

CURRICULUM VITAE

MARTIN KAHANEC

PERSONAL INFORMATION

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Scholar: <https://bit.ly/2ZN3Py5>

PROFESSIONAL POSITIONS AND ACTIVITIES

Central European University, Vienna, Austria

2016 – present Full Professor
2021 – present Director, The Shattuck Center for Human Rights, Department of Public
Policy
8/2021 – 7/2023 Head of Department, Department of Public Policy
8/2020 – 7/2021 Acting Dean, School of Public Policy
8/2017 – 7/2019
2012 – 2016 Associate Professor (tenured)
2010 – 2011 Assistant Professor
2013 – 2014 PhD Track Representative (Public Policy), Doctoral School

University of Economics, Bratislava, Slovakia

2015 – present Research Affiliate, university professor rank

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

2008 – present Founder and Scientific Director

Group of Chief Scientific Advisors to the European Commission within SAM

5/2025 – present Chief Scientific Advisor

Global Labor Organization

2017 – present Advisory Board member, Fellow, “EU Mobility” cluster lead

Bruegel Institute, Brussels

9/2019 – 5/2020 Mercator Senior Fellow

Centre for Population, Development and Labour Economics (POP), MERIT/School of Governance, United Nations University, Maastricht

2016 – present Affiliated Scholar

Institute for the Study of Labor (IZA), Bonn, Germany

2012 – 2019 Research Fellow (Visiting Research Fellow 2012-2015)
1-12/2009 Deputy Director of Research and member of the Executive Board
2007 – 2016 Deputy Program Director, Migration Program Area
2007 – 2012 Senior Research Associate

2006 – 2015 Coordinator of the research sub-area “EU Enlargement and the Labor Markets”

2005 – 2006 Research Associate

Harvard University, Cambridge, US

8/2014 – 1/2015 Visiting Research Fellow, Labor and Worklife Program, Harvard University

Bonn University, Bonn, Germany

2009 – 2010 Visiting Lecturer

The World Bank, Washington DC, US

2012 Short Term Consultant, Social Protection Unit

2007 – 2008 Short Term Consultant, Technical Advisor to the Indicator Working Group within the Decade of Roma Inclusion 2005-2015

Editorial appointments

2024 – present Editorial Board member, Acta Oeconomica, Hungarian Academy of Sciences

2022 – present Editorial Board member, Journal of Chinese Economic and Business Studies

2021 – present Editorial Board member, Economic Systems

2013 – present Associate Editor (since October 2013); Guest Editor (2009, 2013), International Journal of Manpower

2017 – 2024 Editorial Board member, Journal of European Social Policy

2012 – present Founder and Editor-in-Chief, CELSI discussion paper and research report series

2012 – 2016 Founding Managing Editor, IZA Journal of European Labor Studies (journal included in Scopus in 2016 under Kahanec’s editorship)

2010 – 2015 Editorial Committee Member, Transfer: European Review of Labour and Research

Leading roles in academic societies

2016 – present Elected Vice-President, Trustee, Chair of the Class of Social and Related Sciences (1/2025 – 5/2025, stepped down to join the Group of Chief Scientific Advisors to the EC) of Academia Europaea, European Academy of Humanities, Letters and Sciences. Elected member (2016); chair (9/2021-12/2024) and member (2018-2024) of Section Committee “Economics and Business and Management Sciences”.

2008 – present Founding member, Fellow (since 2010), elected president (2016 – 2018), elected Vice-Chairperson (2012, re-elected 2014), elected Chairperson of the Supervisory Board (2010-2012), Slovak Economic Association Chairperson of the Visegrad cooperation of the Czech, Hungarian, Polish and Slovak economic associations (2018)

Membership in scientific boards

2024 - present International Advisory Board, Institute of Economics, Slovak Academy of Sciences

2019 – 2024 Scientific Board, Faculty of Economics, Technical University of Kosice

2024 – present

2024 – present; 2015 – 2018 Scientific Board, Faculty of Economics, Matej Bel University in Banská Bystrica

2015 – 2018	Scientific Board, Faculty of National Economy, University of Economics in Bratislava
2011 – 2013	Member of the Academic Board, MyPhD, Fridrich Ebert Stiftung
Membership in governing boards and governmental or institutional councils	
2022 – 2024	Governing Board of Comenius University in Bratislava, founding member under the new higher education law, 2-year term.
2022 – present	Member of the Council of the Government of the Slovak Republic for Research, Technology and Innovation, founding member under the new science, research and innovation law, 5-year term.
2020 – 2021	Member of the national COVID-19 Economic Crisis Management Council at the Ministry of Finance of the Slovak Republic and member of Minister's advisory council
2016 – 2017	Member of the Panel of Experts for the European Court of Auditors EU Labour Mobility Audit, appointed by Members of Chamber II of the European Court of Auditors
2019 – 2022	Member of the Scientific Board of the Ministry of Labor and Social Affairs of the Czech Republic
2016 – 2020	Member of the Advisory Board of the “Value for Money” program of the Ministry of Finance of the Slovak Republic
2016 – 2018	Appointed member of the Working Group for Regional Development of the Plenipotentiary of the Slovak Government for Development of Least-Developed Regions

Membership in professorial promotion committees

2025	Michael Dorsch, Department of Public Policy, Central European University (Chair of the Internal Committee, review for promotion to Full Professor)
2023	Anand Murugesan, Department of Public Policy, Central European University (Chair of the Internal Committee, review for promotion to Associate Professor)
2023	Violetta Zentai, Department of Public Policy and the Democracy Institute, Central European University (Chair of the Internal Committee, review for promotion to Full Professor and Senior Research Fellow)
2023	Anil Duman, Department of Political Science, Central European University (Chair of the Internal Committee, review for promotion to Full Professor)
2022	Kirsten Roberts Lyer, Department of Public Policy and Department of Law, Central European University (Chair of the Internal Committee, review for promotion to Full Professor)
2022	Mihály Fazekas, Department of Public Policy, Central European University (Chair of the Internal Committee, review for reappointment and promotion to Associate Professor)
2022	Florian Weiler, Department of Public Policy, Central European University (Member of the Internal Committee, review for reappointment and promotion to Associate Professor)
2021	Andrea Krizsán, Department of Public Policy and the Democracy Institute, Central European University (Chair of the Internal Committee, review for promotion to Full Professor and Senior Research Fellow)
2019	Department of Public Policy, Central European University (Member of the Internal Committees, reviews for re-appointment and promotion to Full Professor, Associate Professor, Professor of Practice)

Membership in evaluation committees and juries

2022 – present	Jury member for social sciences and humanities, Falling Walls Award
2022 – 2023	Member of Sub-Panel Economics and Business for the 2022 Periodic Assessment of Research, Development, Artistic and Other Creative Activities, appointed by the Ministry of Education, Science, Research and Sport of the Slovak Republic
2017, 2019	Member of the panel “WU City of Vienna Best Paper Award” for the category C: Business Communication, Law, Humanities, Sociology, Economic Geography and Interdisciplinary Work. Vienna University of Economics and Business, the City of Vienna, and Vienna Science and Technology Fund.
2017 – present	Member of the Commission of “Primus” grant scheme of Charles University, Prague
2015 – 2017	Chair, appointed by deputy Prime Minister Dr. Pavel Bělobrádek
2014 – 2015	Member of national Expert Panel of the Council for Research, Development and Innovation for the evaluation of research output in Social Sciences, 03SHVc. Government of the Czech Republic
2010 – 2017	Member of the Committee for research area 8.2 Economics and Management of the Slovak Accreditation Commission
2008 – 2012	Member of the Evaluation Committee of Experts (HESO - Evaluation of Economic and Social Measures), INEKO, Slovakia

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academia Europaea, Slovak Economic Association (Slovenská ekonomická spoločnosť), European Economic Association (EEA), American Economic Association (AEA), European Association of Labour Economists (EALE), Association for Comparative Economic Studies (ACES), European Society for Population Economics (ESPE)

ACADEMIC DEGREES

2006	Doctoral degree in Economics (PhD), Tilburg University, Netherlands Within the ENTER network awarded a doctoral degree also from the Universitat Autònoma de Barcelona (IDEA), Université Libre de Bruxelles (DPES), University College London (GSE), Universität Mannheim, Stockholm University (HHS) and Université Toulouse 1 (TSE)
2004	Netherlands Network of Economics (NAKE) Advanced Economics Graduate Diploma, Netherlands
2000	Master of Arts degree in Economics (MA), Central European University, Budapest, Hungary
2000	Master’s degree in Management (Mgr.), Comenius University, Bratislava, Slovakia
1998	Bachelor’s degree in Management (Bc.), Comenius University, Bratislava, Slovakia

ACHIEVEMENTS, AWARDS, SCHOLARSHIPS, AND OTHER ACTIVITIES

Ranked as No. 1 economist in Slovakia by scientific publications according to RePEc (<http://ideas.repec.org/top/top.slovakia.html>)

Since 2011 Central European Labour Studies Institute (co-founded and led by Martin Kahanec) consistently ranks as top economic research organization in Slovakia and among leading think-tanks globally according to RePEc (<http://ideas.repec.org/top/top.slovakia.html>)

Scholarships and Individual Grants

2019-2020	Mercator Senior Fellowship at Bruegel
2011	CEU Research Grant “Data Gathering and Interviews for Research on Poverty Reduction Policies in Peripheral Nations” (with Thilo D. Bodenstein)
2001, 2005	Marie Curie Trainee Positions and Scholarships at the TSE (2x)
2004	Marie Curie Trainee Positions and Scholarships at ECARES
2000 – 2001	CERGE-EI Charles University Scholarship and performance stipend (top 10%, 2x)
2000	Austrian National Bank Research Scholarship
Spring 2000	CEU Research Grant
1998 – 2000	CEU Full Scholarship
1995, 1996, 1997	Comenius University, merit stipend (3x)

TEACHING AND SUPERVISION

Labor and Population Economics, Labor and Population Policy, Economics (Micro-, Macro-, Labor, Population) for Public Policy, Public Policy and Governance, Migration and Migration Policy, Integration and Ethnicity, Inequality

2010 – present	Central European University, School/Department of Public Policy (S/DPP) Masters’ level Economic Analysis/Microeconomics/Macroeconomics for Public Policy (core course); (Economic Analysis of) Labor and Population Policy; Public Sector Economics; Economic Inequality: Interdisciplinary Perspectives (university-wide course); Global Economy in 2030 (EMBA); Strategy in a Crisis (EMBA); PhD level Public Administration; Economic Analysis of Labor and Population Policy (advanced topics) MA and PhD supervision
2015 – present	University of Economics in Bratislava Employment Policy (PhD) Economics of Labor and Human Capital
2008 – 2010	Bonn University, Department of Economics Labor and Population Economics Diploma thesis supervision
2008 – present	Comenius University, Department of Applied Mathematics and Statistics MA supervision
2003	Tilburg University, Department of Economics Financial Economics

Doctoral Supervision

2015-2017	Brian Fabo, CEU/Tilburg University, thesis title: <i>Towards an understanding of job matching using web data</i>
2014-2018	Magdalena Ulceluse, CEU, thesis title: <i>Immigration and labour market outcomes: immigrant self-employment, native task reallocation and the role of policies</i>

Supervisory panel	Joana Kostka (CEU); Anna Burger (CEU); Omar Abozeid (CEU); Nu Thuy Duong Ton (CEU); Cagla (Ekin) Guner (CEU); Mary Jocelyn De La Cruz (CEU)
Defense committee	Lucia Mýtna Kureková (CEU), Olga Löblová (CEU), Raquel Sebastián Lago (University of Salamanca), Andrès Sarabia (CEU)
Teaching at Summer Schools and Guest Lectures	
2016	Economic Summer School, National Bank of Slovakia/Council for Budget Responsibility/Institute for Financial Policy “Economic Analysis of Labor and Population Policies”
2015	Summer University, Budapest Institute “The Free Movement of Workers in an Enlarged European Union: Institutional Underpinnings of Economic Adjustment”
2015	Migration Policy in a European Context, SPP CEU, Budapest “Labor Migration – Free movement of workers in the EU” “Labor Migration – Immigrants and the welfare state: Overuse and abuse?”
2012	Summer University, CEU, Budapest “Social and labor market integration of migrants” “Labor mobility in an enlarged European Union”
2011	Letná škola etnických a migračných štúdií - 2. ročník (2 nd Summer School for Ethnic and Migration Studies), CVEK, Bratislava. (student evaluation: 5 of 5) “Social and labor market integration of migrants”
2011	Summer University, CEU, Budapest (ESPAnet/RECOWOWE) “Managing diversity in European labor markets: the case of Roma people” “Immigrant inclusion into welfare”

PROJECTS AND ADVISING

2025 – 2029	INTEGRATE-DIALOGUE – Integrating Diversity in Social Dialogue: Strengthening the EU’s Labour Market in the Digital and Green Age. Funded by Horizon Europe. Project No.: 101132676. Lead team member at CELSI.
2025 – 2028	EGRUiEN – Encouraging a digital and Green transition through Revitalized and Inclusive Union-Employer Negotiations. Funded by Horizon Europe. Project No.: 101132595. Team member at CELSI.
2024 – 2026	POSTING.STAT 2.0 – Enhancing the collection and analysis of national data on intra-EU posting. Funded by the European Commission, DG Employment, Social Affairs and Inclusion. Project No.: VS/2023/0097. Lead team member at CELSI.
2023 – 2025	JUSTMIG – Sustainable and socially just transnational sectoral labour markets for temporary migrants. Funded by the European Commission, DG Employment, Social Affairs and Inclusion. Project No.: VS/2022/0157. Lead team member at CELSI.
2022 – 2026	TransEuroWorkS – Transforming European Work and Social Protection: A New Proactive Welfare State Fit for the Future World of Work. Funded by Horizon Europe. Project No.: 101061198. Team member at CELSI.
2022 – 2025	BRRIDGE Horizon Twinning project, European Commission, Grant agreement ID: 101079219. Principal investigator at Central European University

2021 – 2025	The European Platform for Tackling Undeclared Work, Framework support project, Core Management Team member, European Labour Authority, Principal investigator at CELSI
2020 – 2022	CELSI Covid-19 Policy Response Inquiry (COPReQ) and Covid-19 Fiscal Response Inquiry (FiReQ)
2018 – 2022	MigrAtion Governance and asYlum Crises (MAGYC), Horizon 2020 No. 822806
2018 – 2019	REFUGEE - Impacts of Refugee Flows to Territorial Development in Europe, ESPON, European Commission, principal investigator at CEU
2016-2017	Coca Cola HBC Hungary project, principal investigator
2016 – 2020	Nerovnost' a ekonomický rast (Inequality and economic growth), APVV-15-0765
2016 – 2018	BARCOM – With innovative tools for bargaining support in the commerce sector, Funded by the European Commission, DG Employment, Social Affairs and Inclusion, VP/2015/004, principal coordinator at partner institution
2016, 2021	Study for the EMPL Committee “The social and employment situation in Slovakia and outlook on the Slovak EU Presidency 2016”, updated report published in 2021. European Parliament, principal researcher
2014 – 2017	IZA-Randstad project: “People to jobs, or jobs to people?”, team leader
2013 – 2015	Advisory Board member, “Knowledge for Integration Governance” (KING), co-funded by the European Commission – DG Home Affairs and Fondazione ISMU. HOME/2012-013/EIFX/CA/CFP/4000004268
2013 – 2018	Scientist-in-Charge (at CEU) of EDUWORKS – Crossing borders in the comprehensive investigation of labour market matching processes: An EU-wide, trans-disciplinary, multilevel and science-practice-bridging training network. FP7-PEOPLE-2012-ITN, contract reference 608311.
2012 – 2013	“Social protection rights of economically dependent self-employed workers”, team leader of a study conducted for the European Parliament under contract IP/A/EMPL/FWC/2008-002/C1/SC8
2012	“Consequences of Austerity Policies in Eastern and Central Europe: The Case of Slovakia”, principal investigator in a project funded by Fridrich Ebert Stiftung
2011 – 2012	“Skilled Labor Flows: Lessons from the European Union”, principal investigator (Short Term Consultant) in a project funded by the World Bank
2011 – 2013	Co-leader of a consortium (CEU, IZA, CASE Warsaw and LSE Enterprise) advising the European Commission on “Costs and Benefits of Labour Mobility between the EU and the Eastern Partnership Partner Countries”, EuropeAid/130215/C/SER/Multi
2011 – present	Member of the Management Committee of ISCH COST action WEBDATANET IS1004
2011 – present	Team leader in European Commission’s Seventh Framework Programme for research and technological development (FP7) project NEUJOBS
2010	Project leader and coordinator of a special advisory report to the Slovak Deputy Prime Minister and Minister of Labour, Social Affairs and Family of the Slovak Republic “The German Labor Market at a Glance: Lessons for Slovakia”,

2010 – 2013	“Growing Inequalities’ Impacts (GINI)”, Principal investigator for the Slovak and Czech country studies, Seventh Framework Programme for research and technological development (FP7) of the European Commission project SSH-CT-2009-244592
2009 – 2012	“Study on Active Inclusion of Migrants”, Project leader of the project funded by the European Commission, VC/2009/0009
2008	“Migration in an enlarged EU: solution or problem for labour market woes and cash-strapped social security systems?”, Essay written for the European Commission, ECFIN/G/2008/007. (with Klaus F. Zimmermann)
2008	Invited expert to the OECD workshop on Future of International Migration
2007 – 2008	“The Decade of Roma Inclusion: A Unifying Framework of Progress Measurement and Options for Data Collection”, principal investigator (Short Term Consultant) in a project funded by the World Bank
2006 – 2008	“Study on the Social and Labour Market Integration of Ethnic Minorities”, Scientific coordinator of the team advising the High Level Group of Experts on the Social and Labour Market Integration of Ethnic Minorities of the European Commission, VT/2006/011
2005 – 2008	Member of the VW Foundation-funded project “The Economics and Persistence of Migrant Ethnicity”

PUBLICATION AWARDS AND REVIEWS

2020	“The Impact of Repeated Mass Antigen Testing for COVID-19 on the Prevalence of the Disease” with Laffers and Schmidpeter discussed in Slovak and Austrian media
2019	“Income Inequality and the Size of Government: A Causal Analysis” with Martin Guzi selected as the GLO Paper of the Month (August, 2019)
2016	Article review in ESB, “The Economic Impact of East-West Migration on the European Union”, <i>Empirica</i> , 2017”(with Mariola Pytlikova)
2013	Book Review of <i>Ethnic Diversity in European Labor Markets: Challenges and Solution</i> (Edward Elgar, 2011) by Donella Caspersz, <i>E-Journal of International and Comparative Labour Studies</i> , Vol. 2, No. 2, (May-June 2013).
2012 – 2014	“Unemployment Benefits and Immigration: Evidence from the EU”, published in <i>International Journal of Manpower</i> (2013) discussed in media including the Economist, the Guardian, Handelsblatt, Die Welt, SME and live interview by BBC World TV.
2012	Book review of <i>EU Labor Markets after Post-Enlargement Migration</i> by Torben Krings, <i>Journal of Ethnic and Migration Studies</i> , Volume 38 (10), 2012
2011	<i>EU Labor Markets after Post-Enlargement Migration</i> (Springer, 2010) selected as "Noteworthy in Industrial Relations and Labor Economics" by Princeton University for 2010
2011	Book Review of <i>EU Labor Markets after Post-Enlargement Migration</i> (Springer, 2010) by Anders Paalzow, <i>Baltic Journal of Economics</i> , (Autumn 2009).

PUBLICATIONS IN PEER-REVIEWED JOURNALS

27. Borsekova, K., Korony, S., & Kahanec, M. (in press). *Decision tree insights into spatial and temporal patterns of convergence in EU labour markets*. EPA: Economy and Space.

26. Guzi, M., Kahanec, M., & Mýtna Kureková, L. (2023), The impact of immigration and integration policies on immigrant-native labor market hierarchies. *Journal of Ethnic and Migration Studies*, Vol. 49(16), 4169-4187.
25. Ulceluse, M., & Kahanec, M. (online first 2022, published 2023). Eastward Enlargements of the European Union, Transitional Arrangements and Self-employment. *Journal of Population Economics*, Vol. 36(2), 719-742. (Also GLO DP 379 and CELSI DP 47)
24. Kahanec, M., Kováčová, L., Lukáčová, K., (2022), Industrial Relations and Unemployment Benefit Schemes in the Visegrad Countries during the COVID-19 Pandemic. *Transfer: European Review of Labour and Research*. Vol. 28(2), 229–246.
23. Guzi, M., Kahanec, M., & Mýtna Kurekova, L. (2021). What explains immigrant-native gaps in European labor markets: The role of institutions. *Migration Studies*, Vol. 9(4), 1823–1856. (Also CELSI DP 27, IZA DP 8847)
22. Kahanec, M., Laffers, L., & Schmidpeter, B. (2021). The Impact of Repeated Mass Antigen Testing for COVID-19 on the Prevalence of the Disease. *Journal of Population Economics*, 34(4), 1105-1140 (lead article). (Also CELSI DP 59, IZA DP 14228)
21. Fabo, B., & Kahanec, M. (2020). The role of computer skills on the occupation level. *European Journal of Business Science and Technology*, Brno: Mendel University in Brno, 2020, 6(87-99).
20. Ulceluse, M., & Kahanec, M. (2018). Self-employment as a vehicle for labour market integration of immigrants and natives: The role of employment protection legislation. *International Journal of Manpower*, Vol. 39(8), 1064-1079. (Also CELSI DP 46)
19. Fabo, B., & Kahanec, M. (2018). Can a voluntary web survey be useful beyond explorative research?. *International Journal of Social Research Methodology*, Vol. 21(5), 591-601.
18. Guzi, M., Kahanec, M., & Kureková, L. M. (2018). How immigration grease is affected by economic, institutional, and policy contexts: evidence from EU labor markets. *Kyklos*, Vol. 71(2), 213-243. (Also IZA DP 9108 and CELSI DP 45)
17. Kahanec, M., & Guzi, M. (2017). How immigrants helped EU labor markets to adjust during the Great Recession. *International Journal of Manpower*, Vol. 38(7), 996-1015. (Also CELSI DP 48, IZA DP 10443 and GLO Discussion Paper 33)
16. Kahanec, M., & Pytliková, M. (2017). The economic impact of east–west migration on the European Union. *Empirica*, 44(3), 407-434. (Also IZA DP 10381, CELSI DP 42, GLO Discussion Paper 48)
15. Kahanec, M. (2015). Labour market impacts of post-enlargement migration on hosts and stayers in EU labour markets. *Transfer: European Review of Labour and Research*, 21(3), 359-372.
14. Fertig, M., & Kahanec, M. (2015). Projections of potential flows to the enlarging EU from Ukraine, Croatia and other Eastern neighbors. *IZA Journal of Migration*, 4(1), 6. (An earlier version available as IZA DP 7634 and CELSI DP 18, 2013)
13. Kahanec, M., & Zimmermann, K. F. (2014). How skilled immigration may improve economic equality. *IZA Journal of Migration*, 3(1), 2. (An earlier version available as IZA DP 3560, 2008)
12. Kahanec, M., & Shields, M. P. (2013). The working hours of immigrants in Germany: temporary versus permanent. *IZA Journal of Migration*, 2(1), 14. (Also IZA DP 4735, 2010)
11. Kahanec, M., & Fabo, B. (2013). Migration strategies of crisis-stricken youth in an enlarged European Union. *Transfer: European Review of Labour and Research*, Vol. 19(3), 365-380. (Also IZA DP 7285 and CELSI DP 6, 2013)

10. Kahanec, M., Myung-Hee Kim, A., & Zimmermann, K. F. (2013). Pitfalls of immigrant inclusion into the European welfare state. *International Journal of Manpower*, Vol. 34(1/2), 39-55. (also IZA DP 6260, 2011)
9. Giulietti, C., Guzi, M., Kahanec, M., & Zimmermann, K. F., (2013). Unemployment benefits and immigration: evidence from the EU. *International Journal of Manpower*, Vol.34(1/2), 24-38. (also CEPR DP 8672; IZA DP 6075; 2011)
8. Constant, A. F., Kahanec, M., & Zimmermann, K. F. (2012). The Russian-Ukrainian earnings divide. *Economics of Transition* (renamed: *Economics of Transition and Institutional Change*), Vol. 20(1), 1-35. (also IZA DP 2330, CEPR DP 5904 and DIW Berlin DP 627; 2006)
7. Kahanec, M., & Králiková, R. (2011). Higher education policy and migration: The role of international student mobility. *CESifo DICE Report*, Vol. 9(4), 20-27. (an extended version also available as IZA DP 6233 under the title “Pulls of International Student Mobility”, 2011)
6. Constant, A. F., Kahanec, M., Rinne, U., & Zimmermann, K. F. (2011). Ethnicity, job search and labor market reintegration of the unemployed. *International Journal of Manpower*, Vol. 32(7), 753-776. (also IZA DP 4660; DIW DP 963; 2009)
5. Constant, A. F., Kahanec, M., & Zimmermann, K. F. (2011). The Russian-Ukrainian political divide. *Eastern European Economics*, Vol. 49(6), 103-115. (also IZA DP 2530; CEPR DP 6085; and DIW Berlin DP 656; 2006)
4. Kahanec, M., & Tosun, M. S. (2009). Political economy of immigration in Germany: Attitudes and citizenship aspirations. *International Migration Review*, 43(2), 263-291. (also IZA DP 3140; 2007)
3. Constant, A. F., Kahanec, M., & Zimmermann, K. F. (2009). Attitudes towards immigrants, other integration barriers, and their veracity. *International Journal of Manpower*, Vol. 30(1/2), 5-14. (also IZA DP 3650, DIW Berlin DP 812; 2008)
2. Kahanec, M., & Zaiceva, A. (2009). Labor market outcomes of immigrants and non-citizens in the EU: An East-West comparison. In *International Journal of Manpower*, Vol. 30(1/2), 97-115. (also IZA DP 3420; 2008)
1. Kahanec, M., & Mendola, M. (2009). Social determinants of labor market status of ethnic minorities in Britain. In *Ethnicity and Labor Market Outcomes* (pp. 167-195). Emerald Group Publishing Limited. (also IZA DP 3146, University of Milano – Bicocca WP 125; 2007)

OTHER PEER-REVIEWED PUBLICATIONS

23. Kirov, V., Kováčová, L., Guzi, M., Czarzasty, J., Adăscăliței, D., & Kahanec, M. (2023). Preserving Jobs in COVID-19 Times in CEE Countries: Social Partners' Responses and Actions. In *Digital Labour Markets in Central and Eastern European Countries* (pp. 142-165). Routledge.
22. Kahanec, M., Leu-Severynenko, S., Novosad, A., & Stadnyi, Y. (2022). Education reforms during and after the war (Chapter 11) in Gorodnichenko, Y. Sologoub, I., and Weder, B., (eds.) *Rebuilding Ukraine: Principles and policies*. CEPR Press, pp. 323-360.
21. Kahanec, M., & Guzi, M. (2022) Welfare Migration, in K.F. Zimmermann (ed.), *Handbook of Labor, Human Resources and Population Economics*, Springer Cham.
20. Duman, A., Kahanec, M., & Mýtna Kureková, L., (2022) Closing the Gaps: The Positive Effects of Welfare Inclusion on Immigrants' Labour Market Integration in E.A. Koning (ed.) *The Exclusion of Immigrants from Welfare Programs*, Toronto University Press.

19. Guzi, M., Holubová, B., Kahancová, M., Kahanec, M., Martišková, M., Radvanský, M., Bors, P. and Schönenberg, L. (2021) Tackling Undeclared Work in the Personal and Household Services Sectors, ELA European Platform for Tackling Undeclared work, https://www.ela.europa.eu/sites/default/files/2022-03/Study-report-on-personal-and-household-sector.2021_EN.pdf
18. Guzi, M., Kahanec, M., & Ulceluse, M.M., (2021) *Europe's migration experience and its effects on economic inequality*, in Georg Fischer and Robert Strauss (eds.), *Europe's Income, Wealth, Consumption, and Inequality*, pp. 486–515, Oxford University Press.
17. Kahanec, M., & Kahancová, M., (2019) *Economic research in the Visegrad countries: an insiders' world on Europe's periphery*, in *Faces of Convergence*, wiiw
16. Ritzen, J., & Kahanec, M. (2017). A sustainable immigration policy for the EU. In Jo Ritzen (ed.) *A Second Chance for Europe* (pp. 155-181). Springer, Cham. (Also as IZA Policy Report 126)
15. Ritzen, J., & Kahanec, M. (2017). EU Mobility. In in Jo Ritzen (ed.), *A Second Chance for Europe* (pp. 135-153). Springer, Cham. (Also as IZA Policy Report 125)
14. Guzi, M., & Kahanec, M. (2015). Socioeconomic cleavages between workers from new member states and host-country labour forces in the EU during the great Recession. In in M. Bernaciak (ed.), M. Bernaciak (ed.), *Market Expansion and Social Dumping in Europe* (pp. 119-144). London: Routledge.
13. Kahanec, M. (2014). Labour market needs and migration policy options: towards more dynamic labour markets, in S. Carrera, E. Guild, and K. Eisele (eds.), *Rethinking the Attractiveness of EU Labour Immigration Policies: Comparative Perspectives on the EU, the US, Canada and Beyond*, Brussels: Centre for European Policy Studies (CEPS), 48-53.
12. Giulietti, C., & Kahanec, M. (2014). Does generous welfare attract immigrants? Towards evidence-Based Policy-Making. In *Social benefits and migration. A contested relationship and policy challenge in the EU*, Centre for European Policy Studies (CEPS), Brussels, 111-127.
11. Kahanec, M. (2014). Roma integration in European labor markets. In *IZA World of Labor*.
10. Kahanec, M., Guzi, M., Martišková, M., & Siebertová, Z. (2014). Slovakia and the Czech republic: Inequalities and Convergences after the Velvet Divorce, in B. Nolan, W. Salverda, D. Checchi, I. Marx, A. McKnight, I.G. Tóth and H. van de Werfhorst (eds.), *Changing Inequalities and Societal Impacts in Rich Countries. Thirty Countries' Experiences*, , Oxford University Press, 569-592.
9. Kahanec, M. (2013). Labor mobility in an enlarged European Union, in A.F. Constant and K.F. Zimmermann (eds.), *International handbook on the economics of migration*, 137-152. (also IZA DP 6485 and CELSI DP 2, 2012)
8. Kureková, M. K. A. L., Kahanec, M. (2013). European Union: expansion and migration, in Immanuel Ness and Peter Bellwood, (eds.), *The Encyclopedia of Global Human Migration*. (also IZA Policy Report 36, 2011)
7. Kahanec, M., & Zimmermann, K. F. (2011). High-skilled immigration policy in Europe. In Barry R. Chiswick (ed.), *High-Skilled Immigration in a Globalized Labor Market*, 264-314. (also IZA DP 5399; DIW DP 1096; all 2010)
6. Kahanec, M. (2010). Chapter 9: Ethnic competition and specialization, in Gil S. Epstein and Ira N. Gang, (eds.), *Frontiers of Economics and Globalization: Migration and Culture* (pp. 205-230). Emerald Group Publishing Limited. (also IZA DP 3167, 2007)
5. Kahanec, M., & Yuksel, M. (2010). Chapter 18: Intergenerational transfer of human capital under post-war distress: The displaced and the Roma in the Former Yugoslavia, in Gil S. Epstein and Ira N. Gang, (eds.), *Frontiers of Economics and Globalization: Migration and Culture* (pp. 415-444). Emerald Group Publishing Limited. (also IZA DP 5108, 2010)

4. Kahanec, M., & Zimmermann, K. F. (2010). Migration in an enlarged EU: A challenging solution? in Filip Keereman and István Pál Székely, (eds.), *Five years of an enlarged EU-a positive-sum game* (pp. 63-94). Springer, Berlin, Heidelberg. (also Economics Papers 363, The European Commission, 2009; IZA DP 3913, 2008; CEPR DP 7200, 2009; and DIW Berlin DP 849; all 2008)
3. Kahanec, M., & Zimmermann, K. F. (2008). Migration and globalization: challenges and perspectives for the research infrastructure. In German Data Forum (RatSWD), (ed.), *Building on Progress: Expanding the Research Infrastructure for Social, Economic and Behavioral Sciences*, 689-702. (also IZA DP 3890; 2008)
2. Zimmermann, K. F., & Kahanec, M. (2009). International migration, ethnicity and economic inequality, in Wiemer Salverda, Brian Nolan and Timothy M. Smeeding, (eds.), *Oxford Handbook on Economic Inequality*, 455-490. (also IZA DP 3450, 2008)
1. Kahanec, M. (2003). *Incomplete contracts and the theory of the firm*. In *NAKE Quarterly Bulletin*, No. 1.

BOOKS AND EDITED VOLUMES (PEER REVIEWED AT VARIOUS STAGES)

9. Kahanec, M., Butzlaff, F., Roberts Lyer, K., Leu-Severynenko, S., Sologoub, I., & Shattuck, J. (under contract). *Healing Ukraine: Post-conflict management, reconciliation, and human rights* (Eds.). Edward Elgar Publishing.
8. Kahanec, M., Arnedillo-Sánchez, I., Kismihók, G., (eds.), (2018). *Labour market matching processes: skills, learning and measurement in the mobile age*. *International Journal of Manpower* Vol. 39 No. 8.
7. Kahanec, M., Luptáčík, M. & Schmidt-Dengler, P. Economic policy in a dynamic environment. *Empirica* 44, (2017).
6. Kahanec, M., & Zimmermann, K. F. (Eds.). (2016). *Labor migration, EU enlargement, and the great recession*. Berlin: Springer. 476 pages.
5. Kahanec, M., & Lima, M. D. P. C. (2013). European youth in an age of austerity: challenges and responses. *Transfer: European Review of Labour and Research* Vol. 19, No. 3.
4. Kahanec, M., Barrett, A., & Zimmermann, K. F. (2013). *Migration, the welfare state, and European labor markets*. In *International Journal of Manpower*. Vol. 34, No. 1+2.
3. Kahanec, M., & Zimmermann, K. F. (Eds.). (2011). *Ethnic diversity in European labor markets: Challenges and solutions*. Edward Elgar Publishing.
2. Kahanec, M., & Zimmermann, K. F. (Eds.). (2010). *EU labor markets after post-enlargement migration*. Berlin: Springer.
1. Kahanec, M., Constant A. F., & Zimmermann, K. F. (Eds.). (2009). *Migration, Ethnicity and Identity in Host Labor Market*. In *International Journal of Manpower*. Vol. 30, No. 1+2.

FLAGSHIP REPORTS

12. Holubová, B., Kahanec, M., Kováčová, L., Poláčková, Z., & Sedláková, M., (2021). *The social and employment situation of Roma communities in Slovakia*. EPRS: European Parliamentary Research Service (new, updated report)
11. Eichhorst, W., Rinne, U., Marx, P., Böheim, R., Leoni, T., Cahuc, P., Kahanec, M.,... & Cerejeira, J. (2021). *IZA COVID-19 Crisis Response Monitoring: The Second Phase of the Crisis* (IZA Research Report No. 105.) Institute of Labor Economics (IZA).
10. Eichhorst, W., Rinne, U., Marx, P., Böheim, R., Leoni, T., Cahuc, P., Kahanec, M.,... & Cerejeira, J. (2020). *IZA COVID-19 Crisis Response Monitoring: Short-Run Labor Market Impacts of COVID-19, Initial Policy Measures and Beyond* (IZA Research Report No. 98). Institute of Labor Economics (IZA).

9. Kahanec, M., Kováčová, L., Poláčková, Z., & Sedláková, M., (2020). *The social and employment situation of Roma communities in Slovakia*. EPRS: European Parliamentary Research Service. Study commissioned by the European Parliament's Policy Department for Economic and Scientific Policy at the request of the Committee on Employment and Social Affairs, European Parliament.
8. Kahanec, M., & Sedláková, M., (2016). *The Social and Employment Situation in Slovakia and Outlook on the Slovak EU Presidency 2016*. Study commissioned by the European Parliament's Policy Department for Economic and Scientific Policy at the request of the Committee on Employment and Social Affairs, European Parliament.
7. Barbone, L., Kahanec, M., Kureková, L., & Zimmermann, K. F. (2013). Migration from the Eastern Partnership Countries to the European Union—Options for a Better Future. Final Report. European Commission, DG EuropeAid/Development, available as IZA Research Report 55 *Contract*, (2011/270), 312.
6. Kahanec, M., Zimmermann, K. F., Kurekova, L., & Biavaschi, C. (2013). Labour migration from EaP Countries to the EU—Assessment of costs and benefits and proposals for better labour market matching. Final Report. European Commission, DG EuropeAid/Development, available as IZA Research Report 56
5. Eichhorst, W., Braga, M., Famira-Mühlberger, U., Gerard, M., Horvath, T., Kahanec, M., ... & Pedersen, J. L. (2013). Social protection rights of economically dependent self-employed workers. Report based on a study conducted for the European Parliament: Directorate General for Internal Policies. *WIFO Studies*. (also IZA Research Report No. 54, 2013)
4. Kahanec, M. (2013). Skilled labor flows: Lessons from the European Union, Social Protection and labor discussion paper no. SP 1301. Washington D.C.: The World Bank (February 2013). (Also IZA Research Report 49, 2012; CELSI Research Report 1, 2013)
3. Zimmermann, K. F., Kahanec, M., Giulietti, C., Guzi, M., Barrett, A., & Maître, B. (2012). *Study on active inclusion of migrants* (No. 43). Final Report, European Commission, DG Employment, Social Affairs and Inclusion. (also IZA Research Report 43, 2012)
2. Kahanec, M. (2009). The Decade of Roma Inclusion: A unifying framework of progress measurement and options for data collection. *Institute for the Study of Labor (IZA)* Final Report, World Bank. (IZA Research Report No. 21, 2009)
1. Zimmermann, K. F., Kahanec, M., Constant, A., DeVoretz, D., Gataullina, L., & Zaiceva, A. (2008). *Study on the social and labour market integration of ethnic minorities* (pp. 1-166). IZA. Final Report, European Commission, DG Employment, Social Affairs and Inclusion. (IZA Research Report No. 16, 2008)

OTHER PUBLISHED WORK (SELECTED)

10. Kahanec, M., Pytlikova, M., & Zimmermann, K. F. (2014). The free movement of workers in an enlarged European Union: Institutional underpinnings of economic adjustment, in M. Kahanec and K.F. Zimmermann (eds), *Labor migration, EU enlargement, and the Great Recession* (pp. 1-34). Springer, Berlin, Heidelberg. (also IZA DP 8456, 2014)
9. Kahanec, M., & Kureková, L. M. (2016). Did post-enlargement labor mobility help the EU to adjust during the Great Recession? The case of Slovakia, in M. Kahanec and K.F. Zimmermann (eds), *Labor migration, EU enlargement, and the Great Recession* (pp. 189-218). Springer, Berlin, Heidelberg. (also IZA DP 8249, 2014 and CELSI DP 23)
8. Brozovicova, K., Fabo, B., Kahanec, M., & Messing, V. (2013). Overview of the labour market situation of low-educated and Roma population and regulations affecting their employment. *NEUJOBS State of the Art Report, NEUJOBS Project* (www.neujobs.eu). (also available as CELSI Research Report No. 4, 2013)

7. Kahanec, M., Zaiceva, A., & Zimmermann, K. F. (2011). Ethnic minorities in the European Union: An overview, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *Ethnic diversity in European labor markets: Challenges and solutions*, 1-30. (also IZA DP 5397, 2010)
6. Constant, A. F., Kahanec, M., & Zimmermann, K. F. (2010). An Expert Stakeholder's View on European Integration Challenges, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *Ethnic Diversity in European Labor Markets: Challenges and Solutions*, 31-54. (also IZA DP 5398 and DIW DP 1095, 2010)
5. Kahanec, M. (2011). The Practice of Minority Integration in the European Union: What works, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *Ethnic Diversity in European Labor Markets: Challenges and Solutions*, Cheltenham: Edward Elgar Publishing (2011), 55-69.
4. Kahanec, M., & Zimmermann, K. F. (2011). 14. A policy agenda for diversity and minority integration, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *Ethnic Diversity in European Labor Markets: Challenges and Solutions*, Cheltenham: Edward Elgar Publishing (2011), 307-312. (also IZA Policy Paper 21, 2010)
3. Kahanec, M., Zaiceva, A., & Zimmermann, K. F. (2009). Lessons from migration after EU enlargement, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *EU labor markets after post-enlargement migration* (pp. 3-45). Springer, Berlin, Heidelberg. (also IZA DP4230, 2009)
2. Kahanec, M., & Zimmermann, K. F. (2009). *The Impact of Post-Enlargement Migration on the Visegrad Countries*. In Elzbieta Kawecka-Wyrzykowska, (ed.), Conference Proceedings, Warsaw University.
1. Kahanec, M. (2008). Globalizácia, migrácia a trh práce. (Globalization, Migration, and the Labor Market), in Labour economics and its implication for Slovakia, Conference Proceedings, Employment Institute, Bratislava.

WORKING PAPERS AND WORK IN PROGRESS (NOT MENTIONED ABOVE)

15. Guzi, M., & Kahanec, M. (n.d.). *The impact of the COVID-19- and energy-related price hikes on undeclared work around the world* [in progress]
14. Kahanec, M., Guzi, M., Holičková, N., & Amanquarnor, N. A. (n.d.). *Global benchmarks for decent living: Measuring and validating the living wage against minimum wage and other adequacy standards* [in the submission process to the *American Economic Review*].
13. Andrén, D., Andrén, T., & Kahanec, M. (mimeo) The role of the household partners' country of birth for the state dependence in social assistance [in progress]
12. Andrén, D., Andrén, T., & Kahanec, M. (2025). *Immigration, Partnership Dynamics and Welfare Persistence* (No. 2025: 5). Örebro University, School of Business. (Also CELSI DP 71) [submitted to the *Journal of Population Economics*]
11. Guzi, M., & Kahanec, M. (2018). Income Inequality and the Size of Government: A Causal Analysis. IZA Discussion Paper No. 12015, GLO Discussion Paper 381. [in progress]
9. Guzi, M., Kahanec, M., & Mýtna Kureková, L. (2014). Immigrants vs. Natives: Does Immigration Grease the Wheels of European Labour Markets. *KING Project Economics Unit Desk Research Paper & In-Depth Study*, (18).
8. Kahanec, M., "The Impact of Out-Migration from the New Member States on the Labor Market Status of the Spouses Left Behind"
7. Kahanec, M., "Labor Market Impacts of Post-Enlargement Migration on the Stayers: The Case of Slovak Women Left Behind"
6. Kahanec, M., & Zimmermann, K. F. (2008). Migration, the quality of the labour force and economic inequality. (also CEPR DP 6899 and DIW Berlin DP 781)

5. Kahanec, M. (2006). Ethnic specialization and earnings inequality: why being a minority hurts but being a big minority hurts more. IZA Discussion paper No. 2050.
4. Kahanec, M. (2006). The substitutability of labor of selected ethnic groups in the us labor market. IZA Discussion Paper No. 1945.
3. Kahanec, M. (2005). Two faces of the ICT revolution: desegregation and minority-majority earnings inequality. IZA Discussion Paper No. 1872.
2. Kahanec, M. (2004). Social Interaction and the Minority-Majority Earnings Inequality: Why Being a Minority Hurts But Being a Big Minority Hurts More. Center Discussion Paper No. 41, Tilburg University.
1. Kahanec, M. (1998). "Sustainable Development in Central Europe", paper presented at the 1998 CEP Conference, Budapest.

REFEREEING

Refereeing for grant-giving agencies	Canada Research Chairs, Grant Agency of the Czech Academy of Sciences, Swiss National Science Foundation, Open Society Institute, VEGA (The scientific grant agency of the Ministry of Education of the Slovak Republic)
Refereeing for journals and publishers	Journal of Public Economics, Journal of Population Economics, Labor Economics, Journal of Comparative Economics, Research in Labor Economics, Journal of Immigration and Integration, Oxford University Press, Princeton University Press, The Sociological Quarterly, Economic Change and Restructuring, Regional Science and Urban Economics, Journal for Labor Market Research (Zeitschrift für ArbeitsmarktForschung), Comparative Population Studies (Zeitschrift für Bevölkerungswissenschaft), International Migration, emecon, Journal of Economic Growth, International Migration Review

MEDIA

Member of the panel of economic experts, daily Denník N

OP-EDS

- Kahanec, M. "Nie je priveľa postsedliactva, ale primálo postgrófstva" (There is not too much post-peasantism, but too little post-countism") op-ed in *SME*, July 3, 2024, Bratislava
- Kahanec, M. "Kam sa stratila nádej a ako ju odtiaľ vytiahnuť za pačesy" (Where has hope gone and how to pull it out of the hole) op-ed in *SME*, October 22, 2023, Bratislava
- Kahanec, M. "Tri bludy o migrantoch: nedajme sa pomýliť" (Three blunders about migrants: let us not be fooled) invited op-ed in *Denník N*, June 8, 2015, Bratislava (online June 7).
- Kahanec, M. "Stávka s ministrom školstva, ktorú chcem prehrať" (A bet with the minister of education, which I want to lose) op-ed in *SME*, December 1, 2014, Bratislava.
- Kahanec, M., & Králiková, R., "Čo robiť, aby chodili Česi študovať k nám" (What should be done to attract Czech students) op-ed in *SME*, March 6, 2012, Bratislava
- Kahanec, M. "Prečo sa Slovensko bojí Einsteina?" (Why Slovakia fears Einstein?) op-ed in *SME*, October 4, 2011, Bratislava.
- Kahanec, M. "Vráťte sa, naši zlatí chlapci – a dievčatá!" (Come back, our golden boys – and girls!) invited op-ed in *SME*, May 3, 2011, Bratislava.
- Kahanec, M. "Chce Slovensko integráciu Rómov?" (Does Slovakia want integration of the Roma people?) op-ed in *SME*, March 25, 2011, Bratislava.
- Kahanec, M. "Trh práce môžu zachrániť imigranti a Rómovia" (The labor market can be saved by immigrants and the Roma) op-ed in *SME*, November 13, 2007, Bratislava.

Kahanec, M. “Málo muziky za málo peňazí” (Little music for little money) op-ed in *SME*, April 5, 2007, Bratislava.

Kahanec, M. “Prosperita Slovenska: bez vedy a vzdelania to nepôjde” (Slovakia’s prosperity: No way without science and education) op-ed in *SME*, December 13, 2006, Bratislava.

Kahanec, M. “Prečo sú univerzity nekvalitné” (Why universities are of low quality) op-ed in *SME*, December 22, 2005, Bratislava.

Kahanec, M. “My nechceme cestovať ako Turci?” (Don’t we want to travel like the Turks?) op-ed in *SME*, September 11, 2001, Bratislava.

BLOGS

CELSIblog (founder, editor and contributor): professional blog aiming at dissemination of scientific knowledge about labor markets among professional and general public

Invited contributions to a blog in a leading Slovak business newspaper Trend “Analýza dokázala“ (Analysis has proven)

PROFESSIONAL INTERVIEWS, DEBATES OR OTHER EXTENSIVE COVERAGE

International	BBC World TV, Harvard International Review, Kossuth Radio, De Volkskrant, Brabants Dagblad, IZA Newsroom and IZA Compact, Mlada Fronta Dnes, Czech Radio
Slovak	Slovak Television and Radio, TASR, TABLET.TV, TA3, Dennik N, SME, Pravda, Hospodárske noviny, Trend, Plus 7 dní, Radio Slovakia International, EurActiv

QUOTES AND MENTIONS IN POPULAR MEDIA

Quotes

Print and online text	The Guardian, BBC, The Economist, Bloomberg’s Businessweek, Wirtschafts Woche, Forbes, Het Financieele Dagblad, De Volkskrant, La Vanguardia, The Irish Independent, SME, Hospodárske noviny, Pravda, Trend, The Slovak Spectator, Mladá Fronta Dnes, Respekt, Latvians Online, OE24.at, Kurier, Salzburger Nachrichten, Puls24, euractiv.com, theafricanews.com, nu.nl, presseurop.eu, ceskenoviny.cz, and others
Audio and video	BBC, Slovak Television, Markíza, TA3, Radio Slovensko and Radio Slovakia International, Hospodárske noviny, youtube.com, euractiv.sk, aktualita.sk
News agency	Slovak News Agency (SITA), News Agency of the Slovak Republic (TASR), Czech News Agency (ČTK)

Mentions

Print and online text	The Irish Times, Handelsblatt, Focus, Vedomosti Latvia, Vedomosti Estonia, Mixnews, Migration-online, etc.
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WORKSHOP AND CONFERENCE SCIENTIFIC COORDINATION

2024	WageIndicator Labour Rights Index launch event, CEU, Vienna
2024	Slovak Economic Association Meeting 2024, Bratislava, Scientific Committee member
2024	Lemkin Reunion 2024
2024	International Conference on Corporate Social Responsibility and Decent Work in the era of Sustainable Development Goals, WageIndicator and FLAME University, Pune, India; Scientific Committee Member

2023	Slovak Economic Association Meeting 2023, Scientific Committee member
2017	Economic Institute, Slovak Academy of Sciences & Slovak Economic Association conference “Pension – Aging – Public Finances: Future Challenges and Opportunities”, Bratislava
2017	Slovak Economic Association Meeting 2017, Košice
2016	UEBA/Trexima conference “25 Years of Transformation of Centrally Planned Economies: Experiences and Perspectives”, Bratislava
2016	Slovak Economic Association/Austrian Economic Association joint annual conference 2016 (NOeG-SEA 2016), Bratislava.
2015	IZA/Ministry of Finance, Slovak Republic (IFP)/Council for Budget Responsibility (CBR)/CELSI Conference on “Fiscal Policy Tools and Labor Markets during the Great Recession”, Bratislava
2015	EDUWORKS workshops, Bratislava
2015	CEU/IOM event: Migrant Integration and the Role of Pre-departure Support Measures in Countries of Origin
2014	IZA/NBS/CELSI Conference on European Labor Markets and the Euro Area during the Great Recession: Adjustment, Transmission, Interactions; Bratislava, Slovakia
2014	ETUI/CELSI et al. conference on Europe at a crossroads: Which way to quality jobs and prosperity?, Brussels, Belgium
2013 – present	CELSI Frontiers Seminar
2014	Bratislava Economic Fair, Bratislava
2013	6 th IZA/ASE workshop on EU Enlargement and the Labor Markets, Bucharest, Romania
2013	IZA Workshop on Labor Market Reforms during the Great Recession: Challenges and Opportunities, Brussels, Belgium
2013	8th IZA/World Bank Conference on Employment and Development, Session on “Global WageIndicator Data: New Opportunities for Employment and Development Research”
2012	5 th IZA Workshop on EU Enlargement and the Labor Markets: “Migration, Crisis, and Adjustment in an Enlarged E(M)U II”, funded by IZA and CEUR, CEU, Budapest
2012	Bratislava Economic Fair, Bratislava
2012	Workshop “Labor Market Challenges in the EU”, CEUR, CEU, Budapest
2011	Európska platforma boja proti chudobe, Slovak Governance Institute workshop within Európa 2020 series
2011	4 th IZA Workshop on EU Enlargement and the Labor Markets, “Migration, Crisis, and Adjustment in an Enlarged E(M)U”, funded by IZA and CEUR, CEU, Budapest
2011	CEU/British Council/British Embassy/Menedék Foundation conference: Equal Opportunities - Education - Labour Market: Whose responsibility?, CEU, Budapest
2010	FES/IZA conference: Ethnic Diversity in European Labor Markets: Challenges and Solutions for Slovakia and Europe, Bratislava
2010	Bratislava Economic Fair 2010, Bratislava
2010	Active Inclusion of Migrants. A series of workshops in Bonn, Dublin, Paris, Milan and Amsterdam.

2009 – 2011	IZA on Tour 2009-2011: EU Labor Markets after Post-Enlargement Migration: Lessons, Challenges and the Economic Crisis. A series of book launch events worldwide: Berlin, Brussels, Washington DC, Stockholm, Dublin, Riga, Beijing, London, Warsaw, Maastricht, Vienna (2011), Budapest (2011).
2008	The 13 th International Metropolis Conference, Bonn, Germany (IZA workshops and plenary session) (with the International Metropolis Project and the Ministry of Intergenerational Affairs, Family, Women and Integration of the State of North Rhine-Westphalia, Germany)
2007	Social and Labour Market Integration of Ethnic Minorities in the European Union: Challenges and Prospects, Brussels, Belgium (jointly organized by IZA and the European Commission)
2006, 2007, 2008	A series of IZA workshops on EU Enlargement and the Labor Markets Berlin and Bonn, Germany
2007	IZA workshop on Social and Labor Market Integration of Ethnic Minorities Bonn, Germany
2006 – 2007	IZA Internal Seminar Series
2002 – 2005	Graduate Student Society's PhD Seminars, Tilburg University

INVITED SPEECHES

27-28/2/2025	Globálne referenčné hodnoty pre dôstojný život; Academic Journey with Martin Kahanec; Faculty of Economics, Technical University in Košice, Slovakia
10-12/2/2025	Rebuilding Ukraine: The role of higher education in rebuilding Ukraine; Globálne referenčné hodnoty pre dôstojný život: Validácia dôstojnej mzdy voči minimálnej mzde a iným štandardom adekvátnosti; Academic Journey with Martin Kahanec; Faculty of Economics and Faculty of Political Sciences and International Relations, Matej Bel University, Banská Bystrica, Slovakia
10/10/2024	Rebuilding Ukraine: The role of higher education in rebuilding Ukraine; Robert Schuman Centre for Advanced Studies, European University Institute, Florence
10/10/2024	Decision Tree Insights into EU Labour Market Convergence; Robert Schuman Centre for Advanced Studies, European University Institute, Florence
26-27/9/2024	Invited panel speaker on “Challenges and Learnings for Future Social Welfare Policy and Research” 50 th anniversary conference of the European Centre for Social Welfare Policy and Research, Vienna
4/6/2024	Invited academic consultant to discuss the Ukrainian Peace Formula in preparation for the Global Peace Summit in Switzerland, Office of the President of Ukraine
18-19/4/2024	Invited keynote on “Rebuilding Ukraine in Higher Education”; speaker on “Migration and EU Enlargement” on a special panel in honour of Klaus F. Zimmermann; and speaker in the Meet the Editors Session at the 47th EBES Conference co-hosted with GLO and FOM UAS, Berlin
21-23/3/2024	Invited keynote on “From Numbers to Dignity: Empowering Global Communities through Living Wages” and the convenor of the global launch of Living Wage Monitor, WageIndicator
4/3/2024	Invited Seminar on “The Impact of Repeated Mass Antigen Testing for COVID-19 on the Prevalence of the Disease”, Department of Land Economy, Cambridge University
28-30/11/2023	Key panel speaker at the Human Forum 2023: Strengthening democracy and civil society as a prevention of the growth of extremism, Banská Bystrica, Slovakia
9-11/10/2023	Invited key speaker (Class meeting Social Sciences and Humanities) at the Annual Conference of Academia Europaea Annual Meeting

3-5/7/2023	Invited keynote on “Enhancing Europe's Resilience and Prosperity by Leveraging Mobile Talent” at the 15th Joint IOS/APB/EACES Summer Academy on Central and Eastern Europe, Tutzing APB.
27/6/2023	Invited panelist at the “Future of Work and Inclusive Growth Annual Conference 2023”, an annual Conference of the Future of Work and Inclusive Growth project, Bruegel, Brussels.
31/5-1/6/2023	wiiw Spring Seminar 2023 & Friends of wiiw Anniversary Event, invited talk and panel discussion
17/11/2022	European Social Forum, invited panellist on “Young people in the post COVID-19 labour market: scarring effects, learning losses and emerging opportunities (ESDE 22)”
20-21/10/2022	Invited speech on “Higher Education in Central Europe: Opening up for Virtuous Circles along the Danube” at the Danube Conference for Higher Education, WU Vienna
22-23/9/2022	Invited speech at the CEU-wiiw Anniversary Conference on “Migrants and Labor Markets: Vicious or Virtuous Economics-Politics Cycles”
2/6/2022	Faculty of Social and Economic Sciences, Comenius University, professorial lecture on “Virtuous and Vicious Circles of Progress in Social and Economic Sciences in Slovakia: An Agenda for Frontrunners” at the faculty’s 20 th anniversary event
25/3/2022	WageIndicator Conference, “Gig Work: Grip on Pay <i>Challenges and Ways Forward</i> ”
17/3/2022	Orebro University, Welfare Migration: The Role of Access to Welfare
8/3/2022	Slovak Academy of Sciences, “Europe's migration experience and its effects on economic inequality”
14/2/2022	Harvard GrowthLab, Harvard Kennedy School: “How immigration grease is affected by economic, institutional and policy contexts: evidence from EU labor markets”
2021 – recurrent	WageIndicator Living Wages events
2021 – recurrent	WageIndicator Gig Work events
23-24/9/2021	CASE 30 th Anniversary Conference (panelist)
24/9/2021	Migration and telemigration in the gig economy (closing keynote)
18/10/2019	High-level Mastercard Executives’ meeting
2019	O.P. Jindal Global University, Sonipat/New Delhi, India
23-25/5/2018	Eurasian Business and Economics Society/Global Labor Organization Conference, Berlin
26/4/2018	Leibniz Institute for East and Southeast European Studies, Regensburg (seminar)
8/3/2018	Keynote lecture on Economic Perspectives on Mobility, MOVE Final Conference, Horizon 2020 project, University of Luxembourg, Luxembourg
19-23/6/2017	Presenter and invited session chair at the International Economic Association’s World Congress, Mexico City
15/6/2017	Lecture at the Joint Research Centre of the European Commission, Brussels
4/4/2017	Invited panelist at the discussion „Gegenwart und Zukunft der Arbeitnehmerfreizügigkeit in der EU“ at the Europa Club Uni, Wirtschaftsuniversität Wien, Vienna
8/9/2016	Invited seminar at the European Centre for Social Welfare Policy and Research, Vienna
1-2/9/2016	Invited speaker at the IMF/OCP Policy Center/Brunel University conference on Global Labor Markets, Paris

3-6/4/2016	“The myths and realities of the European migration challenge” Plenary speaker at the Regional Studies Association’s annual conference 2016, Graz
21/1/2016	A Review of Employment and Social Developments in Europe in 2015 (ESDE 2015) conference, panel on: Optimising Human Capital: skills development and the role of mobility and migration. European Commission, Brussels. (panel speaker)
4/12/2015	Do wages correspond to economic fundamentals in V4? Keynote speech at a conference at the Senate of the Czech Republic on the invitation by the President of the Senate Milan Stěch.
4/11/2015	Inclusive Growth and Employment in Europe, Institute of Economic Research, Slovak Academy of Science, Bratislava (plenary speaker)
30/9/2015	CEFE2015 - Central European Conference in Finance and Economics, Technical University in Košice. (keynote speaker)
23/9/2015	Counterfactual Impact Evaluation (CIE) Workshop, World Bank and European Commission, Budapest. (speaker)
22/9/2015	Immigration: Cost or Benefit? International debate in Budapest, Danube Institute. (panel speaker)
5/3/2015	“Migration data management – how data can be used for evidence-based policy making?” Panel Meeting on Migration Data Management and Migration Trends, Eastern Partnership Panel on Migration and Asylum, Budapest, Hungary (panel speaker)
17/12/2014	Puck Seminar, New York University, US. (seminar)
19/11/2014	European Union Program, Princeton University, Princeton, US (seminar)
3/10/2014	Department of Economics, Rutgers University, New Brunswick, US (seminar)
1/10/2014	Department of Economics, George Washington University, Washington, DC, US (seminar)
3/6/2014	“Eastern Diasporas in the EU: Challenges and Opportunities” at IZA/RAND Workshop: Mapping Diasporas in the European Union and the United States, Brussels, Belgium (panelist)
10/4/2014	“Roma Integration: Skills, Incentives, Policy Options” at NEUJOBS Validation Event: Employment 2025 - How Will Multiple Transitions Affect the European Labor Market?, Bonn (speaker)
14/2/2014	CEPS Expert Seminar: Re-Thinking Attractiveness of Labour Migration Policies - Comparative Perspectives on the EU, the USA, Canada and Beyond, Brussels (invited expert)
18/11/2013	“Roma labor policies: Can they be integrated?” at the launch of IZA World of Labor, Washington, D.C. (poster)
24/10/2013	“EaP Workers in EU Labor Markets: Unleashing Potentials for Mutual Gains” at the Tenth Meeting of the Eastern Partnership Platform 2: "Economic Integration and Convergence with EU Policies" hosted by the European Commission, Brussels (speaker)
21/10/2013	“Youth Employment in Western Balkans: Any lessons from the EU?” at a high-level Policy Dialogue, co-organized by the World Bank (WB), the Austrian Ministry of Finance (BMF), the Global Development Network (GDN) and the wiiw, Vienna (panelist)
10-11/10/2013	“Labor Mobility in an Enlarging EU - Could it Help Growing Out of the Crisis?” at the IZA Workshop on Labor Market Reforms during the Great Recession: Challenges and Opportunities, Brussels (speaker)

18/9/2013	Book presentation (International Handbook on the Economics of Migration). Chapter on “Labor Mobility in an Enlarged European Union”, Warsaw, Poland (invited contributing author)
26-28/8/2013	“The effect of presenting online minimum wage and living wage” at the 5 th Global WageIndicator Conference, Amsterdam (speaker)
11-12/7/2013	“Migration and Asylum: Introduction” at the IZA/VEF Workshop: A European Labor Market with Full Employment, More Income Security and Less Income Inequality in 2020, Bonn (speaker)
14/5/2013	“Migration as an Adjustment Mechanism in a Crisis-Stricken Europe” at the EMN Ireland conference “Migration During and After Economic Crisis”, Dublin (speaker)
28/5/2013	“Third-country workers in the EU: Challenges and opportunities” at the EPC Single European Labour Market Project Conference “Making progress towards the completion of the Single European Labour Market”, Brussels (panelist)
22/5/2013	“Governing Mobility in Europe: Challenges and Opportunities” at the “Demographic change, migratory and labour market processes in South East Europe” SEEMIG conference, Hungarian Central Statistical Office, Budapest (speaker)
31/1/2013	“Labor mobility in an enlarged European Union” at the conference on “European labour markets in (the) crisis: Is there light at the end of the tunnel?” organized by the European Trade Union Institute, Brussels. (panelist)
1/12/2012	“Celebrating and Reviewing 15 Years of IZA”, Washington, DC. (panelist)
22-23/11/2012	Friedrich Ebert Stiftung – Társi conference on “Hungary: where do we stand in 2012? A conference on economic conditions and social cohesion”. (discussant)
14/11/2012	“Migrants and their contribution to social protection systems”, at the conference on "Mobility - how to make it work? Towards a new European paradigm on migration" organized by the Greens/European Free Alliance at the European Parliament, Brussels. (speaker)
30/10/2012	“Post-enlargement free mobility of labor: a view from the sending countries”, testimony before the „Advisory Committee on Free Movement of Workers“ of the European Commission, Employment, Social Affairs and Inclusion DG, Brussels. (invited expert, np)
22/10/2012	“Post-enlargement mobility in the EU: Opportunities, challenges” at the European Commission conference „EU Single Market: Together towards New Growth?“, Bratislava. (panelist)
20-23/8/2012	“Social and labor market inclusion of migrants: Myths and veracities in the EU,” at the EMN Educational Seminar “Migration Globally and Locally”, Bratislava. (lecture)
31/5/2012	“Ethnic Diversity in European Labor Markets: Challenges and Opportunities,” University of Denver, Center for the Study of Europe and the World, and the Colorado European Union Center of Excellence at the University of Colorado Boulder. (lecture)
23-24/4/2012	“Unemployment Benefits and Immigration: Evidence from the EU”, at the workshop on “Moving for work - temporary and permanent labour migration”, Fafo, Oslo. (speaker)

29/2/2012	“Improving the Governance of International Migration: Closing the Gap between Theory and Practice” School of Public Policy and International Affairs, CEU, Budapest (roundtable discussant)
9/2/2012	“Employment and Social Developments in Europe Review 2011”, European Commission, DG EMPL, Brussels. (panel discussant)
24/10/2011	“Unemployment Benefits and Immigration: Evidence from the EU” at the workshop “Immigration in OECD countries: fiscal impact and public opinion”, co-organized by OECD and CEPII in Paris (speaker)
13-14/10/2011	“Ethnic Diversity in European Labor Markets” at the workshop “Economy and Society Development in China and the World” co-organized by the Institute of Ethnology and Anthropology of the Chinese Academy of Social Sciences, Minzu University of China, and Swedish International Development Cooperation Agency (SIDA) in Beijing (speaker)
27/6/2011	“Challenges for Labor Market Integration in Hungary: Opportunities and Limits for Third Country Nationals”, CEU/British Council/British Embassy/Panta Rhei/Szubjektiv.org conference, CEU, Budapest (speaker)
18-19/4/2011	“Migration in Europe: Challenges and Opportunities”, European Public Policy Conference 2011, CEU, Budapest. (keynote speaker)
14/4/2011	“Equal Opportunities - Education - Labour Market: Whose responsibility?”, CEU/British Council/British Embassy/Menedék Foundation conference, CEU, Budapest, Hungary (keynote speaker)
13/4/2011	University of Vienna, Austria (seminar)
10/3/2011	Európa 2020, Európska platforma na boj proti chudobe, European Commission (Representation to Slovakia) and Slovak Governance Institute, Bratislava, Slovakia (speaker)
30/11/2010	“Monitoring and Evaluation of Roma Projects and Policies”, European Commission, DG Regional Policy, Brussels, Belgium (speaker)
19/11/2010	“The Czech and Slovak Economies: 17 Years After”, European Commission, DG Economic and Financial Affairs, Brussels, Belgium (key speaker)
7/5/2010	Social Situation Observatory – Network on Income distribution and living conditions. The relative Position of Migrants. Brussels, Belgium (speaker)
8-9/3/2010	“Guidance Workshop on Managing Migration”, CMI, World Bank, Marseille, France (panelist)
7/12/2009	“Immigration within the EU, the Labour Market and Economic Growth”, European Institute for Public Administration, Maastricht, the Netherlands (speaker)
16-17/10/2009	“Demographischer Wandel und Migration: Risiken und Chancen für Europa?”, Akademie für Politische Bildung Tutzing, Germany (speaker)
21/9/2009	Department of Economics and Business, Aarhus University, Aarhus, Denmark (seminar)
3/12/2008	Deutsche Gesellschaft für Demografie Workshop: Migrations- und Integrationsforschung im Spannungsfeld der Politikberatung, Bremerhaven, Germany (speaker)
22/10/2008	“Labour economics and its implication for Slovakia“, Inštitút zamestnanosti, Bratislava, Slovakia (speaker)
7-8/7/2008	OECD Workshop “Future of International Migration”, Paris, France (invited expert)
13/3/2008	CERGE-EI, Charles University, Prague, Czech Republic (seminar)

25-26/2/2008	XII. International Steering Committee Meeting, Decade of Roma Inclusion (panelist)
12/2/2008	Department of Economics, University of Tartu, Estonia (seminar)
16/9/2004	AIAS, University of Amsterdam, Netherlands (seminar)

OTHER CONFERENCE, WORKSHOP AND SEMINAR PRESENTATIONS

12-13/9/2024	Slovak Economic Association Meeting 2024
27-30/6/2024	ILERA World Congress 2024, New York, US
11-15/12/2023	International Economic Association World Congress; Medellin, Columbia
13-14/9/2023	Slovak Economic Association Meeting 2023
20-22/6/2023	SASE Annual Meeting 2023, Rio de Janeiro, Brasil
15-16/9/2022	Slovak Economic Association Meeting 2022
3-4/9/2021	Slovak Economic Association Meeting 2021
21-23/9/2018	Slovak Economic Association Meeting 2018
29-30/9/2017	Slovak Economic Association Meeting 2017
14-17/6/2017	ESPE 2017, Glasgow
27-28/5/2016	Joint Annual Meeting of the Austrian Economic Association and the Slovak Economic Association 2016
3/10/2015	“How Immigration Grease Is Affected by Economic, Institutional and Policy Contexts: Evidence from EU Labor Markets” SEAM 2015, Kosice, Slovakia
2-3/10/2015	Slovak Economic Association Meeting 2015
13-14/6/2014	“Post-enlargement mobility and the crisis: the case of Slovakia” and “Workers from Eastern Partnership countries in EU Labor Markets: Unleashing potentials for mutual gains”, Bratislava Economic Meeting 2014
25-26/11/2013	“Workers from Eastern Partnership countries in EU Labor Markets: Unleashing potentials for mutual gains” and “Labor mobility in an enlarged European Union” at the 6 th IZA/ASE workshop on EU Enlargement and the Labor Markets, Bucharest, Romania
7-8/6/2012	Bratislava Economic Meeting 2012
31/5-2/6/2012	Varieties of Capitalism and Responses to the European Employment Crisis, Josef Korbel School of International Studies, University of Denver, USA
10/10/2011	Európska platforma boja proti chudobe, Slovak Governance Institute workshop within Európa 2020 series
22-24/9/2011	EALE Conference, Pafos, Cyprus
1-2/7/2011	4 th IZA workshop on EU Enlargement and the Labor Markets, “Migration, Crisis, and Adjustment in an Enlarged E(M)U”, CEU, CEUR, Budapest
22/10/2010	Political Economy Research Group Lecture, CEU Budapest, Hungary
21/10/2010	FES/IZA conference: Ethnic Diversity in European Labor Markets: Challenges and Solutions for Slovakia and Europe, Bratislava, Slovakia
14/9/2010	IMISCOE: Migrant Employment and Legal Status in Europe, Liege, Belgium
24-26/6/2010	Bratislava Economic Meeting 2010
3-4/2010	Active Inclusion of Migrants country workshops 15/3/2010 Bonn, Germany 2/4/2010 Paris, France 9/4/2010 Milan, Italy
10-13/9/2009	EALE Conference, Tallinn, Estonia

15-18/7/2009	SASE Conference, Paris, France
6-12/2009, 4/2011	IZA on Tour 2009/2011: EU Labor Markets after Post-Enlargement Migration: Lessons, Challenges and the Economic Crisis. A series of book launch events worldwide (with Klaus F. Zimmermann): 25/6/2009: Economic Seminar, DG ECFIN, European Commission; 24/6/2009: Berlin Lunchtime Meeting, DIW, Berlin (with Thomas Hanke and Olaf Scholz); 23/7/2009: CSIS book launch, Washington DC; 2/9/2009: Stockholm University (with Eskil Wadensjö and Maria Åsenius); 3/9/2009: ESRI Dublin (with Alan Barrett); 11/9/2009: University of Latvia, Riga. (with Mihails Hazans, Tatjana Koķe and Andris Bērziņš); additional presentations of the book: 7/12/2009 European Institute for Public Administration, Maastricht; 13/4/2011 University of Vienna; 14/4/2011 CEU Budapest
26-27/6/2009	International Conference, Warsaw School of Economics, Warsaw, Poland (np)
11-13/6/2009	ESPE Conference, Seville, Spain (np)
30/11-1/12/2008	IZA 10 th Anniversary Conference: Frontiers in Labor Economics, Bonn, Germany
27-31/10/2008	The 13 th International Metropolis Conference, Bonn, Germany
18-20/9/2008	EALE 2008, Amsterdam, Netherlands
27-31/8/2008	EEA-ESEM 2008, Milan, Italy
19-21/6/2008	ESPE Conference, London, UK
12/6/2008	Bratislava Economic Meeting 2008
12/3/2008	Berlin Lunchtime Meeting, DIW, Berlin (with Amelie F. Constant, Rita Süßmuth, and Klaus F. Zimmermann)
4-6/1/2008	ASSA Annual Meeting, ACES, New Orleans, USA
23-24/11/2007	3rd Integrated Conference of the Volkswagen Study Group on Migration and Integration: The Interface Between Migration Research and Policy Making, Bonn, Germany
4/11/2007	IV. IZA Prize Conference: Frontiers in Labor Economics, Berlin, Germany
28-30/6/ 2007	SASE 2007 Conference, Copenhagen, Denmark
14-16/6/ 2007	ESPE Conference, Chicago, USA (np)
8-10/3/2007	III. IZA Migrant Ethnicity Meeting, Washington, DC, USA
8/11/2006	III. IZA Prize Conference: Frontiers in Labor Economics, Berlin, Germany
23-29/6/2006	XVI. ISA World Congress, Changing Patterns of Inequality and Development, Durban, South Africa
30/6-2/7/2006	SASE Conference, Trier, Germany
22-24/6/2006	ESPE Conference, Verona, Italy
20-21/5/2006	IZA Annual Migration Meeting, Bonn, Germany
14-16/5/2006	II. IZA Migrant Ethnicity Meeting, Bonn, Germany
11-12/9/2005	IZA Annual Migration Meeting, Chicago, USA
30/6-2/7/2005	SASE Conference, Budapest, Hungary
28-29/5/2005	I. IZA Migrant Ethnicity Meeting, Bonn, Germany
7-9/1/2005	ASSA Annual Meeting, Philadelphia, USA
8-9/10/2004	9 th SPiE Annual Meeting, ISCTE, Lisbon, Portugal
1998	CEP Student International Conference, Budapest, Hungary

LANGUAGES**

Slovak Native

English	Fluent (Listening: C2, Reading: C2, Spoken Interaction: C2, Spoken Production: C2, Writing: C2)
Czech	Fluent (Listening: C2, Reading: C2, Spoken Interaction: C1, Spoken Production: C1, Writing: C1)
German	Near-fluent (Listening: C1, Reading: B2, Spoken Interaction: B2, Spoken Production: B1, Writing: B1)
Dutch, Russian, French, and Polish: Intermediate	

** Language skills evaluated using European Levels Self Assessment Grid