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

Collective Bargaining and Reconciliation of Work and Family Life for Mobile Workers

Collective bargaining and the reconciliation of work and family life are fundamental issues in the workplace, and their importance is even more highlighted when it comes to mobile workers. Here are some key considerations on these topics:

Collective negotiation

- *Definition:* Collective bargaining refers to the process by which representatives of workers and employers negotiate terms and conditions of employment, such as wages, hours, and benefits, on behalf of a group of workers.

- *Importance:* For mobile workers, it is essential to address specific issues related to mobility, such as travel compensation, flexible working hours and conditions that take into account the mobile nature of their employment.

Reconciling work and family life

- *Definition:* Work-life balance refers to the search for an appropriate balance between work and family responsibilities. It involves the implementation of policies and practices that allow employees to fulfill their work obligations without sacrificing their personal and family lives.

- *Challenges for mobile workers:* Mobile workers may face additional challenges due to the changing nature of their locations and schedules. The lack of traditional work structures can make it difficult to separate work and personal life.

Specific Considerations for Mobile Workers

- *Flexibility in Schedules:* Collective bargaining agreements could include provisions that allow flexible work schedules or teleworking to accommodate the needs of mobile workers.

- *Travel Compensation:* Collective bargaining can address adequate compensation for travel and related expenses, ensuring that mobile workers receive fair compensation for their mobility.



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- *Support for Work-Life Balance*: Companies and unions can work together to implement policies that support work-life balance, such as flexible family leave or parenting support programs.

Incentives and Benefits

- *Incentives for Mobility*: Collective agreements could include specific incentives for mobile workers, such as bonuses for successful projects, professional development programs or additional benefits to compensate for the demanding nature of their work.

- *Wellness Programs*: Including wellness programs in collective bargaining can help mobile workers manage stress and maintain a healthy work-life balance.



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