# C U R R I C U L U M V I T A E

#### Marta Kahancová

## CONTACT ADDRESS

Central European Labour Studies Institute (CELSI)

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821 09 Bratislava

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tel. +421 907 225593

##### ***PROFESSIONAL EXPERIENCE***

|  |  |
| --- | --- |
| 2008 –  2015 | Central European Labour Studies Institute (CELSI), Bratislava, Slovakia  Founding member and managing director  Central European University, School of Public Policy, Budapest, Hungary  Visiting professor, lecturer in Microeconomics for Public Policy |
| 2010 – 2012 | Central European University, Department of Political Science, Budapest, Hungary Researcher in the FP7 project GUSTO ‘Meeting the challenges of economic uncertainty and sustainability through employment, industrial relations, social and environmental policies in European countries’ |
| 2009 – 2010 | Central European University, Department of Political Science, Budapest, Hungary  Visiting Assistant Professor in Political Economy and Industrial Relations |
| 2007 – 2008 | Amsterdam Institute for Advanced Labour Studies, University of Amsterdam, the Netherlands  Lecturer, M.A. Program Comparative Labour and Organization Studies |
| 2007 – 2008 | Max Planck Institute for the Study of Societies, Cologne, Germany  Postdoctoral research fellow |
| 2006 | Max Planck Institute for the Study of Societies, Cologne, Germany  Visiting PhD. student (one year) |
| 2005 | European University Institute, Department of Social and Political Sciences, Florence, Italy  Visiting PhD. student (one month) |

***EDUCATION***

|  |  |
| --- | --- |
| 2007 | Amsterdam School for Social Science Research, University of Amsterdam, The Netherlands  PhD. in Social Sciences |
| 2002 | Central European University, Department of Political Science, Budapest, Hungary  M.A. in Political Science with distinction |
| 2001 | University of Economics in Bratislava, Faculty of Commerce, Bratislava, Slovakia  M.Sc. in Economic Diplomacy with distinction |

### *PUBLICATIONS*

**Books**

Bernaciak, M. and Kahancová, M. (eds) (2017) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: ETUI.

Kahancová, M. (2010) *One company, diverse workplaces: the social construction of employment practices in Western and Eastern Europe*. Houndsmills: Palgrave Macmillan.

Meer, M. van der, Boer, R., Houwing. H., Visser, J. Kahancová, M. and Raess, D. (2004) The impact of globalization on industrial relations in multinational companies. Amsterdam: FNV Press.

**Peer-reviewed journal articles**

Kaminska, M. E. and Kahancová, M. (2017) State, Market, and Collective Regulation in the Hospital Sector in East-Central Europe: Union Strategies against all Odds. *Comparative Labour Law & Policy Journal*, Vol. 38, No. 2.

Kahancová, M. and Szabó, I. G. (2015) Hospital bargaining in the wake of management reforms: Hungary and Slovakia compared. *European Journal of Industrial Relations*, Vol. 21, No. 4, pp. 335-352.

Kahancová, M. (2015) Central and Eastern European trade unions after the EU enlargement: successes and failures for capacity building. *Transfer: European Review of Labour and Research*, Vol. 21, No. 3, pp. 343-358.

Kahancová, M. (2013) The demise of social partnership or a balanced recovery? The crisis and collective bargaining in Slovakia. *Transfer: European Review of Labour and Research*, Vol. 19, No. 2, pp. 171-183.

Kaminska, M. E. and Kahancová, M. (2011) Emigration and labour shortages: an opportunity for trade unions in new member states? *European Journal of Industrial Relations*, Vol. 17, No. 2, pp. 189-203.

Kahancová, M. (2010) Economic interests, company values and local institutions: shaping soft work practices in a multinational’s subsidiaries in Western and Central Eastern Europe. *Industrielle Beziehungen,* Vol. 17, No. 2, pp. 170-191.

Kahancová, M. (2007) One company, four factories: coordinating employment flexibility practices with local trade unions. *European Journal of Industrial Relations*, Vol. 13, No. 1, pp. 65-86.

Kahancová, M. and Meer, M. van der (2006) Coordination, employment flexibility, and industrial relations in Western European Multinationals: evidence from Poland. *International Journal of Human Resource Management*, Vol. 17, No. 8, pp. 1379-1395.

**Chapters in edited books**

Drahokoupil, J. and Kahancová, M. (2018) Worker participation in Czechia and Slovakia, in Berger, S., Pries, L. and Wannöffel, M. (eds.) Companion to Workers’ Participation at Plant Level: A Global and Comparative Perspective. Palgrave Macmillan: Palgrave Handbooks (forthcoming)

Kahancová M. and Sedláková M. (2018) Slovak Trade Unions at a Crossroads: From Bargaining to the Public Arena, in Traub-Merz, R. (ed.) *Trade Unions in Transitions*, Fridrich Ebert Stiftung (Forthcoming)

Bernaciak, M. and Kahancová, M. (2017), Trade unions in Central-Eastern Europe: innovation against all odds?, in Bernaciak, M. and Kahancová, M. (eds) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: ETUI.

Bernaciak, M. and Kahancová, M. (2017), Conclusions, in Bernaciak, M. and Kahancová, M. (eds) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: ETUI.

Kahancová, M. (2017) From bargaining to advocacy: A trade-off between improved working conditions and trade union fragmentation in Slovakia, in Bernaciak, M. and Kahancová, M. (eds) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: ETUI.

Kahancová, M. and Martišková, M. (2016) Economic crisis and public sector employment relations: the advantage of delayed reforms in Czechia and Slovakia, in Bach, S. and Bordogna. L. (eds.) Public sector employment relations in Europe: Emerging from the Crisis? Routledge

**Research reports**

# Kahancová, M. (2016) [The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations (PRECARIR) Country report: Slovakia](http://www.celsi.sk/en/publications/research-reports/detail/19/the-rise-of-the-dual-labour-market-fighting-precarious-employment-in-the-new-member-states-through-industrial-relations-precarir-country-report-slovakia/). PRECARIR country report. Bratislava: CELSI Research Report No. 19.

# Kahancová, M.,Martišková, M. and Sedláková, M. (2016) Negotiating Wage Inequality: The Case of Slovakia, NEWIN country report, Available: http://moodle.adaptland.it/pluginfile.php/28230/mod\_resource/content/1/newin\_slovakia\_FINAL\_DEF.pdf (Forthcoming as CELSI Research Report)

# Kahancová, M. and Martišková, M. (2015) Bargaining for social rights at the sectoral level: the case of Slovakia. BARSORIS national project report, CELSI Research Report No. 9.

Kahancová, M. and Sedláková, M. (2015) New challenges for public services social dialogue: integrating service user and workforce involvement in Slovakia. National project report, CELSI Research Report No. 10.

Kahancová, M. and Sedláková, M. (2014) New forms of employment - Job sharing and agreements on work performed outside employment relationship – Slovakia. Background report for a comparative Eurofound study on new forms of employment.

Bulla, M., Czíria, Ľ. and Kahancová, M. (2014) Impact of legislative reforms on industrial relations and working conditions in Slovakia. ILO background study

Kahancová, M. and Martišková, M. (2013) [From collective bargaining to political action: trade union responses to precarious employment in the Slovak Republic](http://www.celsi.sk/en/publications/research-reports/detail/6/from-collective-bargaining-to-political-action-trade-union-responses-to-precarious-employment-in-the-slovak-republic/). BARSORI national report. CELSI Research Report No. 2.

Fabo, B., Kahancová, M. and Martišková, M. (2013) Industrial relations, balanced growth and inclusive development: the case of Slovakia, study for the ILO

# Kahancová, M. (2012) Slovakia: EIRO CAR on the changing business landscape in the electricity sector and industrial relations in Europe. *European Industrial Relations Observatory On-Line (EIRO)*, ID: SK1202029Q

# Kahancová, M. (2011) Slovakia: Industrial relations in the health care sector. European Industrial Relations Observatory On-Line (EIRO), ID: SK1008029Q.

Kahancová, M. (2003) Trade unions, employer’s organizations, social dialogue and collective bargaining in Hungary. Amsterdam: AIAS Research Report RRSS/02.

Kahancová, M. (2003) Trade unions, employer’s organizations, social dialogue and collective bargaining in Slovakia. Amsterdam: AIAS Research Report RRSS/03.

Kahancová, M. (2003) Trade unions, employer’s organizations, social dialogue and collective bargaining in Poland. Amsterdam: AIAS Research Report RRSS/04.

Kahancová, M. (2003) Trade unions, employer’s organizations, social dialogue and collective bargaining in Slovenia. Amsterdam: AIAS Research Report RRSS/05.

Kahancová, M. (2003) Trade unions, employer’s organizations, social dialogue and collective bargaining in the Czech Republic. Amsterdam: AIAS Research Report RRSS/06.

**Book reviews**

# Kahancová, M. (2013) Guglielmo Meardi Social Failures of EU Enlargement: A Case of Workers Voting with their Feet. Routledge Research in Employment Relations, 2011. *Czech Sociological Review*, Vol. 49, No. 3, pp. 467-470.

# Kahancová, M. (2009) Making the Invisible Hand Visible: Evaluating the Social-Constructivist Perspective on FDI in Postsocialist Europe. Review Symposium on Nina Bandelj From Communists to Foreign Capitalists: The Social Foundations of Foreign Direct Investment in Postsocialist Europe. Princeton and Oxford: Princeton University Press, 2008. *Socio-Economic Review*, Vol. 7, No. 2, pp. 353-367.

**Discussion papers and working papers**

Kahancová, M. and Szabó, I. G. (2012) Acting on the edge of public sector: hospital corporatization and collective bargaining in Hungary and Slovakia. CELSI Discussion Paper 1/2012.

Kaminska, M. E. and Kahancová, M. (2010) Emigration and labour shortages: an opportunity for trade unions in new member states? Amsterdam: AIAS Working Paper 87.

Kahancová, M. (2012) Governing the healthcare sector in Slovakia: socio-economic and policy context, industrial relations and the challenge of flexibility and security. FP7 GUSTO Working Paper 6.19.

Brngálová, B. and Kahancová, M. (2012) Governing the metal sector in Slovakia: socio-economic and policy context, industrial relations and the challenge of flexibility and security. FP7 GUSTO Working Paper 6.20.

Kahancová, M. (2008) Embedding multinationals in postsocialist host countries: social interaction and the compatibility of organizational interests with host-country institutions. MPIFG Discussion Paper 08/11.

Kahancová, M. (2007) Corporate values in local contexts: work systems and workers’ welfare in Western and Eastern Europe. MPIFG Working Paper 07/1.

Kahancová, M. and Meer, M. van der (2005) Analyzing employment practices in Western European multinationals: coordination, industrial relations and employment flexibility in Poland. Amsterdam: Amsterdam Institute for Advanced Labour Studies (AIAS) Working Paper 05/39.

**Other publications**

Kahancová, M. (2013) Industrial relations developments in the new member states in Central and Eastern Europe. Industrial Relations in Europe 2012, European Commission, pp. 67 – 117.

Kahancová, M. and Szabó, I. G. (2012) Bargaining systems, trade union strategies and the costs and benefits of migration. Invited expert contribution in the Project Costs and Benefits of Labour Mobility between the EU and the Eastern Partnership Partner Countries, EuropeAid project report.

Kahancová, M. (2007) Lokale arbeidsverhoudingen belangrijker dan centrale aansturing [Local Employment Relations More Important than Central Management, in Dutch]. Zeggenschap, Vol. 18, No. 4, pp. 36-37.

Kahancová, M. (2006) How social interaction matters for work practices in Western and Eastern Europe. European Economic Sociology Newsletter, Vol. 8, No. 1, pp. 12-17.

### *RESEARCH PROJECTS (SELECTION)*

|  |  |
| --- | --- |
| 2016 - 2018  2016 - 2018  2017-2018  2015 | BARCOM - With innovative tools for bargaining support in the commerce sector, EC Grant No. VS/2016/0106 (with University of Amsterdam, the Netherlands)  BARSOP – Bargaining and social dialogue in the public sector, EC Grant No. VS/2016/107  (with University of Amsterdam, the Netherlands)  IRSDACE – Industrial relations and social dialogue in the age of collaborative economy, EC Grant No. VS/2016/0064  (with Centre for Policy Studies, Brussels, Belgium)  International Labour Organization – Regional database on labour and collective bargaining  (with Monika Martišková and Zuzana Šmehýlová, CELSI Bratislava, Slovakia) |
| 2015-2016  2015 - 2017 | CEEP - Social Dialogue in Social Services  (with Imanovation, Lisbon, Portugal)  European Trade Union Institute – Beyond the crisis: strategic innovation within CEE trade union movements  (with Magdalena Bernaciak, ETUI Brussels, Belgium) |
| 2015 | Friedrich Ebert Stiftung – Trade unions in transition societies  (with Mária Sedláková, CELSI Bratislava, Slovakia) |
| 2015 – 2017 | CANWON – Cancer and work network (European Cooperation of Science and Technology, COST) |
| 2014 – 2015 | 10 years of enlargement and the forces of labour in Central and Eastern Europe, editor of special issue, TRANSFER: European Review of Labour and Research  (with Béla Greskovits, Central European University, Budapest, Hungary) |
| 2014 – 2016 | PRECARIR: The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations, EC Grant No. VP/2014/0534  (project coordinator, with Dublin City University, Ireland and partners from 6 countries) |
| 2014 – 2016 | WIBAR3: Wageindicator support for collective bargaining, EC Grant No. VS/2014/0533  (with University of Amsterdam, the Netherlands) |
| 2014 – 2016 | NEWIN: Negotiating wage (in)equality, EC Grant No. VS/2014/0538  (with ADAPT, Bergamo, Italy) |
| 2014 – 2016 | WITA GPG: With innovative tools against gender pay gap, EC Grant No. JUST/2013/4000004929  (with University of Amsterdam, the Netherlands) |
| 2014 – 2015 | International Labour Organization – The impact of legislative changes on industrial relations and working conditions in Slovakia  (with Martin Bulla, Trnavská univerzita, Trnava, Slovakia and Ľudovít Czíria, IVPR, Bratislava, Slovakia) |
| 2013 – 2015 | New Challenges for Public Services Social Dialogue: Integrating Service User and Worker Involvement to Support the Adaptation of Social Dialogue, EC Grant No. VS/2013/0362  (with King’s College London, United Kingdom) |
| 2013 – 2014 | BARSORIS: Bargaining for Social Rights at Sectoral Level, EC Grant No. VS/2013/0403  (with University of Amsterdam) |
| 2013 | International Labour Organization – Industrial Relations, Balanced Growth and Inclusive Development: The Case of Slovakia  (with Brian Fabo and Monika Martišková, CELSI Bratislava, Slovakia) |
| 2013 – 2014 | WICARE: Wageindicator support for collective bargaining in the social services sector, EC Grant No. VS/2013/0404  (with University of Amsterdam) |
| 2012 – 2015 | WEBDATANET - Web-based data-collection - methodological challenges, solutions and implementations (European Cooperation of Science and Technology, COST) |
| 2012 – 2013 | European Trade Union Institute - The impact of social and economic change on collective bargaining & social dialogue in the CEECs |
| 2012 – 2013 | European Commission, DG Employment, Social Affairs & Inclusion - Industrial Relations in Europe 2012 |
| 2012 | University of Denver - Employment Policy Responses to the Crisis  (with Martin Kahanec and Monika Martišková, CELSI Bratislava, Slovakia) |
| 2012 | Europe Aid: Costs and Benefits of Labour Mobility between the EU and the Eastern Partnership Partner Countries, EuropeAid/130215/C/SER/Multi  (with Imre Gergely Szabó, Central European University, Budapest, Hungary) |
| 2010 – 2012 | FP7 GUSTO – Governing the metal and healthcare sectors in Slovakia  (with Barbora Brngálová, CELSI Bratislava, Slovakia) |
| 2011 | BARSORI - Bargaining for Social Rights – Reducing Precariousness and Labour Market Segmentation through Collective Bargaining and Social Dialogue, EC Project No. VS/2010/0811  (with University of Amsterdam, the Netherlands) |
| 2008 – | Wageindicator – national coordinator for Czechia and Slovakia, data management coordinator  (with Wageindicator Foundation and University of Amsterdam, the Netherlands) |

### *CONFERENCE AND WORKSHOP PARTICIPATION (SELECTION)*

|  |  |
| --- | --- |
| 201720152015 | Industrial Relations in Europe Conference (IREC), Warsaw, PolandEuropean Sociological Association (ESA) conference, Prague, Czech RepublicNew Challenges for Public Services Social Dialogue: Integrating Service User and Worker Involvement to Support the Adaptation of Social Dialogue, final conference, Brussels, Belgium |
| 2013 | International Labour and Employment Relations Association (ILERA) conference Amsterdam, the Netherlands |
| 2012 | European Employment Policy Responses to the Financial Crisis, University of Denver, Denver, CO, USA |
| 2012 | The Impact of Social and Economic Change on Collective Bargaining & Social Dialogue in the CEECs, European Trade Union Institute, Brussels, Belgium |
| 2011 | FP7 GUSTO midterm meeting, Universidad Autonoma da Barcelona, Spain |
| 2009 | Society for the Advancement of Socio-Economics, SciencePo, Paris, France |
| 2009 | FP6 EQUALSOC workshop, University of Amsterdam, The Netherlands |
| 2008 | First ISA Forum of Sociology, International Sociological Association, Barcelona, Spain |
| 2008 | FP6 EQUALSOC Midterm conference, Wissenschaftszentrum Berlin, Germany |
| 2008 | Workshop Comparative Workplace Studies, British Journal of Industrial Relations, London School of Economics and Political Science, London, United Kingdom |
| 2008 | Council for European Studies (CES), Chicago, USA |
| 2007 | The International Labour Process Conference, Amsterdam, The Netherlands |
| 2006 | International Sociological Association (ISA), World Congress of Sociology, Durban, South Africa |
| 2006 | Society for the Advancement of Socio-Economics (SASE), Trier, Germany |
| 2006 | Society for Comparative Research (SCR) Graduate Student Retreat, Yale University, New Haven, USA |
| 2006 | Council for European Studies (CES), Chicago, USA |
| 2005 | Society for the Advancement of Socio-Economics (SASE), Budapest, Hungary |
| 2004 | Management, Work and Organization in Post-Communist Countries, Employment Research Unit, Cardiff Business School, University of Cardiff, UK |
| 2003 | Multi-level Politics in an Era of Globalization, ASSR, Universiteit van Amsterdam, Amsterdam, The Netherlands (also conference organization) |
| 2003 | Eastern Meets Western Europe: will Americanization be the Outcome? Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, the Netherlands (also conference organization) |
| 2003 | Europe in Global World – Blending Differences, Center for Social and Economic Research, University of Lodz, Lodz, Poland |

### *LECTURES AND SEMINAR PRESENTATIONS*

|  |  |
| --- | --- |
| 2014 | Cornell University, School of Industrial and Labour Relations, Ithaca, NY, USA |
| 2014 2014 | Capacity building in the commerce sector in the new member states and candidate countries, final conference, Brussels, Belgium (invited speaker)  Trade union conference on working conditions and precarious work in the construction sector in Central Europe, Topoľčianky, Slovakia (invited speaker) |
| 2013 | 15 Years of EU Sectoral Social Dialogue – Quo Vadis? Thematic Liaison Forum, Brussels, Belgium (invited speaker) |
| 2012 | International Conference on Social Partnership and Healthcare Reforms, Slovak Trade Union Federation of Healthcare and Social Work (invited speaker) |
| 2011  2011 | The future of trade unions in Europe, AIAS Amsterdam annual conference, Amsterdam, the Netherlands (invited speaker)  The practice of extension mechanisms of collective agreements in Slovakia, WSI Duesseldorf, Germany (invited speaker) |
| 2010 | Central European University Budapest (CEU), Department of Political Science, departmental seminarAmsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, lunch seminar |
| 2009 | Central European University Budapest (CEU), Department of Political Science, departmental seminar |
| 2008 | Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, lunch seminar |
| 2007 | Visegrad summer school, Krakow, Poland, invited lecturer |
| 2006 | University of Amsterdam, ASSR staff seminar |
| 2006 | Max Planck Institute for the Study of Societies (MPIFG) Doctoral Colloquium |
| 2005 | Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, lunch seminar |

***TEACHING EXPERIENCE***

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| --- | --- |
| 2015  2009 – 2010 | Microeconomics for Public Policy, Central European University, School of Public Policy, Budapest, Hungary  Political Economy II, Central European University, Department of Political Science, Budapest, Hungary  Core course in the M.A. Program in Political Science and Political Economy |
| 2009 – 2010 | Political Economy of Labour and Industrial Relations in Europe, Central European University, Department of Political Science, Budapest, Hungary  Elective course in the M.A. Program in Political Science and Political Economy |
| 2008 | Industrial Relations and European Integration, University of Amsterdam, The Netherlands  International School for Humanities and Social Sciences  Master course in Comparative Labour and Organization Studies (with J. Visser and M. van der Meer) |
| 2007 – 2008 | Employment Relations and Organizational Change, University of Amsterdam, The Netherlands  International School for Humanities and Social Sciences  Master course in Comparative Labour and Organization Studies (with M. van der Meer) |

***STUDENT SUPERVISION***

|  |  |
| --- | --- |
| 2009 – 2010 | Central European University, Department of Political Science, Budapest, Hungary (second reader, MA students) |
| 2008 – 2010 | International School for Humanities and Social Sciences (ISHSS), University of Amsterdam, The Netherlands  M.A. Program Comparative Labour and Organization Studies (supervisor, 4 MA students) |

### *GRANTS, AWARDS, FELLOWSHIPS*

|  |  |
| --- | --- |
| 2009 | Dutch Sociology Association – Dissertation Prize for the best PhD. Dissertation in Sociology defended in the Netherlands in 2007 – 2008 |
| 2004 | Research grant, Netherlands Science Foundation (NWO), empirical data collection for doctoral research in Belgium |
| 2002 | Fellowship, Amsterdam School for Social Science Research (ASSR), pre-dissertation student |
| 2001 | Full fellowship, Open Society Foundation, Political Science MA Program, Central European University, Budapest, Hungary |
| 2000 | Fellowship, Erasmus program, University of Economics and Business Administration Vienna, and the University of Vienna, Institute of Political Science, Vienna, Austria |

### *RESEARCH INTERESTS*

Industrial relations, collective bargaining and social dialogue in the EU and particularly in Central and Eastern Europe

Public sector employment relations

Collective interest representation organizations – trade unions, employers’ organizations, civil society

Atypical employment and trade union strategies

Labour relations in multinational companies

Labour market institutions

Labour migration

Social policy, employment policy

Institutionalism in organization studies

Work and employment

Welfare states

Employment Policy

### *MEMBERSHIP*

emecon (online journal for the study of the economic life in Central and Eastern Europe) – member of editorial board

Centre for Employment Relations, Innovation & Change (CERIC), University of Leeds, United Kingdom – international associate

Society for the Advancement of Socio-Economics (SASE)

Council for European Studies (CES)

European Sociological Association (ESA)

International Sociological Association (ISA)

VIA BONA Slovakia – member of the selection committee

### *LANGUAGE SKILLS*

Slovak – native

Czech – near native

Hungarian – advanced

English – proficient

German – proficient

Bratislava, January 2018