



MOBILEEurope

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

The Role of European Legislation in Protecting the Rights of Mobile Workers

European legislation plays a fundamental role in protecting the rights of mobile workers within the European Union (EU). Mobile workers are those who move within the EU territory to work temporarily or permanently in another member country. This group includes migrant workers, temporarily displaced workers, cross-border workers and workers posted by companies.

The main legislative instrument addressing the rights of mobile workers in the EU is Directive 2014/54/EU on certain aspects of the free movement of workers. This directive seeks to guarantee equal treatment between mobile workers and nationals of the host country in terms of employment, working conditions, social security and access to public services.

Let's see some of the rights and aspects covered by this European legislation:

Equal Treatment: Mobile workers have the right to equal treatment in the workplace in terms of working conditions, salary, access to training and career advancement.

Social Security: The directive ensures that mobile workers are covered by the social security system of the country where they work, giving them access to healthcare, pensions and other social benefits.

Protection against Discrimination: Discrimination based on nationality in employment and occupation is prohibited.

Transfer of Pension Rights: The transfer of pension rights acquired in one EU country to another is facilitated.



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Information and Assistance: Mobile workers have the right to receive information and assistance about their rights and obligations, as well as the administrative procedures necessary to exercise those rights.

In addition to Directive 2014/54/EU, there are other legislative instruments and judicial decisions at European level that complement and reinforce the protection of the rights of mobile workers. These include the Posting of Workers Directive, the Working Time Directive, the Equal Treatment in Employment and Occupation Directive, among others.



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