



Simona Brunnerová

Date of birth: 21/03/1997
Place of birth: Bratislava, Slovakia
Nationality: Slovak

CONTACT

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WORK EXPERIENCE

- **Central European Labour Studies Institute (CELSI)** Bratislava, Slovakia
Researcher
2025 – Current
 - conducting qualitative research
 - organizing project events
 - communication with social partners
- **Central European Labour Studies Institute (CELSI)** Bratislava, Slovakia
Junior Researcher
2022 – 2024
 - conducting qualitative research
 - organizing project events
 - communication with social partners
- **Central European Labour Studies Institute (CELSI)** Bratislava, Slovakia
Research assistant
2021 – 2022
 - help with conducting qualitative research
 - team management
- **BRUNO'S COFFEE & MORE** Bratislava, Slovakia
Waitress
2017 – 2019

EDUCATION AND TRAINING

- **2021 – 2023** Bratislava, Slovakia
Master's Degree in Public Policy Faculty of Social and Economic Sciences, Comenius University
- **2018 – 2021** Bratislava, Slovakia
Bachelor's Degree in European Studies Faculty of Social and Economic Sciences, Comenius University

LANGUAGE SKILLS

MOTHER TONGUE(S): Slovak

Other language(s):

English

- Listening C2
- Spoken production C2
- Reading C2
- Spoken interaction C2
- Writing C2

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

SKILLS

DIGITAL SKILLS

Qualitative data analysis software (e.g. Dedoose) | Canva |
Advanced ICT skills (Microsoft)

CERTIFICATIONS

Cambridge Assessment English, 10/2020

Cambridge English

PUBLICATIONS

2023

DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets: Report on Czechia and Slovakia

The report is part of the EC-funded research project DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets (VS/2021/0196). It scrutinizes how social partners influenced COVID-19-related policy responses towards vulnerable groups in the labour market, and whether this experience created opportunities for strengthening social dialogue in general. The empirical focus is on Czechia and Slovakia as representatives of embedded neoliberal countries. This means liberalizing labour market policies during economic transition since the 1990s, but at the same time anchoring some institutional mechanisms of policy making, including social dialogue at the national level.

Kahancová, M., Brunnerová, S., Holubová, B. & Martišková, M. (2023). DEFEN-CE: Social Dialogue in Defence of Vulnerable Groups in Post-COVID-19 Labour Markets: Report on Czechia and Slovakia.

2023

The use of social clauses in public procurement

The paper investigates the concept of creating public value through social public procurement. The primary objective is to assess the effectiveness of social public procurement in enhancing public value. The paper is structured into five chapters. The first chapter establishes a theoretical framework, defining and operationalizing public value and public value theory. It also elucidates the concept of social public procurement and explores how bounded rationality, uncertainty, and information asymmetry restrict public procurement actors. The second chapter presents the methodological framework, detailing the data collection and analysis methods employed. Additionally, it outlines the main research question, sub-questions, and hypotheses. The third chapter presents the key findings derived from content analysis and interviews. Finally, the fourth chapter provides an interpretation of these findings, highlighting their significance and offering fresh insights into the ability of social public procurement to enhance public value in Slovakia. While it is too challenging to measure the impact of social public procurement on increasing public value, we identify certain factors that can significantly enhance the likelihood of successfully increasing public value through social public procurement. These factors include the operational capacity of actors involved, their legitimacy, support, and efforts to minimize information asymmetry and uncertainty.

Brunnerová, S. (2023). The use of social clauses in public procurement. Bratislava: CELSI Research Report No. 56.

2024

COLLECTIVE BARGAINING PRACTICES ON AI AND ALGORITHMIC MANAGEMENT IN EUROPEAN SERVICES SECTORS

To understand the challenges that are emerging in relation to the increased use of AI in human resource management, the report examines the current situation in collective bargaining regarding the use of AI related tools by employers visà vis workers, especially in the service sector. The findings are based on desk research, an original survey of 148 trade union representatives affiliated to UNI Europa in 32 countries, and an analysis of 31 collective agreements that already contain provisions relating to the use of AI. Results reflect current experience, general opinions on bargaining on AI related challenges, and expected union actions to develop bargaining in this area, as well as some good practices on AI related clauses in collective agreements.

Brunnerová, S., Ceccon, D., Holubová, B., Kahancová, M., Lukáčová, K., & Medas. (2024). Collective bargaining practices on AI and algorithmic management in European services sectors. Friedrich Ebert Stiftung Competence Centre on the Future of Work.

2024

Evaluating policy responses to prevent undeclared work in public procurement contracts

This study explores the existence of undeclared work where public sector bodies purchase goods and services from private sector businesses through public procurement and the actions that can be taken by public authorities to mitigate undeclared work in public procurement contracts. It 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.

European Labour Authority. (2024). Evaluating policy responses to prevent undeclared work in public procurement contracts.

Authors Alexander Gerganov, Tihomira Kostova, Daniela Mineva, Ruslan Stefanov, Maria Yordanova, and Vitosha Research EOOD (CSD Group), Simona Brunnerová and Marta Kahancova (CELSI) |

2025

Creating public value in hostile conditions: public procurement as an opportunity for collective bargaining in Poland and Slovakia

In the context of the EU-level frameworks for public procurement and collective bargaining, this article tests, conceptually and empirically, whether the expected expansion of socially responsible public procurement also leads to improvements in collective bargaining as a governance mechanism. The empirical focus is on three cases showing variations in how procurement may influence bargaining. These cases are from Poland and Slovakia, EU Member States characterised by hostile conditions, in the sense of underdeveloped or defunct collective bargaining structures in the former and their erosion in the latter, but also, in both countries, a lack of experience of effective public procurement processes in public services. Emerging from a broader theoretical framework of creating public value in hostile conditions, it is argued in this article that similar conditions in public procurement can produce varying outcomes in terms of collective bargaining, supporting bargaining in one instance and constraining it in another.

Brunnerová, S., Czarzasty, J., & Kahancová, M. (2025). Creating public value in hostile conditions: public procurement as an opportunity for collective bargaining in Poland and Slovakia. *Transfer: European Review of Labour and Research*, 31(2).

2025

Social dialogue in the shadow of ad hoc government advisory bodies: the case of Central and Eastern Europe

The COVID-19 pandemic highlighted the limitations of social dialogue structures in Central and Eastern Europe, where traditionally corporatism has been weak. The crisis prompted many Central and Eastern European governments to set up ad hoc advisory bodies to address economic and public health issues, often bypassing or minimising the role of established tripartite social dialogue. These ad hoc bodies sought to involve different stakeholders in crisis management, but lacked consistent social partner involvement. This article examines the impact of such bodies on social dialogue, focusing on representation of the interests of vulnerable workers in Czechia, Latvia, Lithuania and Slovakia. The findings suggest that, while these bodies allowed for a rapid response, they failed to take into account different interests and thus reinforced 'illusionary corporatism' in the aftermath of the pandemic. Despite the potential of ad hoc bodies to increase inclusivity, traditional corporatist structures in Central and Eastern Europe largely reasserted themselves after the crisis.

Martišková, M., Blažienė, I., Moskvina, J., & Brunnerová, S. (2025). Social dialogue in the shadow of ad hoc government advisory bodies: the case of Central and Eastern Europe. *Transfer: European Review of Labour and Research*.

2025

Care on the Margins: Migrant Labour Regimes and the Reproduction of Segmented Long-Term Care Work in the EU

This article investigates how migrant labour regimes shape long-term care (LTC) work in Austria, Finland, and Slovakia, amid rising demographic pressures and EU-wide care workforce shortages. Drawing on 39 qualitative interviews with migrant care workers and stakeholders, we apply a layered theoretical framework combining labour process theory and migrant labour regime theory centred on legal dualism, transnationalism, and labour agency to analyse the lived experiences of migrant LTC work. The study reveals how migration, industrial relations, and welfare regimes interact with labour agency to produce segmented and structurally marginal care roles for migrants. Despite divergent pathways into LTC including circular self-employment in Austria, education-based integration in Finland, and informal agency recruitment in Slovakia, all three regimes converge in their reliance on precarious, undervalued migrant labour. Migrant workers navigate these conditions through individualised strategies of resilience and reworking, with limited access to collective representation. Our findings highlight the emergence of niche migrant labour regimes that sustain care provision while reinforcing exclusion from core labour protections. The article contributes to industrial relations scholarship by theorising migrant LTC work as a labour process shaped by legal differentiation, constrained agency, and multi-scalar governance, raising critical questions about equity and sustainability in European care systems.

Ndomo, Q., Kayran, N. E., Bontenbal, I., Brunnerová, S., Tornberg, S., Pot, M., Kadi, S. and Kahanec, M. (2025). Care on the Margins: Migrant Labour Regimes and the Reproduction of Segmented Long-Term Care Work in the EU.