

PERSONAL INFORMATION

Monika Martišková, PhD.



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WORK EXPERIENCE

2011–Present

Senior Researcher

Central European Labour Studies Institute, Bratislava (Slovakia)

Research expertise: quantitative analysis (survey data analysis, descriptive statistics), qualitative analysis (interview and policy analysis) on issues of industrial relations, collective bargaining, new forms of work, labour law, just transition, upskilling and reskilling policies and precarious work and income inequalities automotive industry, labour market transformation and the role of the social dialogue, focused on CEE region (see the list of publications),

Participated in dozens of EU-funded research projects, regularly cooperates with national and EU level institutions, social partners and NGOs (see the list of project reports)

2022- Present

Researcher

Charles University, Department of Social Geography and Regional Development, Faculty of Nature, Prague (Czechia)

Independent researcher responsible for the BARMETAL project dealing with the triple transformation of the metal industry (decarbonization, digitalization and demographic change), responsible for the case study on Czechia and the EU level stakeholders views analysis

2023 - 2024

Project evaluator

Ministry of Labour and Social Affairs, Prague (Czechia)

Evaluation of project aimed at building leadership capacities of Roma people in Czechia

2016-2018

Project evaluator

Platform for Social Housing, Prague (Czechia)

Evaluation of project aimed at the reduction of people in housing need through introducing social innovation in housing policies of Czech municipalities.

2008–2010

Research and PR assistant

Employment Institute, Bratislava (Slovakia)

Research assistant, data analyst, editing press releases, publications, communication with media and partners of Institute (www.iz.sk)

2009–2010

Project manager

University of Economics in Bratislava, Bratislava (Slovakia)

Managing projects from 6th and 7th framework program of EC, organizing research conferences

2006–2008 **Journalist**
 Press Agency of the Slovak Republic, Bratislava (Slovakia)
 Writing press releases, participation at press conferences

EDUCATION AND TRAINING

EQF level 8

2017–2022 **PhD. Degree (PhD.)**
 Department of social geography and regional development, Faculty of Nature, Charles University, Prague (Czech Republic)
 Dissertation topic: Global production networks and labour: Trade unions in the automotive industry in Czechia and Slovakia

2008–2010 **Master's degree (Ing.)** EQF level 7
 University of Economics, Bratislava (Slovakia)
 Public administration and regional development

OTHER

March 2021 **Winter school in Research Methods and Techniques of European consortium for political research (ECPR)**
 Course on quantitative text analysis

Jan 2009–Jun 2009 **Exchange program Erasmus**
 Université de Sciences Sociales 1, Toulouse (France)

2011–2013 **Visiting student of M.A. program**
 CERGE-EI, Prague (Czech Republic)
 Courses in Microeconomics, Macroeconomics and Econometrics

PERSONAL SKILLS

Mother tongue(s) Slovak

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C2	C1	C2	C1
	CAE				
French	B1	B2	B1	B1	A2
Czech	C2	C2	C2	C2	C1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
Common European Framework of Reference for Languages

Job-related skills Independent research skills (coordination of research teams, projects proposals writing, coordination of research activities, writing reports and articles, presentation of the results)
 Descriptive data analysis (processing data from surveys and official statistical databases)

Qualitative text analysis (inductive and deductive coding), quantitative text analysis

Presentation skills (participation in international conferences, research workshops, discussion forums and public debates)

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Expert group involvement 2016-present

Member of the CEElex network, an expert group of International Labour Organization associating experts on labour law in the 13 CEE countries, providing updates on labour legislation in the CEElex database on Slovakia and active participation on the CEElex expert group meetings.

Contributor to the industrial relations legal database of the International Labour Organization (IRlex database)

Digital competence

MS Office – advanced

Stata – user

TeX editor – user

Dedoose, Atlas - user

R – beginner

ADDITIONAL INFORMATION

Publications

Kahancová, M., & Martišková, M. (2023). Strengthening legislation, weakening collective bargaining? Two faces of trade union strategies in Czechia and Slovakia. *European Journal of Industrial Relations*, 29(1), 63–81. <https://doi.org/10.1177/09596801221140408>

Martišková, M. & Šumichrast, A. (2023): Czechia: Persistence of social dialogue in the face of multinationals' reluctance. Chapter 3 In: Myant, M. Are multinational companies good for trade unions? Evidence from six central and eastern European countries. European Trade Union Institute (ETUI), Brussels. SBN: 978-2-87452-658-9 (electronic version)

Martišková, M. & Šumichrast, A. (2023): Czechia: Trade Unions Escaping Marginalization. Chapter 7. In. MULLER T., VANDAELE K., WADDINGTON J.: Trade Unions in the European Union. Picking up the pieces of the neoliberal challenge. Peter Lang International Academic Publishers. Bern 2023. Available at: <https://library.oapen.org/handle/20.500.12657/75555>

Gažo, P., Martišková, M., & Smith, T. S. (2022). The transformation of the Slovak and Czech automotive industries: stakeholders' perspectives and barriers towards an ecological mobility industry. *International Journal of Automotive Technology and Management*, 22(2), 202-221.

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*, 1024258921995363.

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. 'Non-standard forms of employment in selected countries in Central and Eastern Europe A critical glance into regulation and implementation'. ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Budapest: ILO, 2021. Available at: https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-budapest/documents/publication/wcms_793096.pdf

Luptáčík .M., Lábaj, M., Majzlíková, E., Martišková, M., Švardová, V., Jankovič, P., Vitáloš, M. (2021). Hospodárske a sociálne dopady transformácie priemyslu 4.0. [Economic and social impacts of the industry 4.0] VEDA. Bratislava. Available at: <https://www.kozsr.sk/wp-content/uploads/2020/12/AV2-Hospodarske-a-socialne-dopady-Priemyslu-4.0.pdf>

Martišková, M. (2020): The transformation of jobs and working conditions: Towards a policy response. In. Drahokoupil, J. Digitalization of industry: Transformations of production networks in Europe. ETUI, Brussels. Available at: https://www.etui.org/sites/default/files/2020-09/Chapter%208_0.pdf

Martišková, M. (2020): Czech public sector industrial relations in the aftermath of the crisis: keeping the status quo as a successful strategy to protect working conditions. In: Keune, M., Ramos Martin, E.N., Mailand, M.: Working under pressure, 35. ETUI, Brussels, ISBN 978-2-87452-561-2, ISBN

978-2-87452-562-9 (pdf). Available at: <https://www.etui.org/sites/default/files/Chapter%2013.pdf>

Kahancová M., Martišková M., Sedláková, M. (2019). Slovakia: between coordination and fragmentation. In MULLER T., VANDAELE K., WADDINGTON J., Collective bargaining in Europe: towards an endgame. Volume I, II, III and IV. Brussels: European trade union institute, s. 525 544. ISBN 978 2 87452 514 8. Available at:

<https://www.etui.org/sites/default/files/CB%20Vol%20III%20Chapter%2025.pdf>

Martišková, M. (2018): Budúcnosť pracujúcich v automobilovom priemysle. [The future of employees in the automotive industry in Slovakia]. Fridrich Ebert Stiftung. Bratislava. ISBN 978-80-89149-66-7. Available at: <https://library.fes.de/pdf-files/bueros/slowakei/15459.pdf>

Martišková, M., Sedláková, M. (2017): Reinventing the role of the Czech trade unions: halfway through the journey. In: Bernaciak, M. & Kahancová, M. (2017). Beyond the crisis: Strategic innovation within CEE trade union movements. European Trade Union Institute. Brussels. ISBN 978-2-87452-449-3. Available at: https://www.etui.org/sites/default/files/ez_import/Reinventing%20the%20role%20of%20the%20Czech.pdf

Kahancová, M., Martišková, M. (2017): Facing Austerity through Collective Action: Economic Crisis and Public Service Employment Relations in Bach, S. and Bordogna, L.: Public Service Management and Employment Relations in Europe. 328 p. Oxford: Routledge. ISBN 9781138851467.

Martišková, M., Uhlerová, M. (2016): Union Organizing in the Automotive Industry in Slovakia in Times of Crisis: Do They Help Workers or Protect Themselves? CEU Center for Policy Studies Working paper no. 2016/6. <https://cps.ceu.edu/publications/working-papers/automotive-industry-union-slovakia>

Sztásiová, V., Martišková, M., & Šipikal, M. (2014). Substitution Effect of Public Support Programs at Local Level. *Transylvanian Review of Administrative Sciences*, 10(SI), 167-182.

Guzi, M., Martišková, M., Kahanec, M., Pertold, F. and Siebertová, Z. (2014): GINI Country Report: The Czech Republic and Slovakia. In: Salverda, W. et al: Changing inequalities and societal impacts in rich countries. Oxford University Press.

Werner Eichhorst, Michela Braga, Ulrike Famira-Mühlberger, Maarten Gerard, Thomas Horvath, Martin Kahanec, Marta Kahancová, Michael Kendzia, Monika Martišková, Paola Monti, Jakob Louis Pedersen, Julian Stanley, Barbara Vandeweghe, Caroline Wehner, Caroline White (2013) Social protection rights of economically dependent self-employed workers. European Parliamentary Research Service. <https://policycommons.net/artifacts/1333064/social-protection-rights-of-economically-dependent-self-employed-workers/1937306/>

Research reports

Ceccon, D., Kahancová, M., Martišková, M., Medas, G., & Šumichrast, A. (2023). LEVEL UP! Support and develop collective bargaining coverage (No. 55). Available at: <https://ideas.repec.org/p/cel/report/55.html>

Guzi, M., Holubová, B., Kahancová, M., Kahanec, M., Martišková, M., Radvanský, M., Bors, P. and Schönenberg, L. (2022). Tackling undeclared work in the personal and household services sector. European Platform for Undeclared Work, European Labour Authority. Available at: https://www.ela.europa.eu/sites/default/files/2022-03/UDW_Study_report_on_PHS_2022.pdf

Martišková, M. (2022). Country report: Car industry in Slovakia. Policy paper prepared on behalf of EUKI. Bratislava: CELSI. Available at: https://justtransition.eu/sites/justtransition.eu/files/documents/20221205_report_slovakia_final.pdf

Martišková, M. Šumichrast, A. (2022). Bargaining for working conditions and social rights of migrant workers in Central East European countries (BARMIG), National report: Czechia, Research Reports 46, Central European Labour Studies Institute (CELSI).

Gažo, P., Martišková, M., & Smith, T. S. (2021). The need for transformation. Challenges for the international automotive sector. Voices from unions, workers, climate movement, industry. Rosa Luxemburg Stiftung, Brussels. Available at:

file:///C:/Users/Monika/Downloads/The%20Need%20for%20Transformation-2.pdf

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

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

Akgüç, M., Martišková, M., Szüdi, G., & Nordlund, C. (2019). Stakeholders' views on and experiences with the articulation of social dialogue and its effectiveness (CEPS Papers 25211). Centre for European Policy Studies.

Kahancová, M., Guzi, M., & Martišková, M. (2019). Enhancing the Effectiveness of Social Dialogue Articulation in Europe (EESDA), National report: Slovakia (No. 29).

Martišková, M. (2018): Digitalization of industry: The changing role of MNCs affiliates and the prospects of catching up in Czechia (internal report from the field work). ETUI.

Martišková, M. (2018): Bargaining and Social Dialogue in the Public Sector - BARSOP Country Study: Czechia. Research project VS/2016/0107. Available at: <https://celsi.sk/en/publications/research-reports/detail/27/bargaining-and-social-dialogue-at-the-public-sector-barsop-country-study-czechia/>

Martišková, M., Sedláková, M. (2016): The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations (PRECARIR) Country report: Czechia. Research project VS/2014/0534. Available at: http://celsi.sk/media/research_reports/20_CELSI_RR.pdf

Kahancová, M., Martišková, M. (2013): From collective bargaining to political action: trade union responses to precarious employment in the Slovak Republic (BARSORI). Research project VS/2010/0811. CELSI Research report no.2. Available at: <http://www.celsi.sk/en/publications/research-reports/detail/6/from-collective-bargaining-to-political-action-trade-union-responses-to-precarious-employment-in-the-slovak-republic/>

Kahancová, M., Martišková, M. (2015): Bargaining for Social Rights: Reducing Precariousness and Labour Market Segmentation through Collective Bargaining and Social Dialogue at the Sectoral Level: The Case study of Slovakia (BARSORIS). Research project VS/2013/0403. CELSI research report no.9. Available at:

<http://www.celsi.sk/en/publications/research-reports/detail/9/bargaining-for-social-rights-at-the-sectoral-level-the-case-of-slovakia/>

Bargerová, Z., Martišková, M., Páleník, M. (2010): Migration, Employment and Labour Market Integration Policies in the European Union (2000-2009) - Slovakia. International Organization for Migration, Brussels. <http://www.labourmigration.eu/research/report/12-migration-and-the-economic-crisis-implications-for-policy-in-the-european-union>

Conferences & workshops

Drál, P. - Martišková, M. - Hanzelová, E. - Hlásna, S. - Rehúš, M. - Vantúch, J. (2009): National research report on vocational education in Slovakia. CEDEFOP. http://www.siov.sk/refernet/public/studie/NRR_SK_2009_Rev.b.pdf

05/2022: CGIL Milan workshop on the transformation of the automotive industry

10/2021: EUKI co-creative workshop on the transformation of the automotive industry, stakeholders in Czechia and Slovakia (Bratislava and Prague)

06/2021: GERPISA conference: The transformation of the Slovak and Czech automotive industries: stakeholders' perspectives and barriers towards an ecological mobility industry.

09/2019: ILERA European Congress 2019: Perspectives of Employment Relations in Europe, Dusseldorf, Nemecko. Contribution: Prospects of workers in the automotive industry and social partners responses under new technologies deployment.

05/2019: FES Regional conference about the future of the automotive industry, Prague.

11/2018: Hans-Böckler Foundation v Dusseldorfe, Nemecko. Contribution: Digitalization at the integrated periphery: state policies vs. strategies of multinational corporations.

09/2018: Industrial Relations in Europe Conference (IREC 2018), Leuven, Belgicko. Contribution:

New trade unions in the integrated periphery – leaving the low-road model?

05/2018: Conference New wave 2018, Praha, Česko. Contribution: Industry 4.0 and the prospects of the Czech automotive industry.

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