



Central European
Labour Studies
Institute

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ANNUAL REPORT 2018

CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE

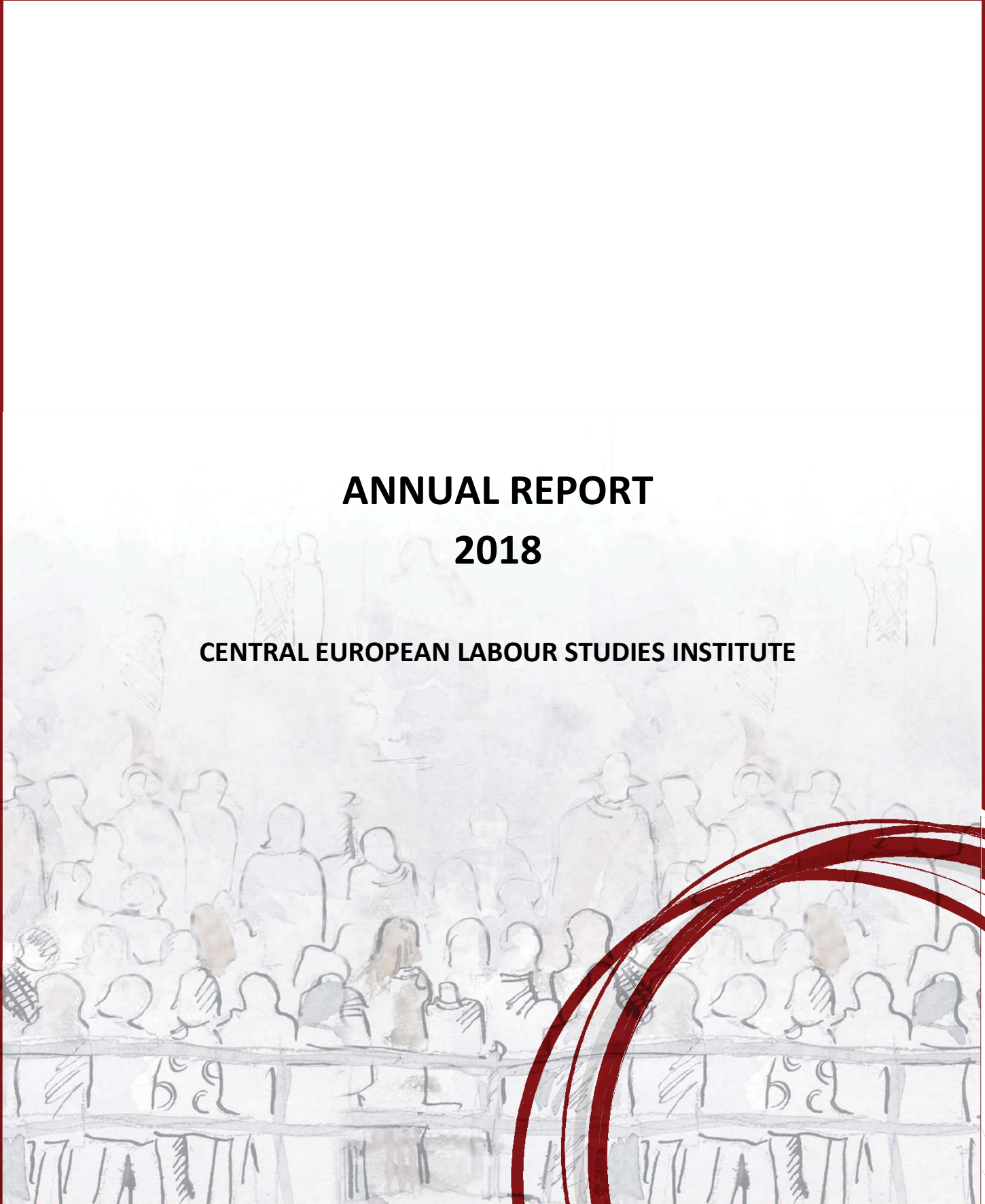


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About CELSI

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



Jakub Kostolný
Researcher



Tibor T Meszmann, PhD.
Researcher



Monika Martišková
Researcher



Mária Sedláková
Researcher

Researchers

Katarína Gandžalová, Gabriele Medas, Peter Buzáš, Brian Fabo

CELSI External Employees

Mezihorák Petr, Mária Vadilová

CELSI Research Assistants

Alica Vyskočániová, Katarína Lukáčová, Jarmila Cifrová, Ivana Gallasová, Lenka Hanulová, Nicol Haulíková

CELSI Administrative Team

Elena Buzášová, Soňa Mikulíková

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 2018

- **PHS-QUALITY: Job Quality and Industrial Relations in the Personal and Household Services Sector**

Project number: VP/2017/004/0049

Project duration: 2018-2020

The aim of the PHS-QUALITY project is to study, from a comparative and multidisciplinary perspective, the existing public policies and social partners' strategies towards personal and household services in ten EU countries, namely, Belgium, Denmark, the Netherlands, Spain, Germany, France, Finland, Czech Republic, Slovakia and the UK. Personal and household services (PHS) cover a range of activities that contribute to the well-being at home of families and individuals, including child care, care for the elderly and persons with disabilities, housework services (such as cleaning, ironing and gardening), remedial classes, home repairs, etcetera. PHS are provided within the household, mostly by women, mainly working part time, with relatively low skills and often from a migrant background. It is a rapidly growing sector where a large share of the work is done informally, which often negatively affects both the quality of work and the quality of the services. Improving the quality of work in PHS is high on the policy agenda of the EU and the ILO. The aim of the here proposed project is to analyse legislation, public policies, and social partners' actions/campaigns specifically oriented to protect PHS providers.

This project has received financial support from the European Union



- **EESDA: Enhancing the Effectiveness of Social Dialogue Articulation in Europe**

Project number: VS/2017/0434

Project duration: 2018-2019

EESDA is a research project that brings together five consortium partners with the aim to advance the current knowledge and expertise on the articulation of social dialogue in Europe and its relation to the effectiveness of social dialogue. It studies the ways in which social dialogue between public and private actors at different levels functions and the channels through which EU level social dialogue - across and within sectors- affects the actors, decisions and outcomes at the national and sub-national level, and vice versa. As social dialogue is not a one-dimensional process, the interactions and relations between the involved actors are complex. EESDA, therefore, takes a mixed methods approach that starts from a very broad perspective which is specified in following stages of the research.

This project has received financial support from the European Union



- **InGRID-2: 4-year project by the European H2020-programme, supporting expertise in inclusive growth**

Project number: No. 730998

Project duration: 2017-2021

InGRID research infrastructures serve the social sciences community, that wants to make an evidence-based contribution to a European policy strategy of inclusive growth. This research community focuses on social in/exclusion, vulnerability-at-work and related social and labour market policies from a European comparative perspective. Key tools in this social science research are all types of data: statistics on earnings, administrative social data, labour market data, surveys of quality of life or working conditions, and policy indicators. For the period 2017-2021, the infrastructure has received funding for another 4-year project by the European H2020-programme: the InGRID-2 project. As a continuation of the launch of the infrastructure in 2013, this project will work on the infrastructure as an advanced research infrastructure.

Supported by the European Commission - Research and Innovation action



- **BARSOP: Bargaining and Social Dialogue in the Public Sector**

Project number: VS/2016/0107

Project duration: 2016-2018

BARSOP addresses how the economic and financial crisis has transformed industrial relations, social dialogue and employment in the public sector in nine EU member states: Denmark, Germany, Italy, the Netherlands, Slovakia, Czech Republic, Spain, France and the United Kingdom. The crisis and the resulting austerity policies have put pressure on public sector industrial relations. The BARSOP project will, in the nine countries mentioned, review how social partners have been responding to the pressures created by the crisis, both in terms of collective bargaining and social dialogue processes, in terms of specific social partner crisis initiatives and in terms of outcomes.

This project has received financial support from the European Union



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

Project number: VS/2016/0359

Project duration: 2017-2018

The IRSDACE (Industrial Relations and Social Dialogue in the Age of Collaborative Economy) project, funded by DG EMPL of the European Commission, aims to identify how traditional players in the labour market, e.g. trade unions, employers' associations, member states and the EU, experience and respond to the platform economy. The project has five main tasks: i) conceptualisation of collaborative work, its place in the labour market, employment policy and

industrial relations; ii) analysis of discourse on collaborative economy among established industrial relations actors; iii) assessment of the implications of workers' experience with the collaborative economy for industrial relations and social dialogue; iv) comparative analysis of national experiences; and v) analysis of how EU-level employment policy and the industrial relations agenda should respond to the emergence of work in the collaborative economy.

This project has received financial support from the European Union



- **Digitalization of car industry in Central and Eastern Europe**

Project number: 1851-909

Project duration: 2018-2020

The project addresses the impact of new technologies, typically discussed under the heading of Industry 4.0. It focuses in particular on the automotive industry which has been at the forefront of introducing new technologies such as industrial robots. It analyses their impact on working conditions and employment as well as on the role of production sites in the value chain. It also addresses the extent to which digital transformation represents an opportunity, or a challenge, for the countries that specialise in manufacturing production as far as their development prospects and competitiveness are concerned.

This project has received financial support from the European Trade Union Institute (ETUI)



- **BARCOM: With innovative tools for bargaining support in the commerce sector**

Project number: VS/2016/0106

Project duration: 2016-2018

Collective bargaining is an important instrument in wage-setting processes, but lacks underpinning with empirical data. Little is known about what exactly is agreed upon in collective bargaining. Few countries maintain databases with coded collective agreements and agreements are coded for different topics and levels of detail. Attempts to discuss bargaining results at EU level are hampered by the lack of systematic data-collection of agreements. Social partners perceive an increasing need for cross-country comparisons, i.e., because of growing importance of foreign direct investment in EU member states. Therefore, EU-level social partners in commerce, UNI Europa and EuroCommerce, have expressed their interest in a study of content of collective agreements negotiated by their members at national level.

This project has received financial support from the European Union



Publications

Publications by CELSI Researchers

Kahancová M. & 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*. Friedrich Ebert Stiftung.

Martišková, M. (2018). Budúcnosť pracujúcich v automobilovom priemysle. [The future of employees in the automotive industry in Slovakia]. Friedrich Ebert Stiftung.

Meszmann, T. & Fedyuk, O. (2019). Snakes or Ladders? Job Quality Assessment among Temp Workers from Ukraine in Hungarian Electronics. *Central and Eastern European Migration Review*, 8(1), 75-93.

Publications in CELSI Discussion Series

DP 51:

Švarda, N., Valachyová, J., Senaj, M., & **Siebertová, Z.** (2018). The Evaluation of Fiscal Consolidation Strategies (No. Working Paper No. 2/2018).

DP 50:

Švarda, N., Valachyová, J., Senaj, M., Horváth, M., & **Siebertová, Z.** (2019). The end of the flat tax experiment in Slovakia: An evaluation using behavioural microsimulation linked with a dynamic macroeconomic framework. *Economic Modelling*, 80, 171-184.

DP 49:

Lanati, M. & **Venturini, A.** (2018). Cultural Change and the Migration Choice.

DP 48:

Kahanec, M., & Guzi, M. (2017). How Immigrants Helped EU Labor Markets to Adjust during the Great Recession. *International Journal of Manpower*.

Publications in CELSI Research Reports Series

RR 28:

Sedláková, M. (2018). Industrial Relations and Social Dialogue in the Age of Collaborative Economy (IRSDACE), National Report: Slovakia.

RR 27:

Meszmann, T. (2018). Industrial Relations and Social Dialogue in the Age of Collaborative Economy (IRSDACE), National Report: Hungary.

RR 26:

Martišková, M. (2018). Bargaining and Social Dialogue at the Public Sector (BARSOP), Country Study: Czechia.

RR 25:

Tijdens, K., Besamusca, J., Szüdi, G., Klaveren, M. van, **Kostolný, J., & Kahancová, M.** (2018). BARCOM REPORT 3: Bargaining Systems and Collective Bargaining Agreements in the Commerce Sector.

RR 24:

Szüdi, G., **Kostolný, J., & Kahancová, M.** (2018). BARCOM REPORT 2: Bargaining Systems in the Commerce Sector.

RR 23:

Tijdens, K., Besamusca, J., & **Kahancová, M.** (2018). BARCOM REPORT 1: Contents of Collective Bargaining Agreements in the Commerce Sector.

RR 22:

Sedláková, M., & Kahancová, M. (2018). Bargaining and Social Dialogue at the Public Sector (BARSOP), Country Study: Slovakia.

Conferences and seminars

CELSI Frontiers Seminars

Title: Petr Mezihorák presented his research called SHARE

By: Petr Mezihorák, CELSI Researcher (External Employees)

Affiliation: University of Leeds

Date: December 17, 2018

Place: Bratislava

Title: Monika Martišková: The Future of Workers in the Slovak Automotive Industry

By: Monika Martišková, CELSI Researcher

Date: November 23, 2018

Place: Bratislava

Title: Besnik Pula: Configuring globalized capitalism

By: Besnik Pula

Affiliation: Virginia Tech

Date: May 16, 2018

Place: Bratislava

Title: Brian Fabo: The English and Russian Language Proficiency Premium in the post-Maidan Ukraine

By: Brian Fabo, CELSI Researcher

Date: April 27, 2018

Place: Bratislava

Financial report

Income 2018: 256,544.33 EUR

Source of income 2018: 100% research grants and contract research

Projects implemented in 2018:

Project name	Grant/project number	Duration	CELSI role	Granted amount (EUR)	Short description	Project website
InGRID-2: supporting expertise in inclusive growth	H2020 European Commission - Research and Innovation action No. 730998	2017 - 2021	Partner	315.970,00	The project provides transnational access to 16 European data centres of the infrastructure within a context of mutual knowledge exchange and cross-fertilisation.	http://www.inclusivegrowth.eu/
EESDA: Enhancing the Effectiveness of Social Dialogue Articulation in Europe	European Commission VS/2017/0434	2018- 2019	Partner	87,283.97	Survey among social partners EU-wide, interviews with national/sectoral industrial relations actors in Slovakia (including healthcare)	https://celsi.sk/en/projects/detail/28/
PHS-Quality: Job Quality and Industrial Relations in the Personal and Household Services Sector	European Commission VS/2017/0049	2018- 2019	Partner	28,696.05	Interviews and analysis of policies on domestic work in Czechia and Slovakia	https://celsi.sk/en/projects/detail/30/
BARSOP – Bargaining for social rights in the public sector	European Commission VS/2016/0107	2016 – 2018	Partner	23,300.00	Interviews and analysis of public sector austerity's impact on industrial relations and working conditions in Czechia and Slovakia	https://celsi.sk/en/projects/detail/25/
IRSDACE: Industrial Relations and Social Dialogue in the Age of Collaborative Economy	European Commission VS/2016/0359	2017 - 2018	Partner	60,658.30	Project aims to identify how traditional players in the labour market, e.g. trade unions, employers' associations, member states and the EU, experience and respond to the platform economy.	https://celsi.sk/en/projects/detail/27/

Digitalization of car industry in Central and Eastern Europe	European Trade Union Institute (ETUI) 1851-909	2018-2020	Partner	90000 (for CELSI)	The aim of the project was to explore current changes in automotive industry under the new technologies development. Both, working conditions and changing companies' strategies were explored. Final publication will be published in 2020 by ETUI.	N/A
BARCOM: With innovative tools for bargaining support in the commerce sector	European Commission VS/2016/0106	2016 - 2018	Partner	45,764.49	The objective is to improve expertise in industrial relations in the commerce sector by an innovative approach to analyse the content of collective agreements.	https://celsi.sk/en/projects/detail/24/

Small projects (value below 5,000 EUR) implemented in 2018:

Project name	Donor/contractor	Short description
Collective bargaining chapter SK	European Trade Union Institute (ETUI)	
Štúdiá Budúcnosť pracujúcich v automobilovom priemysle v SR	Friedrich Ebert Stiftung	
Country leaflets and database for FES conference	Friedrich Ebert Stiftung	
Research on MNCs in Slovakia	Central European Organizing Center (COZZ), Poland	Review of employment conditions and trade union presence in selected MNCs in Slovakia
Young union leaders workshop	European Trade Union Institute (ETUI)	
Analysis of labor market conditions in Czech prisons within the project "ENCON – Enhancing CSOs Contribution to Evidence-Based Policy Making for Vulnerable Groups"	Masaryk University	
ENTIRE View: European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting	University of Durham, UK	Expert database for Czechia and Slovakia

Regional Economic Forum Conference	Friedrich Ebert Stiftung	Joint conference organization, preparation, policy brief
Industry 4.0	European Trade Union Institute (ETUI)	
Indicators of Labour Market	Terra Brevis, Lithuania	Quality assurance of the quantitative part of the analysis