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● EDUCATION AND TRAINING

10/2020 – 09/2024

PHD IN LAW University of Maribor, Faculty of Law

Thesis Ph.D. thesis defence in September 2024 (»Collective Labour Rights of Platform Workers« under mentorship of Full Professor Darja Senčur Peček, Ph.D.)

2018 – 2020

MASTER OF LAWS LL.M. University of Maribor, Faculty of Law

- Highest GPA in generation: 10.0
- The Best Student award – Awarded "The best student" on the level of the entire University (for academic performance, publications, research work, extracurricular activities, etc.)

Thesis The limits of permissible surveillance of workers (with the) use of information and communications technology at the workplace : selected aspects

09/2017 – 04/2018

ERASMUS STUDENT EXCHANGE PROGRAMME Maastricht University, Faculty of Law

- Subjects: Comparative income and business taxation; Private International law; Public international law; European law; Comparative contract law; European administrative law
- Member of the Willem C. Vis International Commercial Arbitration Moot team (Maastricht University, Faculty of Law) - awarded Honourable mention for memorandum for respondent

2015 – 2018

BACHELOR OF LAWS LL.B. University of Maribor, Faculty of Law

- Highest GPA in generation: 9.93
- Rector's University award for the best student in the generation

2011 – 2015

IBO BILINGUAL HIGH SCHOOL DIPLOMA International Baccalaureate, II. gimnazija Maribor

Final grade: Maximum score of 45/45 points (acheived by 0.3% of students from more than 70.000 candidates worldwide)

● WORK EXPERIENCE

 **UNIVERSITY OF MARIBOR, FACULTY OF LAW** – MARIBOR, SLOVENIA

ASSISTANT PROFESSOR (DOCENT) – 04/2025 – CURRENT

Assistant Professor (Docent) at Department of Labour law

Main research areas: new forms of work, protection of privacy and personal data of the worker, collective labour law, human rights, the challenges of digitalisation and artificial intelligence, platform work, etc.

**Teaching (courses):**

- Labour Law
- European Labour Law
- Legal Informatics
- English Legal Terminology
- Advanced English Legal Terminology
- MUN and Moot Competitions I & II

 **UNIVERSITY OF MARIBOR, FACULTY OF LAW** – MARIBOR, SLOVENIA

EARLY STAGE RESEARCHER – 10/2020 – 03/2025

Work experience: teaching, research, administrative and project work, translation of scientific texts, text editing, report writing, presentations at national and international scientific conferences, preparation of study materials, website editing, assistance in organising conferences, round tables, workshops, etc.

● LANGUAGE SKILLS

Mother tongue(s): **SLOVENIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
CROATIAN	B2	B2	B2	B2	B2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● SKILLS

Social Media | Microsoft Office | Publishing and managing content on various digital platforms (blog, website, LinkedIn page) | Video Conferencing (Zoom, Skype, MS Teams, WebEx, Google meet)

● PROJECTS

Researcher

- Researcher on the project: "Measures to improve working conditions in platform work in Slovenia: legal analysis (PLATFOsi)" (2025-2026, Co-financed by the Slovenian Research and Innovation Agency and Ministry of Labour, Family, Social Affairs and Equal Opportunities). The purpose of the project is to develop expert bases and proposals for measures to implement Directive (EU) 2024/2831 on improving working conditions in platform work, including measures for the effective identification and elimination of disguised employment relationships, which is key to eliminating precarious work.
- Researcher on the project: "Analysis of platform work in Slovenia (ADPS): current situation and key challenges" (2025-2026, Co-financed by the Slovenian Research and Innovation Agency and Ministry of Labour, Family, Social Affairs and Equal Opportunities). The aim of the project is to obtain factual data on the prevalence of platform work in Slovenia, which will assist the government in choosing solutions for the implementation of the Platform Work Directive.
- Researcher on the project: "Green and Digital Legal Transformation" (2022-2025). Analysis of various aspects of the digital and green transformation of work processes. Researching legal solutions for the aforementioned changes in the field of labour law (role of employee representatives, regulation of artificial intelligence, platform work, protection of workers' rights, etc.).
- Researcher on the project: Review of the normative framework for the prevention of sexual harassment and other forms of sexual violence in academia and research (funded by the Ministry of Science, Education and Sport), 2021

Research and administrative assistance

- Assistance to Full Professor dr. Darja Senčur Peček in preparing the "Slovenian legal framework report" for the IACL's General Rapporteur (prof. dr. Adelle Blackett) on "Contemporary Forms of Slavery, Including Causes and Consequences" (2023)
- Assistance to Full Professor dr. Darja Senčur Peček in preparing the "Slovenian legal framework report" for the final European Trade Union Institute report "Interaction between labour law and immigration regimes : the case of short-term third-country national workers in the EU and the EEA" (2023)
- Assistance to Full Professor dr. Darja Senčur Peček in preparing the "Slovenian legal framework report" for the final European Trade Union Institute publication "Report on the social security rights of short-term third-country national migrant workers" (2023)
- Assistance to Full Professor dr. Darja Senčur Peček in hosting Fulbright Specialist Prof. Dr. Carol Daugherty Rasnic from the USA at the Faculty of Law, University of Maribor (within the Fulbright Programme) (October to November 2024, one month stay)
- Researcher on the project: Review of the normative framework for the prevention of sexual harassment and other forms of sexual violence in academia and research (funded by the Ministry of Science, Education and Sport)
- Administrative help (minutes of the kick-off meeting) on the EU projects Diversity of Enforcement Titles in cross-border Debt Collection in EU ; and Train to EN4SE (University of Maribor, Faculty of law, 2020-2022).

PUBLICATIONS

Journal Articles (scientific) – selected

- POLAJŽAR, Aljoša. Analysis of the criteria for establishing the existence of an employment relationship of platform workers under the Platform Work Directive – high expectations and limited outcome?. *Revista jurídica Portucalense*. 2025, vol. 1, no. 38, str. 106-122. ISSN 2183-5705. <https://revistas.rcaap.pt/juridica/article/view/41057>, DOI: [10.34625/issn.2183-2705\(38\)2025.ic-6](https://doi.org/10.34625/issn.2183-2705(38)2025.ic-6). [SNIP, WoS, Scopus]
- POLAJŽAR, Aljoša. Access of platform workers to collective rights – the fall of the binary divide?. *Časopis pro právní vědu a praxi*. 2024, roč. 32, č. 2, pp. 195-212. DOI: [10.5817/CPVP2024-2-1](https://doi.org/10.5817/CPVP2024-2-1). [SNIP, Scopus]
- POLAJŽAR, Aljoša. Covert surveillance at the workplace and the ECtHR approach : possible risks of breaching GDPR rules. *E-journal of international and comparative labour studies*. 2023, vol. 12, no. 3, str. 20-46. https://ejcls.adapt.it/index.php/ejcls_adapt/article/view/1451. [SNIP, WoS, Scopus]
- POLAJŽAR, Aljoša. The Role of Workers' and Employers' Representatives in the Introduction of Artificial Intelligence in Employment Relations and Examples of Good Practice (Vloga predstavnikov delavcev in delodajalcev pri uvajanju umetne inteligence v delovna razmerja ter primeri dobrih praks). *Employees & Employers: Labour Law and Social Security Review*. 2023, letn. 23, [št.] 2/3, pp. 243-257. link: [Digitalna knjižnica Slovenije - dLib.si](https://digitalna.knjiznica.slovenije-dLib.si).
- POLAJŽAR, Aljoša. Protection of worker's privacy in the digitalisation era : GDPR and the role of workers' representatives (*Varstvo zasebnosti delavca v dobi digitalizacije : GDPR in vloga delavskih predstavnikov*). *Employees & Employers: Labour Law and Social Security Review*. 2021, letn. 21, [št.] 2/3, pp. 273-293. http://delavciindelodajalci.com/P/PDF/Revija_2-3-2021_letnik_XXI.pdf.
- POLAJŽAR, Aljoša. Collective labour rights of platform workers under the Directive on improving working conditions in platform work (selected aspects) (Kolektivne delavske pravice platformnih delavcev po Direktivi o izboljšanju delovnih pogojev pri platformnem delu : (izbrani vidiki)). *Employees & Employers: Labour Law and Social Security Review*. 2024, letn. 24, [št.] 4, pp. 403-418.
- POLAJŽAR, Aljoša. Collective bargaining for the self-employed - what do the new EU Competition Law Guidelines entail? (Kolektivno dogovarjanje samozaposlenih - kaj prinašajo nove Smernice konkurenčnega prava EU?). *Employees & Employers: Labour Law and Social Security Review*. 2024, letn. 24, [št.] 2/3, str. 237-249. ISSN 1580-6316.
- POLAJŽAR, Aljoša. The issue of judicial determination and legal regulation of the employment status of Uber drivers: legal, philosophical, and sociological aspects (Problematika sodnega določanja in zakonske regulacije zaposlitvenega statusa Uberjevih voznikov : pravni, filozofski in sociološki vidiki). *Employees & Employers: Labour Law and Social Security Review*. 2023, letn. 23, [št.] 1, str. 29-54. ISSN 1580-6316. link: [Digitalna knjižnica Slovenije - dLib.si](https://digitalna.knjiznica.slovenije-dLib.si).

Contributions to Books – selected

- SENČUR PEČEK, Darja, POLAJŽAR, Aljoša. Privacy at work in Slovenia. V: HENDRICKX, Frank (ur.), MANGAN, David (ur.), GRAMANO, Elena (ur.). *Privacy@work : a European and comparative perspective*. Alphen aan den Rijn, The Netherlands: Kluwer Law International B.V., [2023]. pp. 469-491. ISBN 978-94-035-3106-9.
- POLAJŽAR, Aljoša. Collective labour rights of platform workers and the protection of privacy at work – based on the example of the European legal framework and selected EU countries. V: WIELEC, Marcin (ur.), OREŽIAK, Bartłomiej (ur.). *The right to privacy : the view of young researchers*. Warszawa: Wydawnictwo Instytutu Wymiaru Sprawiedliwości, 2024. Str. 31-47. ISBN 978-83-67149-40-2
- POLAJŽAR, Aljoša. Protection of personal data (guidelines for educational institutions and students). V: WELZER-DRUŽOVEC, Tatjana (ur.). *Cyber security - training students and scholars for the challenges of information and communication technologies in research and studies for internationalisation : handbook*. Maribor: Univerza v Mariboru, Univerzitetna založba, 2023. Str. 65-93. ISBN 978-961-286-693-8. <https://press.um.si/index.php/ump/catalog/view/753/1054/2991-1>, DOI: [10.18690/um.1.2023.3](https://doi.org/10.18690/um.1.2023.3).
- POLAJŽAR, Aljoša. Access of Platform Workers in the Advertising Sector to Collective Bargaining (*Dostop platformnih delavcev v dejavnosti oglaševanja do kolektivnega dogovarjanja*). V: REPAS, Martina (ur.). *Dileme sodobnega oglaševanja : izbrane teme*. 1. izd. Maribor: Univerza v Mariboru, Univerzitetna založba, 2023. Str. 277-306. ISBN 978-961-286-788-1. <https://press.um.si/index.php/ump/catalog/view/814/1178/3494-2>.
- POLAJŽAR, Aljoša. The ethical and human rights dilemmas connected to employee monitoring at the workplace : the ECHR perspective. V: BARBÉ, Vanessa (ur.), KERLÉO, Jean-François (ur.), PADOVANI, Julien (ur.). *L'éthique à l'épreuve de la crise*. [Toulouse]: Éditions L'Épilogue, 2021. Str. 245-250. L'Unité du droit, tome 24. ISBN 979-10-92684-50-6. ISSN 2259-8812.
- Co-author of the Employment Relations Act Commentary (Zakon o delovnih razmerjih : (ZDR-1) 3rd edition, izd. Ljubljana: Lexpera, GV založba, 2024. 1374 str. Nova slovenska zakonodaja. ISBN 978-961-247-550-5.
- Co-author of the Civil Servants Act Commentary (Zakon o javnih uslužbencih : (ZJU) : s komentarjem. 1. edition. Ljubljana: Lexpera, GV založba, 2022. 809 str. Nova slovenska zakonodaja. ISBN 978-961-247-489-8.
- Co-author of the Public Sector Salary System Act Commentary (Plače v javnem sektorju : komentar Zakona o sistemu plač v javnem sektorju (ZSPJS). 1. natis. Ljubljana: Tax-Fin-Lex; v Mariboru: Pravna fakulteta, 2022. 481 str., ilustr., portreti. E-paket. ISBN 978-961-7137-08-8.

Case notes and professional articles on recent legal developments- selected

- POLAJŽAR, Aljoša. Kaj prinaša sprejeta direktiva o platformnem delu?. *Pravna praksa : PP*. [Tiskana izd.]. 16. jan. 2025, leto 44, št. 1/2, str. 9-11, z avtorj. sl. ISSN 0352-0730.
- POLAJŽAR, Aljoša. Vloga sveta delavcev pri uvajanju umetne inteligence – primeri dobrih praks iz tujine. *Ekonomsko demokracija : strokovno informativna revija za delavske predstavnike in menedžerje v sodobnem podjetju*. 2024, letn. 28, št. 2, str. 15-17, ilustr. ISSN 1855-8259.
- POLAJŽAR, Aljoša. Meje dopustnega posega v komunikacijsko zasebnost delavca : sodba VS RS II Ips 38/2022 z dne 7. decembra 2022. *Pravna praksa : PP*. [Tiskana izd.]. 23. mar. 2023, leto 42, št. 11/12, str. 12-14, avtorj. sl. ISSN 0352-0730.
- POLAJŽAR, Aljoša. Worker's right to privacy – covert surveillance at the workplace was upheld by the Constitutional Court (May 2022). *EU-EN4S : project blog*. 20. sep. 2022. ISSN 2820-4654. <http://blog.pf.um.si/2022/09/20/workers-right-to-privacy-covert-surveillance-at-the-workplace-was-upheld-by-the-constitutional-court-may-2022/>.
- POLAJŽAR, Aljoša. Meje varstva zasebnosti delavca in dopustnega nadzora s strani delodajalca. *Pravna praksa : PP*. [Tiskana izd.]. 8. sep. 2022, leto 41, št. 33, str. 10-11, portret. ISSN 0352-0730.
- POLAJŽAR, Aljoša. Čas je za posodobitev zakonskega okvirja za močnejšo vlogo svetov delavcev v dobi digitalizacije in umetne inteligence. Del 2, Razmišljanje o mogočih spremembah slovenske zakonodaje. *Ekonomsko demokracija : strokovno informativna revija za delavske predstavnike in menedžerje v sodobnem podjetju*. 2021, letn. 125, št. 4, str. 3-5, fotograf. ISSN 1855-8259.
- POLAJŽAR, Aljoša. Čas za posodobitev zakonskega okvirja za močnejšo vlogo svetov delavcev v dobi digitalizacije in umetne inteligence?. [Del 1], Predstavitev predloga Zakona o modernizaciji svetov delavcev v Nemčiji. *Ekonomsko demokracija : strokovno informativna revija za delavske predstavnike in menedžerje v sodobnem podjetju*. 2021, letn. 125, št. 3, str. 8-11, fotograf. ISSN 1855-8259.
- POLAJŽAR, Aljoša. Zaposlitveni status "Uberjevih voznikov" - smo kaj bližje rešitvi? : analiza sodbe Vrhovnega sodišča Združenega kraljestva z dne 19. februarja 2021. *Pravna praksa : PP*. [Tiskana izd.]. 18. mar. 2021, leto 40, št. 11, str. 14-16, avtorj. sl. ISSN 0352-0730.

● CONFERENCES AND SEMINARS

Conferences (presentations - selected)

- POLAJŽAR, Aljoša. *Self-employed workers' right to collective bargaining – the fall of the EU competition law barrier and all legal problems solved? : lecture, 9th Regulation for Decent Work Conference (International Labour Organisation, Geneva), July 2025.*
- POLAJŽAR, Aljoša. *Open the door to collective labour rights for self-employed platform workers? : lecture, conference LLRN6, Poland 2023: Warsaw/Lodz, 25-27 od June 2023.*
- POLAJŽAR, Aljoša. *The access of self-employed workers to collective bargaining – Have the barriers fallen? : lecture, Seminar for young researchers on "European Labour Law and Social Law", 16th–18th May 2024, University of Belgrade, Faculty of Law, Belgrade.*
- POLAJŽAR, Aljoša. *Regulation of platform work in the EU - labour law aspects : lecture, conference programme: The Law of the Future - The Future of Law, Paneurópska vysoká škola, Fakulta práva, Bratislava, Slovakia, 16. dec. 2021.*
- POLAJŽAR, Aljoša. *Employee privacy and data protection at the workplace of the future : selected aspects : online conference "The Law of the Future - The Future of Law", Panel II, Paneurópska vysoká škola, Fakulta práva, 19. november 2020.*
- POLAJŽAR, Aljoša. *Collective labour rights of platform workers - negotiating the algorithm and protection of privacy at work : lecture, 5th INDL Conference "Features & Futures of Digital Labor", National and Kapodistrian University of Athens, Greece, 3-5 November 2022.*
- POLAJŽAR, Aljoša. *Removing barriers to access to collective bargaining for platform workers? : lecture, Rijeka Doctoral Conference RIDOC 2022, 8-9 December 2022, University of Rijeka Faculty of Law.*
- POLAJŽAR, Aljoša. *The right to privacy at the workplace: the ECHR and EU law perspective : lecture, International Scientific Conference The Right to Privacy - View of Young Researchers, May 16, 2022.*
- POLAJŽAR, Aljoša. *The comparative development of the employee privacy protection in light of the ECHR, EU law and national legal systems : lecture, International forum Modern problems of law and economics in Europe and Asia, Science and International cooperation in the context of legal integration, September 12-15, virtual format, ZOOM platform.*
- POLAJŽAR, Aljoša. *The ethical and human rights dilemmas connected to employee monitoring at the workplace : virtual lecture, Virtual Symposium Ethics and the challenge of the crisis = Colloque virtuel "L'éthique à l'épreuve de la crise" été 2020, coordinated by L'Observatoire de l'éthique publique, July 2020.*

Lectures at summer schools and workshops - selected

- POLAJŽAR, Aljoša. *How is my personal data protected? Analysis of the legal framework under the GDPR : lecture, Cyber F IT International Summer School, Cyber Security of Learning Environments, 28. 8.-9. 9. 2022, Maribor.*
- POLAJŽAR, Aljoša. *GDPR : lecture, Cyber F IT International Summer Workshop, Cyber Security of Learning Environments, 10. 7. - 14. 7. 2023, Maribor.*
- POLAJŽAR, Aljoša. *Varstvo osebnih podatkov delavca po novem ZVOP-2 : predavanje, strokovna delavnica Aktualna vprašanja delovnega prava "Povezujmo teorijo s prakso", 16. in 17. marec 2023, Moravske Toplice, Terme Vivat.*
- POLAJŽAR, Aljoša. *Problematika posegov v zasebnost delavca v okviru delovnega razmerja (izbrani vidiki in primeri) : predavanje, strokovna delavnica Aktualna vprašanja delovnega prava »Povezujmo teorijo s prakso«, 15. in 16. september 2022, Moravske Toplice, Terme Vivat.*
- POLAJŽAR, Aljoša. *Novejša upravna in sodna praksa glede varstva osebnih podatkov delavca po ZVOP-2 in GDPR : predavanje, plenarni del, strokovna delavnica Aktualna vprašanja delovnega prava »Povezujmo teorijo s prakso«, 11. in 12. april 2024, Moravske Toplice, Terme Vivat.*

● HONOURS AND AWARDS

Awards - selected

- 1st place Award of the Human Rights Ombudsman of the Republic of Slovenia for the best doctoral thesis in the field of human rights protection (2025). For a doctoral dissertation entitled "Collective Labour Rights of Platform Workers" (defended in 2024)
- Coach of award-winning student teams, University of Maribor, Faculty of Law (2020- ongoing): Coach of the University of Maribor, Faculty of Law teams at international Moot Court and Model United Nations competitions. Our students have been awarded multiple »Best Delegate« and »Honorable mention« awards.
- The Best Student award, University of Maribor (2020): Awarded "the best student" on the level of the University (for academic performance, publications, research work, extracurricular activities, etc.)
- Rector award, University of Maribor (2020): Award for best academic performance in the generation (from Faculty of Law)
- Perlach award, University of Maribor (2020): Award for outstanding achievements at group competitions and in research



- Best delegate award at POLMUN, Model United Nations, Poland (2019)
- Best delegate award at PSUTMUN, Model United Nations, Jordan (2019)
- Best delegate award at MUNLaws, Model United Nations, Slovenia (2018)
- Honorable mention for memorandum for respondent, Willem C. Vis International Commercial Arbitration Moot Court Competition (2018)
- Golden award at the Slovene national competition in essay writing "Cankar's competition" (Art) (2015)
- 1st place at "Generation Euro" competition (ECB, Economics), European Central Bank (2014)
- Golden award at national competition in History (2014)
- 1st place (2012), Golden award (2013) and Silver award (2014) at national competition in Chemistry, The Association for Technical Culture of Slovenia (ZOTKS)

● NETWORKS AND MEMBERSHIPS

CURRENT

Networks

- LLRN (Labour Law Research Network) 2021- ongoing
- ELLYS (European Labour Law Young Scholars) 2021- ongoing

Memberships

- Member of the »Law Society Maribor« (2020-)
- Member of the Academic Assembly of University of Maribor, Faculty of Law (2020-)
- Previous (student) member of the »The European Law Students' Association (ELSA) (2015-2020)

● DRIVING LICENCE

Driving Licence: B

● HOBBIES AND INTERESTS

Interest in: Business and Economics, Technology, History, Politics, International relations, Law, HRM, Industrial Relations, Sports etc.

● MANAGEMENT & LEADERSHIP SKILLS

Positions of responsibilities

- Assistant of the Editor-in-chief and Editorial board member of LeXonomica: Journal of Law and Economics (indexed in Web of Science, ESCI) (2021- ongoing). Responsibility for the financial and administrative management of the journal and assisting the Editor-in-Chief with editorial work (communication with authors and referees, editing the journal's website, ensuring that articles are published, etc.).
- Faculty project coordinator for Moot Court and Model United Nations competitions (term 2021-2024). Responsibility for securing funding to participate in various moot court and Model United Nations competitions in Europe and the USA (annual budget approx. 35.000 EUR) and for the promotion (dissemination) of the results of our student competitors (editor of the moot court and MUN competitions website, preparing newsletters for publication, etc.).
- Coach of the University of Maribor, Faculty of Law teams at international Moot Court and Model United Nations competitions (2020- ongoing). Our students have been awarded multiple »Best Delegate« and »Honorable mention« awards.
- Member of the organising committee of the annual conference 'Digital Economy and Law', organised by the Maribor Association of Economists in cooperation with the Faculty of Law and the Faculty of Economics and Business at the University of Maribor (2024- ongoing).
- Member of the Faculty of Law's Quality Assessment Committee. Responsibilities in relation to the preparation of a specific part of the annual self-evaluation report.
- Member of the Faculty of Law's Workgroup for the establishment of the new five-year degree programme in Law; and Workgroup for the renewal of the "specialised" study programmes of the Faculty of Law University of Maribor.