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| PERSONAL INFORMATION | Tibor T. Meszmann |
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Kopernikusgasse 12/15, 1060 Wien, Austria

tibor.meszmann@celsi.sk

+3670392883

Celsi.sk

| WORK EXPERIENCE |  |
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|  | Scientific Coordinator, Senior Researcher (2020- ) |
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| Central European Labour Studies Institute (CELSI) Bratislava, Zvolenska 29 Slovakia, celsi.sk |
| * Organizing and conducting qualitative and quantitative research * Research coordination of consortium partners * Design of Qualitative Research Tools * Writing background and final case study reports on industrial relations in Hungary * Writing comparative reports * Providing expertize and review * Presenting and discussing findings * organization of the dissemination of main findings |

| Researcher, independent contractor or short term employment (2009-2022)   * Providing expertize in the field of labour market analysis, industrial relations in Hungary, but also Southeast Europe * Implementing qualitative research: conducting interviews and online surveys . * Writing case study reports, sectoral and general labour market analyses on Hungary * Core areas: changes in employment relations, protection of social rights of employees, corporate social resposibility, supply chain governance, effects of changes in labour code on collective bargaining * Designing and coordinating publications |
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| Business or sector Research |
| Business or sector Research/Academia  Visiting Guest Lecturer (2020) |
| Corvinus University of Economics, Budapest |
| * Classes taught in economic sociology in Spring Semester * Evaluation and grading |
| * Providing expertize in the field of industrial relations in Hungary, but also Southeast Europe * Implementing qualitative research: conducting interviews and online surveys . * Writing case study reports, sectoral and general labour market analyses on Hungary * Core areas: changes in employment relations, protection of social rights of employees, corporate social resposibility and supply chain governance, effects of changes in labour code on collective bargaining * Designing and coordinating publications |

| Programme Officer, Europe and Central Asia Programme (2005-6)  Minority Rights Group International, London/Budapest   * Comprehensive monitoring and evaluation of the programme, * Editing of case studies of minority NGOs from the region   Business or sector Civil sector  Liaison for International relations and civil society (2002-2003)  Regional Executive Committee of Vojvodina, Novi Sad, Serbia  Ministry for Work, Employment, and Gender Equality   * Planning international exchanges * implementing projects with civil society * communication with the media   Business or sector Government  Project coordinator, Editor  Center for Multiculturalism Zeleznicka 35, Novi Sad, Serbia   * Planning and implementing projects on minority rights protection, * Designing and editing a newsletter on cultural and social righs of minorities in Vojvodina   Business or sector Civil sector |
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COMPLETED RESEARCH CONTRACTS

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2022 June -

March 2023 Research and reporting to Wissenschaftszentrum Berlin:

Structure of the Automotive Industry, Industrial Polices, Tansformation toward electric mobility, the impact

on employment, and labor and industrial relations in the automotive industry in Serbia.

Transformation of the Automotive industry and the impact on employment, and labor and industrial relations in the automotive industry in Hungary

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2022 June - December Research and reporting to TÁRKI Social Research Institute

Digital transformation and social citizenship in Hungary, Euroship project

2022 March - May Research and reporting to PPMI, Vilnius

Evaluation and Review of the Platform to Business Regulation in Hungary

2021 March- /May Research and reporting to PPMI, Vilnius

Study to support the impact assessment of an EU Initiative on improving the working conditions of platform workers

2020 September Scientific coordination of the project, research and reporting for CELSI, EU DG Employment Project

- 2022 August BARMIG - Bargaining for working conditions and social rights of migrant workers in Central and

Eastern European countries

June 2020 - March 2021 Research and reporting to ETUI, Brussels

Trade Unions and Collective Bargaining. Multinational Companies in Retail and Automotives in Hungary

2019 February -

2020 January Research and reporting to Friedrich Ebert Stiftung Budapest and Center for Policy Studies, CEU,

Budapest

Employment of migrant workers and its impact on local industrial relations in Hungarian automotives

2018 December - 2019

June Research and reporting to Friedrich Ebert Stiftung Budapest

Working conditions in automotive companies in the Hungarian Southern Great Plains

2017-2019 Research and reporting to CELSI, DG Employment Project

IRSDACE: Industrial Relations and Social Dialogue in the Age of Collaborative Economy in Hungary

2017 - 2018 *Research and project coordination for AnBlokk Association*

Towards stronger transnational labour inspection cooperation (STRONGLAB)

2017 January - December Research and reporting to AnBlokk Association

Temporary Agency Work as a Form and Channel of Labour Migration

2015 February -

2016 December Research and reporting to CELSI

PRECARIR: The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations in Hungary, EU DG Employment Project

2016 February-May Research and reporting to CELSI

*Corporate social responsibility and trade unions in Albania and Kosovo.*

RELEVANT PUBLICATIONS

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‘Hungary: Restricted terrain for self-organisation and action’ .. in Martin Myant ed. *Are multinational companies good for trade unions? Evidence from six central and eastern European countries*. ETUI. Brussels. 2023

‘Hungary: After the End of Illusions, Trade Unions on the Brink of Marginality’ in: Müller, T., Vandaele, K. and Waddington, J. (eds.) *Trade Unions in Europe*. Brussels: Peter Lang Publishing. 2023. (with Imre Szabó)

‘Bargaining for working conditions and social rights of migrant workers in Central East European countries (BARMIG), Background Report: Serbia. CELSI Research Report no. 50. December 2022. <https://celsi.sk/en/publications/research-reports/detail/217/bargaining-for-working-conditions-and-social-rights-of-migrant-workers-in-central-east-european-countries-barmig-national-report-serbia/>

‘Bargaining for working conditions and social rights of migrant workers in Central and Eastern European countries (BARMIG), Comparative report. CELSI Research Report no. 53. October 2022. (with Kolasa-Nowak, A. and Podgórska, K.)

‘Bargaining for working conditions and social rights of migrant workers in Central and Eastern European countries (BARMIG), National report Hungary. CELSI Research Report no. 45. February 2022.

‘Falling through the cracks: Gig economy and platform work in Central and Eastern Europe’, in Immanuel Ness (ed.) *Routledge Handbook of the Gig Economy*. Routledge..2022 (with Jan Drahokoupil and Marta Kahancová)

*Jog és érdek a munka világában [Rights and Interests in the Hungarian World of Labour] SZEF: Budapest 2022. (ed. vol. together with Erzsébet Berki and Gábor Fodor)*

‘A szakszervezeti talajvesztés forrásai és a szakszervezeti struktúra alakváltozása 2010. után’ (Why are Trade Unions Losing Ground and Changes in Union Structure after 2010] *in: Jog és érdek a munka világában [Rights and Interests in the Hungarian World of Labour] SZEF: Budapest 2022. (ed. vol. together with Erzsébet Berki and Gábor Fodor)* [*https://szef.hu/wp-content/uploads/2022/05/2-Meszmann-T.-Tibor.pdf*](https://szef.hu/wp-content/uploads/2022/05/2-Meszmann-T.-Tibor.pdf)

‘Uneven Development in the European Automotive Industry: Labour Fragmentation and Value Added Production in the Hungarian Semi-Periphery’. *In: Komlosy, A – Musić , G. (eds): ITH Global Commodity Chains and Labour Relations. Brill, 2022. (with Tamás Gerőcs and András Pinkasz*

'Precarization via Digitalization? Work Arrangements in the On-Demand Platform Economy in Hungary and Slovakia'*. Frontiers in Sociology, 26 February 2020 | https://doi.org/10.3389/fsoc.2020.00003 https://www.frontiersin.org/articles/10.3389/fsoc.2020.00003/full with Marta Kahancová and Mária Sedláková*

*A magyarországi munkásság a hosszú lejtmenetben. [Hungarian Workers from a Longue Duree Perspective] Fordulat vol 26. 2019 .pp 42-170. with Czirfusz Márton, Ivanics Zsófia, Kovai Cecília)*

*Non-Local Workers in Hungarian Automotives. Changing environments for worker mobility and modes of interest formation https://cps.ceu.edu/sites/cps.ceu.edu/files/attachment/publication/3250/cps-working-paper-non-local-workers-hungarian-automotives-2020.pdf CEU CPS WP Series 2020/2*

*Unionisation of Non-Local Workers: A Capacity-Building Opportunity For Trade Unions? Policy paper Center for policy Studies, FES, Budapest and CEU CPS. With Olena Fedyuk, in cooperation with Violetta Zentai*

*‘Ladders or Snakes? Job Quality Assessment of Temp Workers from Ukraine in Hungarian*

*Electronics’ Central European Central and Eastern European Migration Review 2019, with*

*Olena Fedyuk*

*“Industrial Relations and Social Dialogue in the Age of Collaborative Economy (IRSDACE),*

*National Report: Hungary” Bratislava, CELSI, December 2018 CELSI Research Report, no. 12*

*Ukrainian Temporary Agency Workers In The Electronics Sector. Case Study: Hungary [with Olena Fedyuk], Bp., AnBlokk Kultúra- és Társadalomtudomány Egyesület, 2018.*

Relevant presentations

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‘Invisible drivers? Mapping and interpreting migrant workers invisibility in platform driven personal transport in Hungary’. Online Webinar Platform work in the Global North and the Global South: same problems, same solutions?” 14 June 2021

*‘Sourced labour for flexible production: worker consent and the development of temporary agency work in Hungarian manufacturing' (with Olena Fedyuk) Social Boundaries of Work 2020, Warsaw October 29 2020 (with: Olena Fedyuk)*

*‘Efficient but fragile, and unsustainable? The role and limits of worker dormitories in reproduction of labour in Hungarian manufacturing’ (with Olena Fedyuk) Social Boundaries of Work 2020, Warsaw October 29 2020 (with: Olena Fedyuk)*

*A new form of segmentation: spreading utilization of temporary agency work in Hungary’s re-industrialised regions since the global economic crisis " The search for security under disruptive technologies and deconstructed labour markets. 40th International Working Party on Labour Market Segmentation (IWPLMS).* September 9th & 10th, 2019 Düsseldorf (paper *prepared with László Neumann)*

*In Search for Dexterious Workers: Labour Market Adjustments in the EU Periphery, Jobs, and Employment of TCN Temp Workers in Hungarian Manufacturing , Paper presented at the International Labour Process Conference, Vienna April 25 2019 (with: Olena Fedyuk)*

*“Uneven Development in labour relations: fragmentation and flexibilization in the Hungarian automotive industry” 5th Critical European Studies Workshop Central European University, Budapest (Hungary) Organised by Critical Political Economy Research Network and Open Learning Initiative, May 11 2018 (with Tamás Gerőcs and András Pinkasz)*

*‘Ukrainian temporary workers in Hungary’ Strengthening Trans/national Cooperation among Labour Standards Enforcement Agencies in Europe: Challenges and Opportunities conference, Prague, 24 - 25 November 2017*

*‘Incorporating outsiders? Union practices in electronics sector in Hungary’ Social boundaries of work conference, Katowice 27-28. 10.2017.*

*Trends in regulating precarious work: Poland and Hungary compared. IREC, Warsaw, September 8 2017 (with Adam Mrozowicki)*