

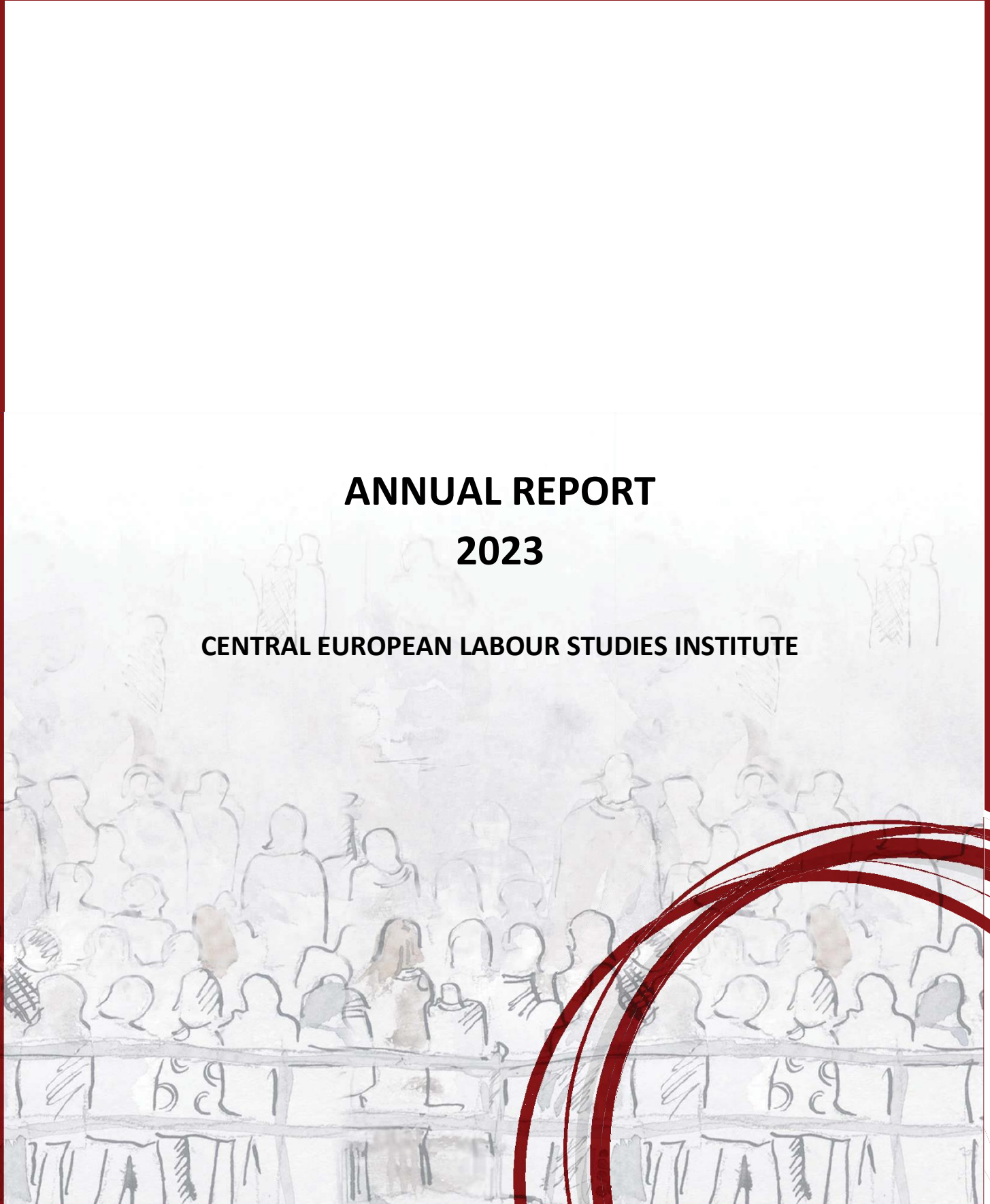


Central European  
Labour Studies  
Institute

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

# ANNUAL REPORT 2023

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



Pavol Bors

Researcher



Lucia Kováčová

Researcher



Tibor T Meszmann, PhD.

Researcher



Monika Martišková, PhD.

Researcher



Lenka Hanulová  
Junior Researcher



Adam Šumichrast  
Researcher



Patrik Gažo  
Researcher



Simona Brunnerová  
Junior Researcher



Nina Holičková  
Researcher



Katarína Lukáčová  
Researcher

### **CELSI Research Assistant**

Serhii Shokha

### **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 2023

- **TRUE EUROPE: Trust in Relations between Unions and Employers in Europe**

**Project number:** 101126483

**Project duration:** 2023-2025

The TRUE EUROPE project focuses on research on trust between employee and employer representatives, using a comparative approach. The overall objective is to identify and link the determinants of trust to the functioning and outcomes of collective bargaining. That is, we seek to explore the foundations, forms and effects of trust by drawing on research on social dialogue in industrial sectors. The sectors covered include industry, banking and finance, and transport. The focus on trust is in relation to A) Digitalization/new technologies at the workplace; B) Skills and training; C) Occupational health and safety = to go beyond core collective bargaining issues. An important dimension of the project is the application of research findings into practice, where social partners will seek ways to increase the coverage of collective bargaining at national and sectoral level through co-creative workshops. This activity is directly related to the European Directive on minimum wages and collective bargaining, which obliges Member States to prepare action plans to increase the coverage of the collective bargaining.

This project has received financial support from the European Union



- **CEECAW: Challenges for Organising and Collective Bargaining in Care, Administration and Waste collection sectors in Central Eastern European Countries**

**Project number:** 101126476

**Project duration:** 2023-2025

The aim of the project is to develop collective bargaining (CB) in three sectors in the EU Central Eastern European countries (CEEC) and Serbia (an EU candidate country). The project aims to support trade unions (at sectoral and national levels) in implementing the goals indicated in Article 4 of the Adequate Minimum Wage Directive in the EU Directive, namely, increase the number of workers covered by collective bargaining agreements up to at least 80% of the labour force: The Institute of Public Affairs (IPA) – Poland coordinates the project. CELSI covers three CEEC countries: the Czech Republic, Hungary, and Slovakia. The project involves conducting research on the state of social dialogue and collective bargaining in specific sectors, as well as analysing the expectations and requirements of national trade unions regarding the implementation of Article 4 (CB development) in CEEC. As part of this research, the project aims to develop 12 national reports, 4 comparative reports, and 4 policy papers in the care, waste management, and central public administration sectors, focused on CEEC and Serbia. The conclusions drawn from the comparative reports will be presented and discussed at 4 scientific seminars, which will be conducted online in English or in another language, such as Polish, Lithuanian, Slovak or Bulgarian. To enhance the capacity of trade unions in three sectors to

engage in collective bargaining, five National CB Boost Workshops will be organized in Poland, Slovakia, Lithuania, Bulgaria, and Serbia. The workshop in Slovakia will be attended online by unions from Czechia and Hungary (interpretation will be provided). The CB Boost Workshops will be attended also by EPSU representatives. The project will also develop policy papers that can serve as the basis for further work. discussion for social partners in CEE countries and inspire public authorities. The project will culminate in a Brussels Roundtable, allowing for a broad stakeholder debate.

This project has received financial support from the European Union



- **Care4Care: from precarious to safe working conditions**

**Project number:** 101094603

**Project duration:** 2022-2024

The project addresses the improvement of the working conditions of 24h care workers, from an required broader understanding of inter-agency cooperation between anti-trafficking organisation LEFÖ-IBF and support organisations for migrant workers and labour market (including “self-employed work”), including a strong partnership with the interest groups for 24h care workers IG24 in Austria, with additional resources for such cooperation with e.g. trade unions and care worker interest groups in Romania and Slovakia. Care4Care understands the prevention of exploitative working conditions and promotion of safe labour migration beyond a protection frame. Inter-agency cooperation on eye level between self-interest groups and anti-trafficking organisations is essential to tackle systemic issues of 24h care workers. With the international project consortium an innovative partnership between anti-trafficking organisation LEFÖ-IBF and broader organisations working for better safe labour migration channels will be implemented in Care4Care. The project pursues: 1) To strengthen the position of the migrant lead self-organisation IG24 by the establishment of a sustainable organisation infrastructure and the process of professionalization regarding to the project management, advocacy policy and media work; 2) To build up networks and cooperation between relevant stakeholders on an international level through exchange meetings and study visits and to develop strategy that ensures a sustainable cooperation after the project; 3) To indicate the problems and needs of 24h care workers in Austria, Slovakia and Romania and to elaborate policy papers including the demands and recommendations that will be the subject of the planned policy work; 4) To conduct research on the best-practices for 24h care workers as a basis for recommendation and policy papers and the Employment model in Austria. The development of the Employment model also includes research and consultations of legal experts; 5) To carry out evidence-based advocacy and policy work for safe labour migration and working conditions of 24h care workers that consist of several national meetings in Austria, Slovakia and Romania.

This project has received financial support from the European Union





- **TransEuroWorkS: Transforming European Work and Social Protection**

**Project number:** 101061198

**Project duration:** 2022-2026

TransEuroWorkS is an innovative, multi-disciplinary and multi-level research project providing analysis and policy recommendations for the future world of European work and social protection. It will provide new, more integrative understandings of how fundamental changes to the labour market and European context can be better and more proactively managed through national and European Union (EU) level social protection policies. At the centre of this research are three critical structural labour market transformations, i.e., green transition and decarbonisation, technological change (automation and digitalization), and the internationalisation of the workforce (through intra-European mobility and immigration).

With an attention to the effects of these changes on inequality, poverty, education, skill demand, and social exclusion, TransEuroWorkS addresses three main questions: 1) How do decarbonisation, technological change, and internationalisation of the workforce impact the world of work in Europe? 2) How can the EU and member states become more resilient and responsive to these changes and their impacts? 3) What are the implications of the changing forms of work and work relations on European citizens' well-being and social protection?

By supporting and improving the capacity of Europe to evaluate and proactively respond to these future transformations through evidence-based approaches, TransEuroWorkS contributes to strengthening the region's position globally and improving social cohesion and democracy.

This project has received financial support from the European Union



- **BARWAGE: The importance of collective bargaining for wage setting in the European Union**

**Project number:** 101052319

**Project duration:** 2022-2024

The BARWAGE project studies the importance of collective bargaining for wage setting in the European Union Member States. The project investigates the extent to which collective bargaining contributes to the goal of fixing adequate wages in the EU, and subsequently explores the extent to which and way in which collectively bargained provisions leave a discretionary space for individual employers to make decisions on pay. The project aims to: 1) quantify the wage-setting arenas in EU27 by performing quantitative analyses; 2) determine to what extent and how collective bargaining agreements (CBAs) in nine EU countries (AT, BG, CZ, EE, ES, IT, FR, NL, PT) set wage levels and wage increases and whether patterns by industry and bargaining level can be identified per country; 3) determine which arenas are important for

wage setting in industries across nine EU countries in cases where wages are not set by pay scale tables in CBAs; 4) determine for which workers pay scales included in CBAs set wages in industries across nine EU countries in cases where wages are by pay scale tables in CBAs; 5) determine to what extent are wages set through collective bargaining, broken down by country, industry and bargaining level and can the four wage-setting arenas be quantified for nine EU countries.

This project has received financial support from the European Union



- **GDPIR: Managing Data Processing in the Workplace through Industrial Relations**

**Project number:** 101048690

**Project duration:** 2022-2024

The GDPIR project aims to provide trade unionists with adequate information and training to manage the dynamics connected to workers' data processing and to data processing in the workplace in the broad sense. The objective is to provide workers' organisations with the skills and knowledge needed to harness, with a proactive attitude, the potential of small and big data in their action. Indeed, while the analysis of workplace data is usually managed by the employer to inform business decisions, trade unions can play a role in these processes and exploit the potential of data also for the improvement of workers' conditions. Moreover, the same skills and knowledge are fundamental to enable workers' organisations to protect workers from the expected risks of datafication (i.e. intensified monitoring of the work and the workers; data-driven decision making). GDPIR aims at improving collective bargaining and social dialogue initiatives in this field and enhancing the adoption of collective solutions for the protection of workers' rights in the midst of technological surveillance and a sustainable digital transformation. While other actions financed under this budget line have been intended to foster the role of industrial relations in managing the digital transition, this would be the first action to address the topic from the specific perspective of data processing in the workplace.

This project has received financial support from the European Union



- **BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector**

**Project number:** 101052331

**Project duration:** 2022-2024

The BARMETAL project seeks to analyse the current situation and opportunities for strengthening collective bargaining in the metalworking industry in conditions of technological change, including digitalization, automatization and decarbonization. With this focus, the project directly responds to evidence that the COVID-19 pandemic accelerates the technology dissemination and the digital transformation of metal, engineering and tech-based industries and workplaces. It has increased the urgency and need for social partners to find joint approaches to manage a swift and sustainable digital transformation. Ceemet and IndustriAll Europe, the EU-level social partners in the metalworking industry, have published their joint vision of the challenges and opportunities of digitalization for workers and employers. The BARMETAL project responds to these challenges and EU-level priorities in sectoral social dialogue and deepens the expertise in industrial relations by analyzing both the bargaining processes and outcomes (stipulations in collective agreements) across 12 EU Member States and 1 candidate country. The project explores how the challenges for working conditions, such as intensification of work, vocational education and changing demands for workers' skills in metalworking companies across the EU create opportunities for strengthening collective bargaining at the workplace and sector levels. The project places high priority on mutual exchange and learning tools among social partners between those member states that have a highly developed collective bargaining already and those where bargaining needs to be enhanced and strengthened. The BARMETAL project thus provides expertise for enhancing industrial relations and establishes extensive interaction and cooperation between research partners and social partners.

This project has received financial support from the European Union



- **REJenerAXion: Energy for a just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe**

**Project number:** 101052341

**Project duration:** 2022-2024

The REJenerAXion project aims to analyse and strengthen the role of innovative industrial relations structures, including social dialogue, to respond in a socially fair and balanced way to the main challenges and opportunities offered by a clean-energy transition at national and European level. The energy transition plays a key role to achieve the long-term objective of a climate-neutral Europe by 2050. This radical transformation can create new economic opportunities with the development of new green jobs. At the same time, however, it will lead to major changes and adjustments with unavoidable (direct and indirect) jobs losses in sectors dependent on fossil-fuel energy production, with serious regional effects (for example, for coal and carbon-intensive regions). For this reason the energy transition requires to be driven and managed in making sure it is a “just transition”, where no-one is left behind, as affirmed by the

European Green Deal. The need of properly designed just transition policies is becoming even more important with the COVID-19 pandemic, in order to face the implications of the crisis of the energy sector caused by Coronavirus. Industrial relations and social dialogue, therefore, can play a leading role to support and guide green energy transition at European, national, regional level, helping to promote economic growth and social equality in line with the objectives of the European Green Deal, also in the framework of the Recovery and Resilience Facility plans, in order to ensure a sustainable and inclusive recovery. To achieve this goal, the project intends: 1) to study the transformations taking place in the energy sector oriented towards clean energy and sustainability and their impacts for working conditions and quality-of-work issues, employment structures, sectoral, territorial and regional, and socio-environmental levels; 2) to increase expertise on these topics of the social partners and concerned stakeholders through the analysis and exchange of experiences and best practices of industrial relations and social dialogue for a just energy transition at national and European level, identifying convergences and divergences, as well as drivers and barriers, in a number of very significant European Member States involved in the project; 3) to identify practical recommendations for addressing the challenges of the clean-energy transition for Europe and to strengthen the role and contribution of industrial relations systems and social dialogue for a just transition to green energy at national and European level. The project will analyse these changes focusing on eight countries in order to compare experiences and trends from North, South, Central and Eastern Europe: Belgium, Germany, France, Italy, Spain, Poland, Slovakia and Hungary, to have a transnational dimension balanced between old and new member states and different industrial relations systems.

This project has received financial support from the European Union



- **PERHOUSE: Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations**

**Project number:** 101052340

**Project duration:** 2022-2024

The PERHOUSE seeks to improve working conditions and personal and household services through industrial relations in Central European countries. The PERHOUSE project seeks to analyse the current characteristics and challenges related to service provision and working conditions in the personal and household services (PHS) sectors in the Central and Eastern European (CEE) countries. Demand for PHS has been increasing within the broader trend of de-institutionalising the care sector due to the lack of available services in integrated care and non-care services. Understanding and strengthening the role of industrial relations would improve the working conditions in the PHS sector in CEE countries.. The project has a strong regional focus on CEE. It will be carried out at the EU level and in 12 countries: Poland, Estonia, Czechia,

Slovakia, Hungary, North Macedonia, Romania, Croatia, Lithuania, Latvia, Slovenia and Bulgaria. Data will be collected via surveys and qualitative interviews both at the national and EU levels, processed in the form of research reports and policy briefs, and innovative dissemination materials, including audio-visual tools and exchanges among social partners and other EU-level and EU-level national-level stakeholders via project meetings and workshops. The general objective is to explore industrial relations to improve the working conditions and services in the PHS sector of CEE countries. The project aims to: 1) Address the challenges of working conditions and services in the PHS sector of CEE countries; 2) Deepen the analysis of industrial relations and the potential of social dialogue in the PHS of CEE countries; 3) Provide a comparative analysis of national experiences in IR and working relations in PHS and explore the link to EU-level social dialogue structures; 4) Promote awareness of the industrial relations practices related to the PHS sector.

This project has received financial support from the European Union



- **DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets**

**Project number:** VS/2021/0196

**Project duration:** 2021-2023

The project fills the knowledge gap concerning opportunities and challenges for strengthening social dialogue in the exceptional COVID-19 pandemic governance related to vulnerable groups' social rights and working conditions. The main research question of DEFEN-CE is how social dialogue plays a role in addressing the employment and social protection rights of the vulnerable groups in the COVID-19 pandemic and its aftermath in 2020-2022. Project aims are addressed via a multi-method approach, including database analysis and qualitative comparative analysis at the EU and national levels. DEFEN-CE is committed to inclusiveness: it gathers data from all European regions (Northern, Western, Central, Southern, Eastern Europe) and includes both Member States and candidate countries (Serbia and Turkey).

This project has received financial support from the European Union



- **BARCOVID - The impact of the COVID-19 crisis on collective agreements in Europe**

**Project number:** VS/2021/0196

**Project duration:** 2021-2023

The project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial

relations in Europe, which is approached from different angles, such as government measures and occupational health and safety.

This project has received financial support from the European Union



## Publications

### Publications by CELSI Researchers

**Kahancová, M.** & Staroňová, K. (2023). Arms-length influence: Public sector wage setting and export-led economic growth in Czechia and Slovakia. *European Journal of Industrial Relations*, 30(1), 97-119. <https://doi.org/10.1177/0959680123121590>

**Guzi, M., Kahanec, M.** & Mýtna Kureková, L. (2023). The impact of immigration and integration policies on immigrant-native labour market hierarchies. *Journal of Ethnic and Migration Studies*, 49(16), 4169-4187. <https://doi.org/10.1080/1369183X.2023.2207339>

**Kahancová, M.** & **Martišková, M.** (2023). Strengthening legislation, weakening collective bargaining? Two faces of trade union strategies in Czechia and Slovakia. *European Journal of Industrial Relations*, 29(1), 63–81. <https://doi.org/10.1177/09596801221140408>

**Martišková, M.** & **Šumichrast, A.** (2023): *Czechia: Persistence of social dialogue in the face of multinationals' reluctance*. In M. Myant (Ed.), *Are multinational companies good for trade unions? Evidence from six central and eastern European countries*. Brussels: ETUI - European Trade Union Institute.

**Martišková, M.** & **Šumichrast, A.** (2023): *Czechia: Trade Unions Escaping Marginalization*. In T. Müller, K. Vandaele, J. Waddington (Eds.), *Trade Unions in the European Union. Picking up the pieces of the neoliberal challenge*. Peter Lang International Academic Publishers. Bern 2023. Available at: <https://library.oapen.org/handle/20.500.12657/75555>

Trif, A., Paolucci, V., **Kahancová, M.** & Koukiadaki, A. (2023). Power resources and successful trade union actions that address precarity in adverse contexts: The case of Central and Eastern Europe. *Human Relations*, 76(1), 144-167. <https://doi.org/10.1177/00187267211020189>

**Šumichrast, A.** & **Bors, P.** (2023). *Slovakia: Rough beginnings followed by some stabilisation*. In M. Myant (Ed.), *Are multinational companies good for trade unions? Evidence from six central and eastern European countries* (pp. 71-88). Brussels: ETUI - European Trade Union Institute.

Černík, M., Černý, M., **Gažo, P.** & Fraňková, E. (2023). Beyond a Czech-The-Box Exercise: Proposals for Meaningful Stakeholder Participation in the Just Transition. *Journal für Entwicklungspolitik*. Wien: Mattersburger Kreis für Entwicklungspolitik an den österreichischen Universitäten, 2023, vol. 39, 3/4, p. 83-112. ISSN 0258-2384.

**Gažo, P.** (2023). Ekosocializmus. *Kontradikce: Časopis pro kritické myšlení*. Praha: Filosofický ústav AV ČR, 2022, roč. 6, č. 1, s. 203-211. ISSN 2570-7485.

### **Publications in CELSI Discussion Series**

#### **DP 67:**

**Hlaváč, M.** (2023). *The End of Slovakia's Convergence in GDP per Capita at PPP: Role of Shortcomings in Input Data Submitted to Eurostat* (No. 67).

#### **DP 66:**

Kirov, V., **Kováčová, L., Guzi, M., Czarzasty, J.,** Adăscăliței, D. & **Kahanec, M.** (2023). *Preserving Jobs in COVID-19 Times in CEE Countries: Social Partners' Responses and Actions* (No. 66).

#### **DP 65:**

**Kahanec, M. & Guzi, M.** (2023). *Welfare Migration* (No. 65).

#### **DP 64:**

Venturini, A., Ricci, A. & Mosso, C. (2023). *Cultural Policies for migrant inclusion: a survey* (No. 64).

### **Publications in CELSI Research Reports Series**

#### **RR 57:**

**Kahancová, M., Brunnerová, S., Holubová, B. & Martišková, M.** (2023). *Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets: Slovakia and Czechia* (No. 57). Central European Labour Studies Institute (CELSI).

#### **RR 56:**

**Brunnerová, S.** (2023). *The use of social clauses in public procurement* (No. 56). Central European Labour Studies Institute (CELSI).

#### **RR 55:**

**Ceccon, D., Kahancová, M., Martišková, M., Medas, G. & Šumichrast, A.** (2023). *LEVEL UP! Support and develop collective bargaining coverage* (No. 55). Central European Labour Studies Institute (CELSI).

#### **RR 54:**

**Mýtna Kureková, L., Vangeel, N., Tobback, I., Studená, I., Štefánik, M. & Lenaerts, K.** (2023). *The Role of Industrial Relations and Social Dialogue in Improving Adult Learning Outcomes and Equity* (No. 54). Central European Labour Studies Institute (CELSI).

## Financial report

Turnover in 2023: 907,553.92

Source of income 2023: 100% research grants and contract research

### Projects with a value above 5,000 EUR implemented in 2023:

Project name	Grant/project number	Duration	CELSI role	Granted amount (EUR)	Short description	Project website
<b>TRUE EUROPE:</b> Trust in Relations between Unions and Employers in Europe	101126483 SOCPL-2021-IND-REL-01, European Commission & European Social Fund Plus (ESF+)	2023-2025	Beneficiary/project partner	138,770.44 EUR	The TRUE EUROPE project focuses on research on trust between employee and employer representatives, using a comparative approach. The overall objective is to identify and link the determinants of trust to the functioning and outcomes of collective bargaining. That is, we seek to explore the foundations, forms and effects of trust by drawing on research on social dialogue in industrial sectors. The sectors covered include industry, banking and finance, and transport. The focus on trust is in relation to A) Digitalization/new technologies at the workplace; B) Skills and training; C) Occupational health and safety = to go beyond core	<a href="https://celsi.sk/en/true-europe/">https://celsi.sk/en/true-europe/</a>



					collective bargaining issues.	
<b>CEECAW:</b> Challenges for Organising and Collective Bargaining in Care, Administration and Waste collection sectors in Central Eastern European Countries	101126476 SOCPL-2021-IND-REL-01, European Commission & European Social Fund Plus (ESF+)	2023-2025	Beneficiary/Project partner	76,274.95 EUR	The aim of the project is to develop collective bargaining (CB) in three sectors in the EU Central Eastern European countries (CEEC) and Serbia (an EU candidate country). The project aims to support trade unions (at sectoral and national levels) in implementing the goals indicated in Article 4 of the Adequate Minimum Wage Directive in the EU Directive, namely, increase the number of workers covered by collective bargaining agreements up to at least 80% of the labour force: The Institute of Public Affairs (IPA) – Poland coordinates the project.	<a href="https://cel.si.sk/en/ceecaw/">https://cel.si.sk/en/ceecaw/</a>
<b>Care4Care:</b> from precarious to safe working conditions	101094603 LEFÖ – Beratung, Bildung und Begleitung für Migrantinnen	2022-2024	Beneficiary/Project partner	10,930.00 EUR	The project addresses the improvement of the working conditions of 24h care workers, from an required broader understanding of inter-agency cooperation between anti-trafficking organisation LEFÖ-IBF and support organisations for migrant workers and labour market (including “self-employed work”), including a strong partnership with the interest groups for 24h care workers IG24 in Austria, with additional resources for such cooperation with e.g. trade unions and care worker interest groups in	<a href="https://www.cel.si.sk/en/care4care/">https://www.cel.si.sk/en/care4care/</a>

					Romania and Slovakia.	
<b>TransEuroWorkS:</b> Transforming European Work and Social Protection	101061198 HORIZON-CL2-2021-TRANSFORMATI ONS-01-02	2022-2026	Beneficiary/Project partner	103,245.00 EUR	TransEuroWorkS is an innovative, multi-disciplinary and multi-level research project providing analysis and policy recommendations for the future world of European work and social protection. At the centre of this research are three critical structural labour market transformations, i.e., green transition and decarbonisation, technological change (automation and digitalization), and the internationalisation of the workforce (through intra-European mobility and immigration).	<a href="https://transeuroworks.eu">https://transeuroworks.eu</a>
<b>BARWAGE:</b> The importance of collective bargaining for wage setting in the European Union	101052319 SOCPL-2021-IND-REL-01, European Commission & European Social Fund Plus (ESF+)	2022-2024	Beneficiary/Project partner	61,163.98 EUR	The BARWAGE project studies the importance of collective bargaining for wage setting in the European Union Member States. The project investigates the extent to which collective bargaining contributes to the goal of fixing adequate wages in the EU, and subsequently explores the extent to which and way in which collectively bargained provisions leave a discretionary space for individual employers to make decisions on pay.	<a href="https://cel.si.sk/en/barwage/">https://cel.si.sk/en/barwage/</a>

<p><b>GDPIR:</b> Managing Data Processing in the Workplace through Industrial Relations</p>	<p>101048690 SOCPL-2021-INFO-WK, European Commission &amp; European Social Fund Plus (ESF+)</p>	<p>2022–2024</p>	<p>Beneficiary/Project partner</p>	<p>39.656,60 EUR</p>	<p>The GDPIR project aims to provide trade unionists with adequate information and training to manage the dynamics connected to workers' data processing and to data processing in the workplace in the broad sense. The objective is to provide workers' organisations with the skills and knowledge needed to harness, with a proactive attitude, the potential of small and big data in their action.</p>	<p><a href="https://cel.si.sk/en/gdpir/">https://cel.si.sk/en/gdpir/</a></p>
<p><b>BARMETAL:</b> Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector</p>	<p>101052331 European Commission &amp; European Social Fund Plus (ESF+)</p>	<p>2022–2024</p>	<p>Beneficiary/Project Partner</p>	<p>60,404.17 EUR</p>	<p>The BARMETAL project seeks to analyse the current situation and opportunities for strengthening collective bargaining in the metalworking industry in conditions of technological change, including digitalization, automatization and decarbonization. With this focus, the project directly responds to evidence that the COVID-19 pandemic accelerates the technology dissemination and the digital transformation of metal, engineering and tech-based industries and workplaces.</p>	<p><a href="https://cel.si.sk/en/barmetal/">https://cel.si.sk/en/barmetal/</a></p>

<p><b>REJenerAXion:</b> Energy for a just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe</p>	<p>101052341 SOCPL-2021-IND-REL-01, European Commission &amp; European Social Fund Plus (ESF+)</p>	<p>2022-2024</p>	<p>Beneficiary/Project partner</p>	<p>67,593.00 EUR</p>	<p>The REJenerAXion project aims to analyse and strengthen the role of innovative industrial relations structures, including social dialogue, to respond in a socially fair and balanced way to the main challenges and opportunities offered by a clean-energy transition at national and European level. The energy transition plays a key role to achieve the long-term objective of a climate-neutral Europe by 2050.</p>	<p><a href="https://cel.si.sk/en/rejeneraxion/">https://cel.si.sk/en/rejeneraxion/</a></p>
<p><b>PERHOUSE:</b> Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations</p>	<p>101052340 SOCPL-2021-IND-REL-01, European Commission &amp; European Social Fund Plus (ESF+)</p>	<p>2022-2024</p>	<p>Consortium coordinator</p>	<p>70,884.50 EUR</p>	<p>The PERHOUSE seeks to improve working conditions and personal and household services through industrial relations in Central European countries. The PERHOUSE project seeks to analyse the current characteristics and challenges related to service provision and working conditions in the personal and household services (PHS) sectors in the Central and Eastern European (CEE) countries.</p>	<p><a href="https://www.cel.si.sk/en/perhouse/">https://www.cel.si.sk/en/perhouse/</a></p>
<p><b>DEFEN-CE:</b> Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets</p>	<p>European Commission VS/2021/0196</p>	<p>2021-2023</p>	<p>Beneficiary/Project partner</p>	<p>66,104.18 EUR</p>	<p>The project fills the knowledge gap concerning opportunities and challenges for strengthening social dialogue in the exceptional COVID-19 pandemic governance related to vulnerable groups' social rights and working conditions.</p>	<p><a href="https://cel.si.sk/en/projects/detail/175/">https://cel.si.sk/en/projects/detail/175/</a></p>

<b>BARCOVID</b> - The impact of the COVID-19 crisis on collective agreements in Europe	European Commission VS/2021/0190	2021-2023	Beneficiary/Project partner	43,939.00 EUR	The project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes.	<a href="https://celsi.sk/en/projects/detail/174/">https://celsi.sk/en/projects/detail/174/</a>
<b>European Platform for Tackling Undeclared Work</b>	J330300985 /PO330834149, ICF on behalf of ELA	2023	Contracted expert	5,400.00 EUR	Development of the thematic content and agenda for the Platform Seminar on Tackling Undeclared Work in Supply Chains Drafting a background discussion paper for the Platform seminar Preparation for and participation at the Platform seminar Post-event reporting and learning resource paper	<a href="https://www.ela.europa.eu/en/news-event/events/tackling-undeclared-work-among-third-country-nationals-working-supply-chains">https://www.ela.europa.eu/en/news-event/events/tackling-undeclared-work-among-third-country-nationals-working-supply-chains</a>
<b>Globalization, Work and Production</b>	22W00176 Wissenschaftszentrum Berlin	2023 - 2024	Partner	17,500.00 EUR	a. Analysis of the Czech, Slovak and Hungarian automotive supplier industry with a focus on trade unions, collective bargaining, and wage development b. Analysis of the Serbian automotive supplier industry including trade unions, collective bargaining, and wage development, as well as industry structure, supplier clusters, and the transition to electric mobility	<a href="https://wzb.eu/en/research/digitalization-and-societal-transformation/globalization-work-and-production">https://wzb.eu/en/research/digitalization-and-societal-transformation/globalization-work-and-production</a>
<b>Level Up! Support and Develop Collective Bargaining</b>	1010487 UNI Europa	2022-2023	Subcontracted expert	29,048.00 EUR	Level-up: support and develop multi-employer collective bargaining coverage – desk research and report	<a href="https://celsi.sk/en/publications/research-reports/detail/255/level-up-support-and-develop-collective-bargaining-coverage/">https://celsi.sk/en/publications/research-reports/detail/255/level-up-support-and-develop-collective-bargaining-coverage/</a>
<b>European Centre of Expertise in Labour Markets,</b>	J330301185/PO330835533 ICF on behalf of the	2023	Subcontracted expert	6,000.00 EUR	Thematic Review country article for Czechia on 'Fair	<a href="https://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=856">https://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=856</a>

<b>Employment and Social Policy</b>	European Commission				transition towards climate neutrality  Thematic Review country article for Slovakia on 'Fair transition towards climate neutrality	6&furtherPubs=y es
<b>WageIndicator Framework contract</b>	WageIndicator Foundation	2023	Partner	50,000.00 EUR	Annual contract to deliver expertise on living wages, collective agreements, research director position, seminars and joint work throughout the year	<a href="http://www.wageindicator.org">www.wageindicator.org</a>
<b>Collective Bargaining Practices on AI and Algorithmic Management in European Services Sectors</b>	0668 377 312 Friedrich Ebert Stiftung Competence Centre Brussels and UNI Europa	2023	Contracted expert	15,000.00 EUR (FES) 7,260.00 EUR (UNI Europa)	Research, publication and dissemination activities on Collective Bargaining Practices on AI and Algorithmic Management in European Services Sectors	<a href="https://library.fes.de/pdf-files/bueros/bruessel/21074.pdf">https://library.fes.de/pdf-files/bueros/bruessel/21074.pdf</a>
<b>Use of technology and digital tools in labour authorities' monitoring and data management, and the potential impacts on migrant workers' rights</b>	Platform for International Cooperation on Undocumented Migrants (PICUM)	2023 - 2024	Contracted expert	11,120.00 EUR	use of technology and digital tools in labour authorities' monitoring and data management, and the potential impacts on migrant workers' rights – original empirical research, report preparation, presentation of findings	
<b>European Platform for Tackling Undeclared Work</b>	J330301293/PO 330835715 ICF on behalf of ELA	2023	Contracted expert	10,080.00 EUR	Platform Seminar on Construction and RMI – background report, seminar expert participation, learning resource paper	<a href="https://www.ela.europa.eu/sites/default/files/2023-12/UDW-learning-paper_undeclared-work-construction-sector.pdf">https://www.ela.europa.eu/sites/default/files/2023-12/UDW-learning-paper_undeclared-work-construction-sector.pdf</a>
<b>Towards stronger hospitality</b>	ADAPT on behalf of the European Federation of Food, Agriculture and Tourism Trade Unions	2023 - 2025	Subcontracted expert	10,973.00 EUR	Original research on trade unions operating in the hospitality sector in selected countries, workshop participation, report contribution	<a href="https://policycommons.net/artifacts/4853180/effat-project-building-trade-union-capacity-in-hospitality-tourism-to-enable-a-stronger-sectoral-social-dialogue/5690125/">https://policycommons.net/artifacts/4853180/effat-project-building-trade-union-capacity-in-hospitality-tourism-to-enable-a-stronger-sectoral-social-dialogue/5690125/</a>
<b>Consultancy on trade unions in Hungary and Serbia</b>	IGMetall	2023	Subcontracted expert	8,700.00 EUR	Framework contract for consultancy services on trade union expertise in Hungary and Serbia	

**Small projects (value below 5,000 EUR) implemented in 2023:**

<b>Project name</b>	<b>Donor/contractor</b>	<b>Short description</b>
<b>VET Study</b>	2019-FWC5/AO/DSI/IB/Future_of_VET/003/19 Brodolini Foundation	Consultancy services in the project-The changing content and profile of VET, Slovakia
<b>European Platform for Tackling Undeclared Work</b>	J330300985 /PO330834149 ICF on behalf of ELA	Undeclared Work Alert Mechanisms - Drafting a background discussion paper and preparing for the subgroup meeting Participation at the subgroup meeting Post-event reporting and output paper
<b>“Developments in wages and collective bargaining” - Public procurement and collective bargaining Slovakia</b>	2251-215-31 European Trade Union Institute	Original empirical research and a report submission on public procurement and collective bargaining in Slovakia
<b>CEELex Database</b>	International Labour Organisation	Regular update to the CEELex Database
<b>European Centre of Expertise in Labour Markets, Employment and Social Policy</b>	J330301185/PO330835533 ICF on behalf of the European Commission	Webinar on civil society interaction with the European Commission within the European Semester
<b>European Platform for Tackling Undeclared Work</b>	J330301293/PO330835715 ICF on behalf of ELA	Thematic support to the Platform Plenary Meeting March 2023 on Tackling Undeclared Work in Telework <a href="https://www.ela.europa.eu/en/events/14th-plenary-meeting-european-platform-tackling-undeclared-work">https://www.ela.europa.eu/en/events/14th-plenary-meeting-european-platform-tackling-undeclared-work</a>
<b>Skills Anticipation Report</b>	Brodolini Foundation on behalf of CEDEFOP	Update to the report on Slovakia
<b>E-Mobility employment laboratory</b>	2354-020-12 PO23600432 European Trade Union Institute	Report on recent employment trends, just transition policies and practices in the automotive industry in Czechia
<b>E-Mobility employment laboratory</b>	2354-020-12 PO23600434 European Trade Union Institute	Report on recent employment trends, just transition policies and practices in the automotive industry in Slovakia
<b>E-Mobility employment laboratory</b>	2354-020-12 PO23600434 European Trade Union Institute	Report on recent employment trends, just transition policies and practices in the automotive industry in Hungary

<b>BREEAM study</b>	BIC Banská Bystrica, s.r.o.	Demographic and economic impact study for BREEAM Communities International certification, parts 2, 2.2, 2.3, 2.4, 2.5, 2.7 and part 8 prepared according to the BREEAM manual
<b>European Platform for Tackling Undeclared Work</b>	J330301293/PO330835715 ICF on behalf of ELA	Project management of the Platform
<b>Green Paper on Social Dialogue in Ukraine</b>	40448522/1 International Labour Organisation	Methodology for developing the updated Green Paper and the Comparative Law and Practice Analysis, including an interview methodology and guides
<b>Level-up: support and develop multi-employer collective bargaining coverage</b>	1010487 UNI Europa	A short paper on concrete policy initiatives that could strengthen (multi-employer) collective bargaining in the Czech Republic
<b>Level-up: support and develop multi-employer collective bargaining coverage</b>	1010487 UNI Europa	A short paper on concrete policy initiatives that could strengthen (multi-employer) collective bargaining in Slovakia