



# MOBILEurope

Collective bargaining for mobile workers in Europe under the COVID19 – cases of frontier, seasonal and migrant workers

## How Does Collective Bargaining Work in Europe? A Guide for Mobile Workers

Collective bargaining in Europe is a process in which unions and employers negotiate agreements on working conditions, wages and other work-related matters. This process is fundamental in many European countries and can vary in its structure and operation, but generally follows some common principles. Below are some ideas for a general guide to how collective bargaining works in Europe for mobile workers:

### **1. Recognition of unions:**

- Before collective bargaining begins, unions must be recognized as legal representatives of workers in a specific company or sector. Union membership is voluntary, but unions must demonstrate that they represent a significant portion of workers to be considered valid interlocutors.

### **2. Company committees and union delegates:**

- In many European countries, there are works councils or union delegates that represent workers in a company. These committees or delegates can participate in collective bargaining on behalf of employees.

### **3. Negotiation of agreements:**

- Once unions are recognized and worker representatives are established, collective bargaining can begin. These negotiations can be at the company, sector, region or even national level, depending on the negotiation structure of each country.

### **4. Content of the agreements:**



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- Collective agreements can address a wide range of issues, including wages, working conditions, working hours, job security, training and other benefits. Agreements can be binding on all workers in the sector or company in question.

### 5. Mediation and arbitration:

- In some cases, the parties may resort to mediation or arbitration if they cannot reach an agreement on their own. This involves the intervention of a neutral third party to help resolve disputes.

### 6. Implementation and compliance:

- Once an agreement is reached, the parties are expected to implement and comply with it. Parties may also establish monitoring and dispute resolution mechanisms to ensure ongoing compliance.

### 7. Labor mobility:

- For mobile workers, it is important to note that collective agreements may vary from country to country. If you work in a country other than your home country, it is important to be aware of the labor regulations and collective agreements that apply in your workplace. Mobile workers may be eligible to benefit from existing agreements, but may also face challenges in securing their employment rights in a new environment.

### 8. Information and support:

- Trade unions and worker organizations often provide information and support to mobile workers to help them understand and assert their rights in different European countries.

**It is important** to note that labor laws and regulations, as well as the structure of collective bargaining, can vary significantly from country to country in Europe. Therefore, it is essential to be informed and seek guidance from local sources or unions to understand and exercise your employment rights as a mobile worker in a specific European country.



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