave**
- 07.2015-11.2015 **Research & Capacity Building Consultant: Economic Empowerment (AGYW)**
Social Development Direct (SDD) for UK Department for International Development (DfID) – Kinshasa, DR Congo
- 05.2015-06.2015 **Research Consultant: Gender Equality & Social Norms**
Laura Davis Consulting for UK Department for International Development (DfID) – Kinshasa, DRC
- 02.2015-05.2015 **Research Consultant: Women's Economic Empowerment & Political Participation**
Laura Davis Consulting for International Alert – Eastern DR Congo and cross-border areas with Rwanda, Tanzania, Uganda
- 04.2014-01.2015 **Programme Coordinator & Head of Office**
War Child UK – Kinshasa, DR Congo
- 01.2014-03.2014 **Research Consultant: Socio-Economic Empowerment of Adolescent Girls & Young Women (AGYW)**
War Child UK – Kinshasa, DR Congo
- 01.2009-08.2012 **Policy Officer** | Youth employment and participation | [Overview of managed projects, partners & events](#)
Assembly of European Regions (AER) – Strasbourg, France. *Followed by MSc at King's College London (UK)*
- 09.2008-12.2008 **Intern** | Assembly of European Regions (AER) – Strasbourg, France

EDUCATION

- 01.2017-07.2022 **PhD in Work & International Migration** | Full research scholarship from King's Business School
King's College London; London, UK | PhD thesis: *Socio-economic Implications of South-to-North Female Migration*. Supervisors: Professor Alison Wolf & Professor Filipa Sà
- 02.2016-04.2016 **Professional qualification course in International Labour Migration: Economics, Politics and Ethics**
Course by Martin Ruhs, University of Oxford (online)
- 09.2012-11.2013 **Master of Science (MSc) in Public Services Policy and Management**
King's College London; London, UK | MSc thesis: *Matching Skills Supply and Demand. A Quantitative Analysis of Labour Markets in 12 European Regions*.
- 09.2004-12.2010 **Master of Arts (MA) in Applied Linguistics**
University of Warsaw; Warsaw, Poland | MA thesis: *Negative Political Advertising. Critical Discourse Analysis of the 2008 US Presidential Campaign*. (in English)

Languages & Tools

English, French (fluent) | Polish (native) | German, Italian (basic)
Stata, SPSS, NVivo, MS Office, Zoom, MS Teams

Selected Publications

Forthcoming (2026): Hejman-Mancewicz, J. "The Migration of Women from the Global South. Seeking Economic, Political and Civil Freedom" (working title), Palgrave Macmillan.

Selected presentations & trainings:

- Revised data collection methodology for the CoE's Gender Equality Strategy 2024-2029 - presentation of the draft to Members of the CoE's Gender Equality Committee at the 26th Plenary Session; October 2024; Council of Europe, Strasbourg, France.
- [Seminar on Statistics & Data Analysis](#) – introduction to data analysis for members of the European Birds of Passage (EBoP) project and the University of Strasbourg Law Faculty members. 20 February, Maison Interuniversitaire des Sciences de l'Homme – Alsace (MISHA), Strasbourg, France.
- Poster presentation "[Temporary Labour Migrants in the EU: Birds of Passage – Elephants in the Room](#)" - Research Institute for the Evaluation of Public Policies (IRVAPP); 22-24 of January 2024; Venice, Italy.
- Presentation of a paper "Causal impact of South-North migration on women's access to assets. Unbalanced panel data analysis of sub-Saharan African migration to Europe" at Bureau d'économie théorique et appliquée (BETA), Université de Strasbourg, France, 11 May 2023.
- Survey training for 21 data enumerators on data collection tools, methods and gender- and conflict-sensitive interview techniques prior to the 'Tushiriki Wote' field study; 2-3 March 2015 Goma and Bukavu, DR Congo.

Selected publications and policy reports:

- Hejman-Mancewicz, J. (2024). "[Migration-Development Nexus Through a Gender Lens](#)." AfronomicsLaw's symposium on *The Right to Development and Migration*.
- Hejman-Mancewicz, J. (2019). Gender Summit: The piece of the puzzle that 21st century science might be missing? *British Mensa's: ANDROGYNY*, 3(1), 35-38.
- Rider, C.; Brady, A., Roselli, M., Hejman, J. (2017). Muslim Leaders. Evaluation Report. TBI for Global Change. Available on Request (in English).
- Hejman, J. (2015): What is known about socio-economic status of adolescent girls and young women. Secondary literature review. DFID-commissioned, for SDDirect. Available on request (in English).
- Hejman, J. (2015): Scoping of programmes for adolescent girls and young women in Kinshasa and in DRC. DFID-commissioned, for SDDirect. October 2015. Available on request (in English).
- Hejman, J. (2015): La Pépinière Stakeholder Mapping. For SDDirect. Available on request (in English).
- Davis, L., Hejman, J., Bourges, G. (2015): A sensitisation and girls' empowerment study for La Pépinière, DFID DRC's Programme for Adolescent Girls, commissioned by DFID. Available on request (in English and French).
- Davis, L., Hejman, J.: Tushiriki Wote (Let's all participate) – Building peace through women's economic and political empowerment and participation, a baseline study commissioned by International Alert, SIDA-funded. May 2015. Available on request (in French).
- Policy reports with recommendations for four subnational governments following policy peer review visits to Portugal, Croatia, Serbia and UK (2011-2012). Please note the policy reports are confidential, but more information about the peer reviews is available [here](#)