

SZILVIA BORBÉLY SENIOR ADVISOR



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Relevant research fields

- Labour market and tools, atypical forms of work, platform economy
- Industrial relations, social dialogue, social partners' interest reconciliation
- Health and safety, workplace stress
- Collective and wage bargaining
- Equal opportunities, gender issues (labour market inequalities, gender wage gap)
- Social Europe
- Life long career guidance, life long learning
- Economic growth, theories of growth, models of development, sustainable growth

Education

- 1984-1988 Hungarian Academy of Sciences (MTA), PhD, World Economics
- 1981-1983 Karl Marx University of Economics, Budapest Hungary, Dr. oec. in Scientia Oeconomiae Universalis
- 1976-1981 Karl Marx University of Economics, Budapest Hungary, Master of Science, World Economics

Employers and occupation

- 1981- Theoretical Research Institute of Trade Unions (SZEKI) until 1989, later Economic and Social Research Institute of Trade Unions (SZGTI) until 2001 and later Economic and Social Research Institute of Trade Unions Public Benefit Foundation, researcher, later senior researcher and project manager
- 2003-2005: European Trade Union Confederation (ETUC), expert (parttime)
- 1998-2000: Hungarian Academy of Sciences, Regional Research Center, Department of Budapest, senior researcher (parttime)
- 1996-2006: European Integration Commission of Hungarian Trade Unions, Budapest-Brussels (parttime)
- 1992: University College Dublin Centre for European Economic and Public Affairs, CEEPA, Dublin, EU Commission ACE Fellow
- 1975-1981: Csepel Machine Tool Factory, professional translator
- 1973-1975: Talleres Ferroviarios de Camagüey, Cuba, translator

Languages

- English: good

- Spanish: very good
- Russian: good
- Italian: intermediate

Social positions, delegated memberships

- 2005- Economic and Social Research Institute of Trade Unions Public Benefit Foundation, member of the board
- 2005-2015 – European Trade Union Confederation (ETUC) Collective bargaining Coordination Committee, member delegated by the employees' side of the National Interest Reconciliation Council (OÉT)
- 2009-2011 – National Career Guidance Council, member delegated by the employees' side of the National Interest Reconciliation Council (OÉT)
- 2007- 2010 - EU Advisory Committee on Safety and Health at Work, deputy member delegated by the employees' side of the National Interest Reconciliation Council (OÉT)

Teaching, training tutoring activity

- 2014 -2018, ZSKF, associate college professor, external lecturer, topic social dialogue
- 2008-2009, SZGTI Foundation, adult education trainer Carrier Guidance project
- 1994-2003, College of Trade and Hotelery, Budapest, external lecturer and tutor, topic Social Europe
- 1999 2nd semester, University College Dublin CEEPA, Economic transition in Central and Eastern Europe Lecturing in Masters Degree course in European Economic and Public Affairs, topic 'Transition in Eastern and Central Europe

Project management experience

- 2015-2016 WITA-GPG project - JUST/2013/Action Grants - No 400004929), University of Amsterdam WITA-GPG (With Innovative Tools Against Gender Pay Gap) – managing national contribution, <http://www.wageindicator.org/documents/publicationslist/publications-2016/borbely-s-2016-gpg-clauses-in-collective-agreements-including-summaries-of-the-discussions-in-the-trade-unions-report-october-2016-wita-gpg-project-wageindicator-foundation-amsterdam>
- 2013-2014: VEYAN-2012/104568 - Improving social dialogue in health and safety, EEA and Norway Grants - Decent Work, Innovation Norway, http://szakszervezet.net/images/dokumentumok/szakanyagok/2_project_summary.pdf; <http://szakszervezet.net/hu/projekt-nyitooldal>
- 2010-2011 - TÁMOP-5.5.1/A-10/1-2010-0024 - In good track! Adopting good practices for labour market integration an equal opportunities
- 2009 - FSZH-1258/2009-400/4150 – Dealing with problems of industries employing mainly women, Labour Market Fund Adult Training Part, Hungary, www.palyatanacsadok.hu
- 2008-2009 – Labour Market Fund, Labour market and career guidance counselling and training development
- 2005-2009 – EQUAL-2.3.1.-2005-10-0002/1.0, EQUAL H005 - eSolution: Equal Wage for Equal Work", ESF

Expertise in projects

- VP/2015/003/0031 Open-EWC – Making TNC more transparent, inclusive and accessible to employee involvement, 2016-2017, FILCAM-CGIL

- VS/2015/0339 Social dialogue in the social service sector in Hungary, case study, PESSIS 3: Promoting employers' social services organisations in social dialogue, PSIRU Greenwich University, 2016
- VP 2013/001/0149, CAWIE II, Collectively agreed wages in the new European economic governance- alternative views and perspectives HIVA KU Leuven, 2014, Chapter on Central- and Eastern Europe: <http://www.etui.org/Publications2/Books/Wage-bargaining-under-the-new-European-Economic-Governance>
- VP-2013-001-0113, Younion: Union for Youth, ADAPT Italy, 2014, http://moodle.adaptland.it/pluginfile.php/20456/mod_resource/content/1/02_hungary.pdf
- <http://archiv.szakszervezetek.hu/html/2015/younion2.pdf>
- VP/2011/003/0133 /Information & Consultation about LEAN Principles in Manufacturing, GMB Scotland, MSZOSZ, Workbase, ÉDSZ, 2012
- VP2010/003/0152 'Information & Consultation for High Performance', GMB Scotland, MSZOSZ, Workbase, ÉDSZ, 2011
- VP/2009/003/0208 - Joint Training and learning for Sustainable Information & Consultation, GMB, Workbase Scotland and MSZOSZ, ÉDSZ 2009
- ETUI-REHS, Brussels (2007-2008) Participation in Migration project. Institutional role and policy of social stakeholders in migration process http://www.ashgate.com/default.aspx?page=637&calcTitle=1&title_id=10545&edition_id=12012
- VS/2006/0678 - EU Information and Consultation Project, Effective information and consultation processes, supporting the anticipation of change – the mutual benefits for employees and organisation, GMB Scotland, Workbase, MSZOSZ , 2006-2007
- VS/2003/0346 Services of General Economic Interest and EU enlargement, 2003-2004, European Commission/ETUC, https://www.etuc.org/IMG/doc/Synthesis_EN.doc
- VS/2003/0346, ETUC/CEEP Service Contract (2003-2004) Services of General Economic Interest and EU enlargement https://www.etuc.org/IMG/doc/Synthesis_EN.doc

Freelance researcher and consultant experiences

- BEHSCI (Behavioural Science Institute, University of Semmelweis, participation in the preparation of Gender and health task group and preparation of a report for WHO Commission for a European Review of Social Determinants of Health and the Health Divide, 2011 November-2012 February
- Institute of Growth, Budapest (1998-2001) Privatisation, Pension system, Factors of dynamics, Information society, sustainable tourism, wellness tourism, health tourism
- Institute of Privatisation and State property Agency, Budapest (1993-1997) Privatisation; foreign investments; enterprise case studies http://www.europe-ltd.com/mihalyip/privatis/HU_A_gazdasag_allamtalanitasa.pdf
- Hungarian Parliament (1994-1997) responsible for preparing macroeconomic laws, privatization, budget preparing

Selected Publications and studies in English and Spanish

- Szilvia Borbély, Csaba Makó and Miklós Illéssy (2020): Trade union strategies toward platform workers: Exploration instead of action, October 2020 p.40, Crowdwork: finding new strategies to organise Europe, VP/2018/004, <https://crowd-work.eu/project/>
- Szilvia Borbély, László Neumann (2019) Neglected by the State: The Hungarian Experience of Collective Bargaining, Chapter 14 in Mueller, Torsten & Vandaele, Kurt & Waddington, Jeremy ed. (2019) Collective bargaining in Europe: Towards an endgame, p. 295-314, ETUI

project code: 1751-209-31 <https://www.etui.org/Publications2/Books/Collective-bargaining-in-Europe-towards-an-endgame.-Volume-I-II-III-and-IV>

- Szilvia Borbély, Pablo Sanz de Miguel, Julia Frías, Maria Caprile, Carsten Jørgensen, Katalin Bácsi, and Karsten Kruger (2019) Trade union strategies in the EU to address trade union members' and workers' growing propensity to vote for right wing populists and nationalists, Study, 03/06/2019, European Economic and Social Committee, 978-92-830-3407-0 , <https://www.eesc.europa.eu/en/our-work/publications-other-work/publications/trade-union-strategies-eu-address-trade-union-members-and-workers-growing-propensity-vote-right-wing-populists-and>
- Szilvia Borbély, Manuela Samek Lodovici, Serena Marianna Drufulca, Nicola Orlando, Chiara Crepaldi, Flavia Pesce, Spyros Koulocheris (December 2017) [Integration of Refugees in Greece, Hungary and Italy – Comparative analysis, European Parliament, Directorate General for Internal Policy department, IP/A/EMPL/2016-18, PE 614.194](#) [https://www.europarl.europa.eu/RegData/etudes/STUD/2017/614194/IPOL_STU\(2017\)614194_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2017/614194/IPOL_STU(2017)614194_EN.pdf)
- Szilvia Borbély (2016) Mobility for professionals and qualified employees of SMEs Country report Hungary MobiliseSME - EaSI-Progress Programme CEA-PME, Brussels, p. 29, March 2016
- Szilvia Borbély (2016) Social dialogue in the social service sector in Hungary, Country case study, PESSIS 3: Promoting employers' social services organisations in social dialogue VS/2015/0339, PSIRU Greenwich University, 2016 May, p. 57, http://www.palyatanacsadok.hu/html/utmutato/PESSIS_3_Report_Hungary_report.pdf
- Szilvia Borbély (2016) With Innovative Tools Against the Gender Pay Gap, August-October 2016, p.9, WITA-GPG JUST/2013/Action Grants (Nr 4000004929), <https://wageindicator.org/documents/publicationslist/publications-2016/borbely-s-2016-innovativ-eszkozokkal-a-nok-es-ferfiak-bere-kozotti-szakadek-csokkenteseert-oktober-2016-wita-gpg-project-wageindicator-foundation-amsterdam>
- Szilvia Borbély (2016) Netherlands Gender Pay Gap, WITA-GPG in NL and English, p. 11 <https://wageindicator.org/Wageindicatorfoundation/publications/2016/borbely-s-2016-netherlands-gender-pay-gap-gpg-wita-report-en>
- Szilvia Borbély (2016) Spain Gender Pay Gap, WITA-GPG, <https://wageindicator.org/Wageindicatorfoundation/publications/2016/borbely-s-2016-spain-gender-pay-gap-gpg>
- Szilvia Borbély (2016) GPG clauses in collective agreements, WITA-GPG research report
- Szilvia Borbély (2015) Local Industry and Municipal Workers' Union 2000 (HVDSZ 2000) Present and future, 2015, ISBN 978-963-12-2390-3
- Szilvia Borbély, László Neumann (2015) Similarity and diversity in the development of wages and collective bargaining in Central and Eastern European countries - a comparison of Hungary, Slovakia and the Czech Republic, pp.169-220, in 'Wage bargaining under the new Economic Governance', ed. Guy Van Gyes and Thorsten Schulten, ETUI, Brussels, ISBN 978-2-87452-373-1, ISBN 978-2-87452-380-9 (pdf), VP 2013/001/0149, CAWIE II, ETUI 2015 <http://www.etui.org/Publications2/Books/Wage-bargaining-under-the-new-European-Economic-Governance>
- Szilvia Borbély (2015) Inventory of trade union GPG policies and activities in EU-28+1, September 2015, p. 97, WITA-GPG JUST/2013/Action Grants (Nr 4000004929), <https://wageindicator.org/Wageindicatorfoundation/publications/2015/inventory-of-trade-union-gender-pay-gap-policies-and-activities-in-eu-29-countries-wita-gpg-september-2015>
- Szilvia Borbély (2015) 10 GPG clauses in collective agreements, August 2015, WITA-GPG JUST/2013/Action Grants (Nr 4000004929), <https://wageindicator.org/documents/wita-gpg/10-gender-pay-gap-clauses-in-collective-agreements.pdf>

- Szilvia Borbély (2015) Hungary: country Gender Pay Gap. With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) - JUST/2013/Action Grants (No 4000004929), p. 26. <https://wageindicator.org/documents/publicationslist/publications-2016/borbely-s-2016-magyarország-a-nok-es-ferfiak-bere-kozotti-szakadek-wita-gpg-hu-january-2016>
- Szilvia Borbély, László Neumann (2014) Union for youth: country case study Hungary, VP-2013-001-0113, Younion: Union for Youth, p. 35. <http://archiv.szef.hu/lapok/1994/csatolmany>
- Szilvia Borbély (2011) Satisfaction with life in general, according to the Hungarian Berbarometer/Wagindicator database, December 2011, Wageindicator Data Report, wageindicator.org, MARMOL Research Budapest
- Szilvia Borbély (2011) Satisfaction indicators: earnings and job, according to the Hungarian Berbarometer/Wagindicator database, December 2011, Wageindicator Data Report, wageindicator.org, MARMOL Research Budapest
- Szilvia Borbély, Jozefa Barreto (2011) On the good track – Developing and adopting good examples for labour market integration and the enhancement of equal opportunities. The employment profile of the North Great Plain Region. MARMOL Research Budapest, <https://wageindicator.org/documents/publicationslist/publications-2011/Employment-profile-North-Great-Plain-Region.pdf>
- Szilvia Borbély, Jozefa Barreto (2011) On the good track – Developing and adopting good examples for labour market integration and the enhancement of equal opportunities. Employment profile in the North Hungarian region. MARMOL Research Budapest <https://wageindicator.org/Wageindicatorfoundation/publications/2011/the-employment-profile-of-the-north-hungarian-region.-budapest-hungary>
- Szilvia Borbély, Jozefa Barreto (2011) On the good track – Developing and adopting good examples for labour market integration and the enhancement of equal opportunities. Labour market situation in the South Great Plain region. MARMOL Research Budapest <https://wageindicator.org/Wageindicatorfoundation/publications/2011/the-employment-profile-of-the-south-great-plain-region.-budapest-hungary>
- Szilvia Borbély (2010) Social Dialogue and Recession in the Banking Sector. Hungary. European Foundation for the Improvement of Living and Working Conditions, IRES Emilia Romagna Project No: 0460, December 2010, p. 36
- Szilvia Borbély (2010) The role of the institutional context for participation and interest representation in Hungary and beyond, in: Garibaldi, Francesco / Telljohann, Volker (eds.) The Ambivalent Character of Participation New Tendencies in Worker Participation in Europe Series: [Arbeit, Bildung & Gesellschaft](#) - Volume 20 Year of Publication: 2010 Frankfurt am Main, Berlin, Bern, Bruxelles, New York, Oxford, Wien, 2010. 715 pp., num. fig. and tables ISBN 978-3-631-58943-4 hb
- Szilvia Borbély (2010) Job market of renewable energy as a job market for women. Job market of renewable energy in Hungary, p. 10, Gefördert durch das Ministerium für Arbeit Soziales, Frauen und Familie aus Mitteln des Europäischen Sozialfonds und des Landes Brandenburg, DGB
- Szilvia Borbély (2009) Policies and practices to cope with issues arising from labour migration: the role of governments, social partners. The case of Hungary. in: EU Labour Migration since Enlargement. Trends, impacts and policies. Edited by Béla Galgóczi, Janine Leschke and Andrew Watt, London, 2009 Ashgate, ISBN: 978-0-7546-7684-3 http://www.ashgate.com/default.aspx?page=637&calcTitle=1&title_id=10545&edition_id=12012
- Szilvia Borbély (2008) Wages and collective bargaining trends in Hungary, in: Wages and wage bargaining, Developments since the mid-1990s, edited by Béla Galgóczi and Maarten

Keune ETUI Brussels, 2008, <https://www.etui.org/publications/books/wages-and-wage-bargaining-in-europe>

- Szilvia Borbély (2007) Gender wage gap, Belgium. Hungary, the Netherlands. 1st Joint research report, 2007, SZGTI Foundation, ed. ISBN 978-963-3810-4, <http://www.berbarometer.hu/main/hirek/TCA-1-angol-PDF.pdf>
- Szilvia Borbély (2007) Working conditions of women and men, Belgium. Hungary, the Netherlands, II. Joint Research report, 2007, SZGTI Foundation, ed., ISBN 978-963-06-388, <http://www.vrouwenloonwijzer.be/document/EQUAL-TCA-II-joint-paper-final3 def.doc>
- Szilvia Borbély (2006) Collective bargaining and working time: Hungary, pp. 143-149, in: Collective bargaining on working time, Recent European experiences, edited by Maarte Keune and Bela Galgoczi, ETUI-REHS, 2006
- Szilvia Borbély (2004) Hungary, in Collective bargaining in Europe 2003/2004, edited by Ronald Janssen and Béla Galgóczi, European Trade Union Institute, 2004, pp. 157-167
- Szilvia Borbély (2004) Les services d'interet general (SIG) et élargissement de l'UE, CES-CEEP, May 2004, p.60 , <https://www.etuc.org/fr/publication/services-dinterets-generaux-sig-et-elandissement-de-lue>
- Szilvia Borbély (2003) The economic rights of women and the status of women on the labour market in Hungary, October 2003, p33, Seeline (SEELINE (South Eastern European Legal Initiative))
- Szilvia Borbély (2002) Synthesis on national studies on the promotion of lifelong learning, ETUC-Infopoint, 2002, Brussels, p. 35
- Szilvia Borbély, Beáta Nacsa et. al. (2001) Atypical jobs in the Hungarian labour market. European Mirror Workshop studies, No. 72, ISSN 1416-6151 pp 66-67. http://static.hlt.bme.hu/laky/Paper/atypical_intro.pdf
- Szilvia Borbély (2001) *Le système de sécurité sociale en Hongrie, Revue Belge de Sécurité Sociale, numéro spécial, 2001 (in French)*
- Szilvia Borbély (2001) Social security system in Hungary and some of the problems in view of adhesion, Belgian Review of Social Security, 2001, special issue, volume 43, pp. 139-175 (in English)
- Szilvia Borbély (2001) Industrial disputes in Hungary, South-East Europe Review, SEER, Baden - Baden, ISSN 1435-2869, 2001 April, pp. 51-73
- Szilvia Borbély (2001) Hungría: la ampliación de la Unión Europea y los sindicatos, Papeles del Este, no 2 (2001), Universidad Complutense de Madrid, ISSN 1576-6500, p. 16 <http://www.ucm.es/BUCEM/cee/papeles/02/09.pdf>
- Szilvia Borbély (2000) Hungary: EU enlargement and the trade unions, South East Europe Review, SEER, Baden - Baden, ISSN 1435-2869, 2000, pp.97-109,
- Szilvia Borbély, Jozefa Barreto (1995) Mujer y pobreza en Hungría, Cuadernos del Este, Madrid, numero 16, 1995, pp.63-71
- Szilvia Borbély (1994) Bottom-up privatization. Finance and role of employers and workers organizations, ILO Workshop, 1994, Geneva, ILO, pp. 141-149
- Szilvia Borbély (1994) World market integration and economic stabilization in Hungary. Irish parallels and messages. Dublin, University College Dublin, CEEPA, 1994, p.50; http://aei.pitt.edu/7459/01/1994_V7_1.pdf
- Szilvia Borbély (1994) Vías de la modernización y callejones sin salida en la evolución de América Latina, presentación en conmemoria de Mariategui, Szeged, 1994, JATE
- Szilvia Borbély (1991) Un Concepto Económico y Social latinoamericano. El Modelo Prebisch-Cepal. Universidad Simón Bolívar Instituto de Altos Estudios de América Latina, Fundación

Bicentenario de Simón Bolívar, Caracas, 1991, p.203. ISBN 980-237-052-5;
<http://190.169.28.21/cgi-bin/koha/opac-detail.pl?biblionumber=93628>