



Central European
Labour Studies
Institute

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CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE

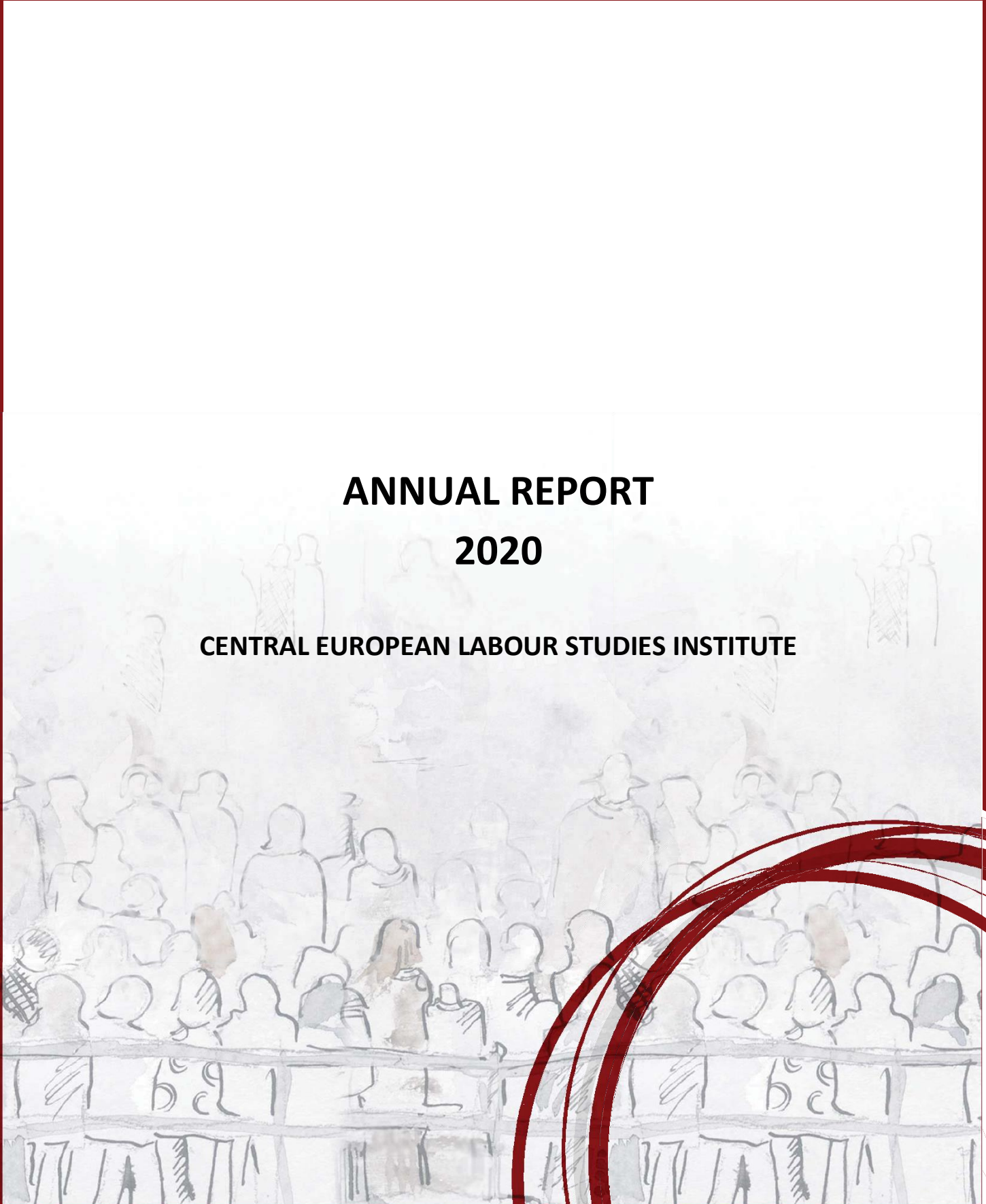


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About CELSI

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



Martin Guzi, PhD.
Researcher



Barbora Holubová, PhD.
Researcher



Jakub Kostolný
Researcher



Lucía Kováčová
Researcher



Tibor T Meszmann, PhD.
Researcher



Monika Martišková
Researcher



Mária Sedláková

Researcher



Gábor Szüdi, PhD.

Researcher



Adam Šumichrast

Researcher

CELSI Research Assistants

Monika Lichá, Pavol Bors

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://cel.si.sk/en/people/>

Main Projects 2020

- **GPG: Closing the gender pay gap in public services in the context of austerity**

Project number: VS/2019/0074

Project duration: 2019-2020

The project will deepen the analysis of the gender pay gaps in the public services (education, health, social services and public administration) by identifying how and why austerity has or has not disproportionately affected women's pay within and between EU countries. It will share and promote expertise by identifying cases, geographically spread across the whole of the EU, where unions have addressed the pay gap. It will capture the interface between collective bargaining and the use of equality and pay transparency legislation, the efficacy of each and how unions can make progress at the organisational level in a way that is seen by actors to translate into outcomes. The project will engage with actors on the basis that research and practice will be transferred to social partners throughout. CELSI will cover the EU Eastern countries (SK, CZ, PL, HU, AT, RO and BG) and provide a statistical analysis of the possible association of the GPG in public services and austerity measures during the economic crises for all EU countries.

This project has received financial support from the European Union



- **HOSPEEM-EPSU: Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe**

Project number: VS/2019/0008

Project duration: 2019-2020

The project aims to provide an appropriate framework to continue addressing capacity building needs of social partners. The work will serve to help build the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland and Romania, Cyprus, Greece, Italy, Malta, Portugal and Spain, Croatia, Czech Republic, Slovakia and Slovenia) by exchanging on and collecting the relevant topics and priorities in view of the EU- level sectoral social dialogue.

This project has received financial support from the European Union



- **ARTUS-CEE: Articulation of the Trade Unions' Strategies on upward convergence of social standards in the enlarged European Union – voice of CEE countries**

Project number: VS/2019/0070

Project duration: 2019-2021

The main objective of the project is to analyze whether trade unions are able to undertake effective actions aiming at upward convergence of social standards and welfare systems in the

EU in the context of clear disparity in industrial relations systems among EU countries and the weak EU level industrial relations in CEE countries. The research project will present the views of trade unions from CEE in relation to the essential elements of industrial relations which have impact on upward convergence of social standards process. In order to achieve it the project focuses at expanding the knowledge on European comparative industrial relations by reconstructing dominant narratives of trade unions from the NMS of CEE in the above-mentioned context, and subjecting the views expressed by CEE trade union representatives to critical assessment by the “Western” experts. The research will focus primarily on gathering opinions of CEE trade unions on the most controversial elements of internal European trade unions; discussion linked to the East–West divergences.

This project has received financial support from the European Union



- **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 health conditions**

Project number: T2-2019-008

Project duration: 2019-2020

The aim of the project is therefore to strengthen cooperation between policy makers and NGOs in terms of integration of people with disabilities into the labour market and to enable them to fully return to work. The project will comprehensively map existing legislation as well as implementation practice through desk research as well as semi-structured interviews with representatives of all the above-mentioned groups of actors (state administration, NGOs, trade unions, employers). We will focus on networking these organizations by providing the latest knowledge based on comparing research findings and recommendations for integrating persons with disabilities in Slovakia and Norway, as a country with an experience in employing vulnerable groups. The project's activities will make it possible to link the practical experience and interests of these actors to better set up labor integration services and measures with a specific positive impact on people with disabilities as well as target sub-groups (Roma and homeless people).

The project is financed by EEA Grants 2014-2021 through the Program Active Citizens Fund Slovakia



- **COLBAR-EUROPE: EUROPE-wide analyses of collective bargaining agreements**

Project number: VS/2019/0077

Project duration: 2019-2020

COLBAR-EUROPE's contribution to the EU policy agenda focusses on the knowledge gap in the field of industrial relations. Until recently, the important question about what is agreed in

collective agreements in European countries could not be answered, as can be noticed in EC's Industrial Relations Reports and ESDE 2017 report, the EC's 2017 white paper, as well as in the forthcoming OECD report on the impact of collective bargaining and in the EUROFOUND website. No other publication discusses the content of Collective Agreements, whether it relates to wage setting or to other topics agreed in collective bargaining.

This project has received financial support from the European Union



- **REWIR: Negotiating return to work in the age of demographic change through industrial relations**

Project number: VS/2019/0075

Project duration: 2019-2021

The project “Negotiating return to work in the age of demographic change through industrial relations (REWIR)”, brings together research on industrial relations and social dialogue with expertise in occupational health, return to work policies and the fundamental goals of the Europe 2020 strategy. More specifically, REWIR aims to study the role that industrial relations play in extending the involvement of EU citizens in the labour market through work retention and integration after exposure to chronic conditions, at the EU-level, the national-level and the company-level, against a background of demographic and technological change.

This project has received financial support from the European Union



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

Project number: VS/2018/0041

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



- **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



- **MIFIDII - Changes in the financial Labour Market: the impact of Directive 2014/65**

Project number: VS/2019/0097

Project duration: 2019-2021

This project aims at strengthening the role and contribution of industrial relations, in particular the social dialogue in the banking sector in responding to the major challenges brought by digitalisation process and introduction of Directive MiFID II. The approach is innovative through search activities to deepen the analysis on topics key of new organisational frameworks of banks and experimentation of new contractual forms. With regard to the latter, the activities will be move in the direction advocated by the European Social Pillar (mentioned in the Call for Proposals), in particular at the Chapter II "Fair working conditions", Principle 5: "Innovative forms of work that ensure quality working conditions shall be fostered. Entrepreneurship and self-employment shall be encouraged. Occupational mobility shall be facilitated".

This project has received financial support from the European Union



- **BARMIG - Bargaining for working conditions and social rights of migrant workers in CEE countries**

Project number: VS/2020/0119

Project duration: 2020-2022

The BARMIG project assesses the role of established industrial relations institutions in addressing the effects of migration on changing labour markets, and how trade unions and employer organisations in Czechia, Croatia, Estonia, Hungary, Slovakia, and Poland respond to these changes. Project activities will shed light on constraints, opportunities and challenges for industrial relations actors stemming from the increased presence of migrant workers in four traditional sectors – healthcare, construction, hospitality and retail services, metal manufacturing, as well as in the digitalized economy (i.e. platform work).

This project has received financial support from the European Union



- **SOWELL - Social dialogue in welfare services. Employment relations, labour market and social actors in the care services**

Project number: VS/2020/0242

Project duration: 2020-2022

The project focuses on employment relations, working conditions and social partners' strategies in the arena of care services, concentrating on socio-educational services for children aged 0-5 (childcare - ECEC) and social and health services for elderly people (long- term care - LTC). Over the last decades in Europe, both the demand and the supply side of the care service sector have been invested by relevant changes, with substantial effects on the providers, on the workforce as well as on working conditions and employment relations. In the same time, these welfare services have drawn increasing attention from European institutions, both for their high potential in terms of job creation and for their capacity to sustain employment by relieving (especially female) workers from caring responsibilities and thereby mobilizing the “productive potential” of citizens.

This project has received financial support from the European Union



- **BAWEU: Business, welfare and socio-economic growth**

Project number: VS/2020/0141

Project duration: 2020-2022

At the core of the EU strategy there is the goal to foster a smart, sustainable and inclusive growth. Within this strategy, there is a strong link between supporting social dialogue, sustaining social integration and making the EU economy more knowledge-based, competitive and innovative. The action focuses on the interplay between these three dimensions (social dialogue, social integration and competitiveness) by looking at the role of employers' associations and employers' preferences and actions toward social protection. Social protection is at the same time a source of costs for companies (due to taxation and social contributions) and a valuable asset in order to be competitive and innovative: it can foster the supply of ready-to-work and skilled workers (updating their skills, helping reconciling work and family life, etc.).

This project has received financial support from the European Union



- **EUKI - Exchange Group: Just Transition in the European Car Industry**

Project number: EUKI (European Climate Initiative) no. KL112

Project duration: 2020-2022

The project aims to contribute to the successful implementation of the European Green Deal and the achievement of a carbon neutral Europe by enabling a just transition to unfold. It builds an understanding on how the EU's bid to reduce emissions will affect its automotive industry. The project aims to address the automotive sector's just transition. Equipped with the new research that the consortium will conduct, the activities under-taken in the project can be a starting point for the development and implementation of a just and climate-friendly transition of the European automotive sector. The dual goal of reducing greenhouse gas emissions and the income security of Europeans seem to clash at this particular conjuncture.

This project has received financial support from the European Union



- **ETUI-CELSI Covid-19 Observatory: National fiscal responses to the COVID-19 crisis and short time work schemes**

Project number: 2051-213-31 and 2151-213-31

Project duration: 2020-2021

The project aims to fill in identified gaps and gather data about selected policy responses to the COVID-19 pandemics. Its goal is also to enhance our understanding of the policies adopted in the context of welfare states, labour markets, employment relations and macroeconomic policy frameworks; enable and promote the study and evaluation of their economic and social impact; and to effectively disseminate this knowledge to the relevant stakeholders. The activities of the observatory will include in-house and commissioned research on national policy responses to the pandemic across Europe in areas of strategic interest for the trade unions, the monitoring and dissemination of knowledge produced in academic and other research institutions and the building and maintenance of networks of national experts to support the above objectives and activities.

Publications

Publications by CELSI Researchers

Ciurea, C., **Holubová, B.**, & **Martišková, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in the Republic of Moldova* (No. 36).

De Pedraza, P., **Guzi, M.**, & Tijdens, K. (2020). *Life Dissatisfaction and Anxiety in COVID-19 pandemic* (No. 544). GLO Discussion Paper.

Diakonidze, A., **Holubová, B.**, & **Kahancová, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Georgia* (No. 37).

Kahancová, M., **Meszmann, T. T.**, & **Sedláková, M.** (2020). Precarization via Digitalization? Work Arrangements in the On-Demand Platform Economy in Hungary and Slovakia. *Frontiers in Sociology*, 5, 3.

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.

Publications in CELSI Discussion Series

DP 58:

Neuman, S., & Goldfarb, Y. (2020). *Better Integration in the Labor Market by Responding to Work Motives: Lessons from a Field Experiment among Israeli Ultra-Religious Women* (No. 58).

DP 57:

Fabo, B. (2020). *The English and Russian Language Proficiency Premium in the post-Maidan Ukraine—an Analysis of Web Survey Data* (No. 57).

DP 56:

Venturini, A., Bertacchini, E., & Zotti, R. (2020). *Drivers of cultural participation of immigrants: evidence from an Italian survey* (No. 56).

Publications in CELSI Research Reports Series

RR 40:

Sedláková, M. (2020). *Articulation of the Trade Unions' Strategies on upward convergence of social standards in the enlarged European Union – voice of CEE countries (ARTUS-CEE), National report: Slovakia* (No. 40). Central European Labour Studies Institute (CELSI).

RR 39:

Slukvin, M., **Martišková, M.**, & **Sedláková, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Ukraine* (No. 39).

RR 38:

Sargsyan, A., **Kováčová, L.**, & **Sedláková, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Armenia* (No. 38).

RR 37:

Diakonidze, A., **Holubová, B.**, & **Kahancová, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in Georgia* (No. 37).

RR 36:

Ciurea, C., **Holubová, B.**, & **Martišková, M.** (2020). *Trade unions and professional associations as civil society actors working on the issues of labour rights and social dialogue in the Republic of Moldova* (No. 36).

RR 35:

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* (No. 35).

RR 34:

Sedláková, M. (2020). *Job Quality and Industrial Relations in the Personal and Household Services (PHS-QUALITY), National report: Slovakia* (No. 34). Central European Labour Studies Institute (CELSI).

RR 33:

Martišková, M. (2020). *Job Quality and Industrial Relations in the Personal and Household Services (PHS-QUALITY), National report: Czechia* (No. 33). Central European Labour Studies Institute (CELSI).

RR 32:

Kostolný, J., & **Kahanec, M.** (2020). *Strategic Review of the Slovak National RI Roadmap* (No. 32).

RR 31:

Gábos, A., **Kahanec, M.**, **Kostolný, J.**, Pawlowska, Z., Pecillo, M., & **Szüdi, G.** (2020). *Research Infrastructure gaps report Central and Eastern Europe* (No. 31).

Financial report

Income 2020: 355,178.19 EUR

Source of income 2020: 100% research grants and contract research

Projects implemented in 2020:

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/
GPG - Closing the gender pay gap in public services in the context of austerity	European Commission VS/2019/0074	2019-2020	Partner	62,656.63	Case study of Slovakia on the gender pay gap in public services and the role of social partners	https://celsi.sk/en/projects/detail/134/
REWIR - Negotiating return to work in the age of demographic change through industrial relations	European Commission VS/2019/0075	2019-2020	Partner	62,734.64	EU-wide survey among social partners on industrial relations support for return to work after medical conditions (e.g. after cancer treatment and similar). 6 detailed country case studies with interviews and focus groups with social partners	https://celsi.sk/en/projects/detail/64/
ARTUS-CEE: Articulation of the Trade Unions' Strategies on upward convergence of social standards in the enlarged European Union – voice of CEE countries	European Commission VS/2019/0070	2019 - 2021	Partner	28,840.00	The main objective of the project is to analyse whether trade unions are able to undertake effective actions aiming at upward convergence of social standards and welfare systems in the EU	https://celsi.sk/en/projects/detail/66/
HOSPEEM-EPSU: Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe	European Commission VS/2019/0008	2019 - 2020	Subcontractor	23,486.50	The project aims to strengthen the social dialogue in the hospital and healthcare sector by collecting priorities of social partners to communicate at the EU level	https://celsi.sk/en/projects/detail/133/

<p>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 health conditions</p>	<p>EEA Grant/Norway Funds, implemented by Active Citizens Fund Slovakia T2-2019-008</p>	<p>2019 - 2020</p>	<p>Lead</p>	<p>32,217.56</p>	<p>The aim of the project is to strengthen cooperation between policy makers and NGOs in terms of integration of people with disabilities into the labour market and to enable them to fully return to work</p>	<p>https://celsi.sk/en/projects/detail/9/</p>
<p>Mapping Studies of Trade Unions and Professional Associations as Civil society actors on the issue of labour rights and social dialogue in six Eastern Partnership countries</p>	<p>European Commission – EuropeAid /137844/DH//SER/MULTI</p>	<p>2019 - 2020</p>	<p>Subcontractor</p>	<p>62,500.00</p>	<p>The project aims to map trade unions and professional associations in 6 EaP countries and provide recommendations on which activities of these organisations might be supported by the EU to improve their impact</p>	<p>https://celsi.sk/en/projects/detail/135/</p>
<p>MIFIDII - Changes in the financial Labour Market: the impact of Directive 2014/65 (MiFID II) and Digitalization</p>	<p>European Commission VS/2019/0097</p>	<p>2019 - 2021</p>	<p>Partner</p>	<p>61,213.00</p>	<p>Strengthening the role and contribution of industrial relations, in particular the social dialogue in the banking sector in responding to the major challenges brought by digitalisation process and introduction of Directive MiFID II</p>	<p>https://celsi.sk/en/projects/detail/132/</p>
<p>COLBAR-Europe: EUROPE-wide analyses of COLlective BARgaining agreements</p>	<p>European Commission VS/2019/0077</p>	<p>2019 - 2021</p>	<p>Partner</p>	<p>18,419.01</p>	<p>COLBAR-EUROPE's contribution to the EU policy agenda focuses on the knowledge gap in the field of industrial relations by systematic analysis and coding of collective agreements EU-wide</p>	<p>https://celsi.sk/en/projects/detail/65/</p>
<p>BARMIG - Bargaining for working conditions and social rights of migrant workers in CEE countries</p>	<p>European Commission VS/2020/0119</p>	<p>2020 – 2022</p>	<p>Partner</p>	<p>94,094.55</p>	<p>The project will study labour market integration of third-country migrants into CEE countries and the role of industrial relations in representing migrants' rights in CEE labour markets</p>	<p>https://celsi.sk/en/projects/detail/170/</p>

SOWELL - Social dialogue in welfare services. Employment relations, labour market and social actors in the care services	European Commission VS/2020/0242	2020 – 2022	Partner	53,975.19	Examine the care services sector in an employment relations multi-level perspective, as a new arena for building solidarity and labour market coordination through social dialogue institutions in Europe	https://cel.si.sk/en/projects/detail/172/
BAWEU : Business, welfare and socio-economic growth	European Commission VS/2020/0141	2020 - 2022	Partner	63,170.66	Companies' preferences and the role of employers' associations in the European Union	https://cel.si.sk/en/projects/detail/171/
EUKI - Exchange Group : Just Transition in the European Car Industry	EUKI (European Climate Initiative) no. KL112	2020-2022	Partner	36,914.00	The project aims to contribute to the successful implementation of the European Green Deal and the achievement of a carbon neutral Europe by enabling a just transition to unfold. It builds an understanding on how the EU's bid to reduce emissions will affect its automotive industry. The project aims to address the automotive sector's just transition	https://cel.si.sk/en/projects/detail/173/
ETUI-CELSI COVID-19 Observatory : National responses to the COVID 19 crisis and short time work schemes	European Trade Union Institute (ETUI) Analytical number 2051-213-31 and 2151-213-31	2020-2021	Lead	53,324.00	The project monitored and analysed national policy responses to the COVID-19 pandemic across Europe, with particular interest in labour markets, employment relations, working conditions, labour, employment and economic policies across the EU27, the UK and selected countries from the rest of the world	https://cel.si.sk/en/projects/detail/169/
PHS-Quality : Job Quality and Industrial Relations in the Personal and Household Services Sector	European Commission VS/2018/0041	2018-2020	Partner	28,696.05	Interviews and analysis of policies on domestic work in Czechia and Slovakia	https://cel.si.sk/en/projects/detail/30/

Cost of Living, Living Wages, and Minimum Wages in EU-27 countries	Project 01/10/2020 The Left Group in the E.P.	2020	Lead	14,200.00	Calculation of living wage in the EU-27 countries	
Briefing paper on the social and employment situation of Roma communities in Slovakia	European Parliament IP/A/EMPL/IC/2020-033	2020	Beneficiary	6,800.00	Overview of social and employment policy with a focus on the Roma minorities and the implementation of the Roma national strategy in the areas of housing and employment policies, social and economic integration and fighting poverty among the Roma; The situation of Roma children, integration in the educational system, especially segregated schooling, pre-primary education, and second-chance education programmes	

Small projects (value below 5,000 EUR) implemented in 2020:

Project name	Donor/contractor	Short description
CEYTUN conference	Friedrich Ebert Stiftung (FES)	Presentation and discussion of "Current state of organizing in trade unions in the CEYTUN region" during the conference Central European Young Trade Unionist Network 2.3: "Let's change us! Organise young people" on 31.1.2020 in Vienna, Austria. (incl. creating a questionnaire, collecting and evaluating data)
CEELEX: CEE Labour Legislation Database	International Labour Organization (ILO)	Updated database on labour legislation