



Central European
Labour Studies
Institute

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ANNUAL REPORT 2024

CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE

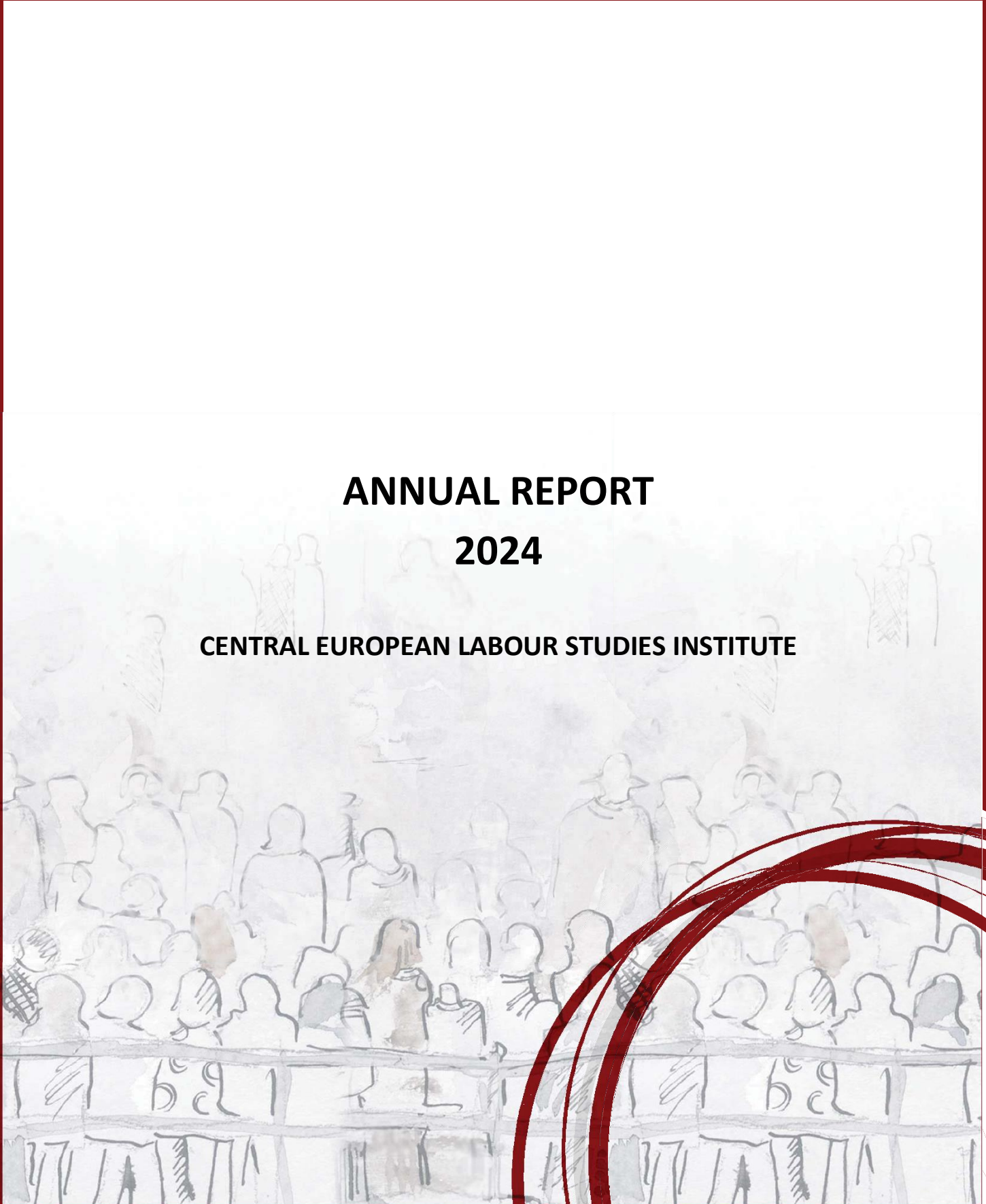


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About CELSI

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



Kristína Gotthardová

Junior Researcher



Tibor T Meszmann, PhD.

Senior Researcher



Monika Martišková, PhD.

Senior Researcher



Lenka Hanulová
Junior Researcher



Adam Šumichrast
Researcher



Patrik Gažo
Researcher



Simona Brunnerová
Junior Researcher



Nina Holičková
Researcher



Jakub Barszcz
Researcher



Ines Chrtán
Junior Researcher



Olena Feyduk
Researcher

CELSI Research Assistants

Serhii Shokha, Anna Maria Fidrmuc

CELSI Finance and Administration

Elena Buzášová, Tatiana Blahútová, Soňa Polakovič (on maternity leave since 4/2024)

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 2024

- **TransEuroWorkS: Transforming European Work and Social Protection**

Project number: 101061198 (Horizon Europe)

Project duration: 2022-2026

TransEuroWorkS is an innovative, multi-disciplinary and multi-level research project providing analysis and policy recommendations for the future world of European work and social protection. It will provide new, more integrative understandings of how fundamental changes to the labour market and European context can be better and more proactively managed through national and European Union (EU) level social protection policies. At the centre of this research are three critical structural labour market transformations, i.e., green transition and decarbonisation, technological change (automation and digitalization), and the internationalisation of the workforce (through intra-European mobility and immigration).

With an attention to the effects of these changes on inequality, poverty, education, skill demand, and social exclusion, TransEuroWorkS addresses three main questions: 1) How do decarbonisation, technological change, and internationalisation of the workforce impact the world of work in Europe? 2) How can the EU and member states become more resilient and responsive to these changes and their impacts? 3) What are the implications of the changing forms of work and work relations on European citizens' well-being and social protection?

By supporting and improving the capacity of Europe to evaluate and proactively respond to these future transformations through evidence-based approaches, TransEuroWorkS contributes to strengthening the region's position globally and improving social cohesion and democracy.

This project has received financial support from the European Union



- **TRUE EUROPE: Trust in Relations between Unions and Employers in Europe**

Project number: 101126483

Project duration: 2023-2025

The TRUE EUROPE project focuses on research on trust between employee and employer representatives, using a comparative approach. The overall objective is to identify and link the determinants of trust to the functioning and outcomes of collective bargaining. That is, we seek to explore the foundations, forms and effects of trust by drawing on research on social dialogue in industrial sectors. The sectors covered include industry, banking and finance, and transport. The focus on trust is in relation to A) Digitalization/new technologies at the workplace; B) Skills and training; C) Occupational health and safety = to go beyond core collective bargaining issues.

This project has received financial support from the European Union



- **BARTIME: The monetary rewards of working time dimensions in collective bargaining and in the working population**

Project number: 101126498

Project duration: 2023-2025

The project BARTIME conducts analyses for 24 EU countries. Three EU member states are not included because collective agreements are hard to find (Ireland, Malta), or are accessible for members only (Germany). BARTIME's overall objective is met through three research objectives that aim to fill the knowledge gaps regarding the understanding of the monetary rewards of non-standard working times. BARTIME aims to contribute to the social dialogue in Europe by deepening the understanding of monetary rewards of non-standard working time arrangements and the related agreements in collective bargaining.

This project has received financial support from the European Union



- **POSTING.STAT 2.0: Increasing the level of empirical evidence through the collection and analysis of national administrative data**

Project number: 101126483

Project duration: 2024-2026

The project aims to complement the statistical information collected on intra-EU posting at European level by bringing together a research consortium from the main sending and receiving Member States of posted workers (Austria, Belgium, France, Germany, Italy, the Netherlands, Lithuania, Poland, Slovakia, Slovenia and Spain). The main goal is to increase the level of empirical evidence through the collection and analysis of national administrative data.

This project has received financial support from the European Union



- **DEEPLAB: Implications of deep decarbonization of the high emission industries on labour market and employees**

Project number: 09I03-03-V04-00768

Project duration: 2024-2026

The DEEPLAB project responds first and foremost to the topic of economic and labour market consequences of climate change, especially in terms of mapping consequences to the Slovak industry, especially in hard-to-abate industries and its supply chains. The project aims to widen the knowledge distinguishing the future demand for different qualification levels of employees in hard-to-abate and emerging sectors tackled by decarbonization, thus offering detail view on the future labour market developments in the Slovak industry under different pathways of deep decarbonization. The project, supported by the Slovak National Resilience and Recovery Fund, emphasizes the critical need for stakeholder cooperation in developing a strategy to mitigate the impacts of labor market changes in alignment with just transition principles. To achieve this, researchers implement an input-output model to capture the impacts of technological changes in economic sectors affected by decarbonisation and combine it with stakeholder consultations.

This project has received financial support from the National Resilience and Recovery Fund



- **DEVCOBA: Developing Collective Bargaining in the Care Sector**

Project number: 101126385

Project duration: 2024-2025

The project aims to examine the dynamics, mechanisms, and impacts of the development of collective bargaining and representation in the care sector, concentrating in particular on social and health services for elderly people (long-term care services – LTC) and socio-education services for children aged 0-5 (childcare – ECEC). Specifically, it aims to provide a deeper understanding of the mechanisms and practices available across EU Member States to ensure an adequate extension of collective bargaining, the promotion of union and employers' associations' membership, and the use of social dialogue bilateral/trilateral bodies to design initiatives and policies to tackle the issues of skill and labour shortage. Overall, these research objectives are oriented to develop sector-specific recommendations on how to improve job quality in the care sector, especially significant for social partners and policy-makers at both national and EU levels to orient and root their agenda on solid empirical ground.

This project has received financial support from the European Union



- **IncreMe(n)tal: Increasing Metalworkers' representatives' Awareness and Skills on Mental Health Protection & Promotion in the Workplace**

Project number: 101143366

Project duration: 2024-2026

The project aims at providing quality training to trade unionists and workers' representatives in the metalworking industry in 7 target countries and at transnational level, in order to increase their awareness concerning emerging psychosocial risks connected to work environment and work organisation, but also regarding the strategic role of social dialogue and collective bargaining initiatives in protecting and promoting workers' mental health.

This project has received financial support from the European Union



- **BARSERVICE: Smart bargaining in the services sector: overview, challenges, opportunities**

Project number: 101126532

Project duration: 2024-2025

The BARSERVICE project aims to provide an in-depth analysis of industrial relations in the service sector from different perspectives to disentangle the challenges and opportunities in order to provide useful policy recommendations and tools for social and policy actors related to the structural transformation of European countries and increasing shift from manufacturing towards the service sector, the deterioration of the working conditions particularly pronounced in tertiary jobs, both in terms of low wages, unstable jobs and gender segregation and the lack of adequate space and margin of intervention for collective bargaining and industrial relations. An important aspect also relates to uncovering the likelihood and incidence of undeclared work and strategies to mitigate it and support declared work via decent working conditions and collective bargaining. To support capacity building for collective bargaining in the services sector, BARSERVICE seeks to understand bargaining practices, challenges and opportunities for smart bargaining in services in 9 countries (6 EU Member States and 3 Candidate Countries, predominantly in Southern and Eastern Europe).

This project has received financial support from the European Union



- **JUSTMIG: Sustainable and socially just transnational sectoral labour markets for temporary migrants**

Project number: 101126535

Project duration: 2023-2025

In recent years, a pattern of permanent reliance on temporary employment of migrant workers has grown significantly across the EU – especially in some sectors such as construction, care, transportation, and manufacturing. In most EU Member States, industrial relations actors struggle with problems of declining regulatory influence and deteriorating organisational capacities. Additionally, social partners and institutions find it extremely challenging to regulate sectoral labour markets where precarity and “transnationalised” vulnerability have been growing. The JUSTMIG project combines innovative research and data collection on labour market dynamics in both service and manufacturing sub-sectors across 6 EU Member States where fixed-term contracting of migrant workers occurs, and 3 EU candidate countries that are source countries for workers. In addition to the analyses of sectoral labour markets and employment relations, the 8 expert consortium partners will develop evidence on the adjustment of industrial relations structures in the selected countries in response to increasing employment of migrant workers on fixed-term or outsourced temporary contracts. The project addresses and involves social partners and labour market institutions throughout the project with the application of an innovative participatory methodology. In addition to utilising in-depth interviews and other applied research methods of secondary analyses on new labour market realities within sectoral case studies, the project contains dissemination and awareness- raising activities, workshops for national and transnational networking, information provision, and best practice exchange among social partners, as well as a final conference for a broad audience. The project will also result in high quality academic manuscripts for an edited volume.

This project has received financial support from the European Union



- **CEECAW: Challenges for Organising and Collective Bargaining in Care, Administration and Waste collection sectors in Central Eastern European Countries**

Project number: 101126476

Project duration: 2023-2025

The aim of the project is to develop collective bargaining (CB) in three sectors in the EU Central Eastern European countries (CEEC) and Serbia (an EU candidate country). The project aims to support trade unions (at sectoral and national levels) in implementing the goals indicated in Article 4 of the Adequate Minimum Wage Directive in the EU Directive, namely, increase the number of workers covered by collective bargaining agreements up to at least 80% of the labour force: The Institute of Public Affairs (IPA) – Poland coordinates the project. CELSI covers three CEEC countries: the Czech Republic, Hungary, and Slovakia. The project involves conducting research on the state of social dialogue and collective bargaining in specific sectors, as well as analysing the expectations and requirements of national trade unions regarding the implementation of Article 4 (CB development) in CEEC. As part of this research, the project aims to develop 12 national reports, 4 comparative reports, and 4 policy papers in the care, waste management, and central public administration sectors, focused on CEEC and Serbia. The conclusions drawn from the comparative reports will be presented and discussed at 4 scientific

seminars, which will be conducted online in English or in another language, such as Polish, Lithuanian, Slovak or Bulgarian. To enhance the capacity of trade unions in three sectors to engage in collective bargaining, five National CB Boost Workshops will be organized in Poland, Slovakia, Lithuania, Bulgaria, and Serbia. The workshop in Slovakia will be attended online by unions from Czechia and Hungary (interpretation will be provided). The CB Boost Workshops will be attended also by EPSU representatives. The project will also develop policy papers that can serve as the basis for further work. discussion for social partners in CEE countries and inspire public authorities. The project will culminate in a Brussels Roundtable, allowing for a broad stakeholder debate.

This project has received financial support from the European Union



- **Care4Care: from precarious to safe working conditions**

Project number: 101094603

Project duration: 2022-2024

The project addresses the improvement of the working conditions of 24h care workers, from an required broader understanding of inter-agency cooperation between anti-trafficking organisation LEFÖ-IBF and support organisations for migrant workers and labour market (including “self-employed work”), including a strong partnership with the interest groups for 24h care workers IG24 in Austria, with additional resources for such cooperation with e.g. trade unions and care worker interest groups in Romania and Slovakia. Care4Care understands the prevention of exploitative working conditions and promotion of safe labour migration beyond a protection frame. Inter-agency cooperation on eye level between self-interest groups and anti-trafficking organisations is essential to tackle systemic issues of 24h care workers. With the international project consortium an innovative partnership between anti-trafficking organisation LEFÖ-IBF and broader organisations working for better safe labour migration channels will be implemented in Care4Care. The project pursues: 1) To strengthen the position of the migrant lead self-organisation IG24 by the establishment of a sustainable organisation infrastructure and the process of professionalization regarding to the project management, advocacy policy and media work; 2) To build up networks and cooperation between relevant stakeholders on an international level through exchange meetings and study visits and to develop strategy that ensures a sustainable cooperation after the project; 3) To indicate the problems and needs of 24h care workers in Austria, Slovakia and Romania and to elaborate policy papers including the demands and recommendations that will be the subject of the planned policy work; 4) To conduct research on the best-practices for 24h care workers as a basis for recommendation and policy papers and the Employment model in Austria. The development of the Employment model also includes research and consultations of legal experts; 5) To carry out evidence-based advocacy and policy work for safe labour migration and working conditions of 24h care workers that consist of several national meetings in Austria, Slovakia and Romania.

This project has received financial support from the European Union



- **BARWAGE: The importance of collective bargaining for wage setting in the European Union**

Project number: 101052319

Project duration: 2022-2024

The BARWAGE project studies the importance of collective bargaining for wage setting in the European Union Member States. The project investigates the extent to which collective bargaining contributes to the goal of fixing adequate wages in the EU, and subsequently explores the extent to which and way in which collectively bargained provisions leave a discretionary space for individual employers to make decisions on pay. The project aims to: 1) quantify the wage-setting arenas in EU27 by performing quantitative analyses; 2) determine to what extent and how collective bargaining agreements (CBAs) in nine EU countries (AT, BG, CZ, EE, ES, IT, FR, NL, PT) set wage levels and wage increases and whether patterns by industry and bargaining level can be identified per country; 3) determine which arenas are important for wage setting in industries across nine EU countries in cases where wages are not set by pay scale tables in CBAs; 4) determine for which workers pay scales included in CBAs set wages in industries across nine EU countries in cases where wages are by pay scale tables in CBAs; 5) determine to what extent are wages set through collective bargaining, broken down by country, industry and bargaining level and can the four wage-setting arenas be quantified for nine EU countries.

This project has received financial support from the European Union



- **GDPiR: Managing Data Processing in the Workplace through Industrial Relations**

Project number: 101048690

Project duration: 2022-2024

The GDPiR project aims to provide trade unionists with adequate information and training to manage the dynamics connected to workers' data processing and to data processing in the workplace in the broad sense. The objective is to provide workers' organisations with the skills and knowledge needed to harness, with a proactive attitude, the potential of small and big data in their action. Indeed, while the analysis of workplace data is usually managed by the employer to inform business decisions, trade unions can play a role in these processes and exploit the

potential of data also for the improvement of workers' conditions. Moreover, the same skills and knowledge are fundamental to enable workers' organisations to protect workers from the expected risks of datafication (i.e. intensified monitoring of the work and the workers; data-driven decision making). GDPiR aims at improving collective bargaining and social dialogue initiatives in this field and enhancing the adoption of collective solutions for the protection of workers' rights in the midst of technological surveillance and a sustainable digital transformation. While other actions financed under this budget line have been intended to foster the role of industrial relations in managing the digital transition, this would be the first action to address the topic from the specific perspective of data processing in the workplace.

This project has received financial support from the European Union



- **BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector**

Project number: 101052331

Project duration: 2022-2024

The BARMETAL project seeks to analyse the current situation and opportunities for strengthening collective bargaining in the metalworking industry in conditions of technological change, including digitalization, automatization and decarbonization. With this focus, the project directly responds to evidence that the COVID-19 pandemic accelerates the technology dissemination and the digital transformation of metal, engineering and tech-based industries and workplaces. It has increased the urgency and need for social partners to find joint approaches to manage a swift and sustainable digital transformation. Ceemet and IndustriAll Europe, the EU-level social partners in the metalworking industry, have published their joint vision of the challenges and opportunities of digitalization for workers and employers. The BARMETAL project responds to these challenges and EU-level priorities in sectoral social dialogue and deepens the expertise in industrial relations by analyzing both the bargaining processes and outcomes (stipulations in collective agreements) across 12 EU Member States and 1 candidate country. The project explores how the challenges for working conditions, such as intensification of work, vocational education and changing demands for workers' skills in metalworking companies across the EU create opportunities for strengthening collective bargaining at the workplace and sector levels. The project places high priority on mutual exchange and learning tools among social partners between those member states that have a highly developed collective bargaining already and those where bargaining needs to be enhanced and strengthened. The BARMETAL project thus provides expertise for enhancing industrial relations and establishes extensive interaction and cooperation between research partners and social partners.

This project has received financial support from the European Union



- **REJEnerAXion: Energy for a just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe**

Project number: 101052341

Project duration: 2022-2024

The REJEnerAXion project aims to analyse and strengthen the role of innovative industrial relations structures, including social dialogue, to respond in a socially fair and balanced way to the main challenges and opportunities offered by a clean-energy transition at national and European level. The energy transition plays a key role to achieve the long-term objective of a climate-neutral Europe by 2050. This radical transformation can create new economic opportunities with the development of new green jobs. At the same time, however, it will lead to major changes and adjustments with unavoidable (direct and indirect) jobs losses in sectors dependent on fossil-fuel energy production, with serious regional effects (for example, for coal and carbon-intensive regions). For this reason the energy transition requires to be driven and managed in making sure it is a “just transition”, where no-one is left behind, as affirmed by the European Green Deal. The need of properly designed just transition policies is becoming even more important with the COVID-19 pandemic, in order to face the implications of the crisis of the energy sector caused by Coronavirus. Industrial relations and social dialogue, therefore, can play a leading role to support and guide green energy transition at European, national, regional level, helping to promote economic growth and social equality in line with the objectives of the European Green Deal, also in the framework of the Recovery and Resilience Facility plans, in order to ensure a sustainable and inclusive recovery. To achieve this goal, the project intends: 1) to study the transformations taking place in the energy sector oriented towards clean energy and sustainability and their impacts for working conditions and quality-of-work issues, employment structures, sectoral, territorial and regional, and socio-environmental levels; 2) to increase expertise on these topics of the social partners and concerned stakeholders through the analysis and exchange of experiences and best practices of industrial relations and social dialogue for a just energy transition at national and European level, identifying convergences and divergences, as well as drivers and barriers, in a number of very significant European Member States involved in the project; 3) to identify practical recommendations for addressing the challenges of the clean-energy transition for Europe and to strengthen the role and contribution of industrial relations systems and social dialogue for a just transition to green energy at national and European level. The project will analyse these changes focusing on eight countries in order to compare experiences and trends from North, South, Central and Eastern Europe: Belgium, Germany, France, Italy, Spain, Poland, Slovakia and Hungary, to have a transnational dimension balanced between old and new member states and different industrial relations systems.

This project has received financial support from the European Union



- **PERHOUSE: Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations**

Project number: 101052340

Project duration: 2022-2024

The PERHOUSE seeks to improve working conditions and personal and household services through industrial relations in Central European countries. The PERHOUSE project seeks to analyse the current characteristics and challenges related to service provision and working conditions in the personal and household services (PHS) sectors in the Central and Eastern European (CEE) countries. Demand for PHS has been increasing within the broader trend of de-institutionalising the care sector due to the lack of available services in integrated care and non-care services. Understanding and strengthening the role of industrial relations would improve the working conditions in the PHS sector in CEE countries.. The project has a strong regional focus on CEE. It will be carried out at the EU level and in 12 countries: Poland, Estonia, Czechia, Slovakia, Hungary, North Macedonia, Romania, Croatia, Lithuania, Latvia, Slovenia and Bulgaria. Data will be collected via surveys and qualitative interviews both at the national and EU levels, processed in the form of research reports and policy briefs, and innovative dissemination materials, including audio-visual tools and exchanges among social partners and other EU-level and EU-level national- level stakeholders via project meetings and workshops. The general objective is the explore industrial relations to improve the working conditions and services in the PHS sector of CEE countries. The project aims to: 1) Address the challenges of working conditions and services in the PHS sector of CEE countries; 2) Deepen the analysis of industrial relations and the potential of social dialogue in the PHS of CEE countries; 3) Provide a comparative analysis of national experiences in IR and working relations in PHS and explore the link to EU-level social dialogue structures; 4) Promote awareness of the industrial relations practices related to the PHS sector.

This project has received financial support from the European Union



Publications

Publications by CELSI Researchers

Brunnerová, S., Ceccon, D., **Holubová, B., Kahancová, M.,** Lukáčová, K. & Medas, G. (2024). *Collective Bargaining Practices on AI and Algorithmic Management in European Services Sectors*. Brussels: Friedrich-Ebert-Stiftung. Available at: <https://library.fes.de/pdf-files/bueros/bruessel/21074.pdf>

Holubová, B., Kahancová, M., Kováčová, L., Mýtna Kureková, L., **Šumichrast, A.** & Torp, S. (2024). Institutional constraints to social dialogue in work integration of persons with disabilities: Slovakia and Norway compared. *Employee Relations: The International Journal*. doi:46. 10.1108/ER-12-2022-0534.

Kahancová, M. and Staroňová, K. (2024) Arms-length influence: Public sector wage setting and export-led economic growth in Czechia and Slovakia. *European Journal of Industrial Relations*, Vol. 30, No. 1, pp. 97-119. <https://doi.org/10.1177/09596801231215901>

Popa, A., **Kahancová, M.** & Akgüç, M. (2024). Bridging return to work after diagnosis of chronic disease with social dialogue: a conceptual and analytical framework. *Employee Relations: The International Journal*. doi:46. 10.1108/ER-11-2022-0524.

Akgüç, M., **Kahancová, M.** & Masso, J. (2024). One-way street to the European Union? Between national and EU-level social dialogue 20 years after eastward EU enlargement. *Transfer: European Review of Labour and Research*. doi:30. 10.1177/10242589241229070.

Martišková, M. & Lukáčová, K. (2024). *Slovakia as an Automobile Superpower or Factory Economy?* In M. Augustín, P. Jančovič, B. S. Sergi (Eds.), *Modeling Economic Growth in Contemporary Slovakia*. Emerald Publishing.

Publications in CELSI Discussion Paper Series

DP 70:

Sandu, D. (2024). *Selectivity in intra-European migration intentions* (No. 70).

DP 69:

Carrozzo, S., Venturini, A. and Lodigiani, E. (2024). *Does migrants' consumption of cultural goods impact on their economic integration? Disclosing the culture-to-market pathway* (No. 69).

DP 68:

Guzi, M., Duszczyk, M., Huber, P., Huemer, U., Veselková, M. (2024). *Pathways to Inclusion: Labour Market Perspectives on Ukrainian Refugees*. (No. 68).

Publications in CELSI Research Reports Series

RR 71:

Fidrmuc, A. & Kahancová, M. (2024). *BARWAGE: Discretion and (de)centralization in wage bargaining in the construction, hospitality, urban transport and waste management sectors: A Study on Austria* (No. 71). Central European Labour Studies Institute (CELSI).

RR 70:

Šumichrast, A. (2024). *BARWAGE: Discretion and (de)centralization in wage bargaining in the construction, hospitality, urban transport and waste management sectors: A Study on Czechia* (No. 70). Central European Labour Studies Institute (CELSI).

RR 69:

Gotthardová, K. & Kahancová, M. (2024). *BARWAGE: The interplay of statutory minimum wages and collective wage bargaining across European sectors: A Study on Bulgaria* (No. 69). Central European Labour Studies Institute (CELSI).

RR 68:

Martišková, M. & Gažo, P. (2024). *REJEnerAXion: Energy for a Just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe: National baseline report: Slovakia* (No. 68). Central European Labour Studies Institute (CELSI).

RR 67:

Bors, P. & Meszmann, T. (2024). *REJEnerAXion: Energy for a Just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe: National baseline report: Hungary* (No. 67). Central European Labour Studies Institute (CELSI).

RR 66:

Holubová, B. (2024). *SOWELL: Social dialogue in welfare services: National report: Slovakia* (No. 66). Central European Labour Studies Institute (CELSI).

RR 65:

Kahancová, M. & Bors, P. (2024). *SOWELL: Social dialogue in welfare services: National report: Hungary* (No. 65). Central European Labour Studies Institute (CELSI).

RR 64:

Kahancová, M. & Lukáčová, K. (2024). *BARMETAL: Digitalisation, Automatisation and Decarbonisation: Opportunity for Strengthening Collective Bargaining in the Metal Sector: Slovakia Policy Report* (No. 64). Central European Labour Studies Institute (CELSI).

RR 63:

Martišková, M. (2024). *BARMETAL: Digitalisation, Automatisation and Decarbonisation: Opportunity for Strengthening Collective Bargaining in the Metal Sector: Czechia Policy Report* (No. 63). Central European Labour Studies Institute (CELSI).

RR 62:

Meszmann, T. (2024). *BARMETAL: Digitalisation, Automatisation and Decarbonisation: Opportunity for Strengthening Collective Bargaining in the Metal Sector: Hungary Policy Report* (No. 62). Central European Labour Studies Institute (CELSI).

RR 61:

Holubová, B. (2024). *PERHOUSE: Personal and household services in Central and Eastern European Countries: Improving working conditions and services through industrial relations: National report Slovakia* (No. 61). Central European Labour Studies Institute (CELSI).

RR 60:

Meszmann, T. (2024). *GDPIR: Managing Data Processing in the Workplace Through Industrial Relations: Hungary* (No. 60). Central European Labour Studies Institute (CELSI).

RR 59:

Hanulová, L. & Šumichrast, A. (2024). *GDPIR: Managing Data Processing in the Workplace Through Industrial Relations: Czech Republic* (No. 59). Central European Labour Studies Institute (CELSI).

RR 58:

Hanulová, L. & Šumichrast, A. (2024). *GDPIR: Managing Data Processing in the Workplace Through Industrial Relations: Slovakia* (No. 58). Central European Labour Studies Institute (CELSI).

Financial report

Income 2024: 506,812.92

Source of income 2024: 100% research grants and contract research

Projects implemented in 2024:

Project name	Grant/project number	Duration	CELSI role	Granted amount – CELSI share, total project duration, (EUR)	Short description	Project website
BARSERVICE	101126532	2024-2025	Lead, consortium coordinator	102,339.94 EUR	The BARSERVICE project aims to provide an in-depth analysis of industrial relations in the service sector from different perspectives to disentangle the challenges and opportunities in order to provide useful policy recommendations and tools for social and policy actors related to the structural transformation of European countries and increasing shift from manufacturing towards the service sector, the deterioration of the working conditions particularly	https://www.celsi.sk/en/barservice/

					pronounced in tertiary jobs, both in terms of low wages, unstable jobs and gender segregation and the lack of adequate space and margin of intervention for collective bargaining and industrial relations.	
BARTIME: The monetary rewards of working time dimensions in collective bargaining and in the working population	101126498	2023-2025	Beneficiary/ Project Partner	15,311.17 EUR	BARTIME conducts analyses for 24 EU countries. Three EU member states are not included because collective agreements are hard to find (Ireland, Malta), or are accessible for members only (Germany). BARTIME's overall objective is met through three research objectives that aim to fill the knowledge gaps regarding the understanding of the monetary rewards of non-standard working times. BARTIME aims to contribute to the social dialogue in Europe by deepening the understanding of monetary rewards of non-standard working time arrangements and the related agreements in collective bargaining.	https://www.celsi.sk/en/bartime/
POSTING.STAT 2.0: Increasing the level of empirical evidence through the collection and analysis of national administrative data	101126483	2024-2026	Beneficiary/ Project Partner	29,948.02 EUR	The project aims to complement the statistical information collected on intra-EU posting at European level by bringing together a research consortium from the main sending and receiving Member States of posted workers (Austria, Belgium, France, Germany, Italy, the Netherlands, Lithuania, Poland, Slovakia, Slovenia and Spain). The main goal is to increase the level of empirical evidence	https://celsi.sk/en/posting_stat-2_0/

					through the collection and analysis of national administrative data.	
DEEPLAB: Implications of deep decarbonization of the high emission industries on labour market and employees	09I03-03-V04-00768	2024-2026	Host Institution for personal research grant for Monika Martišková	210,212.00 EUR	The DEEPLAB project responds first and foremost to the topic of economic and labour market consequences of climate change, especially in terms of mapping consequences to the Slovak industry, especially in hard-to-abate industries and its supply chains. The project aims to widen the knowledge distinguishing the future demand for different qualification levels of employees in hard-to-abate and emerging sectors tackled by decarbonization, thus offering detail view on the future labour market developments in the Slovak industry under different pathways of deep decarbonization. The project, supported by the Slovak National Resilience and Recovery Fund, emphasizes the critical need for stakeholder cooperation in developing a strategy to mitigate the impacts of labour market changes in alignment with just transition principles. To achieve this, researchers implement an input-output model to capture the impacts of technological changes in economic sectors affected by decarbonisation and combine it with	https://www.celsi.sk/en/deeplab/

					stakeholder consultations.	
DEVCOBA: DEVeloping COLlective BAArgaining in the Care Sector	101126385	2024-2025	Beneficiary/ Project partner	51,664.95 EUR	The project aims to examine the dynamics, mechanisms, and impacts of the development of collective bargaining and representation in the care sector, concentrating in particular on social and health services for elderly people (long-term care services – LTC) and socio-education services for children aged 0-5 (childcare – ECEC). Specifically, it aims to provide a deeper understanding of the mechanisms and practices available across EU Member States to ensure an adequate extension of collective bargaining, the promotion of union and employers' associations' membership, and the use of social dialogue bilateral/trilateral bodies to design initiatives and policies to tackle the issues of skill and labour shortage. Overall, these research objectives are oriented to develop sector-specific recommendations on how to improve job quality in the care sector, especially significant for social partners and policy-makers at both national and EU levels to orient and root their agenda on solid empirical ground.	https://www.celsi.sk/en/devcoba/

European Platform for Tackling Underdeclared Work (European Labour Authority)	n/a	2022-2025	Member of Connect Partnership supporting the Platform	22,300 EUR (services delivered in 2024)	<p>This study summarises the findings of the online survey on 'the policy responses to prevent undeclared work in public procurement' conducted in November 2023 among representatives of public procurement authorities in five Member States, i.e. Belgium, Sweden, Finland, Slovakia, and Poland. The survey results have been complemented by interviews and desk research. Good practice cases in the EU Member States, Iceland, and Norway are also provided based on desk research.</p>	https://www.ela.europa.eu/sites/default/files/2024-06/20240604_UDW_Study_Policy_responses_public_procurement_final_clean.pdf
PICUM	n/a	2023-2025	Contracted expert	11,121.00 EUR	<p>The project commissioned by the Platform for International Cooperation on Undocumented Migrants (PICUM) focused on research on the use of technology and digital tools in labour authorities' monitoring and data management. The aim of the research was to identify current trends in the use of digital tools by labour authorities in selected EU member states (Belgium, Czechia, Finland, Ireland, Germany, Spain, and the United Kingdom) and to assess their potential impact on undocumented workers' rights in the workplace and employers' compliance with relevant legal obligations.</p>	n/a

ILO Ukraine Inclusive Labour Market for Job Creation in Ukraine	n/a	2017-2024	Expert	10,607.87 EUR	In view of the complex labour market situation the new ILO program funded by Denmark goes for an integrated approach based on three pillars. The program will modernize the services of the Ukrainian public employment services enabling them to offer more effective and inclusive active labour market policies. A strong skills component aims at closing the skills mismatch by better aligning the skills of new labour market entrants with the demand from the private sector. Finally, the program will support social dialogue mechanisms to solve critical issues such as informal employment, wages, or gender discrimination.	n/a
Sexual Harassment at the workplace – international coordination and comparative research in 6 countries	Friedrich Ebert Stiftung Croatia	2024-2025	Expert	19,350.00 EUR	The project aims to improve the knowledge and data situation for this particular problem area, and analyse across countries within the EU how different legal frameworks and "lived practices" in institutions such as police and justice impact it. It also aims to make policy recommendations based on this analysis and to develop a training series for workers councils & union representatives.	https://cel.si.sk/en/sexual-harassment-in-the-workplace/
European Centre of Expertise in Employment Policy (European Commission)	n/a	2021-2024	Member of the Expert Support team	10,080 EUR (services delivered in 2024)	Research expertise to support the European Semester and Public Employment Services	n/a

IncreMe(n)tal: Increasing Metalworkers' Awareness and Skills on Mental Health Protection & Promotion in the Workplace	101143366	2024-2026	Beneficiary/ Project partner	32,987.00 EUR	<p>The project aims at providing quality training to trade unionists and workers' representatives in the metalworking industry in 7 target countries and at transnational level, in order to increase their awareness concerning emerging psychosocial risks connected to work environment and work organisation, but also regarding the strategic role of social dialogue and collective bargaining initiatives in protecting and promoting workers' mental health.</p>	https://www.celsi.sk/en/IncreMe-n-tal/
TRUE EUROPE: Trust in Relations between Unions and Employers in Europe	101126483	2023-2025	Beneficiary/ Project partner	138,770.44 EUR	<p>The TRUE EUROPE project focuses on research on trust between employee and employer representatives, using a comparative approach. The overall objective is to identify and link the determinants of trust to the functioning and outcomes of collective bargaining. That is, we seek to explore the foundations, forms and effects of trust by drawing on research on social dialogue in industrial sectors. The sectors covered include industry, banking and finance, and transport. The focus on trust is in relation to A) Digitalization/new technologies at the workplace; B) Skills and training; C) Occupational health and safety = to go beyond core collective bargaining issues.</p>	https://celsi.sk/en/true-europe/

JUSTMIG: Sustainable and socially just transnational sectoral labour markets for temporary migrants	101126535	2023-2025	Lead, consortium coordinator	92,386.38 EUR	The JUSTMIG project combines innovative research and data collection on labour market dynamics in both service and manufacturing sub-sectors across 6 EU Member States where fixed-term contracting of migrant workers occurs, and 3 EU candidate countries that are source countries for workers. In addition to the analyses of sectoral labour markets and employment relations, the 8 expert consortium partners will develop evidence on the adjustment of industrial relations structures in the selected countries in response to increasing employment of migrant workers on fixed-term or outsourced temporary contracts.	https://cel.si.sk/en/justmig/
WageIndicator	n/a	annual	Project partner	52,000.00 EUR	Annual contract for research activities, Cost of Living Data Collection and Living Wage calculation	n/a
CEECAW: Challenges for Organising and Collective Bargaining in Care, Administration and Waste collection sectors in Central Eastern European Countries	101126476	2023-2025	Beneficiary/ Project partner	76,274.95 EUR	The aim of the project is to develop collective bargaining (CB) in three sectors in the EU Central Eastern European countries (CEEC) and Serbia (an EU candidate country). The project aims to support trade unions (at sectoral and national levels) in implementing the goals indicated in Article 4 of the Adequate Minimum Wage Directive in the EU Directive, namely, increase the number of workers covered by	https://cel.si.sk/en/ceecaw/

					collective bargaining agreements up to at least 80% of the labour force: The Institute of Public Affairs (IPA) – Poland coordinates the project.	
Care4Care: from precarious to safe working conditions	101094603	2022-2024	Beneficiary/ Project partner	10,930.00 EUR	The project addresses the improvement of the working conditions of 24h care workers, from an required broader understanding of inter-agency cooperation between anti-trafficking organisation LEFÖ-IBF and support organisations for migrant workers and labour market (including “self-employed work”), including a strong partnership with the interest groups for 24h care workers IG24 in Austria, with additional resources for such cooperation with e.g. trade unions and care worker interest groups in Romania and Slovakia.	https://www.celsi.sk/en/care4care/
TransEuroWorkS: Transforming European Work and Social Protection	101061198	2022-2026	Beneficiary/ Project partner	103,245.00 EUR	TransEuroWorkS is an innovative, multi-disciplinary and multi-level research project providing analysis and policy recommendations for the future world of European work and social protection. At the centre of this research are three critical structural labour market transformations, i.e., green transition and decarbonisation, technological change (automation and digitalization), and the internationalisation of the workforce (through intra-European mobility and immigration).	https://celsi.sk/en/transeuroworks/

<p>BARWAGE: The importance of collective bargaining for wage setting in the European Union</p>	101052319	2022-2024	Beneficiary/ Project partner	61,163.98 EUR	<p>The BARWAGE project studies the importance of collective bargaining for wage setting in the European Union Member States. The project investigates the extent to which collective bargaining contributes to the goal of fixing adequate wages in the EU, and subsequently explores the extent to which and way in which collectively bargained provisions leave a discretionary space for individual employers to make decisions on pay.</p>	<p>https://cel.si.sk/en/barwage/</p>
<p>GDPIR: Managing Data Processing in the Workplace through Industrial Relations</p>	101048690	2022–2024	Beneficiary/ Project partner	39.656,60 EUR	<p>The GDPIR project aims to provide trade unionists with adequate information and training to manage the dynamics connected to workers' data processing and to data processing in the workplace in the broad sense. The objective is to provide workers' organisations with the skills and knowledge needed to harness, with a proactive attitude, the potential of small and big data in their action.</p>	<p>https://cel.si.sk/en/gdpir/</p>

<p>BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector</p>	101052331	2022–2024	Beneficiary/ Project partner	60,404.17 EUR	<p>The BARMETAL project seeks to analyse the current situation and opportunities for strengthening collective bargaining in the metalworking industry in conditions of technological change, including digitalization, automatization and decarbonization. With this focus, the project directly responds to evidence that the COVID-19 pandemic accelerates the technology dissemination and the digital transformation of metal, engineering and tech-based industries and workplaces.</p>	<p>https://celsi.sk/en/barmetal/</p>
<p>REJEnerAXion: Energy for a just and green recovery deal: the role of the industrial relations in the energy sector for a resilient Europe</p>	101052341	2022-2024	Beneficiary/ Project partner	67,593.00 EUR	<p>The REJEnerAXion project aims to analyse and strengthen the role of innovative industrial relations structures, including social dialogue, to respond in a socially fair and balanced way to the main challenges and opportunities offered by a clean-energy transition at national and European level. The energy transition plays a key role to achieve the long-term objective of a climate-neutral Europe by 2050.</p>	<p>https://celsi.sk/en/rejeneraxion/</p>
<p>PERHOUSE: Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations</p>	101052340	2022-2024	Lead	70,884.50 EUR	<p>The PERHOUSE seeks to improve working conditions and personal and household services through industrial relations in Central European countries. The PERHOUSE project seeks to analyse the current characteristics and challenges related to service provision and working conditions in the personal and</p>	<p>https://www.celsi.sk/en/perhouse/</p>

					household services (PHS) sectors in the Central and Eastern European (CEE) countries.	
Towards stronger hospitality	EU funded project coordinated by EFFAT	2024-2025	Subcontractor	5,486.50 EUR (2024 share)	Supporting the project on Stronger Hospitality with research and policy recommendations	https://effat.org/fatured/building-trade-union-capacity-in-hospitality-tourism-to-enable-a-stronger-sectoral-social-dialogue/

Small projects (value below 5,000 EUR) implemented in 2024:

Project name	Donor/contractor	Short description
Sexual Harassment at the Workplace – Case study Slovakia	Friedrich Ebert Stiftung Slovakia	An empirical country study reviewing sexual harassment at the workplace, based on original empirical data collected via interviews. Author: Kristína Gotthardová
Collective bargaining and minimum wages in Czechia and Slovakia	European Trade Union Institute, No. 2451-211	Mapping the developments in Slovakia in progress on adopting the Directive on Adequate Minimum Wages, comprehensive monitoring of the situation in Slovakia - transposition of EMWD into national law, data collection and reporting
Union revitalisation: Policy innovation, learning and diffusion in trade unions across Europe	European Trade Union Institute, No. 2451-103-12-21	Book chapter on trade union policy learning in Czechia
The impact of the Directive on Platform work on Ukrainian drivers and couriers in Slovakia and Poland	Uniwersytet Marii Curie-Skłodowskiej, Lublin, Poland	Transcription of 4 focus group interviews within the NAWA project (480 minutes) in Ukrainian
ESF project Social Dialogue for Social Justice and Economic Growth	Českomoravská konfederace odborových svazů, No. CZ.03.01.03/00/22_001/0000084	Bridging research and trade union work in increasing collective bargaining coverage in Central and Eastern Europe, workshop organisation, 9.4.2024, KOZ Bratislava
Elgar Companion to Regulating Platform Work	European Trade Union Institute, No. 2351-103-51	Research contribution to the project on Regulating Platform Work
Microdata processing	Wirtschaftsuniversität Wien	Processing and preparation of microdata from national examination rounds in Slovakia
E-mobility employment laboratory	European Trade Union Institute, No. 2354-020-12 PO23600433	Recent employment trends, just transition policies and practices in the automotive industry in Czechia, Hungary and Slovakia
TPI project	IG Metall	Expert consultation, author Tibor T. Meszmann