

RETLAMI-SEE

Deliverable 2.1 – Report from the trainings and workshops organized

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List of abbreviations used in this document

- ESR – Early-Stage Researcher(s)
- IOS – Institute for East and Southeast European Studies (Institut für Ost- und Südosteuropaforschung), Regensburg, Germany
- RETLAMI-SEE – Research Training and Learning in Migration and Labour in Southeast Europe
- RMA – Research Management Administration
- SEE – Southeast Europe
- UNIBL – University of Banja Luka (Univerzitet u Banjoj Luci), Bosnia and Herzegovina
- UNIVIE – University of Vienna (Universität Wien), Austria
- ZRC SAZU – Research Centre of the Slovenian Academy of Sciences and Arts (Znanstvenoraziskovalni center Slovenske akademije znanosti in umetnosti), Slovenia



Executive summary

This document provides a detailed insight into the trainings and workshops organized in the framework of the RETLAMI-SEE project in the first phase of project implementation (M5-M17). Trainings and workshops are organized both online and on-site and are envisioned as peer learning and knowledge sharing events between researchers of the RETLAMI-SEE project partners. These events comprise basic trainings as well as advanced workshops and are divided into two clusters: a) Research excellence enhancing events: workshops and trainings oriented towards thematic, methodological and epistemological subjects relevant to transformation, labour and migration studies. These events aim to enhance knowledge and provide tools for successful execution of the exploratory research project conducted within RETLAMI-SEE, and are important elements in the process of establishing of the Research Group on Transformations, Labour and Migration in SEE at FPN UNIBL b) Capacity building events: workshops and trainings aiming at enhancing research skills and solidifying careers of ESRs. These events are designed to provide ESRs with tools and skills related to project application and proposal writing, publications, project execution, etc.

This deliverable is divided into five sections. The Introduction (Section 1) provides an overview of trainings and workshops and explains the logic of their conceptualization and organization. It is followed by Section 2 and Section 3, with an overview of trainings and workshops organized with the aim to strengthen ESRs research skills, particularly in the field of labour, migration and social transformations (Section 2), and events aiming at researchers' capacity building (Section 3). For each event organized, a basic description of the structure and content is provided, followed by an outline of the event's timeline and realization. Both sections include the demographics of the events' participants. Section 4 addresses the evaluation of the organized events, while the Conclusion (Section 5) emphasizes the main insights and outcomes of the workshops and trainings, with a special emphasis on the added value of these knowledge generating events. The Conclusion is followed by two appendices – Appendix 1 brings agendas, announcements and photographs from research excellence enhancing events, and Appendix 2 from capacity building events.

1 Introduction

Trainings and workshops are organized both online and on-site and are divided into two clusters. In the first cluster are events oriented towards enhancing **research excellence** by addressing key thematic, methodological and epistemological subjects relevant to transformation, labour and migration studies. They directly support the exploratory research project conducted within RETLAMI-SEE and the establishment of the FPN UNIBL Research Group on Transformations, Labour and Migration in SEE. The second cluster targets **capacity building**, with workshops and trainings designed to reinforce ESRs' career trajectories through hands-on support in areas such as project application and proposal writing, publication processes, project execution, etc.

Events are organized and performed by RETLAMI-SEE consortium members and open to any interested students and researchers from the participating institutions, as well as to all other researchers (particularly in the case of online events).

1.1. Types of events: workshops and trainings

Within the RETLAMI-SEE project, we differentiate between advanced workshops and basic trainings to optimize learning formats, intensity and content with participants' needs:

- **Advanced workshops** are in-person, interactive events, each lasting at least three hours. These sessions emphasize immersive group dynamics — featuring hands-on activities, collaborative exercises, discussion, collective reflection, and real-time feedback — making them ideal for complex, skill-based learning in areas like methodology and theory-building. Workshops provide advanced knowledge and are characterized by active participant involvement and practical application of knowledge.
- **Basic trainings**, by contrast, are shorter online sessions (typically lasting up to two hours) designed for a broader audience. These online trainings focus on delivering structured content — such as methodology overviews or introductions to technical tools and skills — in a more compact format that supports focused, efficient learning and easy access across partner institutions.

Research excellence enhancing events and capacity building events are organized in both of these forms, depending on the topic, anticipated audience and the most suitable format of knowledge exchange.

In the first phase of the RETLAMI-SEE project, 5 in person events and 4 online events were held. Table 1 and Table 2 below show basic information about them.

Table 1: Online events

Title	Date	Organizer	Conducted by	Type
Digging through the Scraps: An Introduction to Archival Research on Labour and Migration in Southeast Europe	20/02/2025	UNIVIE	Rory Archer (UNIVIE) Goran Musić (UNIVIE)	Research excellence enhancing event
Research Data Management & Open Science	02/06/2025	IOS	Jacqueline Nießer (IOS) Tillmann Tegeler (IOS) Hans Bauer (IOS)	Capacity building event
Integrating Gender Dimension in Research on Migration & Labour	23/10/2025	ZRC SAZU	Jovana Mihajlović Trbovc (ZRC SAZU)	Research excellence enhancing event
From a Great Idea to a Great Publication	10/11/2025	ZRC SAZU (with participation of all partners)	Daša Ličen (ZRC SAZU) Dalibor Savić (UNIBL) Nino Aivazishvili-Gehne (IOS) Rory Archer (UNIVIE) Tanja Petrović (ZRC SAZU) Mimi Urbanc (ZRC SAZU)	Capacity building event

Table 2: In-person events

Title	Date	Organizer /Venue	Conducted by	Type
Oral history and Interviews	09/04/2025	UNIVIE /Vienna	Rory Archer (UNIVIE) Goran Musić (UNIVIE)	Research excellence enhancing event
Political Anthropology of Postsocialist Transformations	01/07/2025	IOS /Regensburg	Nino Aivazishvili-Gehne (IOS) Ulf Brunnbauer (IOS) Jacqueline Nießer (IOS)	Research excellence enhancing event
A series of three capacity building trainings: Project Application, Publishing Strategies, Fellowship Opportunities in	24/9/2025	UNIBL (with participation of all partners) /Banja Luka	Mimi Urbanc (ZRC SAZU) Rory Archer (UNIVIE) Jacqueline Nießer and Ulf Brunnbauer (IOS)	Capacity building event

Bavaria and Germany for ESRs				
Basic Qualitative Approach in Digital Sociology - Digital Ethnography	21/10/2025	UNIVIE and UNIBL /Vienna	Bojana Vukojević (UNIBL)	Research excellence enhancing event
Ethnographic Methods in the Study of Migrations	16/12/2025	ZRC SAZU	Ana Hofman (ZRC SAZU) Martina Bofulin (ZRC SAZU) Nejra Nuna Čengić (ZRC SAZU) Rory Archer (UNIVIE) Tanja Petrović (ZRC SAZU)	Research excellence enhancing event

While the main participants of in person events were researchers from UNIBL and these events were typically connected to their study visits to partner institutions (T2.2.), online events were open to a broad, international audience of ESRs. Calls for online events were disseminated to RETLAMI-SEE communication channels, as well as through institutional channels of the project partners. They enhanced the exchange and collaboration between UNIBL researchers and their counterparts at partner institutions beyond the consortium. All online trainings were recorded and are made publicly available on the RETLAMI-SEE web platform, ensuring long-term access and sustained value beyond the project's lifetime. This has been done in accordance with the communication and dissemination plan described in Plan for dissemination and exploitation including communication activities (D7.2).

1. 2. Topic selection

Advanced workshops and basic trainings are organized by the RETLAMI-SEE partner institutions' staff. The topics for trainings and workshops were planned in accordance with the Strategy and Action Plan (D1.2) that followed the expertise of involved partners and the detected needs of FPN UNIBL and doctoral students and ESR from the UNIBL.

The Research Centre for the History of Transformations (RECET) and the Research Platform "Transformations and Eastern Europe" at UNIVIE place special emphasis on the long-durée perspective on transformations of labour relations in the shift from state socialism to capitalism. The research team members share the agenda of applying labor, business, and gender history approaches on the region of Southeast Europe and linking regional studies of labor to broader themes in transnational and global labour history. The team members have a strong record of conducting micro-historical research in the region, including archival work and oral history method.

IOS combines approaches from history, economics and political science, as well as other social sciences, in comparative research on labour and migration research. It specifically brings together quantitative and qualitative methods, and uses a broad scope of data and sources.

Researchers at Institute of Culture and Memory Studies **ZRC SAZU** have rich experience in ethnographic, historical, and cultural studies-oriented research. They also have a profound expertise in gender studies and gender in relation to labour, agency, and socio-political transformations, as well as in gender equality in academia, enhancing careers of ESRs, and integrating gender dimension into research and teaching.

- Research excellence enhancing events

Topics selected for the research excellence enhancing events in the first phase of the RETLAMI-SEE project (M5-M17) are oriented toward providing skills and knowledge for the research activities within WP4 and 5 – Exploratory research project: Transformation of Labour in Bosnia and Herzegovina through the lens of migration, and particularly for T4.2: Data collection. The workshops were organized with the aim to help the research team of UNIBL researchers, supported by researchers from partner institutions to successfully perform WP5 related activities, to conduct fieldwork in Bosnia and Herzegovina as well as in Slovenia, Austria, and Germany, collect oral history interviews and perform archival research.

The research excellence enhancing events covered the following topics in the phase 1 of the RETLAMI-SEE project:

- (1) An Introduction to Archival Research on Labour and Migration in Southeast Europe
- (2) Oral History and Interviews
- (3) Political Anthropology of Postsocialist Transformations
- (4) Integrating Gender Dimension in Research on Migration & Labour
- (5) Basic Qualitative Approach in Digital Sociology – Digital Ethnography
- (6) Ethnographic Methods in the Study of Migrations

- Capacity building events

Capacity building events were oriented toward general academic skills necessary for ESRs to build successful careers and progress on their academic path. Workshops and trainings contributed to the broader goals of increasing participation of BiH (through improvements of research and RMA capacities at UNIBL) in the European Research Area.

They covered the following topics in the phase 1 of the RETLAMI-SEE project:

- (1) Research Data Management & Open Science
- (2) Project Applications
- (3) Publishing Strategies for PhDs/Postdocs
- (4) Fellowship Opportunities in Bavaria and Germany for ESR from UNIBL
- (5) From a Great Idea to a Great Publication



2 Research excellence enhancing events

This section provides a description of each research excellence enhancing event organized in the phase 1 of the RETLAMI-SEE project. It presents basic information about the event, describes the content of the event and explains the details of its realization. Finally, it provides information about event participants, followed by the reference to additional information provided in the Appendix 1.

2. 1. Digging through the Scraps: An Introduction to Archival Research on Labour and Migration in Southeast Europe

- Basic information

On 20 February 2025, the University of Vienna (RECET) hosted an online training titled “Digging through the Scraps: An Introduction to Archival Research on Labour and Migration in Southeast Europe.” The training aimed at equipping ESRs with the foundational tools and practical knowledge necessary for conducting archival research focused on labour and migration histories in the region.

- Content and realization

The session lasted for 90 minutes and was led by dr. Goran Musić and dr. Rory Archer, both affiliated with RECET, and was specifically tailored for doctoral and postdoctoral researchers from the humanities and social sciences. Drawing on their extensive experience, the trainers guided participants through the essential stages of archival research: from preparing for visits and accessing finding aids, to locating and critically engaging with relevant archival materials pertaining to labour and migration from and in Southeast Europe.

- Participants

The online training convened a diverse and engaged group of 64 participants from across Europe. The participant cohort was notably gender-diverse, with 42 women, 20 men, and 2 identifying with other gender categories. The participant structure covers a broad gender and geographic spread.

In terms of professional status, a large majority (56 participants) were ESRs, which affirms the training’s central mission of supporting junior academics in the humanities and social sciences.

Participants represented a wide geographic spectrum, with 16 countries in total, reflecting both regional embeddedness and international interest. The countries represented and number of participants per country were: Austria (10), Bosnia and Herzegovina (8), Croatia (3), France (1), Germany (3), Hungary (1), Italy (3), Kosovo (3), Montenegro (3), North Macedonia (2), Romania (1), Serbia (16), Slovakia (1), Slovenia (2), Turkey (1), United Kingdom (5)

UNIBL was represented by 6 participants—four women and two men—all of whom were ESRs, signalling a strong institutional involvement in the RETLAMI-SEE project.

This training not only exceeded all key participation indicators (e.g. number of total and early-career participants) but also contributed significantly to capacity building in archival research across Southeast Europe, providing a transnational platform for exchange, reflection, and future collaboration.

- [Additional information](#)

For the announcement and photographs of the training, see [Section 1.1](#) of the Appendix 1.

2. 2. Oral history and interviews in labour migration research

- [Basic information](#)

The advanced workshop was held on April 9, 2025, at the University of Vienna. It brought together a small and focused group of eight participants for an intensive afternoon session on qualitative research methods, specifically oral history interviewing.

- [Content and realization](#)

The workshop was organized and led by dr. Goran Musić and dr. Rory Archer from RECET (UNIVIE). It was structured to provide both theoretical grounding and practical training, with a particular emphasis on labour migration as a field of inquiry.

The workshop started at 14:00 and ran until 17:45. It began with a comprehensive overview of the conceptual and methodological foundations of oral history and its intersections with different types of interview formats. Participants were introduced to critical issues such as:

- interviewee selection;

- question formulation;
- active listening strategies
- ethical considerations.

These topics were followed by a hands-on component in which each participant conducted a short interview with a previously unfamiliar peer and was interviewed in return. This reciprocal exercise allowed participants to reflect deeply on the dynamics of interviewing, including aspects like comfort, trust, and narrative flow.

Following the interviews, the group reconvened to share insights and experiences, discussing challenges and strategies relevant to their own ongoing or upcoming research projects. Particular attention was given to practical considerations such as transcription protocols, the use of memos, and coding strategies for qualitative analysis. The workshop concluded with a group meal, which served as an informal setting for participants to continue exchanging ideas and discussing their work in oral history.

- **Participants**

This event was not publicly advertised, as it was tailored specifically for a select group: three participants from the University of Banja Luka (the RETLAMI-SEE project partner), three doctoral researchers from RECET, and two scholars from the broader Vienna academic community (CEU and the University of Graz). Such design ensured a focused and highly interactive learning environment tailored to early-career researchers. The organizers continued to correspond with participants via email after the workshop, ensuring an ongoing exchange of ideas and support.

The participant group reflected gender balance, consisting of 4 women and 4 men. In terms of career stage, the cohort included 5 PhD students and 3 postdoctoral researchers, all of whom were engaged in research involving qualitative methodologies, particularly within the fields of labour migration and oral history.

The composition of the group enabled rich peer-to-peer interaction and sustained dialogue throughout the session. The workshop design—combining theoretical framing with practical interviewing exercises—was especially effective in encouraging participants to reflect on their own methodological approaches. The gender and career diversity further enriched the collaborative atmosphere, offering multiple perspectives on shared challenges and strategies in qualitative fieldwork. The session offered a valuable space for intellectual exchange and methodological reflection, reinforcing the importance of practice-based learning in the development of robust qualitative research skills.

- Additional information

For the photographs from the workshop, see [Section 1.2](#) of the Appendix 1.

2.3. Political Anthropology of Postsocialist Transformation

- Basic information

This advanced workshop was held on 1 July, 2025 at IOS Regensburg. It was organized by IOS researcher Jacqueline Nießer and conducted by Dr. Nino Aivazishvili Gehne, bringing together ESRs from the University of Banja Luka (UNIBL), IOS Regensburg, and the Graduate School for East and Southeast European Studies. The workshop offered an interdisciplinary platform to explore political, social, and migratory dynamics of post-socialist transformations, with a particular emphasis on comparative perspectives between the post-Soviet space and Southeast Europe.

- Content and realization

The workshop took place from 9:00 to 16:30 and was structured into four sessions, separated by a lunch break. The morning session started with an introductory round where participants presented their research interests, establishing an open and collegial tone that continued throughout the day. Dr. Aivazishvili-Gehne introduced her approach to political anthropology by sharing ethnographic photographs and insights from her fieldwork with migrants from the former USSR in Germany. These visual and narrative elements helped frame her academic trajectory from Georgia to Germany and grounded theoretical discussions on lived experience.

After that, participants engaged in a productive exchange around the concept of a “scalar gaze,” examining how disciplinary perspectives (anthropology, sociology, and history) navigate the complexities of transformation, citizenship, and researcher positionality. The latter topic, particularly relevant for scholars who themselves are academic migrants, sparked reflective dialogue and mutual learning. These conversations continued informally during a shared lunch, further deepening the sense of intellectual community.

The afternoon session tackled pressing methodological questions, including the role of hope and distrust in fieldwork and the persistence of methodological nationalism, especially within state-sponsored research in the East and Southeast European region. Participants compared research practices and transformations in Southeast Europe—drawing on cases from Bosnia and Herzegovina and Albania—with those in the South Caucasus, including

Georgia and Azerbaijan. These discussions ended with a presentation by Ulf Brunnbauer, who introduced his book *In the Storms of Transformation: Two Shipyards between Socialism and the EU*. This presentation served as a concrete example of how historical research on transformation can benefit from anthropological frameworks and perspectives.

This workshop served not only as a methodological training but also as a space for building meaningful intellectual connections across regional and disciplinary boundaries, reinforcing RETLAMI-SEE's mission to foster collaborative, interdisciplinary research on labour, migration, and transformation.

- Participants

The workshop brought together a small but diverse group of nine participants. The group included 5 women and 4 men, reflecting a balanced gender distribution. Participants represented the following countries: Bosnia and Herzegovina (3 participants), Georgia (2 participants), Germany (1 participant), Albania (1 participant), Kosovo (1 participant), Austria (1 participant).

The workshop was especially geared toward, with 7 of the 9 attendees being ESRs. Among the participants from the University of Banja Luka (UNIBL), three attended—two women and one man—2 early post-docs and one experienced researcher. This demographic diversity significantly enriched the comparative and interdisciplinary discussions throughout the event.

- Additional information

For the agenda and photographs of the workshop, see [Section 1.3](#) of the Appendix 1.

2. 4. Integrating Gender Dimension in Research on Labour and Migration

- Basic information

The online training was organized by ZRC SAZU and conducted by dr. Jovana Mihajlović Trbovc (ZRC SAZU) on October 23, 2025. This interactive training lasted for two hours and introduced researchers to the importance of integrating a gender perspective across all stages of academic work. Drawing on examples from political science, labour, and migration studies, it highlighted the risks of neglecting gender analysis and demonstrated how gender dimension is increasingly recognized as a key criterion of scientific excellence.

- Content and realization

The session started at 12.00 with an elaboration on a gender sensitive approach and the necessity to consider gender dimension in research. The participants explored principles of gender-sensitive ethnography, the application of intersectional approaches, and the ethical considerations that arise in gender-aware research. The second part of the training focused on gender-sensitive approach in research on labor and migration.

The workshop combined conceptual input with practical exercises, giving researchers the opportunity to reflect on their own projects and to discuss strategies for embedding gender sensitivity into research design, methodology, and outcomes. Developed from the [Toolkit for Integrating Gender-Sensitive Approach into Research and Teaching](#) (Mihajlović Trbovc & Hofman, 2015), the session was tailored to support scholars across disciplines who want to strengthen both the rigor and societal impact of their work.

- Participants

The workshop brought together 24 participants, with a strong majority of women (20), 3 men, and 1 participant identifying otherwise. Early-stage scholars dominated the audience: 19 attendees were ESRs or early post-docs, including 16 women, two men, and one in another category. Participation was regionally balanced across Southeast and Central Europe. The larger number of participants came from Slovenia (6) and Bosnia and Herzegovina (6), followed by Germany (4), Croatia (2), Kosovo (2), Montenegro (2), and Serbia (2). The University of Banja Luka (UNIBL) was well represented with 4 participants: three ESRs (all women) and one senior researcher (man). Overall, the event engaged a clear predominance of women and a strong regional spread.

- Additional information

For the announcement and photographs of the training, see [Section 1.4](#) of the Appendix 1.

2. 5. Basic Qualitative Approach in Digital Sociology – Digital Ethnography

- Basic information

This two-hour workshop was held by Bojana Vukojević (UNIBL) at UNIVIE, on 21 October 2025. The workshop introduced PhD students to digital ethnography as a basic qualitative

approach in digital sociology. Digital ethnography enables reflection in layers: the platform (its approaches, rules, algorithms) that provides a framework for possibilities; the group/community (forum, subreddit, Discord server) that sets norms, rules, roles, and boundaries; the thread/hashtag that represents interactions that shape meanings in real time; the artifact (post, meme, short video) as a trace from which language, visuals, aesthetics, and engagement are read.

- Content and realization

The workshop started with the introduction to qualitative methods in digital sociology and digital ethnography and discussion with participants on their previous experience on research in digital space. It was explained how we access the online “field,” how platform approaches shape practices, and how the unit of analysis is defined. Special attention was paid to ethical decision-making (distinguishing between public, semi-public, and private spaces, harm reduction, anonymization), and to acquiring the skill of writing field notes, from thick descriptions to analytical notes. At the end of the workshop, participants conduct a micro-study exercise, selecting an online micro-field, conducting a short, focused observation, and collecting a small corpus of data. They then produced structured fieldnotes and one brief analytic memo, exchanged peer feedback, and joined a group synthesis to surface shared patterns and reflect on positionality.

- Participants

There were seven participants in the workshop, two of them female and five males; 3 of them were ESRs (2 female and 1 male). As regards geographical distribution, 5 were from Bosnia and Herzegovina, 1 was from Serbia and 1 from Ireland. There were 4 participants from UNIBL, 2 female and 2 males, and 2 of them ESR.

- Additional information

For the photographs from the workshop, see [Section 1.5](#) of the Appendix 1.

2. 6. Using Ethnographic Methods in the Study of Migrations

- Basic information

The advanced workshop was organized at ZRC SAZU in Ljubljana on 16 December, 2025. It lasted from 9.30 to 12.30 was moderated by Tanja Petrović (ZRC SAZU) and with participation of Martina Bofulin (ZRC SAZU), Nejra Nuna Čengić (ZRC SAZU), and Rory Archer (UNIVIE), and Ana Hofman (ZRC SAZU). The workshop participants discussed various ethnographic approaches they used in their research and discussed together with the colleagues from UNIBL and other participants the appropriateness of such methods in the exploratory research on labour, migration and transformation in the framework of RETLAMI-SEE project.

- Content and realization

In the first part of the workshop, each of the invited presenters introduced their project and discussed ethnographic methods they use in their research. Dr. Čengić spoke of her research of migrant care work and outlined ethnographic techniques such as interviews, participant observation, and time budget sheet she used in this project. Dr. Archer highlighted ethnographic methods as a supplementary approach to historiographic methods in his research, and discussed benefits of cross-fertilization between social history and social anthropology. Dr. Bofulin presented her ethnographic work among Chinese migrants in Slovenia and fieldwork in places of their origin, emphasizing place-related ethnography as her principal method. Dr. Hofman discussed the use of sensory ethnography in her ethnomusicological research, and epistemic techniques of critical, collective, and reflective listening.

In the second part of the workshop, the participants discussed interviews and their ethnographic qualities, as well as disciplinary and terminological differences related to interview methods. They also addressed the question of how being embedded in communities shapes new kinds of data and understanding of the research problem. During the discussion, it was shared how ethnographic experience shapes the selection of the techniques. The relationship between ethnography and materiality of archives, artefacts, and landscapes was also reflected upon. The experiences of data collection within the RETLAMI-SEE project were brought into discussion, prompting questions about disciplinary differences (between sociology, social anthropology and social history) that influence how ethnography is highlighted, or how it is placed in the hierarchy or in a mix method approach.

- Participants

The workshop brought together 14 participants, 11 female and 3 males. The workshop attracted a significant number of ESRs - half of the participants (7) were ESRs, 6 female and 1 male. One participant was from UNIVIE, one from the University of Ljubljana, 3 from UNIBL and 9 from ZRC SAZU.

- Additional information

For the photographs from the workshop, see [Section 1.6](#) of the Appendix 1.

3 Capacity building events

This section provides a description of each capacity building event organized in the phase 1 of the RETLAMI-SEE project. It provides basic information about the event, and then describes the content of the event and presents details of its realization. Finally, it provides information about event participants, followed by the reference to additional information provided in the Appendix 2.

3. 1. Research Data Management and Open Science

- Basic information

An online training titled “Research Data Management & Open Science” was organized by IOS on 2 June 2025. It was designed to introduce ESRs in the humanities and social sciences to key concepts and practices related to research data handling and the principles of open science.

- Content and realization

The 90-minute virtual event was organized by IOS Regensburg, with Dr. Jacqueline Nießer coordinating the session. She opened the workshop with a brief welcome and introduced the themes and speakers. Anđela Pepić, representing the lead partner institution—the University of Banja Luka—followed with an overview of the RETLAMI-SEE project and its goals.

The main body of the training was delivered by Tillmann Tegeler and Hans Bauer, both from the IOS Regensburg Library Department. Tegeler presented the foundational definitions of open science, outlining the infrastructures, values, and policy initiatives that support this growing movement in academia. Bauer complemented this with an accessible breakdown of open access regulations, particularly the mechanisms for secondary publication and legal frameworks shaping data sharing.

The training continued with Tegeler’s explanation of what constitutes research data, how to develop a research data management plan (RDMP), and how to work with metadata categories, using examples from IOS’s own research data repository LaMBDa. The session offered not only theoretical grounding but also insight into practical tools and institutional services such as GeoPortOst and the Open Science Office at IOS.

The final part of the session was dedicated to an engaging Q&A segment, during which participants posed specific and thoughtful questions related to their ongoing or planned

research. Topics included how to use repositories across institutions, defining “open” data during a live research project, and whether partial data publication is advisable before the finalization of a project. This interactive portion lasted 30 minutes and proved to be one of the most appreciated elements of the training.

- Participants

The training brought together a total of 15 participants. The demographic composition of the attendees demonstrated a strong presence of ESRs, including postdoctoral scholars.

In terms of gender representation, the workshop saw a significant majority of female participants—12 women compared to 3 men. Among the participants, 7 were affiliated with the University of Banja Luka (UNIBL), with 6 of them being female and 1 male. All UNIBL participants were also categorized as early-stage researchers or early postdocs.

Geographically, the training welcomed a diverse international group. The countries represented included: Bosnia and Herzegovina (9 participants), Germany (2), Georgia (1), Croatia (1), North Macedonia (1), Romania (1). This spread underscored the regional reach of the RETLAMI-SEE network and its ability to engage scholars across East and Southeast Europe.

- Additional information

For the announcement and agenda of the training, see [Section 2.1](#) of the Appendix 2.

3. 2. A series of three capacity building trainings: Project application, Publishing strategies, Fellowship opportunities in Bavaria and Germany for early career researchers

These trainings were organized in person at UNIBL, Faculty of Political Sciences and conducted by members of partner institutions (ZRC SAZU, UNIVIE, IOS). The trainings were held on 24 September 2025.

3. 2. 1. Project application

- Basic information

The training on project application was conducted by Mimi Urbanc (ZRC SAZU) with an aim to introduce ESRs to the landscape of EU project opportunities and tips and strategies for proposal writing and successful application preparation.

- Content and realization

The training lasted for one hour, from 13.00 to 14.00h. It introduced the participants to basic characteristics of the genre of grant proposal writing, EU funding schemes, key principles of writing successful proposals, and common pitfalls and how to avoid them.

3. 2. 2. Publishing strategies for PhDs/Postdocs

- Basic information

The training on publishing strategies for PhDs/Postdocs was conducted by Rory Archer (UNIVIE) with an aim to offer ESRs an insight into good practices related to academic publishing.

- Content and realization

The training lasted for one hour, from 14.10 to 15.10h. In an interactive manner, the training provided participants with insights into key elements to consider when planning an academic publication: role of the editor of an academic journal, role of a reviewer, impact factor and other metrics. The participant discussed the strategies for choosing a journal, as well as other types of academic publications: monographs, edited volumes, special issues/collections, book reviews.

3. 2. 3. Fellowship opportunities in Bavaria and Germany

- Basic information

The training on fellowship opportunities for ESRs in Bavaria and Germany was divided into two parts. In the first part, Jacqueline Nießer (IOS) presented fellowship opportunities in

Bavaria, and in the second part Ulf Brunnbauer presented opportunities in Germany offered by the Humboldt Foundation.

- Content and realization

The training lasted for an hour and a half, from 15.20 to 16.50h. In the first part, Jacqueline Nießer presented fellowship opportunities at IOS Regensburg, and at the University of Regensburg by the seeffield project, mobility grants for research stays and German language courses in Bavaria (BAYHOST), and research grants by the German Academic Exchange Service (DAAD). In the second part of the training Ulf Brunnbauer presented funding opportunities for research stays in Germany by the Alexander von Humboldt Foundation. He briefly presented the foundation, its history, principles, and key sponsorship programs. Brunnbauer concluded with details on Humboldt research fellowships' application requirements.

- Participants

The trainings gathered UNIBL ESRs and staff as well as RETLAMI-SEE project partners' staff. There were 15 participants, out of which 12 female and 3 males. 7 participants were from UNIBL (6 female and 1 male), out of which 6 ESRs.

- Additional information

For the training agenda and photographs of the training, see [Section 2.2](#) of the Appendix 2.

3. 3. From a Great Idea to a Great Publication

- Basic information

This online training on publishing strategies was organized online on the ZOOM platform by ZRC SAZU with participation of all RETLAMI-SEE project partners. Four invited speakers – researchers from RETLAMI-SEE partner institutions shared their experiences with academic publishing: Daša Ličen (ZRC SAZU), Rory Archer (UNIVIE), Dalibor Savić (UNIBL), and Nino Aivazishvili-Gehne (IOS). The conversation was moderated by Mimi Urbanc and Tanja Petrović (both ZRC SAZU), and the event was conceived as an exchange of good practices among peers, aiming at capacity building through horizontal connecting and interaction.

- Content and realization

The training took place on 10th of November 2025 and lasted for two hours, from 13h to 15h. After introducing the four presenters and their recently published articles, the moderator guided a focused discussion on publishing strategies. First, speakers reflected on whether their articles originated in funded projects or independent inquiry and how this shaped scope, voice, and co-authorship. The conversation then addressed journal selection—prioritizing fit and readership, methodological alignment, openness to regional case studies, turnaround time, and editorial transparency—followed by writing strategies and the influence of institutional rankings on venue choice and pacing.

Substantive exchange covered tactics for navigating peer review and editorial boards, contrasting experiences with high-ranked and open-access journals. A shared best practice emerged: respond systematically and courteously to reviewers while defending the article's core claims. The session also considered co-authorship (especially with senior scholars), timing and venue strategy (favoring reputable journals early in a career), and reviewing as service and mentorship, emphasizing clarity, constructive specificity, and methodological attention.

In closing, four researchers advised early-career scholars to write with conviction; privilege one strong publication over several weaker ones; seek informed feedback; accept review invitations; take calculated risks; build experience in solid mid-tier journals; and learn by emulating exemplary articles. The wrap-up highlighted work-life balance, supportive institutional frameworks, and quality over quantity, concluding that publishing should be viewed not only as a requirement but as an opportunity.

- Participants

44 participants registered for this training, with a clear gender majority: 34 women, 8 men, and 2 respondents who preferred not to state their gender. Early-career scholars predominated: 23 attendees were ESRs or early post-docs (16 women, 6 men, and 1 who preferred not to say). Geographically, the group was diverse yet regionally grounded. The largest contingents came from Bosnia and Herzegovina (13) and Slovenia (12), followed by Germany (7) and smaller clusters from Georgia (3) and Kosovo (3). Individual participants also joined from Australia, Bulgaria, Italy, Moldova, Montenegro, Poland, Serbia, Slovakia, Switzerland, and the USA (one each). Overall, the event engaged an internationally distributed cohort of ESRs with strong representation from Southeast and Central/Eastern Europe—well aligned with the workshop's focus on publication strategies and enhancing research excellence for emerging scholars. 8 participants were from UNIBL, 6 female and 2 male, out of them 5 ESRs, 2 early post-docs and one experienced researcher.

- Additional information

For the announcement and photographs of the training, see [Section 3.3](#) of the Appendix 2.

4. Evaluation of the events

4. 1. Participants' feedback

Organizers of trainings and workshops received feedback from the participants in reflective sessions of the workshops, in informal exchanges in person, and via email. The feedback was overwhelmingly positive, stressing practical orientation of the events and usefulness of the knowledge and insights provided. Participants have also stressed the importance of space opened for intellectual exchange and methodological reflection and highlighted how the sessions had helped them directly reflect on their own research strategies and building scholarly profiles. In several cases, the persons who led workshops and trainings continued to correspond with participants via email, sending their presentations and ensuring an ongoing exchange of ideas and support. For some of the events, the participants expressed a strong preference for a follow-up, which will be considered in planning workshops and trainings in phase 2 (WP3) of the RETLAMI-SEE project.

4. 2. Reflexive workshop on organized events

To receive feedback from ESRs from UNIBL, who were the most important target of workshops and trainings organized, and get an insight into their further needs and preferences for the content of workshops and trainings in the phase 2 of the RETLAMI-SEE project, the project team organized a reflexive workshop. Since it took place during the second study visits of UNIBL team member, the workshop was organized in a hybrid way, at the Institute of Culture and Memory Studies ZRC SAZU in Ljubljana and on the ZOOM platform on 17 December, 2025. The workshop took place between 10.00 and 11.30h. Representatives of all project partner institutions (organizers of workshops and trainings) and ESRs from UNIBL participated in the reflexive workshop. All of them provided their feedback and shared both organizers' and participants' insights and perspectives. This feedback will be considered in planning research excellence enhancing events and capacity building events in phase 2 of the RETLAMI-SEE project.

4. 2. 1. Workshop outline

The workshop started with short introductions of all participants and a short overview of workshops and trainings organized in Phase 1 of the RETLAMI-SEE project. Participants then reflected upon the topics addressed during workshops and trainings and their relevance for

their own research agendas and needs. In the following, they discussed specific formats of the organized events (in person vs. online; research excellence enhancing events vs. capacity building events), pointed out their most useful aspects, and suggested improvements which could be made. In the concluding part of the workshop, ESRs shared the research needs, specific topics and skills which could be addressed with workshops and trainings in Phase 2 of the RETLAMI-SEE project.

4. 2. 2. Participants

The workshop gathered 14 participants from all project partner organizations: 7 from UNIBL, 4 from ZRC SAZU, 2 from IOS, and 1 from UNIVIE. 8 were ESRs and early post-docs (7 female and 1 male). 7 participants were present online, and 7 attended the workshop in person.

4. 2. 1. Main insights and recommendations

Topic selection

ESRs emphasized the usefulness and relevance of topics addressed in workshops and trainings for their career advancement and self-confidence. They pointed to the following topics as particularly useful for their career stage: publication strategies; data collection, processing and management; from great idea to great publication; political anthropology of post-socialist transformation; integrating gender dimension in research on labour and migration.

Some participants stressed the usefulness of the training and workshop topics that are complimentary with their own expertise and background. ESRs who have not yet completed their PhDs noted that workshops helped them better structure their publication strategies, which in turn supported and accelerated their dissertations' progress. Those participants who are more accustomed to using qualitative methods highly appreciated workshops and trainings focused on qualitative, archival and ethnographic methods and approaches. One of them emphasized that workshops of digital ethnography and ethnographic methods helped her to understand how different researchers approach the research subject and gave her skills she would use in her future research. The same was emphasized for the training on archival research.

Format

The participants saw advantages of both online and in-person events. Online events are convenient and easier to attend given busy schedules, work-life and time management, while in-person events offer a possibility for longer discussions and more complex interactions. The looser structure of in-person events allows for new topics to emerge in discussions. Participating ESRs appreciated access to international trainers they were given through organized events. These trainers are more experienced, have access to projects and broad academic networks. Access for UNIBL team members to these networks, which is crucial, is easier to secure in in-person events. ESRs also appreciated the opportunities of exchange with their peers from different institutions, but emphasized that the same career stage does not imply similar experience and access to resources and networks - which also points out to the importance of participating in in-person events. The importance of connections among researchers from UNIBL and strengthening ties across departments and faculties was also emphasized.

The participants valued research excellence enhancing events for the research skills and insights they gained, and capacity building events for the tools they offered and the better understanding of academic careers and labor. One of them emphasized that the capacity building events offered insights into the reality of scholars' work and highlighted different paths that are not necessarily straightforward. This was particularly valuable for her as she is at the beginning of her career.

In general, the participants appreciated the design of trainings and workshops, and strongly valued practical experiences of trainers shared in these events. They emphasized that for ESRs, workshops and trainings were safe spaces where they could talk about their own interests and priorities. They found it comforting and encouraging to know that other people face the same problems and challenges and find ways to overcome them.

Ideas and recommendations for future workshops and trainings

Both workshop and training participants and organizers agreed that the hands-on approach should be central in the trainings and workshops planned for the Phase 2 of the RETLAMI-SEE project. The events planned for the Phase 2 so far are strongly conceptualized as a hands-on experience (workshop on publishing planned in April 2026 in Banja Luka; training on data management and post-publishing processes, etc.).

Additionally, all agreed that the content of workshops and trainings should follow the logic of the exploratory research project. At the time of the Phase 2 start, data

collection for the exploratory project will be completed, so it would be useful to organize a series of trainings/meetings on which senior and junior researchers would discuss together how to apply theoretical concepts in the analysis of collected research data. A training on tools for data processing and analysis would also be useful for involved researchers. In addition, it was suggested to gather information about background and existing competences of project participants.

ESRs also suggested a training that would help junior scholars build self-confidence and encourage them to vocalize their opinions and positions. Likewise, they stressed the importance of providing skills to manage failure, lack of access, denial, rejection, as all of these are an integral part of academic work.



5. Conclusion: Key learning points from the workshops and trainings organized

5. 1. Knowledge development and exchange

The tailor-made workshops and trainings carefully aligned with the evolving needs of the UNIBL team to enable rich knowledge development and exchange. Events were designed as two-directional learning spaces, ensuring that expertise flowed not only from EU partners toward UNIBL but also from ESRs and advanced researchers at UNIBL, whose field experiences and thematic insights enriched collective reflection. A wide range of online and onsite workshops and trainings attracted a significant number of participants not only from the partner institutions but also from a much wider international pool, confirming the relevance and accessibility of the events. The mix of participants from different career stages created an exceptionally fertile learning environment with a strong peer-to-peer exchange that strengthened methodological awareness, disciplinary cross-fertilization, and reflections on the institutionalized research practices. Importantly, knowledge development and exchange reached beyond the core consortium, generating new ties with multiple departments from the partner institutions, thereby expanding the project's epistemic community. In line with the project's aims, the organized events build a sustainable learning and knowledge exchange ecosystem primarily for UNIBL researchers, but also for all participants involved.

5. 2. Enriching Early-Career Scholars' Excellence

The events substantially strengthened the excellence of ESRs contributing to the development and solidification of individual research profiles, particularly by enhancing methodological literacy in archival work, oral history, digital ethnography, and gender-sensitive research. Events also introduced policy-oriented knowledge, equipping ESRs with competencies for evidence-based analysis of labour and migration processes—central themes of the RETLAMI-SEE exploratory research. The broad geographical outreach of the online trainings—spanning Southeast, Central, and Western Europe—created a learning environment that exposed ESRs to diverse methodological traditions, disciplinary vocabularies, and comparative perspectives. Moreover, the interdisciplinary design including political science, sociology, anthropology, history and cultural studies supported the development of versatile ESR capable of engaging in complex analyses of transformations in Southeast Europe in the field of labour and migration.

5. 3. Enriching Research Skills and Capacity Building


The events strengthened both individual research skills and competencies, directly contributing to the project's expected outcomes. Trainings on proposal writing, publishing strategies, research data management, and fellowship opportunities helped ESRs gain practical tools for academic advancement and for active engagement with research infrastructures. The broader infrastructure in which workshops and trainings are placed within the RETLAMI-SEE project offers ESRs a unique opportunity to engage in learning-by-doing, particularly through participation in study visits and hands-on research activities tied to WP4 and WP5 (further elaborated in D2.2.). The organized events also supported the development of UNIBL's research support structures, reinforcing sustainable expertise aligned with Horizon Europe standards. As a result, the events laid a solid foundation for increasing both the quality of research outputs and the long-term participation of scholars from UNIBL but also wider from Bosnia and Herzegovina in national and ERA-level projects.


5. 4. New Collaborations and Research Possibilities

Knowledge exchange through organized events has also generated new collaborative opportunities, confirming the capacity for learning to extend to further exchange, through invited lectures, study visits or fellowship, joint publications, co-developed panels at international conferences or project applications. These concrete outcomes illustrate how the WP2 activities of RETLAMI-SEE have begun to catalyse deeper institutional ties, reinforcing UNIBL's integration into European academic networks. Such early achievements confirm a strong potential for collaborative publications, joint conferences, and new project applications in the next implementation phase.

Appendix 1 – Enhancing Research Excellence Events: Agendas, pictures and videos

1.1. Digging through the Scraps: An Introduction to Archival Research on Labour and Migration in Southeast Europe






Online Training

**Digging through the Scraps:
An Introduction to Archival
Research on Labour and
Migration in Southeast Europe**

Thursday, 20th February 2025,
1.00 p.m.





As part of the activities of the project RETLAMI-SEE at the University of Banja Luka, the project consortium invites interested researchers to participate in an online training aimed at preparing early career scholars for archival research on labour and migration in Southeastern Europe.

Led by **Goran Musić** and **Rory Archer** (RECET, University of Vienna), this 90-minute training is offered to researchers from the humanities and social sciences at doctoral and postdoctoral level who wish to familiarise themselves with research in historical archives.


The online event on *Thursday 20th February at 13:00*, held in English and based on the researchers' practical experience in the field, examines introductory principles of archival research including planning visits, accessing finding aids, and locating and then analysing sources pertaining to labour and migration from and in Southeast Europe.


Interested participants should complete the registration form on this link: <https://shorturl.at/ZqO1r> or through the QR code, by Monday 17 February in order to receive the zoom link for the meeting.





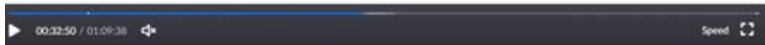
**SCAN
ME**





Practicalities of Working in the Archives

- prior communication
- varying rules and regulations
- finding aids
- social/informal nature of access



Digging through the Scraps: An Introduction to Archival Research on Labour and Migration in Southeast Europe

Online Training

Rory Archer & Goran Musić,
RECET, University of Vienna
20.02.2025



1.2. Oral history and interviews in labour migration research



See more about the training at: <https://retlami-see.fpn.unibl.org/eng/study-visit-vienna-retlami-see-unibl-recet/?fbclid=IwY2xjawPR0lZicmlkETF0TGJERHBmSONDY2lsOTdVc3J0YwZhcHBfaWQQM>

jlyMDM5MTc4ODIwMDg5MgABHr027kqRAMPPZ2O6cwfFs7kjTTYnGW1W3z4j5B_fZFiAvaigDF4pYPNVtqhP&brid=3tTSlfh-70iDcoMhnwPKcg

1.3. Political Anthropology of Postsocialist Transformation

Tuesday, 1st July 2025

09:00 – 16:30 Advanced Workshop
“Political Anthropology of Postsocialist Transformations”

Lead by Dr. Aivazishvili Gehne, IOS Regensburg
 Room 017 (ground floor), IOS, Landshuter Str. 4, 93047 Regensburg

9:00 (s.t.) – 9:45

1. Introduction to Political Anthropology and the Workshop's Participants

(bring object for introducing yourself and interest/research on the topic)

9:45 – 10:00: Coffee Break

10:00 – 12:30

2. Postsocialist Transformations – Concepts, Positionalities, Methods

Obligatory text: Citizenship + scalar gaze

Facultative reading: empire strikes back, methodological nationalism

12:30 – 14:00: Lunch Break

14:00 – 15:15 CHANGE OF ROOM: 109 (1st floor)

3. Political Anthropology of Migration – Distrust/Hope, (Trans)nationalism, and care labour

O-text: Hope/distrust, Transnationalism

F-reading: Care

15:15 – 15:30: Coffee Break

15:30 – 16:00

4. Contemporary Historical Research on Transformations exemplified in the book “In the Storms of Transformation: Two Shipyards between Socialism and the EU” by Ulf Brunnbauer

16:00 - 16:30

5. Wrap Up & Feedback





1.4. Integrating gender dimension in research on labour and migration

RETLAMI-SEE
ZRC SAZU

**Online workshop on
INTEGRATING
GENDER DIMENSION
IN RESEARCH ON
MIGRATION &
LABOUR**

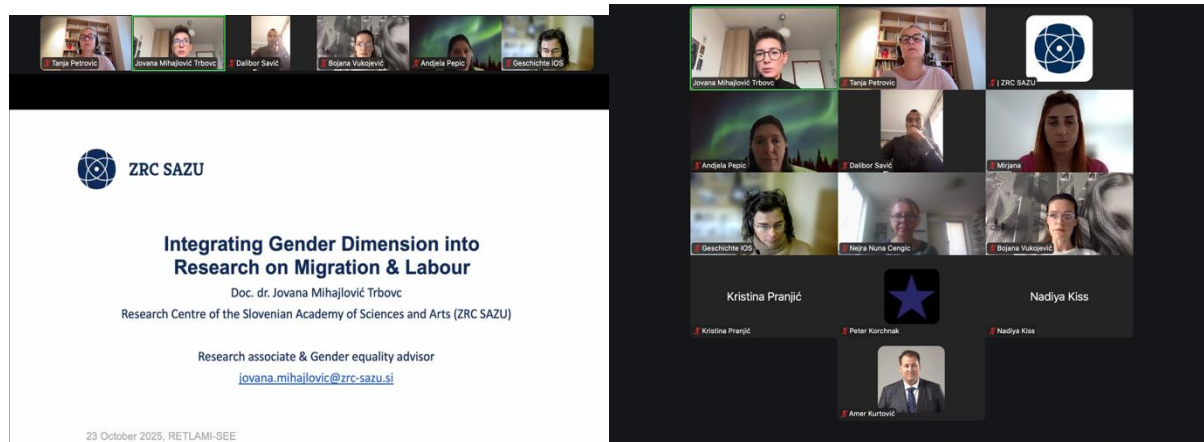
Led by:
dr. Jovana Mihajlović Trbovc

Register Now

23 October
12:00-14:00 (CET)

For more details, go to:
retlami-see.fpn.unibl.org

**Funded by
the European Union**



1.5. Basic Qualitative Approach in Digital Sociology – Digital Ethnography



1.6. Using ethnographic methods in study of migrations



Appendix 2 – Capacity Building Events: Agendas, pictures and videos

2.1. Research Data Management and Open Science

The RETLAMI-SEE project invites early career scholars to advance their knowledge on research data management and open science supported by libraries, by participating in

ONLINE TRAINING

Open Up Your Research! Research Data Management and Open Science

May 26, 2025 - 1 Registration Deadline

Online Training 2 June 2, 2025, 11:00 a.m.

Lead by Tillmann Tegeler and Hans Bauer from the library department of the Leibniz Institute for East and Southeast European Studies in Regensburg, this 90-minute training addresses researchers from the humanities and social sciences at doctoral and postdoctoral level.

The online training provides an overview of the services obtainable by academic libraries focusing on open science and research data management. Concrete opportunities and services offered by the Leibniz Institute for East and Southeast European Studies will illustrate the topics (e.g. GeoPortOst, collections, Open Access, Open Science Office, LAMBDa).

The online event takes place on **Monday, June 2nd at 11:00** in English language. Interested researchers should complete the registration form on this link <https://qrco.de/bfydjm> or by scanning the QR code by 26th of May 2025 in order to receive the Zoom link of the training.

Funded by the European Union | IOS Leibniz Institute for EAST AND SOUTHEAST EUROPEAN STUDIES | SCAN ME

Open up your research! Research Data Management and Open Science

Monday, June 2, 2025

Funded by the European Union

RETLAMI-SEE

Key Talking Points

What's on the agenda?

- Open Science
 - Definition
- Open Access
 - Role of Libraries
 - Colours of Open Access
 - Sharing Publications
- Open Data
 - Open Research Data: Definition
 - Research Data Management (RDM)
 - Data Management Plan (DMP)
 - Repositories

66 RETLAMI-SEE

2.2. A series of three capacity building trainings: Project application, Publishing strategies, Fellowship opportunities in Bavaria and Germany for early career researchers

RETLAMI-SEE

Faculty of Political Sciences
Bulevar Vojvode Petra Bojovića 1A, Banja Luka
info@fpn.unibl.org
www.retلامي-see.org

Project meeting + Workshops
24 September 2025
Faculty of Political Sciences, University of Banja Luka

24th September, Wednesday

- 10:00 – 12:00 Project meeting (separate agenda will be provided)
- 12:00 – 13:00 Lunch
- 13:00 – 14:00 Workshop on project applications, *Mimi Urbanc, ZRC SAZU*
- 14:00 – 14:10 Break
- 14:10 – 15:10 Workshop on publishing strategies for PhDs/Postdocs, *Rory Archer, UNIVIE*
- 15:10 – 15:20 Break
- 15:20 – 16:20 Workshop on fellowship opportunities in Bavaria and Germany for early career researchers from UNIBL, *Jacqueline Nießer, IOS*
- 18:00 – Joint dinner (project partners only), venue TBC



2.2.1. Project application



2.2.2. Publishing strategies for PhDs/Postdocs



2.2.3. Fellowship opportunities in Bavaria and Germany



For more about the trainings see: <https://retlami-see.fpn.unibl.org/radionice-septembar-fakultet-politickih-nauka-unibl/>

2.3. From a Great Idea to a Great Publication

RETLAMI-SEE
online workshop
FROM A GREAT IDEA TO A GREAT PUBLICATION
Monday, 10 November 2025
13:00 - 14:00 (CET)
Registrations are open until 10 Nov at 11:00 (CET)
REGISTER NOW
ZRC SAZU
Funded by the European Union

Zoom Meeting Grid:
Participants: Tanja Petrovic, Korošec, Dida Lison, Nino Anarshvili-Gheze, Nikola Sudović, Nina Matuc, Anđela Peppic, Mimi Urbanič, ZRC SAZU, Romy Archer, Neja Nunta Cengic, Balaban, Irena Medarevic Mikob..., Hanna Doroshuk, Teo Ireshchenko, Irena Medarevic Mikobratovic, Sara Vukotić, Hanna Doroshuk, Mirjana, Anđ Bala, Geschichte IOS, Peter Korchnak, Beka Chedia, Miloš Đurović, Tinkara Mazej, IZRK Z..., Christian Costamagna, Diga Trufanova, Ratko Peric (BIH-RS).