

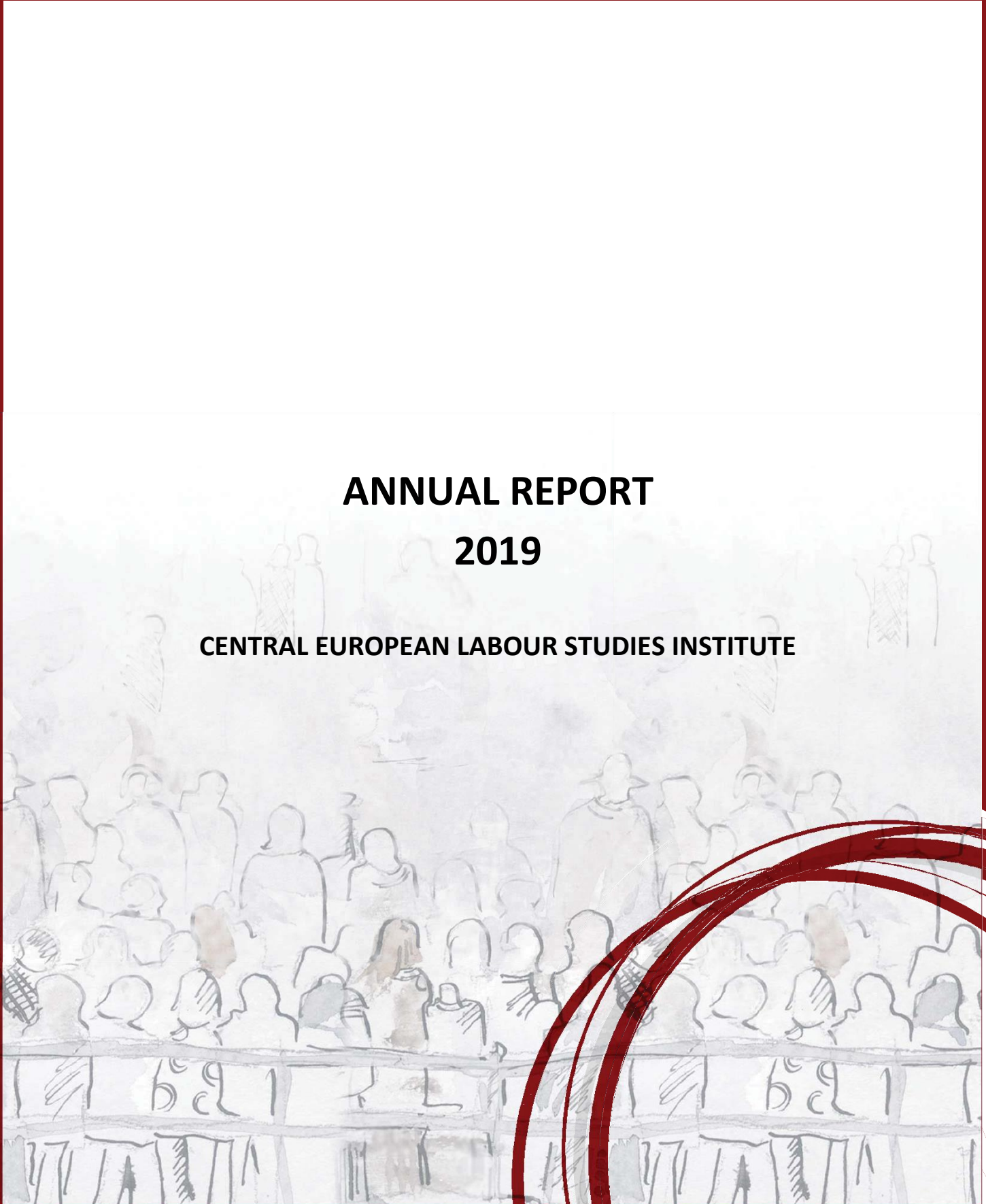


Central European  
Labour Studies  
Institute

[www.celsi.sk](http://www.celsi.sk)

# ANNUAL REPORT 2019

CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE



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## About CELSI

Central European Labour Studies Institute (CELSI) is a non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies.

CELSI strives to make a contribution to the cutting-edge international scientific discourse. In its applied research and policy analysis CELSI promotes the focus on Central and Eastern European countries. CELSI fosters intensive cooperation with internationally recognized research institutions, seeking to build a bridge between forefront international expertise and in-depth knowledge of local experts. Besides its academic competence, CELSI provides expert data services – data collection, processing and analysis.

CELSI is independent from any ideology, political party, organization or government. In all its activities, CELSI fully commits to the values of academic integrity. CELSI is an equal opportunity employer.

## People

### CELSI Management



Marta Kahancová, PhD.  
Founder and Managing Director



Prof. Martin Kahanec, PhD.  
Founder and Scientific Director

### CELSI Team



Martin Guzi, PhD.  
Researcher



Barbora Holubová, PhD.  
Researcher



Jakub Kostolný  
Researcher



Lucia Kováčová  
Researcher



Tibor T Meszmann, PhD.  
Researcher



Monika Martišková  
Researcher



Mária Sedláková  
Researcher



Gábor Szüdi, PhD.  
Researcher



Adam Šumichrast  
Researcher

### **CELSI Research Assistants**

Ivana Gallasová, Lenka Hanulová, Nicol Haulíková, Monika Lichá

### **CELSI Administrative Team**

Elena Buzášová, Soňa Mikulíková

### **CELSI Research Network**

CELSI research fellows are senior researchers with a strong record of research publications about CEE labour markets or broader labour issues.

CELSI research affiliates are researchers that hold a higher academic degree or are pursuing one (e.g. PhD candidates, Postdocs) and have a clear potential for a strong record of research publications about CEE labour markets or broader labour issues.

The network of research fellows and affiliates is a core asset in CELSI's mission as a cross-cutting cross-disciplinary platform for exchange of ideas and knowledge about CEE labour markets or broader labour issues. This exchange is fostered mainly by means of CELSI's discussion paper series, scientific workshops and conferences as well as collaborative research projects in this research area. CELSI research fellows and affiliates enjoy the exclusive opportunity to publish their research papers (including co-authored ones) in the CELSI Discussion Paper Series.

Membership in CELSI's network of research fellows or research affiliates does not constitute or imply any contractual liability or duty on the part of CELSI, research fellows or research affiliates.

## **CELSI Research Fellows and Affiliates**

Number of Research Fellows: 63

Number of Research Affiliates: 5

The full list of names is available here: <https://celsi.sk/en/people/>

## Main Projects 2019

- **EaP: Mapping Studies of the Trade Unions and Professional Associations as Civil society actors on the issue of labour rights and social dialogue in six Eastern Partnership countries**

**Project number:** EuropeAid/137844/DH//SER/MULTI

**Project duration:** 2019-2019

The objective of the project was to conduct mapping studies of the current situation relating to trade unions and professional associations, as membership-based civil society actors in the Eastern Partnership (EaP) region (Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine) with a key role in the transition to new economic labour relations and inclusive growth. The purpose of these studies was to assess the potential and need for the provision of EU support to this group of civil society and provide recommendations.

This project has received financial support from the European Union



- **GPG: Closing the gender pay gap in public services in the context of austerity**

**Project number:** VS/2019/0074

**Project duration:** 2019-2020

The project will deepen the analysis of the gender pay gaps in the public services (education, health, social services and public administration) by identifying how and why austerity has or has not disproportionately affected women's pay within and between EU countries. It will share and promote expertise by identifying cases, geographically spread across the whole of the EU, where unions have addressed the pay gap. It will capture the interface between collective bargaining and the use of equality and pay transparency legislation, the efficacy of each and how unions can make progress at the organisational level in a way that is seen by actors to translate into outcomes. The project will engage with actors on the basis that research and practice will be transferred to social partners throughout. CELSI will cover the EU Eastern countries (SK, CZ, PL, HU, AT, RO and BG) and provide a statistical analysis of the possible association of the GPG in public services and austerity measures during the economic crises for all EU countries.

This project has received financial support from the European Union



- **HOSPEEM-EPSU: Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe**

**Project number:** VS/2019/0008

**Project duration:** 2019-2020

The project aims to provide an appropriate framework to continue addressing capacity building needs of social partners. The work will serve to help build the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland, Romania, Cyprus, Greece, Italy, Malta, Portugal, Spain, Croatia, Czech Republic, Slovakia and Slovenia) by exchanging on and collecting the relevant topics and priorities in view of the EU- level sectoral social dialogue.

This project has received financial support from the European Union



- **Changes in the financial Labour Market: the impact of Directive 2014/65 (MiFID II) and Digitalization.**

**Project number:** VP/2018/004/0049

**Project duration:** 2019-2019

This project aimed at strengthening the role and contribution of industrial relations, in particular the social dialogue in the banking sector in responding to the major challenges brought by digitalisation process and introduction of Directive MiFID II. The approach has been innovative through search activities to deepen the analysis on topics key of new organisational frameworks of banks and experimentation of new contractual forms. With regard to the latter, the activities will be move in the direction advocated by the European Social Pillar (mentioned in the Call for Proposals), in particular at the Chapter II "Fair working conditions", Principle 5: "Innovative forms of work that ensure quality working conditions shall be fostered. Entrepreneurship and self-employment shall be encouraged. Occupational mobility shall be facilitated".

This project has received financial support from the European Union



- **ARTUS-CEE: Articulation of the Trade Unions' Strategies on upward convergence of social standards in the enlarged European Union – voice of CEE countries**

**Project number:** VP/2018/004/0017

**Project duration:** 2019-2021

The main objective of the project is to analyze whether trade unions are able to undertake effective actions aiming at upward convergence of social standards and welfare systems in the EU in the context of clear disparity in industrial relations systems among EU countries and the weak EU level industrial relations in CEE countries. The research project will present the views of trade unions from CEE in relation to the essential elements of industrial relations which have impact on upward convergence of social standards process. In order to achieve it the project focuses at expanding the knowledge on European comparative industrial relations by reconstructing dominant narratives of trade unions from the NMS of CEE in the above-mentioned context, and subjecting the views expressed by CEE trade union representatives to critical assessment by the "Western" experts. The research will focus primarily on gathering



opinions of CEE trade unions on the most controversial elements of internal European trade unions; discussion linked to the East–West divergences.

This project has received financial support from the European Union



- **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 health conditions**

**Project number:** T2-2019-008

**Project duration:** 2019-2020

The aim of the project is therefore to strengthen cooperation between policy makers and NGOs in terms of integration of people with disabilities into the labour market and to enable them to fully return to work. The project will comprehensively map existing legislation as well as implementation practice through desk research as well as semi-structured interviews with representatives of all the above-mentioned groups of actors (state administration, NGOs, trade unions, employers). We will focus on networking these organizations by providing the latest knowledge based on comparing research findings and recommendations for integrating persons with disabilities in Slovakia and Norway, as a country with an experience in employing vulnerable groups. The project's activities will make it possible to link the practical experience and interests of these actors to better set up labor integration services and measures with a specific positive impact on people with disabilities as well as target sub-groups (Roma and homeless people).

The project is financed by EEA Grants 2014-2021 through the Program Active Citizens Fund Slovakia



- **COLBAR-EUROPE: EUROPE-wide analyses of collective bargaining agreements**

**Project number:** VP/2018/004/0008

**Project duration:** 2019-2020

COLBAR-EUROPE's contribution to the EU policy agenda focusses on the knowledge gap in the field of industrial relations. Until recently, the important question about what is agreed in collective agreements in European countries could not be answered, as can be noticed in EC's Industrial Relations Reports and ESDE 2017 report, the EC's 2017 white paper, as well as in the forthcoming OECD report on the impact of collective bargaining and in the EUROFOUND website. No other publication discusses the content of Collective Agreements, whether it relates to wage setting or to other topics agreed in collective bargaining.

This project has received financial support from the European Union



- **REWIR: Negotiating return to work in the age of demographic change through industrial relations**

**Project number:** VS/2019/0075

**Project duration:** 2019-2021

The project “Negotiating return to work in the age of demographic change through industrial relations (REWIR)”, brings together research on industrial relations and social dialogue with expertise in occupational health, return to work policies and the fundamental goals of the Europe 2020 strategy. More specifically, REWIR aims to study the role that industrial relations play in extending the involvement of EU citizens in the labour market through work retention and integration after exposure to chronic conditions, at the EU-level, the national-level and the company-level, against a background of demographic and technological change.

This project has received financial support from the European Union



- **PHS-QUALITY: Job Quality and Industrial Relations in the Personal and Household Services Sector**

**Project number:** VP/2017/004/0049

**Project duration:** 2018-2020

The aim of the PHS-QUALITY project is to study, from a comparative and multidisciplinary perspective, the existing public policies and social partners’ strategies towards personal and household services in ten EU countries, namely, Belgium, Denmark, the Netherlands, Spain, Germany, France, Finland, Czech Republic, Slovakia and the UK. Personal and household services (PHS) cover a range of activities that contribute to the well-being at home of families and individuals, including child care, care for the elderly and persons with disabilities, housework services (such as cleaning, ironing and gardening), remedial classes, home repairs, etc. PHS are provided within the household, mostly by women, mainly working part time, with relatively low skills and often from a migrant background. It is a rapidly growing sector where a large share of the work is done informally, which often negatively affects both the quality of work and the quality of the services. Improving the quality of work in PHS is high on the policy agenda of the EU and the ILO. The aim of the here proposed project is to analyse legislation, public policies, and social partners’ actions/campaigns specifically oriented to protect PHS providers.

This project has received financial support from the European Union



- **EESDA: Enhancing the Effectiveness of Social Dialogue Articulation in Europe**

**Project number:** VS/2017/0434

**Project duration:** 2018-2019

EESDA is a research project that brings together five consortium partners with the aim to advance the current knowledge and expertise on the articulation of social dialogue in Europe and its relation to the effectiveness of social dialogue. It studies the ways in which social dialogue between public and private actors at different levels functions and the channels through which

EU level social dialogue - across and within sectors- affects the actors, decisions and outcomes at the national and sub-national level, and vice versa. As social dialogue is not a one-dimensional process, the interactions and relations between the involved actors are complex. EESDA, therefore, takes a mixed methods approach that starts from a very broad perspective which is specified in following stages of the research.

This project has received financial support from the European Union



- **InGRID-2: 4-year project by the European H2020-programme, supporting expertise in inclusive growth**

**Project number:** No. 730998

**Project duration:** 2017-2021

InGRID research infrastructures serve the social sciences community, that wants to make an evidence-based contribution to a European policy strategy of inclusive growth. This research community focuses on social in/exclusion, vulnerability-at-work and related social and labour market policies from a European comparative perspective. Key tools in this social science research are all types of data: statistics on earnings, administrative social data, labour market data, surveys of quality of life or working conditions, and policy indicators. For the period 2017-2021, the infrastructure has received funding for another 4-year project by the European H2020-programme: the InGRID-2 project. As a continuation of the launch of the infrastructure in 2013, this project will work on the infrastructure as an advanced research infrastructure.

Supported by the European Commission - Research and Innovation action



- **MIFIDII - Changes in the financial Labour Market: the impact of Directive 2014/65**

**Project number:** VS/2019/0097

**Project duration:** 2019-2021

This project aims at strengthening the role and contribution of industrial relations, in particular the social dialogue in the banking sector in responding to the major challenges brought by digitalisation process and introduction of Directive MiFID II. The approach is innovative through search activities to deepen the analysis on topics key of new organisational frameworks of banks and experimentation of new contractual forms. With regard to the latter, the activities will be move in the direction advocated by the European Social Pillar (mentioned in the Call for Proposals), in particular at the Chapter II "Fair working conditions", Principle 5: "Innovative forms of work that ensure quality working conditions shall be fostered. Entrepreneurship and self-employment shall be encouraged. Occupational mobility shall be facilitated".

This project has received financial support from the European Union



## Publications

### Publications by CELSI Researchers

Akgüç, M., **Martišková, M.**, Szüdi, G., & Nordlund, C. (2019). Stakeholders' views on and experiences with the articulation of social dialogue and its effectiveness (No. 25211). Centre for European Policy Studies.

de Rijk, A., Amir, Z., Cohen, M., Furlan, T., Godderis, L., Knezevic, B., Miglioretti, M., Munir, F., Popa A. E., **Sedláková, M.**, Torp, S., Yagil, D., Tamminga, S. & de Boer, A. (2019). The challenge of return to work in workers with cancer: employer priorities despite variation in social policies related to work and health. *Journal of Cancer Survivorship*, 188-199.

**Kahanec, M. & Kahancová, M.** (2019). Economic Research in the Visegrad Countries: An Insiders' World on Europe's Periphery. In Székely, I. P. (Ed.), *Faces of Convergence*. The Vienna Institute for International Economic Studies.

**Kahancová, M., Martišková, M. & Sedláková, M.** (2019) Slovakia: Between coordination and fragmentation. In Müller, T., Vandaele, K. & Waddington, J. (Eds.), *Collective bargaining in Europe: towards an endgame. Volume I, II, III and IV*. European Trade Union Institute.

### Publications in CELSI Discussion Series

#### DP 55:

**Kahancová, M., Martišková, M.** & Nordlund, C. (2019). Enhancing the Effectiveness of Social Dialogue Articulation in Europe: Conceptual and Analytical Framework in a Multi-Level Governance Perspective.

#### DP 54:

Horváth, M. & Siebertová, Z. (2019). Employment Effects of Income Tax Reforms: Lessons from Slovakia.

#### DP 53:

Stranges, M., Vignoli, D. & **Venturini, A.** (2019). "Comparison is the thief of joy". Does social comparison affect migrants' subjective well-being?

#### DP 52:

**Neuman, S., Neuman, T. & García-Muñoz, T.** (2019). A Fresh Look at the Health-Wealth Correlation: A Case Study of European Countries.

### Publications in CELSI Research Reports Series

#### RR 30:

Akgüç, M., **Kahancová, M. & Martišková, M.** (2019). Enhancing the Effectiveness of Social Dialogue Articulation in Europe (EESDA) Comparative report.

#### RR 29:

**Kahancová, M., Martišková, M. & Szüdi, G.** (2019). Enhancing the Effectiveness of Social

Dialogue Articulation in Europe (EESDA), National report: Slovakia.

## **Conferences and seminars**

### **Conferences**

Asking questions about Central and Eastern European labour markets (since more than 10 years now!), to honour the 10th anniversary of Central European Labour Studies Institute (Bratislava, March 7, 2019)

Regional Forum for Social and Economic Policy: Unlocking the Potential for Inclusive Growth at the Local Level (Bratislava, October 24 - 25, 2019), with Friedrich Ebert Stiftung

### **CELSI Frontiers Seminars**

#### **Title: Social Construction of a Good Worker and Its Background: Ukrainian Temporary Workers in Hungarian Electronics**

By: Tibor T. Meszmann, CELSI Researcher

Date: February 8, 2019

Place: Bratislava

#### **Title: What Explains Immigrant-native Gaps in European Labor Markets: The Role of Institutions**

By: Martin Kahanec, Martin Guzi and Lucia Mýtna Kureková, CELSI Researchers

Date: November 27, 2019

Place: Bratislava

## Financial report

Income 2019: 324,688.84 EUR

Source of income 2019: 100% research grants and contract research

### Projects implemented in 2019:

Project name	Grant/project number	Duration	CELSI role	Granted amount (EUR)	Short description	Project website
<b>InGRID-2:</b> supporting expertise in inclusive growth	H2020 European Commission - Research and Innovation action No. 730998	2017 - 2021	Partner	315.970,00	The project provides transnational access to 16 European data centres of the infrastructure within a context of mutual knowledge exchange and cross-fertilisation.	<a href="http://www.inclusivegrowth.eu/">http://www.inclusivegrowth.eu/</a>
<b>GPG - Closing the gender pay gap in public services in the context of austerity</b>	European Commission VS/2019/0074	2019-2020	Partner	62,656.63	Case study of Slovakia on the gender pay gap in public services and the role of social partners	<a href="https://cel.si.sk/en/projects/detail/134/">https://cel.si.sk/en/projects/detail/134/</a>
<b>REWIR - Negotiating return to work in the age of demographic change through industrial relations</b>	European Commission VS/2019/0075	2019-2020	Partner	62,734.64	EU-wide survey among social partners on industrial relations support for return to work after medical conditions (e.g. after cancer treatment and similar). 6 detailed country case studies with interviews and focus groups with social partners.	<a href="https://cel.si.sk/en/projects/detail/64/">https://cel.si.sk/en/projects/detail/64/</a>
<b>EESDA:</b> Enhancing the Effectiveness of Social Dialogue Articulation in Europe	European Commission VS/2017/0434	2018-2019	Partner	87,283.97	Survey among social partners EU-wide, interviews with national/sectoral industrial relations actors in Slovakia (including healthcare)	<a href="https://cel.si.sk/en/projects/detail/28/">https://cel.si.sk/en/projects/detail/28/</a>
<b>PHS-Quality:</b> Job Quality and Industrial Relations in the Personal and Household Services Sector	European Commission VS/2018/0041	2018-2020	Partner	28,696.05	Interviews and analysis of policies on domestic work in Czechia and Slovakia	<a href="https://cel.si.sk/en/projects/detail/30/">https://cel.si.sk/en/projects/detail/30/</a>

<p><b>ARTUS-CEE:</b> Articulation of the Trade Unions' Strategies on upward convergence of social standards in the enlarged European Union – voice of CEE countries</p>	<p>European Commission VS/2019/0070</p>	<p>2019 - 2021</p>	<p>Partner</p>	<p>28,840.00</p>	<p>The main objective of the project is to analyse whether trade unions are able to undertake effective actions aiming at upward convergence of social standards and welfare systems in the EU.</p>	<p><a href="https://cel.si.sk/en/projects/detail/66/">https://cel.si.sk/en/projects/detail/66/</a></p>
<p><b>HOSPEEM-EPSU:</b> Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe</p>	<p>European Commission VS/2019/0008</p>	<p>2019 - 2020</p>	<p>Subcontractor</p>	<p>23,486.50</p>	<p>The project aims to strengthen the social dialogue in the hospital and healthcare sector by collecting priorities of social partners to communicate at the EU level.</p>	<p><a href="https://hospeem.org/activities/hospeem-epsu-project-2019-2020-on-strengthening-social-dialogue-in-the-hospital-sector-in-the-east-south-and-central-europe/">https://hospeem.org/activities/hospeem-epsu-project-2019-2020-on-strengthening-social-dialogue-in-the-hospital-sector-in-the-east-south-and-central-europe/</a></p>
<p><b>I want to work, who can help me?</b> Strengthening the cooperation between policy makers and the non-profit sector in return to work of persons with health conditions</p>	<p>EEA Grant/Norway Funds, implemented by Active Citizens Fund Slovakia T2-2019-008</p>	<p>2019 - 2020</p>	<p>Lead</p>	<p>32,217.56</p>	<p>The aim of the project is to strengthen cooperation between policy makers and NGOs in terms of integration of people with disabilities into the labour market and to enable them to fully return to work.</p>	<p><a href="https://cel.si.sk/en/projects/detail/99/">https://cel.si.sk/en/projects/detail/99/</a></p>
<p>Mapping Studies of Trade Unions and Professional Associations as Civil society actors on the issue of labour rights and social dialogue in six Eastern Partnership countries</p>	<p>European Commission – EuropeAid /137844/DH//SER/MULTI</p>	<p>2019 - 2020</p>	<p>Subcontractor</p>	<p>62,500.00</p>	<p>The project aims to map trade unions and professional associations in 6 EaP countries and provide recommendations on which activities of these organisations might be supported by the EU to improve their impact.</p>	<p><a href="https://cel.si.sk/en/projects/detail/135/">https://cel.si.sk/en/projects/detail/135/</a></p>



<b>WageIndicator:</b> Annual global data management	WageIndicator	2019	Partner	19,326.00	Annual data management contract for Wageindicator surveys worldwide	<a href="http://www.wageindicator.org">www.wageindicator.org</a>
<b>MIFIDII -</b> Changes in the financial Labour Market: the impact of Directive 2014/65 (MiFID II) and Digitalization	European Commission VS/2019/0097	2019 - 2021	Partner	61,213.00	Strengthening the role and contribution of industrial relations, in particular the social dialogue in the banking sector in responding to the major challenges brought by digitalisation process and introduction of Directive MiFID II	<a href="https://cel.si.sk/en/projects/detail/132/">https://cel.si.sk/en/projects/detail/132/</a>
<b>COLBAR-Europe:</b> EUROPE-wide analyses of COLLECTive BARGaining agreements	European Commission VS/2019/0077	2019 - 2021	Partner	18,419.01	COLBAR-EUROPE's contribution to the EU policy agenda focuses on the knowledge gap in the field of industrial relations by systematic analysis and coding of collective agreements EU-wide	<a href="https://cel.si.sk/en/projects/detail/65/">https://cel.si.sk/en/projects/detail/65/</a>

### Small projects (value below 5,000 EUR) implemented in 2019:

Project name	Donor/contractor	Short description
<b>CEELEX: CEE Labour Legislation Database</b>	International Labour Organization (ILO)	Annual update of the CEE-Lex and IR-Lex databases, Slovakia
<b>ENTIRE View:</b> European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting	University of Durham, UK	Expert database for Czechia and Slovakia
<b>Industry 4.0:</b> Digitalization of industry: The transformation of jobs and working conditions	European Trade Union Institute (ETUI)	Case study report on Czechia
<b>ETUI Reforms Watch</b>	European Trade Union Institute (ETUI)	Update of the ETUI Reforms Watch – Slovakia
<b>Collective Bargaining in Europe</b>	European Trade Union Institute (ETUI)	Slovak chapter contribution to the edited book volume
<b>Regional forum for social and economic policy 2019</b>	Friedrich Ebert Stiftung (FES)	Unlocking the Potential of Inclusive Growth at the Local Level: Conference organization, presentations, moderation, policy brief

