

Marta Kahancová

PERSONAL INFORMATION



✉ marta.kahancova@celsi.sk

🌐 www.celsi.sk

WORK EXPERIENCE

2008 – present

Central European Labour Studies Institute (CELSI), Bratislava, Slovakia

Founder and Managing Director

2019 – 2020

European Trade Union Institute (ETUI), Brussels, Belgium

Visiting Researcher

2015, 2010, 2009

Central European University (CEU), Budapest, Hungary

Visiting Lecturer, School of Public Policy and Department of Political Science

2007 – 2008

Max Planck Institute for the Study of Societies, Cologne, Germany

Postdoctoral researcher

2007 – 2008

University of Amsterdam, International School for Humanities and Social Sciences, Amsterdam, the Netherlands

Lecturer

EDUCATION AND TRAINING

2003 – 2007

University of Amsterdam, Amsterdam, the Netherlands

PhD in Social Sciences, defended 2007, received dissertation prize of the Netherlands Sociology Association in 2009

2001 – 2002

Central European University, Budapest, Hungary

M.A. in Political Sciences and Political Economy (with distinction)

1996 – 2001

University of Economics, Bratislava, Slovakia

M. Sc. in Economic Diplomacy

LANGUAGES

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Slovak (mother tongue)	C2	C2	C2	C2	C2
English	C2	C2	C2	C2	C2
German	C2	C2	C1	C1	C1
Czech	C2	C2	C1	C1	C1
Hungarian	C2	C2	B2	B2	B2
Polish	B2	B2	B2	B2	B2

RESEARCH INTERESTS

- Industrial relations, collective bargaining and social dialogue
- Labour market institutions and inclusive labour markets
- Labour markets and vulnerable groups (women, young, migrants, precarious workers, gig workers)
- Labour migration and working conditions, atypical, precarious and undeclared work
- European social and employment policy, European semester, European social dialogue
- Occupational health and safety
- Disability policy

SELECTED PUBLICATIONS

Journal articles

- Popa, A. E., Akguc, M. and Kahancová, M. (2021) Bridging return to work policies and industrial relations: an analytical framework for work reintegration after chronic illness, *Chronic Illness* (under review)
- Kahancová, M. and Martišková, M. (2021) Strengthening legislation, weakening collective bargaining: two faces of innovative trade union practices in Czechia and Slovakia, *European Journal of Industrial Relations*, Special Issue (under review)
- Kahancová, M., Meszmann, T. T. and Sedláková, M. (2020) Precarization via Digitalization? Work Arrangements in the On-Demand Platform Economy in Hungary and Slovakia, *Frontiers in Sociology*
<https://doi.org/10.3389/fsoc.2020.00003>
- Martišková, M., Kahancová, M. and Kostolný, J. (2020) With Minimum Wages and Collective Bargaining towards Wage (In)Equality: Evidence from Czechia and Slovakia. *Transfer: European Review of Labour and Research* (under review)
- Trif, A., Paolucci, V., Kahancová, M. and Koukiadaki, A. (2020): Beyond context versus actors: Explaining trade union success in addressing precarity in Central and Eastern Europe. *Human Relations* (resubmission under review)
- Kaminska, M. E. and Kahancová, M. (2017) State, Market, and Collective Regulation in the Hospital Sector in East-Central Europe: Union Strategies against all Odds. *Comparative Labour Law & Policy Journal*, Vol. 38, No. 2.
- Kahancová, M. and Szabó, I. G. (2015) Hospital bargaining in the wake of management reforms: Hungary and Slovakia compared. *European Journal of Industrial Relations*, Vol. 21, No. 4, pp. 335-352.
- Kahancová, M. (2015) Central and Eastern European trade unions after the EU enlargement: successes and failures for capacity building. *Transfer: European Review of Labour and Research*, Vol. 21, No. 3, pp. 343-358.
- Kahancová, M. (2013) The demise of social partnership or a balanced recovery? The crisis and collective bargaining in Slovakia. *Transfer: European Review of Labour and Research*, Vol. 19, No. 2, pp. 171-183.
- Kaminska, M. E. and Kahancová, M. (2011) Emigration and labour shortages: an opportunity for trade unions in new member states? *European Journal of Industrial Relations*, Vol. 17, No. 2, pp. 189-203.
- Kahancová, M. (2010) Economic interests, company values and local institutions: shaping soft work practices in a multinational's subsidiaries in Western and Central Eastern Europe. *Industrielle Beziehungen*, Vol. 17, No. 2, pp. 170-191.
- Kahancová, M. (2007) One company, four factories: coordinating employment flexibility practices with local trade unions. *European Journal of Industrial Relations*, Vol. 13, No. 1, pp. 65-86.
- Kahancová, M. and Meer, M. van der (2006) Coordination, employment flexibility, and industrial relations in Western European Multinationals: evidence from Poland. *International Journal of Human Resource Management*, Vol. 17, No. 8, pp. 1379-1395.

Books

- Bernaciak, M. and Kahancová, M. (eds) (2017) *Beyond the crisis: Strategic innovation within CEE trade union movements*. Brussels: European Trade Union Institute.
- Kahancová, M. (2010) *One Company, Diverse Workplaces: The Social Construction of Employment Practices in Western and Eastern Europe*. Houndsmills: Palgrave Macmillan.
- Meer, M. van der, Boer, R., Houwing, H., Visser, J. Kahancová, M. and Raess, D. (2004) *The impact of globalization on industrial relations in multinational companies*. Amsterdam: FNV Press.

Chapters in edited books

- Kahancová, M. and Kirov, V. (2021) Shaping minimum wages in Central and Eastern Europe: giving up collective bargaining in favour of legal regulation? In Dingeldey, I., Schulten, T. and Grimshaw, D. (eds.) *The interplay between Minimum Wage and Collective Bargaining - Actors and Institutions in different Sectors and Regions of the World*. Routledge (forthcoming).
- Scarpata Costa, E. and Kahancová, M. (2021) Minimum wages and inequality mitigation in post-dictatorship industrial relations systems in Latin America: The case of Argentina, Brazil and Uruguay. In Dingeldey, I., Schulten, T. and Grimshaw, D. (eds.) *The interplay between Minimum Wage and Collective*

Bargaining - Actors and Institutions in different Sectors and Regions of the World. Routledge (forthcoming)

- Kahancová, M., and Sedláková, M. (2020) Erosion of bargaining in the world of vital actors: industrial relations in the aftermath of public sector reforms in Slovakia. In Keune, M., Ramos Martin, N. and Mailand, M. (eds.). *Working under pressure: Employment, job quality and labour relations in Europe's public sector since the crisis.* Brussels: ETUI.
- Drahokoupil, J. and Kahancová, M. (2019) Worker Participation in Czechia and Slovakia, in Berger, S., Pries, L. and Wannöffel, M. (eds.) *Companion to Workers' Participation at Plant Level: A Global and Comparative Perspective.* Houdsmills: Palgrave.
- Kahancová, M., Martišková, M. and Sedláková, M. (2019) Slovakia: Collective bargaining between coordination and fragmentation, in: Müller, T., Vandaele, K. and Waddington, J. (eds.) *Collective Bargaining in Europe.* Brussels: European Trade Union Institute
- Kahancová M. and Sedláková M. (2018) Slovak Trade Unions at Crossroads: From Bargaining to the Public Arena, in Traub-Merz, R. (ed.) *Trade Unions in Transition: From Command to Market Economies.* Berlin: Friedrich Ebert Stiftung
- Bernaciak, M. and Kahancová, M. (2017), Trade unions in Central-Eastern Europe: innovation against all odds? In Bernaciak, M. and Kahancová, M. (eds) *Beyond the crisis: Strategic innovation within CEE trade union movements.* Brussels: European Trade Union Institute.
- Kahancová, M. (2017) From bargaining to advocacy: A trade-off between improved working conditions and trade union fragmentation in Slovakia, in Bernaciak, M. and Kahancová, M. (eds) *Beyond the crisis: Strategic innovation within CEE trade union movements.* Brussels: European Trade Union Institute
- Kahancová, M. and Martišková, M. (2016) Economic Crisis and Public Sector Employment Relations: The Advantage of Delayed Reforms in Czechia and Slovakia, in Bach, S. and Bordogna. L. (eds.) *Public sector employment relations in Europe: Emerging from the Crisis?* Routledge

SELECTED PROJECTS

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 disabilities and health conditions, EEA/Norway Grant No. T2-2019-008 (project coordinator)

2019 – 2021

Negotiating return to work in the age of demographic change through industrial relations (REWIR), EC Grant No. VS/2019/0075

2019 – 2020

Capacity building for social dialogue in the hospital sector in 14 countries (with EPSU and HOSPEEM, project coordinator)

2018 – 2019

EESDA: Enhancing the Effectiveness of Social Dialogue Articulation in the EU, EC Grant No. VS/2017/0434 (with Centre for Policy Studies, Belgium)

2014 – 2016

PRECARIR: The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations, EC Grant No. VP/2014/0534 (project coordinator)

2014 – 2016

NEWIN: Negotiating wage (in)equality, EC Grant No. VS/2014/0538

2014 – 2016

WITA GPG: With innovative tools against gender pay gap, EC Grant No. JUST/2013/4000004929