



Adam Šumichrast

Date of birth: 08/01/1992 | **Nationality:** Slovak | **Gender:** Male |

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Address: Lubina 1258, 91612, Lubina, Slovakia (Home)

WORK EXPERIENCE

06/2019 – CURRENT Bratislava, Slovakia

RESEARCHER CENTRAL EUROPEAN LABOUR STUDIES INSTITUTE

Adam Šumichrast is a researcher at the Central European Labour Studies Institute. He has a keen interest in the trade unions related research, collective bargaining and industrial unrest, especially in Slovakia and the Czechia. He also has experience in labor migration issues in the context of industrial relations. Additionally, as a PhD candidate in comparative labor and social history at the Historical Institute of Masaryk University in Brno, he has recently submitted his dissertation. Using power resource theory, his dissertation examines the development of trade unions from a comparative perspective, primarily focusing on the period of the Second World War.

RESEARCH ACTIVITIES

- Trade unionism and labor movements
- Industrial relations
- Collective bargaining and social dialogue
- Industrial unrest

09/2016 – CURRENT Brno, Czechia

PHD. CANDIDATE MASARYK UNIVERSITY

EDUCATION AND TRAINING

06/2021 – 06/2021 Częstochowa, Poland

ACADEMIC EXCHANGE PROM, SHORT-TERM RESEARCH SCHOLARSHIP University of Jan Długosz

10/2019 – 01/2020 Wien, Austria

AKTION CZECH REPUBLIC-AUSTRIA, SHORT-TERM RESEARCH SCHOLARSHIP Department of History – University of Vienna

2018 – 2018 Brno, Czechia

COURSE OF FOUNDATIONS OF SCIENTIFIC WORK Academy of Sciences of the Czech Republic

2011 – 2016 Bratislava, Slovakia

MASTER'S DEGREE (HISTORY) Comenius University

2014 – 2017

BACHELOR'S DEGREE (POLITICAL SCIENCE)

LANGUAGE SKILLS

Mother tongue(s): **SLOVAK** | **CZECH**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C2	B2	B2	C1
GERMAN	B1	B2	A2	A2	A2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● DIGITAL SKILLS

Social Media | Survey Monkey | Dedoose | STATA (Basic) | Microsoft word, Excel

● ADDITIONAL INFORMATION

PUBLICATIONS

[Martišková, M and Šumichrast, A. Czechia: Escaping marginalization \(Chapter 7\). Trade unions in European Union. Brussels: Peter Lang.](#)

– 2023

Holubová, B., Kahancová, M., Kováčová, L., Kureková-Mýtina, L., Sedláková, M., Šumichrast, A. & Torp. S. Chcem pracovať, kto mi pomôže? Posilnenie spolupráce medzi tvorcami politik a neziskovým sektorom pri integrácii ľudí so zdravotným znevýhodnením na trhu práce (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). Bratislava: Central European Labour Studies Institute.

– 2021

Holubová, B., Kahancová, M., Sedláková, M. and Šumichrast, A. (2021) Return to Work Policies and the Role of Industrial Relations in Slovakia. Bratislava: CELSI Research Reports No. 41.

– 2021

Šumichrast, A. and Kostolný, J. Shaping return-to-work policy: the role of industrial relations at the European, national and workplace levels. Perspectives of managers and workers. Bratislava: CELSI Research Reports No. 41.

– 2021

Šumichrast, A. Transformácia či zánik? Vývoj odborov v Slovenskom štáte (1939–1945) v kontexte vybraných európskych diktatúr (Transformation or extinction? Development of trade unions in the Slovak state (1939–1945) in the context of selected European dictatorships). In *Studia historica Brunensia*, Brno.

– 2020

Šumichrast, A. Analýza historiografie dejín robotníctva v Slovenskom štáte (1939–1945) do roku 1989 (Analysis of the historiography of the history of workers in the Slovak state (1939–1945) until 1989). In *Studia historica Nitriensia*, Nitra.

– 2019

Šumichrast, A. Stručná história univerzálneho základného príjmu (The short history of the universal basic income). In *Budúcnosť Európy : Cesta k post-kapitalizmu?* Bratislava.

– 2018

Bariéry členstva v odboroch 3: stratégia budovania nových kapacít odborov v slovenskej republike – 2023

Bariéry členstva v odboroch 3: Stratégia budovania nových kapacít odborov v Slovenskej republike je finálnym výstupom projektu Bariéry členstva v odboroch. Jeho základným cieľom je analýza potenciálu odborov Slovenskej republiky a vypracovanie stratégie v súvislosti s budovaním nových kapacít vzhľadom na adaptáciu odborov potrebám modernej spoločnosti. Na základe výsledkov analýzy budú koncipované ciele odporúčania zamerané na posilnenie personálnych kapacít a zvýšenie kvality činnosti a aktivít odborov. Odporúčania sa nachádzajú na konci každej tematickej kapitoly. Vzhľadom na jej charakter sú

odporúčania všeobecné alebo sa rozdeľujú z časového hľadiska na krátkodobé, strednodobé a dlhodobé.
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Martišková, M., Šumichrast, A. Czechia: Persistence of social dialogue in the face of multinationals' reluctance. In Are multinational companies good for trade unions? Evidence from six central and eastern European. Brussels: European Trade Union Institute

- 2022

Write here the descriMultinational companies dominate much of the economies of the new EU member states of central and eastern Europe. They usually claim to respect trade unions at home and many have signed global agreements with international union organisations. It could be hoped that they would play a positive role, bringing better employment relations practices into countries with weaker traditions of independent trade unions and collective bargaining. This book covers the role in six countries of MNCs in the retail and automotive sectors (Czechia, Hungary, Poland, Romania, Slovakia and Slovenia). Each chapter is written by a country expert using published sources and interviews, mostly with trade union representatives, in two or more companies from each of those sectors. The studies show a variety of experiences, but only in a very few cases do western European MNCs actively introduce good practice from their home bases.ption...

Bors, P., Šumichrast, A. Slovakia: Rough beginnings followed by some stabilisation. In Are multinational companies good for trade unions? Evidence from six central and eastern European. Brussels: European Trade Union Institute

- 2022

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PROJECTS

2020 - 2023

BAWEU - Business and welfare. Preferences and collective action in Europe The project 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.).

2020 - 2022

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

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).

Of particular concern to the research is the labour market integration of migrant workers from countries neighbouring the EU, particularly Ukraine and Serbia. More specific aims are to map opportunities for policy influence for trade unions and employer organisations in the areas of migration policy, protection and representation of migrant workers' interests, fair employment, and equal rights and integration for migrant workers, as well as through collective bargaining.

2019 - 2021

Changes in the financial Labour Market: the impact of Directive 2014/65 (MiFID II) and Digitalization

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.

2019 – 2021

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

The project “Negotiating return to work in the age of demographic change through industrial relations (REWIR)”, brought 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 aimed 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.

2019 – 2020

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

The aim of the project was to strengthen cooperation between policy makers and NGOs in terms of integration of people with disabilities into the labor 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).

2022 – CURRENT

Transforming European Work and Social Protection: A New Proactive Welfare State Fit for the Future World of Work (Horizon project)

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.

2022 – CURRENT

GDPiR: Managing Data Processing in the Workplace through Industrial Relations

The project idea is to provide trade unionists with adequate information and training in order 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.

2022 – 2023

LEVEL UP! Support and develop collective bargaining coverage.

Based on an extensive literature review and analysis of the content of collective agreements, this project shows how multi-employer bargaining (MEB) can be beneficial for tackling such complex challenges. It presents the arguments in favour of MEB, the benefits for workers, trade unions, employers and for society, the preconditions for its proper functioning, but also the obstacles to MEB as reported across various European countries.