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Guide for Interviews/Focus Groups

Topic

***MOBILEurope: Collective bargaining for mobile workers in
Europe under the COVID-19 – cases of frontier, seasonal and migrant workers***

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Instructions for Conducting Interviews/Focus Groups

Interview respondents/focus group participants: Representatives of unions (leaders and members) and representatives of employers and institutions.

Subsamples:

1. **Subsample – leaders and members of unions;** number of respondents per country is minimum 15. These respondents should be chosen from at least three different sectors (preferably healthcare and institutional care, construction and infrastructure, IT industry, services, food processing industry and agriculture).
2. **Subsample – representatives of employers (managers of private and public companies, representatives of employers' sectoral associations and directors of institutions);** number of respondents per country for this subsample is minimum 15. These respondents should be chosen from at least three different sectors (preferably healthcare and institutional care, construction and infrastructure, IT industry, services, food processing industry and agriculture).

General rules

- Before the first interview, go through the interview guide several times and familiarize yourself with all the questions.
- Arrange a meeting by phone or email and inform the participant of the expected length of the interview. Be open and honest about anything related to the interview.
- Begin the interview by introducing yourself and explaining the purpose of the interview. Obtain informed consent from the participant.
- Be prepared to deviate from the interview guide if interesting insights emerge. Ask follow-up questions to gain a deeper understanding of the participant's experiences and perspectives.
- Avoid leading questions. Phrase questions neutrally and avoid trying to get the participant to answer in a particular way.
- Keep the interview conversational rather than rigidly following the guide, but cover all topics.



Guide for Interviews/Focus Groups

The topic of this interview/focus group is the process of collective bargaining for mobile workers in six European countries during the COVID-19 pandemic. Your responses/discussions will be kept confidential and anonymous and will be used only for research purposes related to the research project titled “MOBILEurope: Collective bargaining for mobile workers in Europe under the COVID-19 – cases of frontier, seasonal and migrant workers”. The project coordinator is Coalición Sindical Independiente de Trabajadores de Madrid CSIT UNION PROFESIONAL. Interviews/focus groups will be conducted in Spain, Greece, Portugal, Poland (EU member countries) and North Macedonia and Serbia (EU accession countries). Results of the study will be presented in national reports, as well as in the comparative report.

INTRODUCTION

I Category of the respondent (filled in by the interviewer):

(Categories: Trade union leader; Trade union member; Manager of private company; Manager of public company; Representative of employers’ sectoral association; Director of institution)

II Sector of the economy (filled in by the interviewer):

(Sectors: Healthcare and institutional care; Construction and infrastructure; IT industry; Services; Food processing industry and agriculture; Other – please specify)



GENERAL CONDITIONS AND LEGAL FRAMEWORK

Questions

1. To your knowledge, what is the most common (dominant) form of employment of mobile workers (frontier workers, seasonal workers or migrant workers) in:
 - a) your country
 - b) your sector of the economy (in your country)?
2. To your knowledge, what are the differences in the rights of mobile workers and domestic workers in your country (if any)?
3. What challenges (in general) do mobile workers face in terms of job security, benefits, social protection, etc. compared to domestic workers in your country?
4. Are there specific sectors or industries where mobile workers in your country tend to have more or less favourable rights and conditions (compared to domestic workers)?

COLLECTIVE BARGAINING

Questions

1. Are you aware of any regulations (either at EU or national level) on the status and collective bargaining of mobile workers (frontier workers, seasonal workers and migrant workers) (before, during and after the COVID-19 pandemic)? If so, do you believe they are effective?
2. In your opinion (regardless if you are a union leader/member or not), in what ways can unions provide assistance to mobile workers?
3. Please describe the measures taken by your union/association/company/institution (if any) in recent years (before, during and after the COVID-19 pandemic) with regard to the position and collective bargaining for mobile workers.
4. How has your union/association/company/institution dealt with the issue of wages, employment contracts and dismissals of mobile workers in recent years (before, during and after the COVID-19 pandemic)?



5. How has your union/association/company/institution dealt with the issue of social security and taxation of mobile workers in recent years (before, during and after the COVID-19 pandemic)?
6. To your knowledge, what were the main trends in terms of health and safety at work, employment contracts, redundancies and job losses (including wage levels) of frontier workers, seasonal workers and migrant workers during the COVID-19 crisis in your country?
7. To your knowledge, what legal uncertainties existed for mobile workers in terms of border crossing, social security and taxation during the COVID-19 pandemic in your country?
8. Please describe (in general terms) the measures (if any) that your union/association/company/institution has taken in relation to the position and collective bargaining for mobile workers in the context of the COVID-19 pandemic.
9. What medium-term measures (by institutions, unions, associations and companies) do you think are important for improving collective bargaining and agreements for mobile workers in your country?
10. Can you give examples of good practise or success stories from your country or other regions when it comes to improving the position of mobile workers?

