



Central European
Labour Studies
Institute

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ANNUAL REPORT 2025

CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE

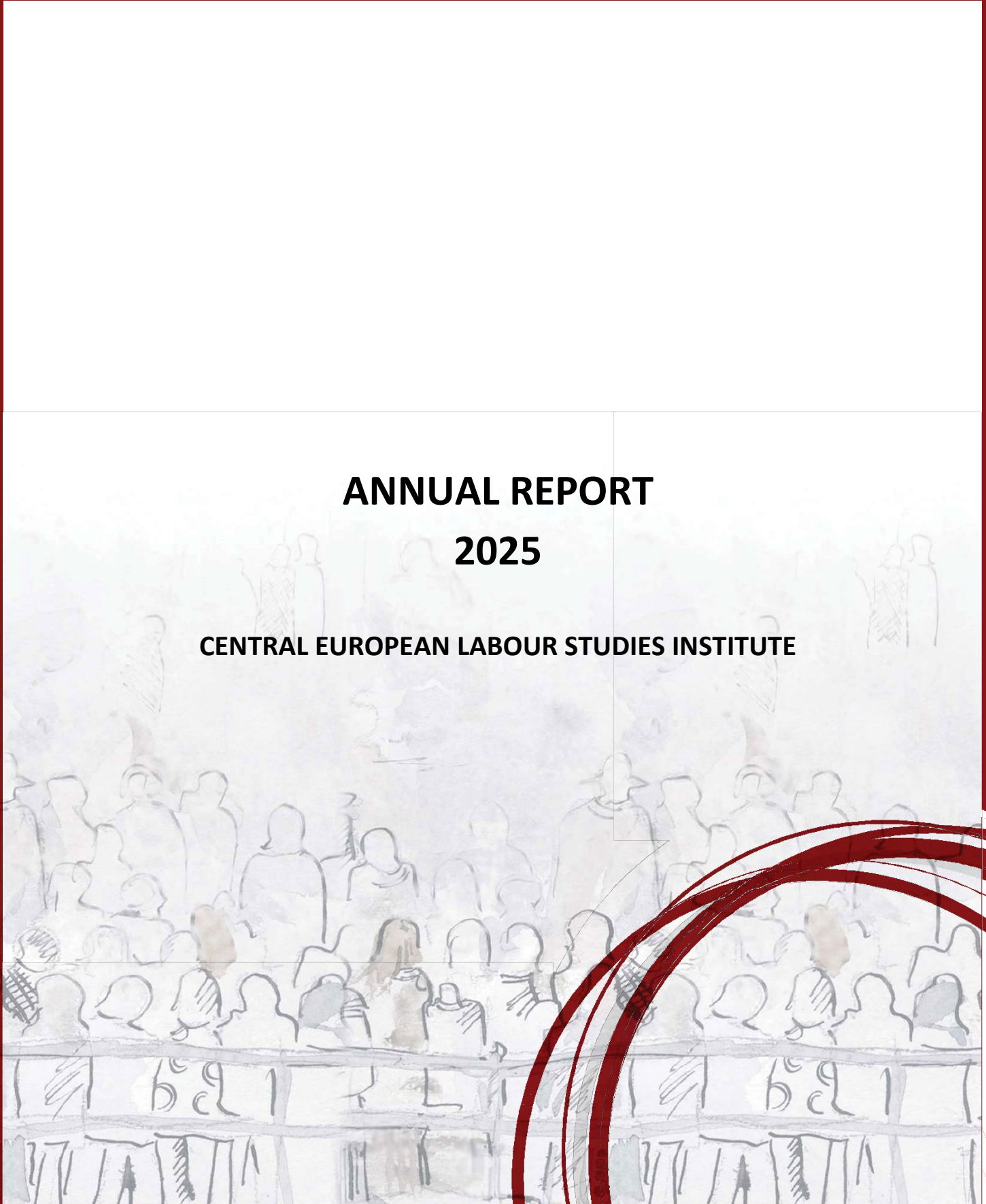


Table of contents

About CELSI.....	1
People.....	2
CELSI Management.....	2
CELSI Team	2
CELSI Research Assistants.....	3
CELSI Research Network.....	4
CELSI Research Fellows and Affiliates	4
Main Projects 2025.....	5
Publications	9
Publications by CELSI Researchers	12
Discussion Papers	12
Financial report	13

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



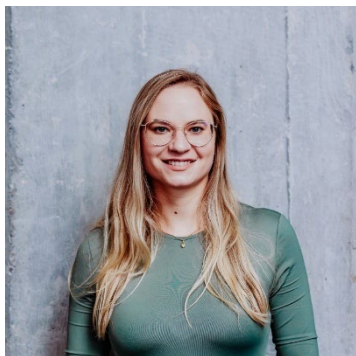
Martin Guzi, PhD.

Researcher



Pavol Bors

Researcher



Kristína Gotthardová

Junior Researcher



Tibor T Meszmann, PhD.

Senior Researcher



Monika Martišková, PhD.

Senior Researcher



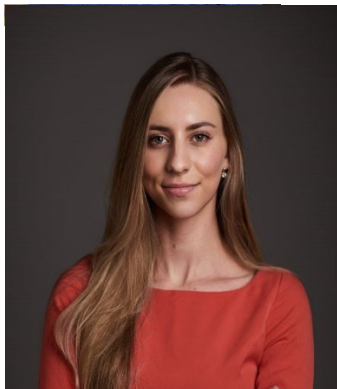
Lenka Hanulová
Junior Researcher



Adam Šumichrast
Researcher



Patrik Gažo
Researcher



Simona Brunnerová
Researcher



Nina Holičková
Researcher



Jakub Barszcz
Researcher

CELSI Research Assistants

Iida Nokkala

CELSI Finance and Administration

Elena Buzášová, Tatiana Blahútová

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 2025

- **IncreMe(n)tal: Increasing Metalworkers' representatives' Awareness and Skills on Mental Health Protection & Promotion in the Workplace**

Project number: 101143366

Project duration: 2024-2026

The project aims at providing quality training to trade unionists and workers' representatives in the metalworking industry in 7 target countries and at transnational level, in order to increase their awareness concerning emerging psychosocial risks connected to work environment and work organisation, but also regarding the strategic role of social dialogue and collective bargaining initiatives in protecting and promoting workers' mental health.

This will be achieved through (1) the close cooperation between "research" partners, experts, trade unions and associate partners and through the delivery of 22 training sessions (at national and transnational level), organized thematically, taking into account sectoral and national peculiarities but also the international context and practices in the field; (2) the implementation of communication and dissemination activities designed to fit in with other European and international initiatives and gatherings organised on the theme of risk prevention and mental health promotion in the workplace.

This project has received financial support from the European Union



- **BARTIME: The monetary rewards of working time dimensions in collective bargaining and in the working population**

Project number: 101126498

Project duration: 2023-2025

The project BARTIME conducts analyses for 24 EU countries. Three EU member states are not included because collective agreements are hard to find (Ireland, Malta), or are accessible for members only (Germany). BARTIME's overall objective is met through three research objectives that aim to fill the knowledge gaps regarding the understanding of the monetary rewards of non-standard working times. BARTIME aims to contribute to the social dialogue in Europe by deepening the understanding of monetary rewards of non-standard working time arrangements and the related agreements in collective bargaining.

This project has received financial support from the European Union



- **POSTING.STAT 2.0: Increasing the level of empirical evidence through the collection and analysis of national administrative data**

Project number: 101126483

Project duration: 2024-2026

The project aims to complement the statistical information collected on intra-EU posting at European level by bringing together a research consortium from the main sending and receiving Member States of posted workers (Austria, Belgium, France, Germany, Italy, the Netherlands, Lithuania, Poland, Slovakia, Slovenia and Spain). The main goal is to increase the level of empirical evidence through the collection and analysis of national administrative data.

This project has received financial support from the European Union



- **DEEPLAB: Implications of deep decarbonization of the high emission industries on labour market and employees**

Project number: 09I03-03-V04-00768

Project duration: 2024-2026

The DEEPLAB project responds first and foremost to the topic of economic and labour market consequences of climate change, especially in terms of mapping consequences to the Slovak industry, especially in hard-to-abate industries and its supply chains. The project aims to widen the knowledge distinguishing the future demand for different qualification levels of employees in hard-to-abate and emerging sectors tackled by decarbonization, thus offering detail view on the future labour market developments in the Slovak industry under different pathways of deep decarbonization. The project, supported by the Slovak National Resilience and Recovery Fund, emphasizes the critical need for stakeholder cooperation in developing a strategy to mitigate the impacts of labor market changes in alignment with just transition principles. To achieve this, researchers implement an input-output model to capture the impacts of technological changes in economic sectors affected by decarbonisation and combine it with stakeholder consultations.

This project has received financial support from the National Resilience and Recovery Fund



- **DEVCOBA: Developing Collective Bargaining in the Care Sector**

Project number: 101126385

Project duration: 2024-2025

The project aims to examine the dynamics, mechanisms, and impacts of the development of collective bargaining and representation in the care sector, concentrating in particular on social and health services for elderly people (long-term care services – LTC) and socio-education services for children aged 0-5 (childcare – ECEC). Specifically, it aims to provide a deeper understanding of the mechanisms and practices available across EU Member States to ensure an adequate extension of collective bargaining, the promotion of union and employers' associations' membership, and the use of social dialogue bilateral/trilateral bodies to design initiatives and policies to tackle the issues of skill and labour shortage. Overall, these research objectives are oriented to develop sector-specific recommendations on how to improve job quality in the care sector, especially significant for social partners and policy-makers at both national and EU levels to orient and root their agenda on solid empirical ground.

This project has received financial support from the European Union



- **BARSERVICE: Smart bargaining in the services sector: overview, challenges, opportunities**

Project number: 101126532

Project duration: 2024-2025

The BARSERVICE project aims to provide an in-depth analysis of industrial relations in the service sector from different perspectives to disentangle the challenges and opportunities in order to provide useful policy recommendations and tools for social and policy actors related to the structural transformation of European countries and increasing shift from manufacturing towards the service sector, the deterioration of the working conditions particularly pronounced in tertiary jobs, both in terms of low wages, unstable jobs and gender segregation and the lack of adequate space and margin of intervention for collective bargaining and industrial relations. An important aspect also relates to uncovering the likelihood and incidence of undeclared work and strategies to mitigate it and support declared work via decent working conditions and collective bargaining. To support capacity building for collective bargaining in the services sector, BARSERVICE seeks to understand bargaining practices, challenges and opportunities for smart bargaining in services in 9 countries (6 EU Member States and 3 Candidate Countries, predominantly in Southern and Eastern Europe).

This project has received financial support from the European Union



- **JUSTMIG: Sustainable and socially just transnational sectoral labour markets for temporary migrants**

Project number: 101126535

Project duration: 2023-2025

In recent years, a pattern of permanent reliance on temporary employment of migrant workers has grown significantly across the EU – especially in some sectors such as construction, care, transportation, and manufacturing. In most EU Member States, industrial relations actors struggle with problems of declining regulatory influence and deteriorating organisational capacities. Additionally, social partners and institutions find it extremely challenging to regulate sectoral labour markets where precarity and “transnationalised” vulnerability have been growing. The JUSTMIG project combines innovative research and data collection on labour market dynamics in both service and manufacturing sub-sectors across 6 EU Member States where fixed-term contracting of migrant workers occurs, and 3 EU candidate countries that are source countries for workers. In addition to the analyses of sectoral labour markets and employment relations, the 8 expert consortium partners will develop evidence on the adjustment of industrial relations structures in the selected countries in response to increasing employment of migrant workers on fixed-term or outsourced temporary contracts. The project addresses and involves social partners and labour market institutions throughout the project with the application of an innovative participatory methodology. In addition to utilising in-depth interviews and other applied research methods of secondary analyses on new labour market realities within sectoral case studies, the project contains dissemination and awareness-raising activities, workshops for national and transnational networking, information provision, and best practice exchange among social partners, as well as a final conference for a broad audience. The project will also result in high quality academic manuscripts for an edited volume.

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



- **EUKI: EcoMobility Transition: Strengthening a Just Transition in the Automotive Industry**

Project number: 23.9264.5-002-20

Project duration: 2025-2027

The project strengthens the ability of automotive regions in Czechia, Hungary, Poland, and Slovakia to transition fairly and sustainably. To achieve this, the project establishes a comprehensive knowledge base that maps the ecological mobility industry and ongoing just transition processes in these regions. It develops training modules for regional stakeholders, enabling them to design and implement effective mobility transition strategies. Interactive roundtables and forums promote co-creation, networking, and mutual learning among workers, employers, policymakers, and trade unions. A digital toolkit equips stakeholders with resources for self-assessment, strategy development, and inclusive decision-making processes. Dissemination activities, such as a dedicated website, social media outreach, and events, ensure that project findings and tools reach a broad audience. By actively engaging stakeholders and promoting participatory approaches, the project empowers regions to achieve a socially just and environmentally sustainable transformation.

Supported by:



on the basis of a decision
by the German Bundestag

- **EGRUiEN: Encouraging a digital and Green transition through Revitalized and Inclusive Union-Employer Negotiations**

Project number: 101178146

Project duration: 2025-2028

The EGRUiEN project aims to answer the question of how best to ensure a just green and digital transition through social dialogue institutions and practices, to protect, represent and include precarious and non-standard workers, and to protect affected workers currently in primary labour market jobs from falling into precarity.

Europe is undergoing a period of rapid, fundamental transition, which is affecting production, employment, job design and skill requirements in many industries, such as in the sector cases EGRUiEN investigates, automotive, energy, on-demand transportation/taxi, and care services.

This presents contradictory goals: for economic and environmental reasons the transition must occur as quickly as possible, yet this fuels processes of creative destruction that undermines the efficacy of social dialogue. Social dialogue, however, has often been a tool to guide transitions.

EGRUiEN will research how past social dialogues have managed similar transitions, and how current social dialogues are faring. Through participatory action research with actual and potential social partners, EGRUiEN will create a research basis to revitalize social dialogue to manage the green and digital transition.

- **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.

This project has received financial support from the European Union



- **INTEGRATE-DIALOGUE: Integrating Diversity in Social Dialogue**

Project number: 101177913

Project duration: 2025-2028

INTEGRATE-DIALOGUE aims to enhance the inclusiveness of social dialogue in the EU, United Kingdom and Norway, focusing on non-standard workers (NSWs). It addresses the need for their effective representation in the evolving labour market, marked by digital and green transitions, to prevent an increase in inequality, in-work poverty, and social exclusion. The project proposes a comprehensive, multidisciplinary, and comparative approach encompassing multiple countries, business models, various forms of NSWs, and social dialogue at different levels. The novelty of the initiative is to place NSWs needs, interests and motivations for representation and voice in the spotlight (bottom-up perspective). These findings will be matched by strategies, willingness and distributional costs among social partners to include NSWs in social dialogue processes, and how this is played out in different Industrial Relations and employment regimes (top-down approach).

This project has received financial support from the European Union



- **SEAD: Enhancing socio-ecological dialogue in the automotive industry**

Project number: 101197679

Project duration: 2025-2027

The SEAD project aims to develop practical strategies for employers and trade unions for strengthening social dialogue and influencing policies for the future of work emerging from the ongoing socio-ecological and digital transformations in the automotive industry in three Central and Eastern European countries (CEE). The automotive industry plays a significant role in the CEE countries' economies, yet faces important dilemmas emerging from just transition processes including digitalization, automatization and decarbonisation. The SEAD project resembles an innovative partnership between research and policy organisations and with social dialogue actors directly engaged in the socio-ecological transition processes both at the national and the EU level. The project combines analytical, training and networking activities, in order to seek tailored strategies to tackle the socio-ecological transformation processes via social partners' intensive involvement in policy dialogue and in social dialogue at the national/sectoral level and at the EU level.

This project has received financial support from the European Union



Publications

Publications by CELSI Researchers

Meszmann, T., & Fedyuk, O. (2025). Trapping workers' consent? Temporary work agencies' role in reproducing labour power of non-local workers for Hungarian manufacturing companies. *Capital & Class*, 49(4), 705-724.

Borsekova, K., Korony, S., & **Kahanec, M.** (2025). Decision tree insights into spatial and temporal patterns of convergence in EU labour markets. *Environment and Planning A: Economy and Space*, 57(8), 1096-1120.

Brunnerová, S., Czarzasty, J., & **Kahancová, M.** (2025). Creating public value in hostile conditions: public procurement as an opportunity for collective bargaining in Poland and Slovakia. *Transfer: European Review of Labour and Research*, 31(2), 179-196.

Martišková, M., Blažienė, I., Moskvina, J., & **Brunnerová, S.** (2025). Social dialogue in the shadow of ad hoc government advisory bodies: the case of Central and Eastern Europe. *Transfer: European Review of Labour and Research*, 31(3), 347-363.

Martišková, M. & Šumichrast, A. (2025). *The grouping of trade union members revisited: slow policy transfer arising from external barriers and internal controversies.* In K. Vandaele and B. L. Fabris (Eds.), *When Trade Unions Learn to Innovate. Case study evidence from across Europe.* European Trade Union Institute.

Boonjubun, C., Duman, A., & **Kahancová, M.** (2025). Can crisis corporatism protect vulnerable workers? Conceptual insights from a European perspective. *Transfer: European Review of Labour and Research*, 31(3), 277-292.

Gažo, P., Martišková, M. & Meszmann, T. (2025). *Trends in labour utilisation strategies within the central and eastern European automotive sector.* In B. Galgóczi (Ed.), *Electromobility: has it made Europe still possible?* European Trade Union Institute.

Publications in CELSI Discussion Paper Series

DP 79:

Adamus, M., Guzi, M. and Ballová Mikušková, E. (2025). *Migrant labour regimes and the Regulation of Temporary Labour Migration in Europe: an Introduction* (No. 79).

DP 78:

Lillie, N., Berntsen, L., Fedyuk, O. and Meszmann, T. (2025). *Migrant labour regimes and the Regulation of Temporary Labour Migration in Europe: an Introduction* (No. 78).

DP 77:

Aleksić, D., Arandarenko, M., Chrťan, I. and Meszmann, T. (2025). *Expansion of Flexibility and Its Limits. The Rise and Retreat of Serbian Temporary Workers in Slovak Automotives* (No. 77).

DP 76:

Berntsen, L., Danaj, S., de Beer, P. and Bilitza, N. (2025). *Sourcing in or sourcing out? Diverging migrant labour regimes and use of temporary labour in the Dutch and Austrian food industries* (No. 76).

DP 75:

Breznik, M., Oruč, N., Bajt, V., Kurta, A. and Šetinc Kočkovska, K. (2025). *Educational institutions in the service of transnational migration? Cases of Slovenia and Bosnia and Herzegovina* (No. 75).

DP 74:

Ndomo, Q., Kayran, N. E., Bontenbal, I., Brunnerová, S., Tornberg, S., Pot, M., Kadi, S. and Kahanec, M. (2025). *Care on the Margins: Migrant Labour Regimes and the Reproduction of Segmented Long-Term Care Work in the EU* (No. 74).

DP 73:

Masso, J., Breznik, M., Roosaar, L. and Meszmann, T. (2025). *Under Pressure from Migrant Labour: Challenges of Deregulation, Reregulation and Industrial Relations in Estonia, Slovakia and Slovenia* (No. 73).

DP 72:

Andrén, D., Andrén, T. and Kahanec, M. (2025). *Structural State Dependence in Social Assistance through the Lens of Couples' Ethnic Composition. Evidence from Swedish Panel Data*. (No. 72).

DP 71:

Andrén, D., Andrén, T. and Kahanec, M. (2025). *Immigration, Partnership Dynamics and Welfare Persistence*. (No. 71).

Financial report

Income 2025: 1,076,106 EUR

Source of income 2025: 100% research grants and contract research

Projects implemented in 2025:

Project name	Grant/project number	Duration	CELSI role	Granted amount – CELSI share, total project duration, (EUR)	Short description	Project website
BARSERVICE	101126532	2024-2025	Lead, consortium coordinator	102,339.94 EUR	The BARSERVICE project aims to provide an in-depth analysis of industrial relations in the service sector from different perspectives to disentangle the challenges and opportunities in order to provide useful policy recommendations and tools for social and policy actors related to the	https://www.celsi.sk/en/barservice/

					structural transformation of European countries and increasing shift from manufacturing towards the service sector, the deterioration of the working conditions particularly pronounced in tertiary jobs, both in terms of low wages, unstable jobs and gender segregation and the lack of adequate space and margin of intervention for collective bargaining and industrial relations.	
BARTIME: The monetary rewards of working time dimensions in collective bargaining and in the working population	101126498	2023-2025	Beneficiary/ Project Partner	15,311.17 EUR	BARTIME conducts analyses for 24 EU countries. Three EU member states are not included because collective agreements are hard to find (Ireland, Malta), or are accessible for members only (Germany). BARTIME's overall objective is met through three research objectives that aim to fill the knowledge gaps regarding the understanding of the monetary rewards of non-standard working times. BARTIME aims to contribute to the social dialogue in Europe by deepening the understanding of monetary rewards of non-standard working time arrangements and the related agreements in collective bargaining.	https://www.celsi.sk/en/bartime/
EGRUiEN: Encouraging a digital and Green transition through Revitalized and Inclusive Union-Employer Negotiations	101178146	2025-2028	Beneficiary/ Project partner	212,120 EUR	The EGRUiEN project aims to answer the question of how best to ensure a just green and digital transition through social dialogue institutions and practices, to protect, represent and include precarious and non-	https://celsi.sk/en/egruien/

					standard workers, and to protect affected workers currently in primary labour market jobs from falling into precarity.	
EUKI: EcoMobility Transition: Strengthening a Just Transition in the Automotive Industry	23.9264.5-002-20	2025-2027	Lead	176,786 EUR	The project strengthens the ability of automotive regions in Czechia, Hungary, Poland, and Slovakia to transition fairly and sustainably. To achieve this, the project establishes a comprehensive knowledge base that maps the ecological mobility industry and ongoing just transition processes in these regions. It develops training modules for regional stakeholders, enabling them to design and implement effective mobility transition strategies. Interactive roundtables and forums promote co-creation, networking, and mutual learning among workers, employers, policymakers, and trade unions.	https://cel.si.sk/en/euki-just-transition/
INTEGRATE-DIALOGUE: Integrating Diversity in Social Dialogue	101177913	2025-2028	Beneficiary/ Project Partner	237,875 EUR	INTEGRATE-DIALOGUE aims to enhance the inclusiveness of social dialogue in the EU, United Kingdom and Norway, focusing on non-standard workers (NSWs). It addresses the need for their effective representation in the evolving labour market, marked by digital and green transitions, to prevent an increase in inequality, in-work poverty, and social exclusion. The project proposes a comprehensive, multidisciplinary, and comparative approach encompassing	https://cel.si.sk/en/integrate-dialogue/

					multiple countries, business models, various forms of NSWs, and social dialogue at different levels.	
SEAD: Enhancing socio-ecological dialogue in the automotive industry	101197679	2025-2027	Beneficiary/ Project Partner	68,619.53 EUR	The SEAD project aims to develop practical strategies for employers and trade unions for strengthening social dialogue and influencing policies for the future of work emerging from the ongoing socio-ecological and digital transformations in the automotive industry in three Central and Eastern European countries (CEE). The automotive industry plays a significant role in the CEE countries' economies, yet faces important dilemmas emerging from just transition processes including digitalization, automatization and decarbonisation. The SEAD project resembles an innovative partnership between research and policy organisations and with social dialogue actors directly engaged in the socio-ecological transition processes both at the national and the EU level.	https://www.celsi.sk/en/SEAD-project/
POSTING.STAT 2.0: Increasing the level of empirical evidence through the collection and analysis of national administrative data	101126483	2024-2026	Beneficiary/ Project Partner	29,948.02 EUR	The project aims to complement the statistical information collected on intra-EU posting at European level by bringing together a research consortium from the main sending and receiving Member States of posted workers (Austria, Belgium, France, Germany, Italy, the Netherlands, Lithuania, Poland, Slovakia, Slovenia and Spain). The main goal is to increase the level of	https://celsi.sk/en/posting_stat-2_0/

					empirical evidence through the collection and analysis of national administrative data.	
DEEPLAB: Implications of deep decarbonization of the high emission industries on labour market and employees	09I03-03-V04-00768	2024-2026	Host Institution for personal research grant for Monika Martišková	210,212.00 EUR	The DEEPLAB project responds first and foremost to the topic of economic and labour market consequences of climate change, especially in terms of mapping consequences to the Slovak industry, especially in hard-to-abate industries and its supply chains. The project aims to widen the knowledge distinguishing the future demand for different qualification levels of employees in hard-to-abate and emerging sectors tackled by decarbonization, thus offering detail view on the future labour market developments in the Slovak industry under different pathways of deep decarbonization. The project, supported by the Slovak National Resilience and Recovery Fund, emphasizes the critical need for stakeholder cooperation in developing a strategy to mitigate the impacts of labour market changes in alignment with just transition principles. To achieve this, researchers implement an input-output model to capture the impacts of technological changes in economic sectors affected by decarbonisation and combine it with	https://www.celsi.sk/en/deeplab/

					stakeholder consultations.	
DEVCOBA: DEveloping COLlective BArgaining in the Care Sector	101126385	2024-2025	Beneficiary/ Project partner	51,664.95 EUR	The project aims to examine the dynamics, mechanisms, and impacts of the development of collective bargaining and representation in the care sector, concentrating in particular on social and health services for elderly people (long-term care services – LTC) and socio-education services for children aged 0-5 (childcare – ECEC). Specifically, it aims to provide a deeper understanding of the mechanisms and practices available across EU Member States to ensure an adequate extension of collective bargaining, the promotion of union and employers' associations' membership, and the use of social dialogue bilateral/trilateral bodies to design initiatives and policies to tackle the issues of skill and labour shortage. Overall, these research objectives are oriented to develop sector-specific recommendations on how to improve job quality in the care sector, especially significant for social partners and policy-makers at both national and EU levels to orient and root their agenda on solid empirical ground.	https://www.celsi.sk/en/devcoba/

European Platform for Tackling Underdeclared Work (European Labour Authority)	n/a	2022-2025	Member of Connect Partnership supporting the Platform	22,300 EUR (services delivered in 2024)	<p>This study summarises the findings of the online survey on 'the policy responses to prevent undeclared work in public procurement' conducted in November 2023 among representatives of public procurement authorities in five Member States, i.e. Belgium, Sweden, Finland, Slovakia, and Poland. The survey results have been complemented by interviews and desk research. Good practice cases in the EU Member States, Iceland, and Norway are also provided based on desk research.</p>	https://www.ela.europa.eu/sites/default/files/2024-06/20240604_UDW_Study_Policy_responses_public_procurement_final_clean.pdf
PICUM	n/a	2023-2025	Contracted expert	11,121.00 EUR	<p>The project commissioned by the Platform for International Cooperation on Undocumented Migrants (PICUM) focused on research on the use of technology and digital tools in labour authorities' monitoring and data management. The aim of the research was to identify current trends in the use of digital tools by labour authorities in selected EU member states (Belgium, Czechia, Finland, Ireland, Germany, Spain, and the United Kingdom) and to assess their potential impact on undocumented workers' rights in the workplace and employers' compliance with relevant legal obligations.</p>	n/a

Sexual Harassment at the workplace – international coordination and comparative research in 6 countries	Friedrich Ebert Stiftung Croatia	2024-2025	Expert	19,350.00 EUR	The project aims to improve the knowledge and data situation for this particular problem area, and analyse across countries within the EU how different legal frameworks and "lived practices" in institutions such as police and justice impact it. It also aims to make policy recommendations based on this analysis and to develop a training series for workers councils & union representatives.	https://cel.si/en/sexual-harassment-in-the-workplace/
IncreMe(n)tal: Increasing Metalworkers' Awareness and Skills on Mental Health Protection & Promotion in the Workplace	101143366	2024-2026	Beneficiary/ Project partner	32,987.00 EUR	The project aims at providing quality training to trade unionists and workers' representatives in the metalworking industry in 7 target countries and at transnational level, in order to increase their awareness concerning emerging psychosocial risks connected to work environment and work organisation, but also regarding the strategic role of social dialogue and collective bargaining initiatives in protecting and promoting workers' mental health.	https://www.cel.si/en/IncreMe-n-tal/
TRUE EUROPE: Trust in Relations between Unions and Employers in Europe	101126483	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	https://cel.si/en/true-europe/

					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.	
JUSTMIG: Sustainable and socially just transnational sectoral labour markets for temporary migrants	101126535	2023-2025	Lead, consortium coordinator	92,386.38 EUR	The JUSTMIG project combines innovative research and data collection on labour market dynamics in both service and manufacturing sub-sectors across 6 EU Member States where fixed-term contracting of migrant workers occurs, and 3 EU candidate countries that are source countries for workers. In addition to the analyses of sectoral labour markets and employment relations, the 8 expert consortium partners will develop evidence on the adjustment of industrial relations structures in the selected countries in response to increasing employment of migrant workers on fixed-term or outsourced temporary contracts.	https://cel.si.sk/en/justmig/
WageIndicator	n/a	annual	Project partner	52,000.00 EUR	Annual contract for research activities, Cost of Living Data Collection and Living Wage calculation	n/a

CEECAW: Challenges for Organising and Collective Bargaining in Care, Administration and Waste collection sectors in Central Eastern European Countries	101126476	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.	https://cel.si.sk/en/ceecaw/
TransEuroWorkS: Transforming European Work and Social Protection	101061198	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).	https://cel.si.sk/en/transeuroworks/
Towards stronger hospitality	EU funded project coordinated by EFFAT	2024-2025	Subcontract or	5,486.50 EUR (2024 share)	Supporting the project on Stronger Hospitality with research and policy recommendations	https://effat.org/funded/building-trade-union-capacity-in-hospitality-tourism-to-enable-a-stronger-sectoral-social-dialogue/
FES AI	n/a	n/a	Expert	12000 EUR	Collective Bargaining Practices	n/a

					on AI in the European services - sectors - edition 2025	
CETUN	101145654	n/a	Expert	8000 EUR	n/a	n/a
ICF UDW	330301635	n/a	Expert	17,040 EUR	Evaluating the demand-side and policy responses to prevent undeclared work in public procurement	n/a
WZB	n/a	n/a	Expert	5,041 EUR	Conducting and processing 60 interviews with trade union representatives and works councils in the Czech Republic, Hungary and Slovakia - a study on transformation in the automotive industry among trade union representatives in the Czech Republic, Hungary and Slovakia.	n/a

Small projects (value below 5,000 EUR) implemented in 2025:

Project name	Donor/contractor
Slovakia project 2451-009-22-25	European Trade Union Institute
Czechia project 2451-009-22-25	European Trade Union Institute
Report 4, project 2451-211	European Trade Union Institute
2451-103-12-21 Union revitalisation_Policy innovation	European Trade Union Institute