

PERSONAL INFORMATION

Elif Naz KAYRAN



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Sex F | Date of birth 07 November 1989 | Nationality Switzerland & Turkey

WORK EXPERIENCE

01.04.2022 - Present

Researcher & Project Coordinator

European Centre for Social Welfare Policy and Research
Berggasse 17, Vienna, 1090, AT <https://www.euro.centre.org/>

• Principle Investigator/Project Coordinator:

- [EGRUIEN](#): Encouraging a digital and green transition through revitalized and inclusive union-employer negotiations (01/2025–12/2028), Horizon Europe.
- Sustainable and socially just transnational sectoral labour markets: [JUSTMIG](#) (11/2023-10/2025) funded by European Commission, DG Employment, ESF+, SocPL

Coordinator of Monitoring & Evaluation:

- Enhancing Charter Compliance of EU funds: [ECHO Funds](#) (03/2024-02/2026) funded by European Commission, DG Justice and Consumers, CERV Action Grant
- Supporting INclusive development of community-based long-term CARE services through multi-stakeholder participatory approaches: [InCARE](#) (11/2020-10/2023) funded by European Commission-EaSI.

• Researcher:

- [FELM - Fair Labour Mobility EU](#): Counselling Network and Research for Mobile Migrant Labour (01/2026-12/2026) funded by European Commission - Pilot Projects and Preparatory Actions (PPPA).
- [ELA FWC Lot 2](#): Framework Contract for the provision of analytical and methodological support - Qualitative analysis and mapping, mixed methods (03/2024-03/2028)
- Recovering workers' data to negotiate and monitor collective agreements in the platform economy: [GDPower](#) (10/2023-09/2025) funded by European Commission, DG Employment, ESF+, Social Prerogatives and Specific Competencies Lines (SocPL)
- [ELA-TCN](#): Contracting chains and recruitment patterns of posted third-country nationals within the European Union Collection of background material and drafting of a report TCN Study funded by the European Labour Authority – ELA (01/2024-12/2024)
- Assessment of the channels of information and their use in the posting of workers: [INFO-POW](#) (09/2022-02/2024) funded by the European Commission, DG Employment & ESF+
- [Driver Survey](#): Working conditions and collective action in the platform mediate ride hailing sector and beyond (02/2023-09/2024) funded by Chamber of Labour (AK)-Vienna.
- [Peer reviews and mutual learning activities](#) in the fields of employment, social affairs and inclusion (10/2022-10-2026) funded by European Commission, DG Employment.
- [Bridge Building \(BB\)](#) Peer reviews, trainings, mutual learning activities (06/2021-03/2024) funded by the Federal Ministry of Social Affairs, Health, Care and Consumer Protection of Austria.
- External expertise for the project Better Functioning of the European Construction Labour Market: [FELM](#) (09/2021-05/2023) funded by EFBWW/ FIEC through the European Commission (VS/2021/0011).
- Secure Mobility ([SMUG](#)): Uncovering Gaps in the Social Protection of Posted Workers (01/2021-06/2022) funded by the European Commission, DG Employment & EaSI.
- [Impact Evaluation Training for the Irish Department of Social Protection](#) (04/2022-06-2022).
- Implementing policy analysis and evaluation (qualitative, quantitative and/or mixed methods).
- Application of quantitative and qualitative research methods in projects (such as interviews, focus groups, advanced statistical analyses, data visualisation, indicator development).
- Contributing to acquisition activities and the designing of research proposals.

Business or sector: UN-affiliated international organisation under Austrian law (Association)

03.08.2020 –31.03.2022

Post-doctoral Researcher

Leiden University, NL

Faculty of Governance and Global Affairs, Institute of Public Administration

<https://www.universiteitleiden.nl/en>

- Developing research tools and design and methodological expertise for the "[Social Citizenship and Migration](#)" working group.
- Collecting, managing, and analysing individual and country-level primary and secondary data in social sciences in the areas of European labour markets, social security policy and working conditions, immigration and integration policy, labour migration, social dialogue, and public opinion and electoral behaviour.
- Oral and written dissemination activities of research output, public engagement, and outreach.
- Management of multi-stakeholder projects and international networking.
- Design of citizen science and co-production activities.
- Writing European, international, and national grant proposals; project acquisition.

Business or sector: University/Higher Education

01.09.2019 -30.08.2020

Visiting Researcher

University of Oxford, UK

Department of Politics and International Relations & Nuffield College

<https://www.politics.ox.ac.uk/>

- Managing and implementing research projects individually and collaboratively in the areas of migration, labour markets, social policy, and migrant integration policy.
- Collecting, coding, and maintaining original quantitative data for policy evaluation.
- Participation in meetings, conferences, and workshops.

Business or sector: University/Higher Education

15.09.2015 -30.08.2019

Researcher & Teaching Assistant

IHEID, Graduate Institute Geneva, CH

Department of International Relations and Political Science

<https://www.graduateinstitute.ch/>

- Design, implement, and monitor individual and collaborative academic research projects on social attitudes, migration, migrant rights, political behaviour, and public policy.
- Analysing country-level data, individual-level social surveys (ELFS, ESS, ISSP etc.), and household panel data (SOEP) from Europe.
- Organising and delivering tutorials and assisting lectures on qualitative and quantitative research methodology and substantive political science topics (detailed list available upon request).
- Oral and written communication and dissemination activities for research output.
- Quality control and assessment of student training and learning activities.
- Acquired pedagogical and education certification for training and mentoring at higher education.

Business or sector: University/Higher Education

01.08.2016 -30.10.2016

Project Coordinator

IHEID, Graduate Institute Geneva, CH

The Geneva Challenge: Advancing Development Goals Competition Project

<https://www.graduateinstitute.ch/TheGenevaChallenge>

- Management and coordination of project resources.
- Organising and participating in meetings with stakeholders and scientific advisory boards.
- Devising and implementing the communication strategy for project events.

Business or sector: University/Higher Education

01.03.2016 -30.07.2016

Researcher

Inter-Parliamentary Union (IPU), Geneva, CH

Technical Cooperation Programme

<https://www.ipu.org/>

- Working as a research consultant for managing and implementing the parliamentary administrations and parliamentary service commissions project.
- Conducting in-depth qualitative country case analyses through policy reviews, expert interviews, and legal text analysis.
- Drafting and editing a non-technical research report for parliamentarians and presenting the research output at an IPU-UNDP workshop.

Business or sector: International organisation

05.01.2015- 31.07.2015

Researcher & Project Assistant

MiReKoç: Migration Research Center at Koç University, Istanbul, TR

<https://mirekoc.ku.edu.tr/>

- Planning, conducting, and managing data from 80 semi-structured qualitative interviews for the "EURA-NET Transnational Migration in Transition" project.
- Evaluation of the migration and refugee policy initiatives.
- Assisting the budgetary management and administrative coordination at MiReKoç.
- Organising and conducting expert interviews with international and national organisations.
- Managing MiReKoç's communication via social media, webpage, and e-mail accounts.

Business or sector: University/Higher Education

15.09.2014-03.01.2015

Intern Researcher

MiReKoç: Migration Research Center at Koç University; Istanbul, TR

<https://mirekoc.ku.edu.tr/>

- Providing support for the multiple ongoing projects at the centre for data collection and coordination - mainly for the "LeFAMSol: Help-Desks for Female African Migrants in the Eastern Mediterranean Region" project through focus groups.
- Participating in the management of the undergraduate student interns and the visiting fellowship programme of the centre.
- Editing communication reports and written dissemination and assisting in grant proposal writing.

Business or sector: University/Higher Education

EDUCATION

09.2015 – 10.2020

Ph.D. in International Relations and Political Science

IHEID, Graduate Institute of Geneva & University of Geneva, CH

- *Summa cum laude*
- Dissertation: "Political Responses and Electoral Behaviour at Times of Socioeconomic Risk Inequalities and Immigration." PhD Thesis. IHEID Repository, Geneva. (Open access [here](#))
- Funded by the Swiss National Science Foundation Doc.Mobility Grant (2019-2020); IHEID Academic Excellence Scholarship (2016–2019); Kathryn and Shelby Cullom Davis Fellowship (2015–2016)
- *Best Dissertation Award*, APSA Migration and Citizenship Section, 2021

09.2013-09.2014

M.A. in International Political Economy

King's College London, UK

- *Distinction*
- Dissertation: "Continuity of Immigration from Maghreb to Southern Europe: An International Political Economy Approach using Cases of Tunisians in Italy and Moroccans in Spain."
- Funded by Jean Monnet Scholarship - grant awarded by the European Commission.

09.2008 – 08.2013

B.A. in International Relations

Université Galatasaray, Istanbul, TR

- Visiting Exchange Student: University of California at Berkeley, USA (Summer term 2012)

PERSONAL SKILLS

Mother tongue
Other language(s)

Turkish

UNDERSTANDING

Listening

Reading

SPEAKING

Spoken interaction

Spoken production

WRITING

English

C2

C2

C2

C2

C2

French

C1

C1

C1

C1

C1

Dutch

A2

A2

A2

A2

A2

German

A2

A2

A2

A2

A2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user (CEFR)

Research and analysis skills	Impact and policy evaluation, Survey design and analysis, Advanced statistical methods (multi-level, panel data, factor analysis, longitudinal and dynamic time-series), Quasi-experimental methods, Structured and semi-structured qualitative interviews, Legal text analysis, Expert-interviews.
Technical skills and competencies	Expertise in policy analysis, In-depth knowledge of European labour market and social policy regimes, national and EU-frameworks of labour migration governance and policy, social dialogue, industrial relations, and civil society engagement in social sciences, Demonstrated experience in project funding applications in the ERC and Horizon Europe frameworks.
Social and organisational skills	Excellent ability and extensive experience to adapt and to work in multicultural environments, Ability to work independently, Team spirit and ability to collaborate with junior and senior level colleagues, Excellent oral and written communication and presentation skills, Advanced training skills and mentoring; International networking skills.
Computer skills	Advanced PC user, all MS packages and tools, STATA (Fluent), R (Basic), NVivo (Fluent), LimeSurvey (Basic), Qualtrics (Basic)
Project management techniques and software	Agile Framework and SCRUM, GanttProject, PM-Cube/Cubisma, Trello, Kanban boards

PUBLICATIONS

Peer-reviewed journal articles	<p>2025 Job precarity and attitudes towards labor unions: The mitigating role of immigrant background, <i>British Journal of Industrial Relations</i> Forthcoming (with A.-L. Nadler)</p> <p>2025. The uncertain social insurance of intra-EU mobile construction workers, <i>Transfer: European Review of Labour and Research</i>, 31(1): 25-39. (with N. Lillie and K. Kärkkäinen)</p> <p>2025. Attitudes towards immigration and unemployment risk cleavages: Untangling the economically rooted group conflict framework, <i>Migration Studies</i>, 13(1).</p> <p>2024. Local Alien Enfranchisement and External Efficacy Perceptions: Intended and Unintended Effects on Non-citizens and Citizens <i>Political Behavior</i>, 46:2099-2122. (with A.L. Nadler) ***Winner of FORS data re-use award, 2023</p> <p>2023. The motility of posted workers during the COVID-19 pandemic: policies, trends, and worker experiences in Austria. <i>International Journal of Sociology & Social Policy</i>. 43 (3/4): 323-338 (with S. Danaj and L. Geyer).</p> <p>2022. Non-citizen Voting Rights and Political Participation of Citizens: Evidence from Switzerland. <i>European Political Science Review</i> 14 (2): 206-225. (with A.L. Nadler) ***European Political Science Review Early Careers Prize 2023 (awarded by ECPR)</p> <p>2022. Labour Market Institutions and Immigration Policy Attitudes: The Moderated Impact of Economic Vulnerability. <i>Nations & Nationalism</i> 28 (3):1097-1116. ***IPSA Francesco Kjellberg Award for Outstanding Paper Presented by New Scholars at the International Political Science Association (IPSA) World Congress, 2018.</p> <p>2021. When Do States Give Voting Rights to Non-Citizens? The Role of Population, Policy, and Politics on the Timing of Enfranchisement Reforms in Liberal Democracies. <i>Journal of Ethnic and Migration Studies</i> 47 (13): 2855–2876. (with M. Erdilmen)</p> <p>2019. The Limits of Skill-Selective Migration Policies: Welfare States and the Commodification of Labour Immigrants. <i>Journal of European Social Policy</i> 29 (4): 478–497. (with M. Kolbe)</p>
Articles under review	<p>Care on the Margins: Migrant Labour Regimes and the Reproduction of Segmented Long-Term Care Work in the EU (with Q. Ndomo, I. Bontenbal, S. Brunnerová, S. Tornberg, M. Pot, S. Kadi, and M. Kahanec)</p> <p>Social and Working Conditions of Temporary Migrant Workers in the EU: Challenges and Strategies of Access and Use (with S. Danaj)</p>
Book chapters	<p>2024. "Access to Information on the Posting of Workers: Company Practices and Challenges in the Case of Austria" in Access to Information on the Posting of Workers.</p>

Construction Companies' Practices and Challenges, edited by Danaj, S., Toplak, K. & Vah Jevšnik, M., Ljubljana: Založba ZRC. (with E. Zólyomi and S. Danaj). Available [here](#).

2024. "The Cross-national Mixed Methodology Applied in the Book: Mapping and Evaluating Information Channels on Posting." in Access to Information on the Posting of Workers. Construction Companies' Practices and Challenges, edited by Danaj, S., Toplak, K. & Vah Jevšnik, M., Ljubljana: Založba ZRC. (with E. Zólyomi and S. Danaj). Available [here](#).

2022. "Institutional Sources of Trust in Diverse Industrialised Democracies: The Role of Equal Treatment Rules in Institutions in Mitigating Trust Resilience." in The Handbook on Migration and Welfare, ed. Markus Crepaz. Edward Edgar. (with M. Kolbe). Available [here](#).

Reports & Other research publications

2025. European Labour Authority, Posting of third-country nationals: Contracting chains, recruitment patterns, and enforcement issues. Insights from case studies. ELA Strategic Analysis. Luxembourg: Publications Office of the European Union. Available [here](#).

2025. Access to Information on Labor and Social Regulations and Compliance in the Posting of Foreign Workers in Construction in Austria. *Two Homelands/ Dve Domovini* (61): 29-48. (with S. Danaj and E. Zólyomi). Available [here](#).

2024. JUSTMIG Background Report – Austria (with S.Kadi). Available [here](#).

2023. Project Evaluation Report: InCARE Project. Vienna (with K. Ondas, T. Grberska Mitalkovska, Ál. García-Soler, A. Olano, M. Iturburu, D. Prieto, I. Aguirregabiria, N. Galdona, E. Tesfay, S. Kadi, K. Leichsenring, L. van Gerven, and N. Zonneveld. December 2023. Available [here](#).

2023. Comparative Report of the Survey on Posting and Receiving Companies in the Construction Sector (with L. De Smedt, E. Zólyomi, F. De Wispelaere & S. Danaj). INFO-POW project. Vienna: European Centre for Social Welfare Policy and Research. Available [here](#).

2023. INFO-POW: Assessment of the channels of information and their use in the posting of workers. Country report: Austria. (with S. Danaj, E. Zólyomi, N. Prinz, and L. Geyer), Vienna: European Centre for Social Welfare Policy and Research, October 2023. Available [here](#).

2023. Policy Review Report: Monitoring and Evaluation of Social Protection Programmes. (S. Gjylsheni and M. Birta) Vienna: European Centre, May 2023 Available [here](#).

2023. Third-country Companies and Workers in the European Construction Sector: A Regulatory, Quantitative, and Qualitative Analysis. Vienna: European Centre for Social Welfare Policy and Research (with S. Danaj, E. Zolyomi, and L. Geyer), Vienna: European Centre for Social Welfare Policy and Research, April 2023. Available [here](#).

2023. Information Channels Mapping Tool Cross national Dataset Technical Report (with S. Danaj and N. Prinz), European Centre for Social Welfare Policy and Research, Vienna, April 2023. Available [here](#).

Policy briefs

2025. The Simultaneity of Self-Employment and Dependency of Live-in Carers in Austria: A Labour Relations Paradox (with S. Kadi and M. Pot), JUSTMIG Policy Brief. Vienna: European Centre, Available [here](#) in English and [here](#) in German.

2024. Cross-national Gaps in Information Provision for Companies in Posting (with S. Danaj and E. Zólyomi), Policy Brief 2024/3. Vienna: European Centre, Available [here](#).

2023. Piloting Social Innovation in Long-Term Care: Application of Theory of Change and Lessons Learnt (with S. Kadi). InCARE Policy Brief No. 10. Available [here](#).

2022. The social protection challenges of transnationally mobile construction workers: insights on posted work in Austria (with S. Danaj). Policy Brief No. 2022/7. Vienna: European Centre, Available [here](#).

Working papers

Dynamics of Trade Unions Power Resources and Social Rights for Foreign Workers. (with N. Mosimann). University of Geneva: Unequal Democracies Working Paper #45. Available [here](#).

Would Citizens Accept more Immigrants if they had Fewer Social Rights? A Survey Experiment (with S. M. Negash, A. Afonso, E. A. Wolff) *draft available upon request*.

Open access datasets

2025. De Smedt, L., Zólyomi, E., Kayran, E. N., De Wispelaere, F., Danaj, S. INFO-POW Project Survey Dataset on Posting and Receiving Companies in the Construction Sector (OA edition). Vienna: AUSSDA. Available [here](#).

2023. Kayran, E.N. and A.L. Nadler. Replication Data for *Political Behavior*: Local alien enfranchisement and external efficacy. Harvard Dataverse. Available [here](#).

2023. Kayran, E. N., S. Danaj, E. Zolyomi, R. Cillo, L. De Smedt, F. De Wispelaere, L. Kovacova, A. Moran, F. Perocco, N. Prinz, K. Toplak, M. V. Jevsnik. INFO-POW: Information Channels Cross-national Mapping Tool Dataset (OA edition). Vienna: AUSSDA. Available [here](#).

2019. Kayran, E. N. and M. Erdilmen. Replication Data for Political and Policy Determinants of Immigrant Voting Rights. Harvard Dataverse. Available [here](#).

ADDITIONAL INFORMATION

Presentations

Selected Conference Presentations

2026: Swiss Political Science Association Conference (Zürich)
 2025: European Political Science Association (EPSA) Conference – Madrid
 2024: European Network for Social Policy Analysis (EPSANet) - Austria Conference (Linz)
 2023: European Network for Social Policy Analysis (EPSANet) Conference (Warsaw)
 2022: Swiss Political Science Association Conference (Lausanne)
 2021: American Political Science Association (APSA) Annual Meeting (Virtual), IPSA (Virtual), CES International Conference of Europeanists (Virtual), FORS International Conference for Panel Data Users (Virtual)
 2020: APSA (Virtual), Swiss Political Science Association Conference (Lucerne)
 2019: NCCR: On the Move - The Migration–Mobility Nexus Graduate Conference (Neuchâtel), IMISCOE Annual Conference (Malmö), European Political Science Association (EPSA) Annual Conference (Belfast), Swiss Political Science Association Conference (Zürich)
 2018: Academic Association for Contemporary European Studies (UACES) Conference (Bath), IPSA (Brisbane), International PhD Workshop on Migration and Integration (Hertie School, Berlin), Swiss Political Science Association Conference (Geneva)
 2017: ECPR General Conference (Oslo), CES International Conference of Europeanists (Glasgow)
 2016: European Network for Social Policy Analysis (EPSANet) Conference (Rotterdam), FORS European Social Survey International Conference (Lausanne), IMISCOE Spring Conference (Copenhagen)

Selected Invited Talks/Workshops

2022: University of Manchester Democracy and Elections Cluster Seminar Series (Virtual)
 2022: Lund University - Workshop on Migration and the Welfare State in Comparative and Historical Perspective (Lund)
 2021: Radboud University Network on Migrant Inclusion (RUNOMI) Annual Conference (Virtual), Leiden Interdisciplinary Migration Seminar (LIMS) Series (Virtual), EUI–GLOBALCIT Seminar Series, European University Institute (Virtual)
 2020: Institute of New Economic Thinking (INET)–Seminar, University of Oxford (Oxford)
 2019: EUI–IHEID–Oxford Graduate Workshop, European University Institute (Florence)

Other academic affiliations

[Leiden-Delft-Erasmus Governance of Migration and Diversity \(GMD\)](#) research centre (Affiliated Researcher)

Additional training

Impact Evaluation of Policies, Programmes and Projects (11/2025)
 ILO-International Training Centre

Centre for Digital Scholarship, Leiden University (8/2021)
 Training Data Management and Writing Data Management Plans (DMP)

European Consortium for Political Research (ECPR) Winter School in Methods (3/2021)
 The Statistics of Causal Inference

Leiden University Learning and Development Centre (11/2020)
Project Management

Leiden University Graduate School of Teaching (ICLON) (10/2020)
How to Design An Online or An In-Person Course
GESIS Summer School in Survey Methodology, University of Cologne, Germany (8/2019)
Factorial Survey Design (funding from DAAD ISS-University of Cologne Scholarship)

Essex Summer School in Social Science Data Analysis, Essex University, UK (8/2018)
Dynamic Models for Social Scientists

University Confederation of Western Switzerland Training Program (CUSO) (2016–2019)
Experimental Methods in Political Science, University of Geneva (11/2018)
Discourse Analysis, University of Geneva (11/2017)
Automated Content Analysis, University of Lausanne (3/2017)
Project Management for Research, University of Fribourg (2/2017)
Data Visualisation with R, University of Bern (11/2016)

Pedagogical Professional Development Programme for Teaching Assistants, IHEID and University of Geneva (2016-2019)
Introductory and Advanced Education Methods, Academic Writing and Feedback, Designing a Coherent Course

ECPR Summer School in Methods, Central European University (2016/2017)
Panel Data Analysis (8/2017)
Intensive Refresher Course on R software (7/2016)

FORS–Swiss Longitudinal Data Fair, University of Lausanne (1/2017)
Workshop participant for sessions on the Swiss Household Panel (SHP) and the Survey on Health, Ageing, and Retirement in Europe (SHARE)

Scientific/stakeholder board membership

[TransEuroWorkS](#): Transforming European Work and Social Protection: A New Proactive Welfare State Fit for the Future World of Work (Horizon Europe) project, *Stakeholder board member*

Reviewer service

American Political Science Review, Comparative Political Studies, Transfer, Social Policy & Administration, Perspectives on Politics, Nations & Nationalism, Comparative Migration Studies, Journal of Elections, Public Opinion & Parties, Swiss Political Science Review

Master's theses at the Master of Public Administration Program at the Faculty of Governance and Global Affairs at Leiden University

Professional memberships

American Political Science Association (APSA), International Political Science Association (IPSA), International Migration, Integration, and Social Cohesion (IMISCOE) Research Network