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

The Challenges of Cross-Border Collective Bargaining in Europe in Times of COVID-19

Cross-border collective bargaining in Europe faces various challenges, especially after the COVID-19 pandemic. Let's look at some of the key challenges:

Diversity of labor regulations: Different European countries have different labor laws and collective bargaining systems. Coordinating and aligning these regulations can be complicated, especially in times of crisis like the pandemic, where needs can vary widely from place to place.

Limitations on mobility: Travel restrictions and border measures make the mobility of workers and union representatives difficult, which can hinder face-to-face negotiations and direct collaboration between the parties involved.

Adaptation to new work methods: The transition to remote work and the implementation of security measures in the workplace have generated the need to renegotiate working and safety conditions. This has led to discussions about teleworking policies, safety protocols, and work-life balance.

Economic pressure: The economic crisis resulting from the pandemic has impacted specific sectors and has led to discussions about salary cuts, temporary or permanent layoffs, as well as the financial sustainability of companies, which adds pressure to negotiations.

Need for solidarity and cooperation: In times of crisis, solidarity between unions and workers from different countries is crucial. Coordinating strategies and supporting each other can help better address common challenges.

Digitalization and technological tools: Adapting to digital tools to conduct meetings, discussions and voting can be a challenge for some parties involved, especially if they are not familiar with technology.

Overcoming these challenges requires flexibility, constant dialogue between the parties involved and a collaborative approach that considers the changing needs of workers and companies in different European countries. Clear communication and commitment to innovative solutions can be instrumental in finding mutually beneficial agreements.



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