

CURRICULUM VITAE  
**MARTIN KAHANEC**

**PERSONAL INFORMATION**

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**PROFESSIONAL POSITIONS AND ACTIVITIES**

Central European University, Budapest, Hungary

2012 – present Associate Professor (tenured)  
2010 – 2011 Assistant Professor  
2013 – 2014 PhD Track Representative (Public Policy)

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

2012 – present Visiting Research Fellow  
1-12/2009 Deputy Director of Research and member of the Executive Board  
2007 – present Deputy Program Director, Migration Program Area  
2007 – 2012 Senior Research Associate  
2006 – present Coordinator of the research sub-area “EU Enlargement and the Labor Markets”  
2005 – 2006 Research Associate

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

2008 – present Co-Founder and Scientific Director

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

2012 – present Managing Editor, IZA Journal of European Labor Studies  
2013 – present Associate Editor (since October 2013); Guest Editor (2009, 2013),  
2009, 2013 International Journal of Manpower  
2012 – present Founder and Editor-in-Chief, CELSI discussion paper and research report series  
2010 – 2015 Editorial Committee Member, Transfer: European Review of Labour and Research

Other	
2015 – present	Scientific Board, Faculty of National Economy, University of Economics in Bratislava
2015 – present	Scientific Board, Faculty of Economics, Matej Bel University in Banská Bystrica
2014 – present	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 – present	Member of the Committee for research area 8.2 Economics and Management of the Slovak Accreditation Commission
2008 – present	Founding member, Fellow (since 2010), elected Vice-Chairman (since 2012, re-elected 2014), elected Chairman of the Supervisory Board (2010-2012), Slovak Economic Association
2010 – present	Founder and organizer of Bratislava Economic Fair, co-founder of Bratislava Economic Meeting
2011 – 2013	Member of the Academic Board, MyPhD, Fridrich Ebert Stiftung.
2008 – 2012	Member of the Evaluation Committee of Experts (HESO - Evaluation of Economic and Social Measures), INEKO, Slovakia

#### **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

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 No. 1 economic research organization in Slovakia according to RePEc (<http://ideas.repec.org/top/top.slovakia.html>)

#### **Scholarships and Individual Grants**

2015	CEU research grant to study the role of self-governance for work efforts of Roma and non-Roma
8/2014 – 1/2015	CEU financial support during sabbatical at Harvard University

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)
9/2003	Ronald Coase Institute Workshop Grant
2004	Marie Curie Trainee Positions and Scholarships at ECARES
2000 – 2001	CERGE-EI Charles University Scholarship
2000, 2001	CERGE-EI Charles University performance stipend (top 10%, 2x)
2000	Austrian National Bank Research Scholarship
Spring 2000	CEU Research Grant
1998 – 2000	Soros Foundation Grant, CEU Full Scholarship
1995, 1996, 1997	Comenius University, performance stipend (3x)
1996, 1997, 1998	Student Loan Foundation and Comenius University Loan Grant, merit based (3x)
Other	
2002 – 2005	Leader of the Seminar Group of the Graduate Student Society, Tilburg University
2000 – 2001	Student representative at CERGE-EI Prague
1997 – 1998	Elected student representative at the Academic Senate of FMCU
1997 – 1998	Delegate of the Academic Senate at the Dean’s Council of FMCU

#### TEACHING AND SUPERVISION

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

2010 – present	Central European University, Department of Public Policy (DPP)
	Master level
	“Economic Analysis of Labor and Population Policy”
	“Microeconomics for Public Policy” (core course)
	“Macroeconomics for Public Policy” (core course)
	PhD level:
	“Public Administration”
	“Economic Analysis of Labor and Population Policy” (advanced topics)
	MA and PhD supervision
	* Anonymous student evaluation 2012/13, 0-10 scale, max = 10.
	<b>Course/</b> Departmental average; <b>Teacher/</b> Departmental average
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”
	Teaching at Summer Schools and Guest Lectures
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”
- 2012 Summer University, CEU, Budapest  
“Labor Migration – Immigrants and the welfare state: Overuse and abuse?”  
“Social and labor market integration of migrants”  
“Labor mobility in an enlarged European Union”
- 2011 Letná škola etnických a migračných štúdií - 2. ročník (2<sup>nd</sup> 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/RECWOWE)  
“Managing diversity in European labor markets: the case of Roma people”  
“Immigrant inclusion into welfare”

#### **PROJECTS AND ADVISING**

- 2014 – present IZA-Randstad project: “People to jobs, or jobs to people?”, team leader
- 2013 – present Advisory Board member, KING, co-funded by the European Commission – DG Home Affairs and Fondazione ISMU.
- 2013 – present 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 – present “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**

- 2013 Book Review of *Ethnic Diversity in European Labor Markets: Challenges and Solution* (Edward Elgar, 2011) by Donella Caspersz, *E-Journal of International and Comparative Labour Studies*, Vol. 2, No. 2, (May-June 2013).
- 2012 – 2014 “Unemployment Benefits and Immigration: Evidence from the EU”, published in *International Journal of Manpower* (2013) discussed in media including the Economist, the Guardian, Handelsblatt, Die Welt, SME and live interview by BBC World TV.
- 2011 *EU Labor Markets after Post-Enlargement Migration* (Springer, 2010) selected as "Noteworthy in Industrial Relations and Labor Economics" by Princeton University for 2010
- 2011 Book Review of *EU Labor Markets after Post-Enlargement Migration* (Springer, 2010) by Anders Paalzow, *Baltic Journal of Economics*, (Autumn 2009).

#### **PUBLICATIONS IN PEER-REVIEWED JOURNALS**

15. “Labor Market Impacts of Post-Enlargement Migration on Hosts and Stayers in EU Labor Markets”, *Transfer: European Review of Labour and Research*, forthcoming.
14. “Projections of Potential Flows to the Enlarging EU from Ukraine, Croatia and other Eastern Neighbors”, *IZA Journal of Migration*, 4:6, (2015). (An earlier version available as IZA DP 7634 and CELSI DP 18, 2013) (with Michael Fertig)
13. “How Skilled Immigration May Improve Economic Equality”, *IZA Journal of Migration*, 3:2 (2014). (With Klaus F. Zimmermann) (An earlier version available as IZA DP 3560, 2008)
12. “The Working Hours of Immigrants in Germany: Temporary Versus Permanent”, *IZA Journal of Migration*, 2:14, (2013). (with Michael P. Shields) (Also IZA DP 4735, 2010)
11. “Migration Strategies of the Crisis-Stricken Youth in an Enlarged European Union”, *Transfer: European Review of Labour and Research*, Vol. 19, No. 3, (2013), 365-380. (with Brian Fabo) (Also IZA DP 7285 and CELSI DP 6, 2013)
10. “Pitfalls of Immigrant Inclusion into the European Welfare State”, *International Journal of Manpower*, Vol. 34, No. 1/2, (2013), 39-55. (with Anna Myung-Hee Kim and Klaus F. Zimmermann) (also IZA DP 6260, 2011)
9. “Unemployment Benefits and Immigration: Evidence from the EU”, *International Journal of Manpower*, Vol. 34, No. 1/2, (2013), 24-38. (with Corrado Giulietti, Martin Guzi and Klaus F. Zimmermann) (also CEPR DP 8672; IZA DP 6075; 2011)

8. “The Russian-Ukrainian Earnings Divide”, *Economics of Transition*, Vol. 20, No. 1, (2012), 1-35 (lead article). (with Amelie F. Constant and Klaus F. Zimmermann) (also IZA DP 2330, CEPR DP 5904 and DIW Berlin DP 627; 2006)
7. “Higher Education Policy and Migration: The Role of International Student Mobility” *CESifo DICE Report*, Vol. 9, No. 4, (2011), 20-27. (invited, with Renáta Králiková) (an extended version also available as IZA DP 6233 under the title “Pulls of International Student Mobility”, 2011)
6. “Ethnicity, Job Search and Labor Market Reintegration of the Unemployed”, *International Journal of Manpower*, Vol. 32, No. 7, (2011), 753-776. (with Amelie F. Constant, Ulf Rinne, and Klaus F. Zimmermann) (also IZA DP 4660; DIW DP 963; 2009)
5. “The Russian-Ukrainian Political Divide”, *Eastern European Economics*, Vol. 49, No. 6, (2011), 103–115. (with Amelie F. Constant and Klaus F. Zimmermann) (also IZA DP 2530; CEPR DP 6085; and DIW Berlin DP 656; 2006)
4. “Political Economy of Immigration in Germany: Attitudes and Citizenship Aspiration”, *International Migration Review*, Vol. 43, No. 2, (Summer 2009), 263-291. (with Mehmet S. Tosun) (also IZA DP 3140; 2007)
3. “Attitudes towards Immigrants, Other Integration Barriers, and Their Veracity”, *International Journal of Manpower*, Vol. 30, No. 1+2, (2009), 5-14. (with Amelie F. Constant and Klaus F. Zimmermann) (also IZA DP 3650, DIW Berlin DP 812; 2008)
2. “Labor Market Outcomes of Immigrants and Non-Citizens in the EU: An East-West Comparison”, *International Journal of Manpower*, Vol. 30, No. 1+2, (2009), 97-115. (with Anzelika Zaiceva) (also IZA DP 3420; 2008)
1. “Social Determinants of Labor Market Status of Ethnic Minorities in Britain”, *Research in Labor Economics*, Vol. 29, (2009), 167-195. (with Mariapia Mendola) (also IZA DP 3146, University of Milano – Bicocca WP 125; 2007)

#### **OTHER PEER-REVIEWED PUBLICATIONS**

14. “Socioeconomic Cleavages between Workers from New Member States and Host-Country Labour Forces in the EU during the Great Recession”, in M. Bernaciak (ed.), *Market Expansion and Social Dumping in Europe*. London: Routledge. Forthcoming. (with Martin Guzi).
13. “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), (2014), pp 48-53.
12. “Does generous welfare attract immigrants? Towards Evidence-Based Policy-Making” in Elspeth Guild, Sergio Carrera and Katharina Eisele, *Social Benefits and Migration – A Contested Relationship and Policy Challenge in the EU*. Brussels: Centre for European Policy Studies (CEPS), (2014), 111-127. (with Corrado Giulietti)
11. “Roma Integration in European Labor Markets” in IZA World of Labor, (May 2014).
10. “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, (2014), pp. 569-592. (with Martin Guzi, Monika Martišková and Zuzana Siebertová).
9. “Labor Mobility in an Enlarged European Union”, in A.F. Constant and K.F. Zimmermann (eds.), *International Handbook on the Economics of Migration*, Cheltenham: Edward Elgar, (2013), 137-152. (also IZA DP 6485 and CELSI DP 2, 2012)

8. “European Union Expansion and Migration”, in Immanuel Ness and Peter Bellwood, (eds.), *The Encyclopedia of Global Human Migration*, Wiley - Blackwell Publishing (2013). (with Lucia Kureková) (also IZA Policy Report 36, 2011)
7. “High-Skilled Immigration Policy in Europe”, in Barry R. Chiswick (ed.) *High-Skilled Immigration in a Globalized Labor Market*, Washington DC: American Enterprise Institute for Public Policy Research, (2011), 264-314. (with Klaus F. Zimmermann) (also IZA DP 5399; DIW DP 1096; all 2010)
6. “Ethnic Competition and Specialization”, in Gil S. Epstein and Ira N. Gang, (eds.), *Frontiers of Economics and Globalization: Migration and Culture*, Vol. 8, Bingley: Emerald Publishing (2010), 205-230. (also IZA DP 3167, 2007)
5. “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*, Vol. 8, Bingley: Emerald Publishing (2010), 415-444. (with Mutlu Yuksel) (also IZA DP 5108, 2010)
4. “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*, Berlin: Springer, (2010), 63-94. (with Klaus F. Zimmermann) (also Economics Papers 363, The European Commission, 2009; IZA DP 3913, 2008; CEPR DP 7200, 2009; and DIW Berlin DP 849; all 2008)
3. “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*, Vol. 2, Opladen and Farmington Hills: Budrich UniPress Ltd., (2010), 689-702. (with Klaus F. Zimmermann) (also IZA DP 3890; 2008)
2. “International Migration, Ethnicity and Economic Inequality”, in Wiemer Salverda, Brian Nolan and Timothy M. Smeeding, (eds.), *Oxford Handbook on Economic Inequality*, Oxford: Oxford University Press, (2009), 455-490. (with Klaus F. Zimmermann) (also IZA DP 3450, 2008)
1. “Incomplete Contracts and the Theory of the Firm”, *NAKE Quarterly Bulletin*, No. 1, (2003).

**BOOKS AND EDITED VOLUMES (PEER REVIEWED AT VARIOUS STAGES)**

6. *Labor Migration, EU Enlargement, and the Great Recession*, Springer Verlag, forthcoming 2016. (with Klaus F. Zimmermann, (eds.))
5. *Transfer: European Review of Labour and Research*, special issue on “European Youth in an Age of Austerity: Challenges and Responses”, Vol. 19, No. 3, (2013). (with Maria da Paz Campos Lima)
4. *International Journal of Manpower*, special issue on “Migration, the Welfare State, and European Labor Markets”, Vol. 34, No. 1+2, (2013). (with Alan Barrett and Klaus F. Zimmermann, (eds.))
3. *Ethnic Diversity in European Labor Markets: Challenges and Solutions*, Cheltenham: Edward Elgar Publishing, (2011). (with Klaus F. Zimmermann, (eds.); 328 pages)
2. *EU Labor Markets after Post-Enlargement Migration*, Berlin: Springer, (2010). (with Klaus F. Zimmermann, (eds.); 350 pages)
1. *International Journal of Manpower*, special issue on “Migration, Ethnicity and Identity in Host Labor Markets”, Vol. 30, No. 1+2 (2009). (with Amelie F. Constant and Klaus F. Zimmermann, (eds.))

## **FLAGSHIP REPORTS**

7. “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 (2013). (With Luca Barbone, Lucia Mýtna Kureková, Klaus F. Zimmermann)
6. “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 (2013). (The lead author with Klaus F. Zimmermann, Lucia Kureková and Costanza Biavaschi)
5. “Social Protection Rights of Economically Dependent Self-employed Workers”, Report based on a study conducted for the European Parliament: Directorate General for Internal Policies. (also IZA Research Report No. 54, 2013)
4. “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. “Study on Active Inclusion of Migrants” Final Report, European Commission, DG Employment, Social Affairs and Inclusion (2012). (A lead author with Klaus F. Zimmermann, Alan Barrett, Corrado Giulietti, Bertrand Maitre and Martin Guzi) (also IZA Research Report 43, 2012)
2. “The Decade of Roma Inclusion: A Unifying Framework of Progress Measurement and Options for Data Collection”, Final Report, World Bank. (IZA Research Report No. 21, 2009)
1. “Study on the Social and Labour Market Integration of Ethnic Minorities”, Final Report, European Commission, DG Employment, Social Affairs and Inclusion. (A lead author with Klaus F. Zimmermann, Amelie F. Constant, Don DeVoretz, Liliya Gataullina, Anzelika Zaiceva) (IZA Research Report No. 16, 2008)

## **OTHER PUBLISHED WORK**

10. “The Free Movement of Workers in an Enlarged European Union: Institutional Underpinnings of Economic Adjustment”, Forthcoming in M. Kahanec and K.F. Zimmermann (eds) Labor Migration, EU Enlargement, and the Great Recession. Springer, Heidelberg, Berlin. (also IZA DP 8456, 2014) (2014) (with Mariola Pytliková and Klaus F. Zimmermann)
9. “Did Post-Enlargement Labor Mobility Help the EU to Adjust During the Great Recession? The Case of Slovakia” Forthcoming in M. Kahanec and K.F. Zimmermann (eds) Labor Migration, EU Enlargement, and the Great Recession. Springer, Heidelberg, Berlin. (also IZA DP 8249, 2014 and CELSI DP 23) (with Lucia Mýtna Kureková)
8. “Overview of the Labour Market Situation of Low-educated and Roma Population and Regulations Affecting Their Employment”, NEUJOBS State of the Art Report No. D19.1, November 2012. (with Klára Brožovičová, Brian Fabo and Vera Messing) (also available as CELSI Research Report No. 4, 2013)
7. “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*, Cheltenham: Edward Elgar Publishing (2011), 1-30. (with Anzelika Zaiceva and Klaus F. Zimmermann) (also IZA DP 5397, 2010)
6. “An expert stakeholder’s view on the European integration challenges”, in Martin Kahanec and Klaus F. Zimmermann, (eds.), *Ethnic Diversity in European Labor Markets: Challenges and Solutions*, Cheltenham: Edward Elgar Publishing (2011), 31-54. (with Amelie F. Constant and Klaus F. Zimmermann) (also IZA DP 5398 and DIW DP 1095, 2010)



5. "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. "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. (with Klaus F. Zimmermann) (also IZA Policy Paper 21, 2010)
3. "Lessons from Migration after EU Enlargement," in Martin Kahanec and Klaus F. Zimmermann, (eds.), *EU Labor Markets after Post-Enlargement Migration*, Springer: Berlin, et al., (2010), 3-45. (with Anzelika Zaiceva and Klaus F. Zimmermann) (also IZA DP4230, 2009)
2. "The Impact of Post-Enlargement Migration on the Visegrad Countries," in Elzbieta Kawecka-Wyrzykowska, (ed.), *Conference Proceedings, Warsaw University*, (2009). (with Klaus F. Zimmermann)
1. "Globalizácia, migrácia a trh práce" (Globalization, Migration, and the Labor Market), in *Labour economics and its implication for Slovakia, Conference Proceedings, Employment Institute, Bratislava*, (2008)

#### **WORKING PAPERS AND WORK IN PROGRESS (NOT MENTIONED ABOVE)**

11. "Economic Impacts of East-West Mobility in an Enlarged EU" (with Mariola Pytliková)
10. "What Explains Native-Immigrant Gaps in European Labor Markets: The Role of Migration Policy" (with Martin Guzi, Lucia Mýtina Kureková and Liliya Levandovska)
9. "Immigrants vs. Natives: Do They Grease the Wheels of European Labor Markets?" (with Martin Guzi and Lucia Mýtina Kureková)
8. "The Impact of Out-Migration from the New Member States on the Labor Market Status of the Spouses Left Behind"
7. "Labor Market Impacts of Post-Enlargement Migration on the Stayers: The Case of Slovak Women Left Behind"
6. "Migration, the Quality of the Labour Force and Economic Inequality", IZA Discussion Paper No. 3560, (2008). (with Klaus F. Zimmermann) (also CEPR DP 6899 and DIW Berlin DP 781)
5. "Ethnic Specialization and Earnings Inequality: Why Being a Minority Hurts but Being a Big Minority Hurts More", IZA Discussion paper No. 2050, (2006).
4. "The Substitutability of Labor of Selected Ethnic Groups in the US Labor Market", IZA Discussion Paper No. 1945, (2006).
3. "Two Faces of the ICT Revolution: Desegregation and Minority-Majority Earnings Inequality", IZA Discussion Paper No. 1872, (2005).
2. "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, (2004).
1. "Sustainable Development in Central Europe", paper presented at the 1998 CEP Conference, Budapest, (1998).

#### **REFEREEING**

Refereeing for grant-giving agencies	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)
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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, 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

### **OP-EDS**

“Tri bludy o migrantoch: nedajme sa pomýlit” (Three blunders about migrants: let us not be fooled) invited op-ed in Denník N, June 8, 2015, Bratislava (online June 7).  
 “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.  
 “Čo robiť, aby chodili Česi študovať k nám” (What should be done to attract Czech students) op-ed in *SME*, March 6, 2012, Bratislava. (with Renáta Králiková)  
 “Prečo sa Slovensko bojí Einsteina?” (Why does Slovakia fear Einstein?) op-ed in *SME*, October 4, 2011, Bratislava.  
 “Vráťte sa, naši zlatí chlapci – a dievčatá!” (Come back, our golden boys – and girls!) invited op-ed in *SME*, May 3, 2011, Bratislava.  
 “Chce Slovensko integráciu Rómov?” (Does Slovakia want integration of the Roma people?) op-ed in *SME*, March 25, 2011, Bratislava.  
 “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.  
 “Málo muziky za málo peňazí” (Little music for little money) op-ed in *SME*, April 5, 2007, Bratislava.  
 “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.  
 “Prečo sú univerzity nekvalitné” (Why universities are of low quality) op-ed in *SME*, December 22, 2005, Bratislava.  
 “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, Kossuth Radio, De Volkskrant, Brabants Dagblad, IZA Newsroom and IZA Compact, Mlada Fronta Dnes, Czech Radio  
 Slovak              Slovak Television and Radio, 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, 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, youtube.com, euractiv.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**

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 Workshop, 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 <sup>th</sup> 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 <sup>th</sup> 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 <sup>th</sup> 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<sup>th</sup> 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**

- 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<sup>th</sup> Global Wage Indicator 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 – Tárki 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 Intitute, 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**

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, Slovakia
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 <sup>th</sup> IZA/ASE workshop on EU Enlargement and the Labor Markets, Bucharest, Romania
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 <sup>th</sup> 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
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 Koče 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 <sup>th</sup> Anniversary Conference: Frontiers in Labor Economics, Bonn, Germany
27-31/10/2008	The 13 <sup>th</sup> 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
12/3/2008	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 <sup>th</sup> 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