

## PERSONAL INFORMATION



## Marta Kahancová

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🌐 [www.celsi.sk](http://www.celsi.sk)

Sex Female | Nationality Slovak

## WORK EXPERIENCE

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- 2008 – present **Founder and managing director**  
Central European Labour Studies Institute (CELSI), Bratislava, Slovakia
- 2022 - present **Management Board member**  
Management Board of Analytical Units at Slovak Ministries
- 2022 - present **Associate Professor**  
Institute of Public Policy, Faculty of Social and Economic Sciences, Comenius University, Bratislava, Slovakia
- 2022 - present **Director of Research**  
Wageindicator Foundation, Amsterdam, the Netherlands
- 2019 - 2020 **Visiting researcher**  
European Trade Union Institute (ETUI), Brussels, Belgium
- 2015 **Visiting Professor, Lecturer in Microeconomics for Public Policy**  
Central European University, School of Public Policy, Budapest, Hungary
- 2009 – 2010 **Visiting Assistant Professor in Political Economy and Industrial Relations**  
Central European University, Department of Political Science, Budapest, Hungary
- 2007 – 2008 **Lecturer, M.A. Program Comparative Labour and Organization Studies**  
Amsterdam Institute for Advanced Labour Studies (AIAS), International School for Humanities and Social Sciences (ISHSS), University of Amsterdam, the Netherlands
- 2007 – 2008 **Postdoctoral research fellow**  
Max Planck Institute for the Study of Societies, Cologne, Germany  
Research project: Actors in European Capitalism: Economic Action and Social Embeddedness in Multinational Firms
- 2003 – 2007 **Junior researcher and doctoral candidate**  
Amsterdam School for Social Science Research (ASSR), Faculty of Social and Behavioural Sciences, Department of Sociology and Anthropology, University of Amsterdam
- 2006 **Visiting doctoral researcher (one year)**  
Max Planck Institute for the Study of Societies, Cologne, Germany
- 2005 **Visiting doctoral researcher (one month)**  
European University Institute, Department of Social and Political Sciences, Fiesole, Italy

## EDUCATION AND TRAINING

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- 2003 - 2007 **PhD in Social Sciences (defended in 2007)**  
Amsterdam School for Social Science Research (ASSR), Faculty of Social and Behavioural

Sciences, Department of Sociology and Anthropology, University of Amsterdam, The Netherlands

Dissertation: Making the Most of Diversity. Social Interaction and Variation in Employment Practices in a Multinational Company (awarded the Dutch Sociology Association Dissertation Prize in 2009)

Dissertation supervision: Jelle Visser and Marc van der Meer  
 Dissertation committee: Wolfgang Streeck, László Bruszt, Bernhard Kittel, Annette Freyberg-Inan, Gerd Junne

**2002 Pre-dissertation student**

Amsterdam School for Social Science Research (ASSR), University of Amsterdam, The Netherlands

**2001 - 2002 M.A. degree in Political Science with distinction**

Central European University, Department of Political Science, Budapest, Hungary

Master thesis: *Preserving or Escaping the German Model of Industrial Relations? The Case of Volkswagen and its Subsidiaries in Central Europe*

**1996 - 2001 M.Sc. degree in Commerce Engineering with distinction**

University of Economics in Bratislava (EUBA), Faculty of Commerce, Bratislava, Slovakia

Specialization: Business Diplomacy

Master Thesis: *The Role of International Organizations in Poverty Reduction in Least Developed Countries*

**PERSONAL SKILLS**

Mother tongue(s) Slovak

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
German	C2	C2	C1	C1	C1
Hungarian	C2	C2	B2	B2	B2
Czech	C2	C2	B2	B2	B2
Polish	B2	B2	A2	A2	A2
Spanish	A2	A2	A2	A2	A2
Dutch	A2	A2	A2	A2	A2

- Skills**
- Independent research skills (18 years of experience)
  - Presentation skills (18 years of experience)
  - Leadership (responsible for a team of 15 people)
  - Teaching skills (14 years of experience)

- Research interests**
- Industrial relations, collective bargaining and social dialogue
  - Trade unions, employers' organizations, civil society, advocacy organizations
  - Labour market institutions and inclusive labour markets
  - Labour migration
  - Social policy
  - Employment Policy
  - Education Policy
  - Disability Policy
  - Working conditions, atypical, precarious and undeclared work, disability and labour markets

## PUBLICATIONS

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### Books

- Bernaciak, M. and Kahancová, M. (eds) (2017) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: European Trade Union Institute
- 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

- Kahancová, M. and Staroňová, K. (2023) (Un)certainty in public sector wage setting in the context of export-led economic growth: the case of Czechia and Slovakia, *European Journal of Industrial Relations* (under review)
- Kahancová, M. and Martišková, M. (2023) Strengthening legislation, weakening collective bargaining? Two faces of trade union strategies in Czechia and Slovakia, *European Journal of Industrial Relations*, Vol. 29, No. 1. <https://doi.org/10.1177/09596801221140408>
- Trif, A., Paolucci, V., Kahancová, M. and Koukiadaki, A. (2023): The impact of trade union actions on precarious work in Central and Eastern Europe: beyond institutional and structural resources, *Human Relations*, Vol. 76, No. 1 <https://doi.org/10.1177/00187267211020189>
- Martišková, M., Kahancová, M. and Kostolný, J. (2021) With Minimum Wages and Collective Bargaining towards Wage (In)Equality: Evidence from Czechia and Slovakia. *Transfer: European Review of Labour and Research*, Vol. 27, No. 1, pp: 75-96. <https://doi.org/10.1177/1024258921995363>
- Kahancová, M., Meszmann, T. T. and Sedláková, M. (2020) Precarization via Digitalization? Work Arrangements in the On-Demand Platform Economy in Hungary and Slovakia, *Frontiers in Sociology*, <https://doi.org/10.3389/fsoc.2020.00003>
- 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

- Kahancová, M. and Uhlerová, M. (2022) Slovakia: From Politics to Bread-and-Butter Unionism. In Müller, T., Vandaele, K. and Waddington, J. (eds.) *Trade Unions in Europe*. Brussels: Peter Lang Publishing.
- Drahokoupil, J., Kahancová, M. and Meszmann, T. T. (2023) Falling through the cracks: Gig economy and platform work in Central and Eastern Europe, in Ness, I. (ed.) *Routledge Handbook of the Gig Economy*. Routledge.
- Holubová, B. and Kahancová, M. (2022) Revisiting the Concept of Precarious Work in Times of Covid-19. In Choonara, J., Murgia, A. and Carno, R. M. (eds.) *Faces of Precarity: Critical Perspectives on Work, Subjectivities and Struggles*. Bristol: Bristol University Press.
- Kahancová, M., and Kirov, V. (2021) Shaping minimum wages in Central and Eastern Europe: Giving up collective bargaining in favour of legal regulation? In Dingeldey, I., Grimshaw, D. and Schulten, T. (eds.) *Minimum Wage Regimes: Statutory Regulation, Collective Bargaining and Adequate Levels*. Routledge
- Scarpata Costa, E., and Kahancová, M. (2021) Minimum wages and inequality mitigation in post-dictatorship industrial relations systems in Latin America: The case of Argentina, Brazil and Uruguay. In Dingeldey, I., Grimshaw, D. and Schulten, T. (eds.) *Minimum Wage Regimes: Statutory Regulation, Collective Bargaining and Adequate Levels*. Routledge.
- Holubová, B., Kahancová, M., Sedláková, M. and Šumichrast, A. (2021) Return to work practice in Slovakia: matching best practice with the scope of social partner activity. In Akguc, M. (ed.) *Continuing at Work: Long-term illness, return to work schemes and the role of industrial relations*. Brussels: ETUI.
- Kahancová, M., and Sedláková, M. (2020) Erosion of bargaining in the world of vital actors: industrial relations in the aftermath of public sector reforms in Slovakia. In Keune, M., Ramos Martin, N. and Mailand, M. (eds.). *Working under pressure: Employment, job quality and labour relations in Europe's public sector since the crisis*. Brussels: ETUI.
- Drahokoupil, J. and Kahancová, M. (2019) 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*. Houndsmills: Palgrave Macmillan, Palgrave Handbooks
- Kahancová, M., Martišková, M. and Sedláková, M. (2019) Slovakia: Collective bargaining between coordination and fragmentation, in: Müller, T., Vandaele, K. and Waddington, J. (eds.) *Towards an Endgame: Collective Bargaining in Europe*. Brussels: European Trade Union Institute
- Kahancová M. and Sedláková M. (2018) Slovak Trade Unions at Crossroads: From Bargaining to the Public Arena, in Traub-Merz, R. (ed.) *Trade Unions in Transition: From Command to Market Economies*. Berlin: Friedrich Ebert Stiftung
- 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: European Trade Union Institute.
- 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: European Trade Union Institute.
- 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

- Holubová, B., Kahancová, M., Sedláková, M. and Šumichrast, A. (2021) Return to Work Policies and the Role of Industrial Relations in Slovakia. Bratislava: CELSI Research Reports No. 41/2021.
- Kahancová, M. (2020) Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Eastern Partnership Countries. Bratislava: CELSI Research Reports No. 35/2020.
- Kahancová, M. and Sedláková, M. (2018) Bargaining and Social Dialogue at the Public Sector (BARSOP), Country study: Slovakia. Bratislava: CELSI Research Report No. 22
- Besamusca, J., Kahancová, M. and Tjens, K.G. (2018) Contents of Collective Bargaining Agreements in the Commerce Sector. BARCOM Report 1. Bratislava: CELSI Research Report No. 23.

- Kahancová, M., Kostolný, J. and Szüdi, G. (2018) Bargaining Systems in the Commerce Sector. BARCOM Report 2. Bratislava: CELSI Research Report No. 24.
- Besamusca, J., Kahancová, M., van Klaveren, M., Kostolný, J., Szüdi, G. and Tijdens, K.G. (2018) Bargaining Systems and Collective Bargaining Agreements in the Commerce Sector. BARCOM Report 3. Bratislava: CELSI Research Report No. 25.
- 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. PRECARIR country report. Bratislava: CELSI Research Report No. 19.
- Kahancová, M., Martišková, M. and Sedláková, M. (2017) Negotiating Wage Inequality: The Case of Slovakia, NEWIN country report. Bratislava: CELSI Research Report No. 21.
- Kahancová, M. and Martišková, M. (2015) Bargaining for social rights at the sectoral level: the case of Slovakia. BARSORIS national project report, CELSI Research Reports 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 Reports 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., Czírja, L. 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. 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.

#### Discussion papers and working papers

- Kahancová, M., Martišková, M. and Nordlund, C. (2019) Enhancing the Effectiveness of Social Dialogue Articulation in Europe: Conceptual and Analytical Framework in a Multi-Level Governance Perspective. CELSI Discussion Paper No. 55.
- 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

- Duell, N., Guzi, M., Kahancová, M., Martišková, M., Pavlovaite, I. and Manoudi, A. (2022) Thematic Review 2022: Skills shortages and structural changes in the labour market during COVID-19 and in the context of the digital and green transition. Directorate - General for Employment, Social Affairs and Inclusion Luxembourg: Publications Office of the European Union (forthcoming)
- Kahancová, M. and Martišková, M. (2021) Articulation of trade union strategies on upward convergence of social standards in the enlarged EU: Case of Slovakia. Bratislava: CELSI Policy Brief No. 17/2021.
- Kahanec, M. and Kahancová, M. (2019) Economic Research in the Visegrad Countries: An Insiders' World on Europe's Periphery. In Székely, I. P. (ed.) Faces of Convergence. Vienna: WIIW.
- 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.

## PROJECTS

- 2022 Public procurement and collective bargaining: the case of Poland and Slovakia (European Trade Union Institute, Brussels, Belgium, with Martin Bulla, Trnava University)
- 2022 – 2026 TransEuroWorkS: Transforming European Work and Social Protection, a Horizon Europe Project (coordinated by Leiden University, the Netherlands)
- 2022 – 2024 Social Dialogue in Defence of Vulnerable Groups in Post-Covid-19 Labour Markets (DEFEN-CE), EC Grant No. VS/2021/0196, with University of Helsinki, Finland
- 2020 – 2024 European Centre of Expertise in the field of labour law, employment and labour market policies (European Commission)
- 2020 – 2024 Tackling undeclared work platform – a permanent working group of the European Labour Agency (ELA)
- 2020 – 2022 Business and Welfare: Preferences and collective action in Europe (BAWEU), EC Grant No. VP/2019/004 (with the University of Milano, Italy)
- 2020 – 2022 Bargaining for working conditions and social rights of migrant workers in Central East European countries (BARMIG), EC Grant No. VS/2020/00119
- 2020 – 2022 Social dialogue in welfare services. Employment relations, labour market and social actors in the care services (SOWELL), EC Grant No. VS/2020/0242
- 2019 – 2020 I want to work, who can help me? Strengthening the cooperation between policy makers and the non-profit sector in return to work of persons with disabilities and health conditions, EEA/Norway Grant No. T2-2019-008 (lead partner institution and project coordinator)
- 2019 – 2021 Negotiating return to work in the age of demographic change through industrial relations (REWIR), EC Grant No. VS/2019/0075 (with Centre for European Policy Studies, Belgium)
- 2019 Mapping trade unions and professional associations in six Eastern Partnership countries
- 2019 – 2020 Capacity building for social dialogue in the hospital sector in 14 countries (with EPSU and HOSPEEM)
- 2018 – 2019 EESDA: Enhancing the Effectiveness of Social Dialogue Articulation, EC Grant No. VS/2017/0434 (with Centre for Policy Studies, Belgium)
- 2018 – 2020 PHS-Quality: Job Quality and Industrial Relations in Personal and Household Services, EC Grant No. VS/2017/0046 (with University of Amsterdam)
- 2016 – 2018 BARCOM: With innovative tools for bargaining support in the commerce sector, EC Grant No. VP/2015/004/0012 (with University of Amsterdam)
- 2016 – 2018 BARSOP: Bargaining and social dialogue in the public sector, EC Grant No. VS/2016/107 (with University of Amsterdam)
- 2017 – 2018 IRSDACE: Industrial relations and social dialogue in the age of collaborative economy, EC Grant No. VS/2016/0064 (with Centre for Policy Studies, Belgium)
- 2015 International Labour Organization – Regional database on labour and collective bargaining (with

	M. Martišková and Z. Šmehýlová, CELSI, Slovakia)
2015 – 2016	Social Dialogue in Social Services - CEEP (consortium member, with Imanovation, Lisbon, Portugal)
2015 – 2017	European Trade Union Institute – Beyond the crisis: strategic innovation within CEE trade union movements (with Magdalena Bernaciak, ETUI Brussels, Belgium)
2015 – 2017	CANWON – Cancer and work network (European Cooperation of Science and Technology, COST)
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, Italy)
2014 – 2016	WITA GPG: With innovative tools against gender pay gap, EC Grant No. JUST/2013/400004929 (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 Czírja, 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	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)

## AWARDS

2009	Dutch Sociology Association Dissertation Prize for the best Dissertation in Sociology defended the Netherlands in 2007-2008
2008	Max Planck Institute for the Study of Societies (MPIFG), Cologne, Germany, selected among the two best papers from the Max Planck Discussion and Working Paper series Paper title: <i>Corporate Values in Local Contexts: Work Systems and Workers' Welfare in Western and Eastern Europe</i> , WP07/1
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 2002 Certificate, participation in the Central European Summer University, Budapest, Hungary Course title: <i>The Politics of Market Making and Industrial Relations in Europe</i>
2002	Certificate, participation in the 25 <sup>th</sup> annual summer seminar of the Institute for Economic Studies and the summer university Europe and Liberty at the University of Aix – Marseille, Aix en Provence, France
2001	Full fellowship, Open Society Foundation, Political Science MA Program, Central European University, Budapest, Hungary
2000	Fellowship, Socrates – Erasmus program, University of Economics and Business Administration Vienna, and the University of Vienna, Institute of Political Science, Vienna, Austria

## MEMBERSHIP

Frontiers in Sociology, member of editorial board  
 European Journal of Industrial Relations – guest editor special issue  
 Transfer – European Journal on Labour and Research – member of editorial board, editor of special issue 2024



Industrial Relations: A Journal of Economy and Society (University of Berkeley) – guest editor special issue 2024  
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, international associate  
Society for the Advancement of Socio-Economics (SASE), member Council for European Studies  
(CES), member  
International Sociological Association (ISA), member

CONFERENCE AND WORKSHOP PARTICIPATION (SELECTION)

2021-2022	European Labour Authority, European Platform for Tackling undeclared Work – speeches at Platform conferences in capacity of an invited expert
2022	Machtressourcen Conference Jena
2022	SIV Conference Vienna
2022	ELA Supply Chain
2022	BAWEU final conference
2019	ILERA conference, Düsseldorf, Germany
2019	Friedrich Ebert Stiftung Regional Economic Forum: Inclusive growth at the local level
2019	CELSI 10 <sup>th</sup> anniversary conference: panel chair on Asking questions about CEE labour markets
2019	EPSU/HOSPEEM regional capacity building workshops (Rome and Bucharest)
2019	EESDA final conference: Chair of the panel on cross-industry social dialogue at the EU level
2018	Friedrich Ebert Stiftung Regional Economic Forum: One road to convergence? Expert on South-East European labour market developments
2018	Symposium Borders, Borderlands and Migration, University of California Berkeley, USA
2017	BARCOM Final Project Conference, Brussels, Belgium
2017	BARSOP Final Project Conference, Brussels, Belgium
2015	Industrial Relations in Europe Conference (IREC), Warsaw, Poland
2015	European Sociological Association (ESA) conference, Prague, Czech Republic
	New 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

LECTURES AND SEMINAR PRESENTATIONS

2022	Marie Curie Sklodowska University, Lublin, Poland, Social Boundaries of Work Conference – keynote speech
2022	Wirtschaftsuniversität Wien, Austria, Social Boundaries of Work Final Conference – keynote speech
2022	European Commission, Public Employment Services Network annual conference – invited speech
	ETUCE conference – trade unions in Eastern Partnership countries (invited speech)
2020	Trade Union Related Research Institutes (TURI) network conference – invited speaker
2019	Cornell University, School of Industrial and Labour Relations, Ithaca, NY, USA

2014	Capacity building in the commerce sector in the new member states and candidate countries, final conference, Brussels, Belgium (invited speaker)
2014	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	The future of trade unions in Europe, AIAS Amsterdam annual conference, Amsterdam, the Netherlands (invited speaker)
2011	
2010	The practice of extension mechanisms of collective agreements in Slovakia, WSI Duesseldorf, Germany
2010	Central European University Budapest (CEU), Department of Political Science, departmental seminar
2009	Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, lunch seminar
2008	Central European University Budapest (CEU), Department of Political Science, departmental seminar
2007	Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam, lunch seminar
2006	Visegrad summer school, Krakow, Poland, invited lecturer
2005	Max Planck Institute for the Study of Societies (MPIfG) Cologne, Germany, Doctoral Colloquium

(see next page)

## TEACHING EXPERIENCE

- 2015 Microeconomics for Public Policy, Central European University, School of Public Policy, Budapest, Hungary
- 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
- 2009 – 2010 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
- 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)

