

CV

Name	Jan Czarzasty	
Job title	Reader (PhD), Warsaw School of Economics (Szkoła Główna Handlowa w Warszawie)	
Skills and length of experience	EDUCATION	
	2008-2009	<p>Doctorate: dissertation (the title: <i>Industrial Relations in Large Retail Networks</i>), defended at the Warsaw School of Economics (Szkoła Główna Handlowa, SGH), PhD awarded in September, 2009.</p> <p>Development of competences in the fields of: industrial relations, qualitative research methods, economic sociology</p> <p>Skills acquired academic qualifications, computer software skills (SPSS), qualitative data analysis.</p>
	1995-2000	<p>MA studies in Management, Faculty of Management, Warsaw University (Uniwersytet Warszawski, UW), MA awarded</p> <p>Development of competence in the field: theory of organization and management</p> <p>Skills acquired: academic qualifications, computer software skills (MS Office), written and oral communication skills in English and German</p>
	SELECTED PROFESSIONAL EXPERIENCE	
	2000 till present	<p>Lecturer and researcher at the Warsaw School of Economics</p> <p>Main fields of research: industrial relations, trade unions, economic restructuring and its social implications</p> <p>Expertise/Selected publications:</p> <ul style="list-style-type: none"> -“On the Emerging Organizational Culture of a Finnish Company’s Polish Subsidiary”, in: <i>Human Resource Development International</i>, Vol. 5, No 3/ September 01, 2002, pp. 369-375 - „Przemysł zbrojeniowy – walka o status strategiczny czy o przetrwanie?” („Arms Industry – Fighting for Strategic Status or Struggling for Survival?”) (With L. Gilejko), in: <i>Związki zawodowe a restrukturyzacja – blokada czy dialog i kompromis?</i> („Trade Unions and Restructuring – blockage or dialogue and compromise?”, SGH, Warsaw, 2003 (in Polish); - „Kapitał francuski a sektory strategiczne polskiej gospodarki” (French Investments and Strategic Sectors of Polish Economy), <i>Studia i Prace</i>, Vol. 4, SGH, Warsaw, 2003, pp. 83-105) (in Polish); - „Związki zawodowe od konfrontacji do kooperacji”

		<p>(Trade unions – from confrontation to co-operation) (eds. with A. Kulpa-Ogdowska), Wizja Press IT and SGH, Warsaw, 2006 (in Polish);</p> <p>- „Związki zawodowe w handlu wielkopowierzchniowym – laboratorium strategii rozwoju?” (Trade unions in large retail chains – the laboratory for organizing strategy?). in: K. Żukrowska (ed.), „Integracja europejska - nowe bariery czy trwały kryzys?” (European integration – new barriers or persistent crisis?”, Oficyna Wydawnicza SGH, Warsaw, 2006, pp. 409-419 (in Polish);</p> <p>- „Europejskie tendencje decentralizacji przetargu zbiorowego a jego stan w Polsce” (European trends towards decentralization of collective bargaining), in: K. Żukrowska (ed.), „Co dzieli, co integruje Wspólnotę Europejską?” (What parts the EU and what brings it together?), Oficyna Wydawnicza SGH, Warsaw, 2007, pp. 413-429 (in Polish);</p> <p>- „Warunki pracy i kultura organizacyjna polskich przedsiębiorstw” (Working Conditions and Organizational Culture of Polish Enterprises), in: J. Gardawski (ed.), „Polacy pracujący a kryzys fordyzmu” (Working Poles and the Crisis of Fordism), Scholar, Warsaw 2009, pp. 343-417 (in Polish).</p> <p>Skills acquired: Qualitative data collecting skills, quantitative multivariable data analysis, qualitative data analysis, lecturing skills, editorial skills</p>
	<p>2002 till present</p>	<p>Correspondent for the European Industrial Relations Observatory (EIRO) (2002 – present), the European Working Conditions Observatory (EWCO), and the European Monitoring Centre of Change (EMCC) (2006 – present) at the national centre – Institute of Public Affairs (Instytut Spraw Publicznych, ISP).</p> <p>Nearly 70 articles posted altogether in the websites of the respective observatories (in addition, contribution to almost 20 comparative studies and reports); other publications: “Capacity building for social dialogue in Poland”, European Foundation for the Improvement of Living and Working Conditions, 2006, available at: (http://www.eurofound.europa.eu/pubdocs/2006/518/en/1/ef06518en.pdf)</p> <p>Development of competences in the fields of: industrial relations, social dialogue, social policy, quality of living and working conditions, restructuring</p> <p>Skills acquired: written English skills, computer software skills (EF Record template)</p>

	2002 till present	<p>Researcher and analyst for the Institute of Public Affairs in research projects on public policy and social dialogue.</p> <p>Expertise/ selected publications: -„Decentralizacja negocjacji zbiorowych w Europie – przyczyny, następstwa, wnioski” (Decentralization of collective bargaining in Europe – causes, results, and conclusions), in: R. Towalski (ed.), „Dialog społeczny. Najnowsze dyskusje i koncepcje” (Social dialogue. The latest discussions and concepts), Centre for Social Partnership „Dialogue” and the Institute of Public Affairs, Warsaw, 2007, pp. 75-98 (in Polish);</p> <p>Skills acquired: quantitative and qualitative analysis</p>
	2003 till present	<p>Researcher and analyst in research projects on industrial relations and social dialogue at the Friedrich Ebert Foundation (Friedrich Ebert Stiftung, FES)</p> <p>Development of competences industrial relations, social dialogue,</p> <p>Skills acquired: quantitative and qualitative analysis, coordination of research projects, qualitative research methods</p>
	2003 - 2004	<p>Researcher in the research project <i>Services of General Economic Interest and the EU</i> by European Trade Union Confederation (ETUC) and European Centre of Enterprises with Public Participation (CEEP) supported by the European Commission, 2003 – 2004</p> <p>Development of competences: social dialogue, public management theory, public services</p> <p>Skills acquired: qualitative analysis, written English skills</p>
	2006 till present	<p>Collaborating author with the <i>Social Dialogue Paper</i> (Pismo Dialogu Społecznego), Centre for Social Partnership „Dialogue”, (2006 – present)</p> <p>Development of competences: social dialogue</p> <p>Skills acquired: writing skills, translatory skills (Polish to English)</p>
	2008 till present	<p>Editor of the <i>Warsaw Forum of Economic Sociology</i>, scholarly journal published in English, SGH</p>

		Development of competences: economic sociology	
		Skills acquired: editorial skills, project management, translatory skills (Polish to English)	
Languages: (indicate level of skill: 1 = poor, 5= excellent)	<u>Language</u>	<u>Written</u>	<u>Spoken</u>
	English	5	5
	German	2	3
	Polish	5	5

PROJECT EXPERIENCE

1. *European Industrial Relations Observatory (EIRO), European Working Conditions Observatory (EWCO) and European Monitoring Centre on Change (EMCC)* – Institute of Public Affairs (Instytut Spraw Publicznych), 2002-present (EIRO) and 2006-present (EWCO and EMCC)

Project description: provision of information services to two observatories (EIRO and EWCO) and one monitor (ERM) by Polish national correspondent (Institute of Public Affairs).

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2. *Services of General Economic Interest and the EU*, joint research project by European Trade Union Confederation (ETUC) and European Centre of Enterprises with Public Participation (CEEP) supported by the European Commission, 2003-2004, completed

Project description: the aim of the project was to report state of affairs in the field of Services of General Economic Interest in selected candidate countries, with particular emphasis on the role of social partners in the sectors of economy providing Services of General Economic Interest.

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3. *Working Poles 2006 and 2007* (Polacy pracujący 2006 i 2007), Polish Confederation of Private Employers “Lewiatan” (Polska Konfederacja Pracodawców Prywatnych “Lewiatan”), completed.

Project description: two consecutive editions of nation-wide survey research aiming to examine various aspects of living and working conditions of employees, results of the project were published in: J. Gardawski (ed.), „Polacy pracujący a kryzys fordyzmu” (Working Poles and the Crisis of Fordism), Scholar, Warsaw 2009, chapter authored: „Warunki pracy i kultura organizacyjna polskich przedsiębiorstw” (Working Conditions and Organizational Culture of Polish Enterprises), pp. 343-417 (in Polish)

Contact: Prof. Juliusz Gardawski, project supervisor

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4. *Improving social dialogue system and increasing capacity of social dialogue institutions and participants* (Poprawa funkcjonowania dialogu społecznego oraz wzmocnienie instytucji i uczestników dialogu społecznego), Warsaw School of Economics for Ministry of Labour and Social Policy, ESF-funded project within the frame of Operational Programme – Human Capital 2008-2009, completed.

Project description: the aim of the project was to provide diagnosis of the current states of social dialogue in Poland with a view to improve its capacity of social dialogue at the national level, the project was considered top-priority by the government and social partners at the national level, thus is expected to continue.

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5. *Development of trade unions in the NMS and candidate countries of the EU*, research project by European Trade Union Institute (ETUI), 2009, in progress.

Project description: the aim of the project is to provide description and analysis of the evolution of trade unionism in New Member States and candidate countries of the EU. In case of Poland the project offers a unique opportunity to provide a comprehensive picture of trade unions movement, its history, present state and future prospects.

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Employee's role and responsibilities in the project:

Ad 1 Contracted researcher and analyst charged with a responsibility for monitoring and reporting developments in the field of industrial relations, working conditions and restructuring in Poland;

Ad 2 Contracted researcher charged with a responsibility for preparing a country report regarding the state of services of general interest (SGI) in Poland;

Ad 3 Member of the research team carrying nation-wide survey research aiming to collect data on various aspects of living and working conditions of employees, charged with a responsibility for co-preparing the questionnaire, data analysis and contribution to a final report of a chapter on working conditions and organizational culture.

Ad 4 Member of the research team carrying nation-wide survey research, charged with a responsibility for co-preparing the questionnaire, data analysis and contribution to a final report;

Ad 5 Member of the research team carrying nation-wide research, charged with a responsibility for collecting data, data analysis and preparing country report to be incorporated into a synthesis comparative report for the region covered.