



MOBILEurope

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

Adapting to the New Normal: How Unions Have Adjusted to the Demands of Mobile Workers

Adapting to the new normal has been key for unions and mobile workers.

Unions have had to reformulate strategies to represent and support workers in changing and more flexible environments. Here are some ways they have been adjusted:

Work Flexibility: Unions have advocated for policies that protect the rights of mobile workers, including regulations on work hours, working conditions, and equitable compensation for those who work in multiple locations or remotely.

Remote Collective Bargaining: With the rise of remote working, unions have adapted their bargaining processes to operate remotely, ensuring they can effectively represent workers and negotiate fair labor agreements, including through virtual platforms.

Access to benefits and protections: They have pushed to ensure that mobile workers have access to workplace benefits, such as health insurance, workers' compensation, and vacation rights, regardless of their physical location or employment status.

Training and support: Unions are providing training and support to mobile workers to help them adapt to new ways of working, offering guidance on employment rights, managing remote work and strategies for balancing work and personal life.

Inclusion and representation: They are working to ensure that mobile workers are included in decision-making and adequately represented in labor and social policy discussions, advocating for equal opportunities and fair conditions for all workers.



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