

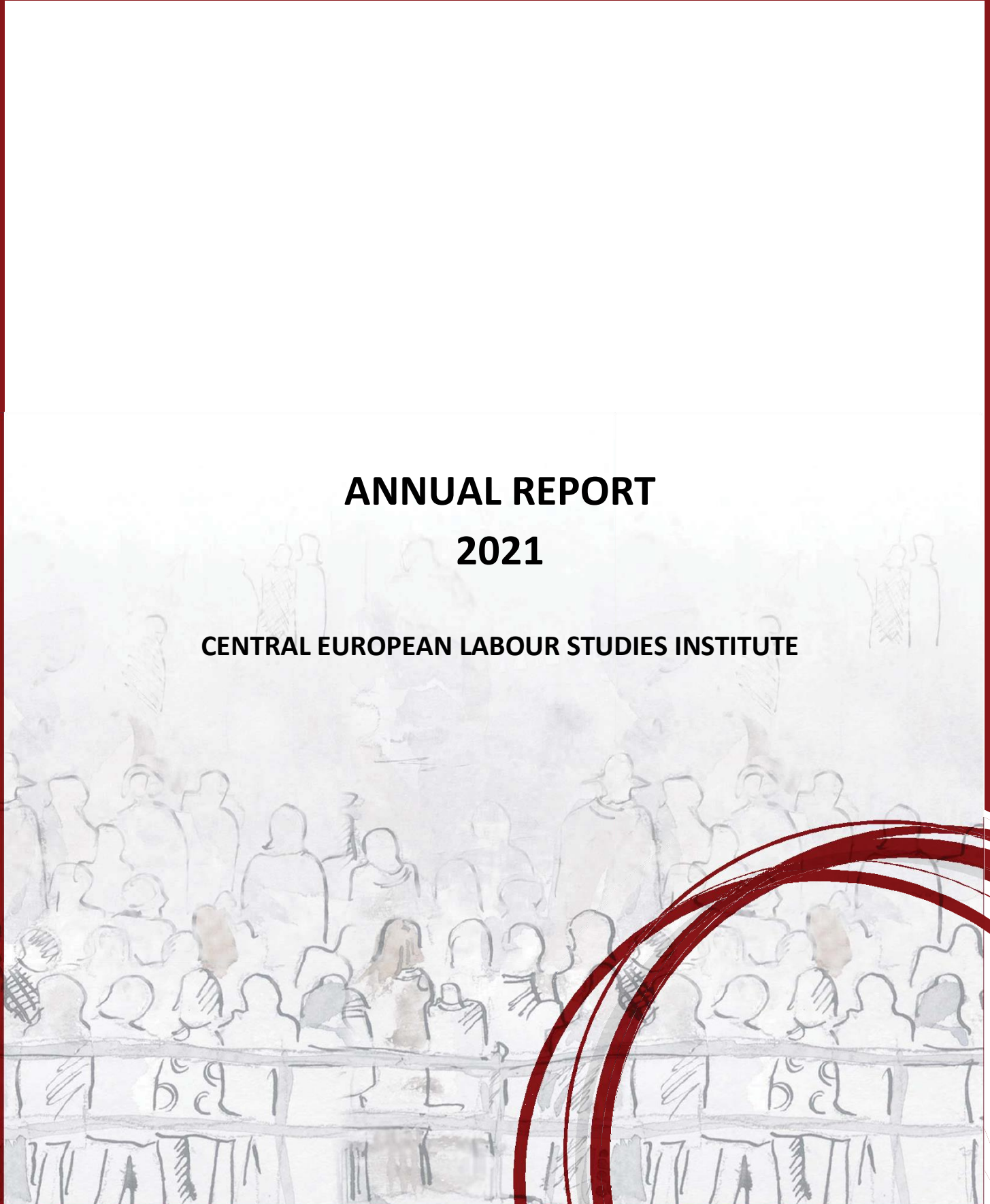


Central European  
Labour Studies  
Institute

[www.celsi.sk](http://www.celsi.sk)

# **ANNUAL REPORT 2021**

**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



Pavol Bors  
Researcher



Lucia Kováčová  
Researcher



Tibor T Meszmann, PhD.  
Researcher



Monika Martišková  
Researcher



Gábor Szüdi, PhD.  
Researcher



Adam Šumichrast  
Researcher

### **CELSI Research Assistants**

Monika Lichá, Simona Brunnerová

### **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 2021

- **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



- **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



- **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.

- **DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets**

**Project number:** VS/2021/0196

**Project duration:** 2021-2023

The project fills the knowledge gap concerning opportunities and challenges for strengthening social dialogue in the exceptional COVID-19 pandemic governance related to vulnerable groups' social rights and working conditions. The main research question of DEFEN-CE is how social dialogue plays a role in addressing the employment and social protection rights of the vulnerable groups in the COVID-19 pandemic and its aftermath in 2020-2022. Project aims are addressed via a multi-method approach, including database analysis and qualitative comparative analysis at the EU and national levels. DEFEN-CE is committed to inclusiveness: it gathers data from all European regions (Northern, Western, Central, Southern, Eastern Europe) and includes both Member States and candidate countries (Serbia and Turkey).

This project has received financial support from the European Union



- **BARCOVID - The impact of the COVID-19 crisis on collective agreements in Europe**

**Project number:** VS/2021/0196

**Project duration:** 2021-2023

The project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial relations in Europe, which is approached from different angles, such as government measures and occupational health and safety.

This project has received financial support from the European Union



## Publications

### Publications by CELSI Researchers

Trif, A., Paolucci, V., **Kahancová, M.** & Koukiadaki, A. (2021). Power resources and successful trade union actions that address precarity in adverse contexts: The case of Central and Eastern Europe. *Human Relations*, 76, 1.

**Martišková, M., Kahancová, M. & Kostolný, J.** (2021). Negotiating wage (in)equality: changing union strategies in high-wage and low-wage sectors in Czechia and Slovakia. *Transfer: European Review of Labour and Research*, 27, 1.

**Holubová, B., Kahancová, M., Sedláková, M. & Šumichrast, A.** (2021). Return to work practice in Slovakia: matching best practice with the scope of social partner activity. In Akgüç, M. (ed.). *Continuing at work: Long-term illness, return to work schemes and the role of industrial relations*. Brussels: ETUI.

**Martišková, M.** (2021). The role of social partners in the regulation of non-standard forms of work and the impact on labour market dynamics in Slovakia. In Mihes, C. (ed.). *Non-standard forms of employment in selected countries in Central and Eastern Europe: A critical glance into regulation and implementation*. Budapest: ILO.

**Holubová, B., Kahanec, M., Kováčová, L., Polačková, Z. & Sedláková, M.** (2021). The social and employment situation of Roma communities in Slovakia. Luxembourg: European Parliament.

### Publications in CELSI Discussion Series

#### DP 60:

**Guzi, M., Kahanec, M. & Ulceluse, M.** (2021). *Europe's migration experience and its effects on economic inequality* (No. 60).

#### DP 59:

**Kahanec, M., Lafférs, L. & Schmidpeter, B.** (2021). *The Impact of Mass Antigen Testing for COVID-19 on the Prevalence of the Disease* (No. 59).

### Publications in CELSI Research Reports Series

#### RR 44:

**Szüdi, G.** (2021). *Collective Bargaining Agreements in the Visegrad Countries* (No. 44). Central European Labour Studies Institute (CELSI).

#### RR 43:

**Holubová, B., Kahancová, M., Kováčová, L., Mýtna Kureková, L., Sedláková, M., Šumichrast, A. & Torp, S.** (2021). *Chcem pracovať, kto mi pomôže? Posilnenie spolupráce medzi tvorcami politik*

a neziskovým sektorom pri integrácii zdravotne znevýhodnených ľudí na trh práce (No. 43). Central European Labour Studies Institute (CELSI).

**RR 42:**

**Šumichrast, A. and Kostolný, J. (2021).** *Shaping return-to-work policy: the role of industrial relations at the European, national and workplace levels. Perspectives of managers and workers* (No. 42). Central European Labour Studies Institute (CELSI).

**RR 41:**

**Holubová, B., Kahancová, M., Sedláková, M. & Šumichrast, A. (2021).** *Return to Work Policies and the Role of Industrial Relations in Slovakia* (No. 41). Central European Labour Studies Institute (CELSI).

**Financial report**

**Turnover in 2021: 138,935 EUR**

**Source of income 2021: 100% research grants and contract research**

**Projects implemented in 2021:**

Project name	Grant/project number	Duration	CELSI role	Granted amount (EUR)	Short description	Project website
<b>InGRID-2:</b> 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	<a href="http://www.inclusivegrowth.eu/">http://www.inclusivegrowth.eu/</a>
<b>ARTUS-CEE:</b> 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	<a href="https://celsi.sk/en/projects/detail/66/">https://celsi.sk/en/projects/detail/66/</a>
<b>MIFIDII - Changes in the financial Labour Market: the impact of Directive 2014/65 (MiFID II) and Digitalization</b>	European Commission VS/2019/0097	2019-2021	Partner	61,213.00	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	<a href="https://celsi.sk/en/projects/detail/132/">https://celsi.sk/en/projects/detail/132/</a>

					introduction of Directive MiFID II	
<b>COLBAR-Europe:</b> EUROPE-wide analyses of COLlective BARGaining agreements	European Commission VS/2019/0077	2019-2021	Partner	18,419.01	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	<a href="https://cel.si.sk/en/projects/detail/65/">https://cel.si.sk/en/projects/detail/65/</a>
<b>BARMIG</b> - Bargaining for working conditions and social rights of migrant workers in CEE countries	European Commission VS/2020/0119	2020-2022	Partner	94,094.55	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	<a href="https://cel.si.sk/en/projects/detail/170/">https://cel.si.sk/en/projects/detail/170/</a>
<b>SOWELL</b> - 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	<a href="https://cel.si.sk/en/projects/detail/172/">https://cel.si.sk/en/projects/detail/172/</a>
<b>BAWEU:</b> 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	<a href="https://cel.si.sk/en/projects/detail/171/">https://cel.si.sk/en/projects/detail/171/</a>
<b>EUKI</b> – 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 href="https://cel.si.sk/en/projects/detail/173/">https://cel.si.sk/en/projects/detail/173/</a>

					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	
<b>ETUI-CELSI COVID-19 Observatory:</b> 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	<a href="https://celsi.sk/en/projects/detail/169/">https://celsi.sk/en/projects/detail/169/</a>
<b>DEFEN-CE:</b> Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets	European Commission VS/2021/0196	2021-2023	Partner	53,836.00	The project fills the knowledge gap concerning opportunities and challenges for strengthening social dialogue in the exceptional COVID-19 pandemic governance related to vulnerable groups' social rights and working conditions.	<a href="https://celsi.sk/en/projects/detail/175/">https://celsi.sk/en/projects/detail/175/</a>
<b>BARCOVID</b> - The impact of the COVID-19 crisis on collective agreements in Europe	European Commission VS/2021/0190	2021-2023	Partner	43,939.00	The project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes.	<a href="https://celsi.sk/en/projects/detail/174/">https://celsi.sk/en/projects/detail/174/</a>
<b>Algorithmic management and workers</b>	2462-0005 Friedrich Ebert Stiftung	2021	Partner	6,880.00	Algorithmic Management: Collective	

	Competence Centre Brussels				Bargaining Practices among UNI Europa affiliates	
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### Small projects (value below 5,000 EUR) implemented in 2021:

Project name	Donor/contractor	Short description
<b>Entire View</b>	University of Durham	Provision of data for the Entire database – Czechia and Slovakia
<b>European Centre of Expertise in Labour Markets, Employment and Social Policy</b>	Job Number 330300660 PO Number 330832396 ICF on behalf of ECE Lot 2 (European Commission)	Coordination of the ECE Lot 2 network of experts
<b>European Centre of Expertise in Labour Markets, Employment and Social Policy</b>	Job Number 330300660 PO Number 330832396 ICF on behalf of ECE Lot 2 (European Commission)	ECE Thematic Review - Gender Equality and Work-Life Balance Policies – Country report for Slovakia
<b>Trade unions and precarious work</b>	CESI	A study on how trade unions address precarious work, delivered for the European Confederation of Independent Trade Unions (CESI)
<b>Challenges in the Automotive Sector - Czechia</b>	BRU-PJ0054 CZ Rosa Luxembourg Stiftung	Contribution to a study on socio-ecological transformations – Czechia <a href="https://rosalux.eu/en/2021/import-2066/">https://rosalux.eu/en/2021/import-2066/</a>
<b>Challenges in the Automotive Sector - Slovakia</b>	BRU-PJ0054 SK Rosa Luxembourg Stiftung	Contribution to a study on socio-ecological transformations – Slovakia <a href="https://rosalux.eu/en/2021/import-2066/">https://rosalux.eu/en/2021/import-2066/</a>
<b>Trade unions and collective bargaining in western European multinational corporations in new member states – Slovak Republic</b>	2151-219-31 SK European Trade Union Institute (ETUI)	A chapter contribution on Slovakia to an ETUI book <a href="https://www.etui.org/publications/are-multinational-companies-good-trade-unions">https://www.etui.org/publications/are-multinational-companies-good-trade-unions</a>
<b>Trade unions and collective bargaining in western European multinational corporations in new member states – Czech Republic</b>	2151-219-31 CZ European Trade Union Institute (ETUI)	A chapter contribution on Czechia to an ETUI book <a href="https://www.etui.org/publications/are-multinational-companies-good-trade-unions">https://www.etui.org/publications/are-multinational-companies-good-trade-unions</a>
<b>Trade Unions in Europe book publication</b>	2151-116-31 European Trade Union Institute (ETUI)	Chapter on Slovakia and Czechia for ETUI publication “Trade Unions in Europe”
<b>Minimum wages in collective agreements</b>	Eurofound and WageIndicator Foundation	Data collection and analysis on minimum wage stipulations in collective agreements



<b>Youth involvement in education trade unions</b>	European Trade Union Committee in Education and Friedrich Ebert Stiftung	The study analyses the engagement of young professionals in education trade unions, and ongoing union activities for young members, including recruitment strategies and the involvement of young members in the decision-making processes
<b>Platform Work</b>	Friedrich Ebert Stiftung Competence Centre Brussels	Contribution to the FES survey on platform work
<b>Seminar series and lecture</b>	Friedrich Ebert Stiftung Slovakia	Shortening the working time seminar, Role of tripartism seminar
<b>Report on Roma Communities</b>	PO 1400010942 European Parliament	Update of a report on the position of Roman communities in the economy, education and the labour market
<b>Governance of EU Skills Anticipation and Matching Systems</b>	689.10 CEDEFOP via Brodolini Foundation	Update of the information for an online skills anticipation/matching database. Countries covered: Slovakia
<b>European Platform for Tackling undeclared Work</b>	ICF UDW PO33083304 on behalf of the European Labour Authority	Project management during first half of 2021
<b>European Platform for Tackling undeclared Work</b>	ICF UDW J330300728 on behalf of the European Labour Authority	Thematic review workshop - cooperation between Labour Inspectorates and Social Partners