

ACTION PLAN ON SEASONAL WORKERS

Summary



Introduction

Seasonal workers are a group of mobile workers who retain their main place of residence in their home country and move temporarily to another Member State to carry out an activity dependent on the passing of the seasons.

Seasonal work is most common in the agri-food and touristic sectors and it reflects the opportunities given by the EU Internal Market. Workers exercise their free movement rights to look for a job in another Member States, while employers fill shortages in local labour supply for seasonal activities by recruiting from other Member States.

The Covid-19 pandemic has amplified the existing risks for these workers, especially in the agricultural sector, in terms of health and safety, precariousness of working and living conditions, and exposure to fraud and abuse. Employers have faced recruitment difficulties due to health measures impacting on smooth workers' mobility, which risk disrupting the ordinary flow of economic activities.

In the Action Plan, ELA lays down a set of initiatives to be carried out together with the Commission, other EU Agencies, the Member States and the social partners to address the challenges for seasonal workers and employers with a view on promoting **fair and safe working conditions** in the interested sectors.

Objectives

- ✓ **Stimulating and supporting the initiatives** of Member States and the social partners in addressing information and enforcement challenges through exchange of practices and common reflection;
- ✓ **Facilitating operational cooperation and coordination** at EU level between Member States' administrations and with the social partners in carrying out joint activities in different fields;
- ✓ **Maximising the impact** of information and enforcement activities through coordination, synchronisation and synergies.

Two pillars of the Action Plan

The Action Plan consists of two pillars:

- 1) Information and services to workers and employers;
- 2) Support to the Enforcement of EU labour mobility legislation.

Information pillar: awareness raising campaign

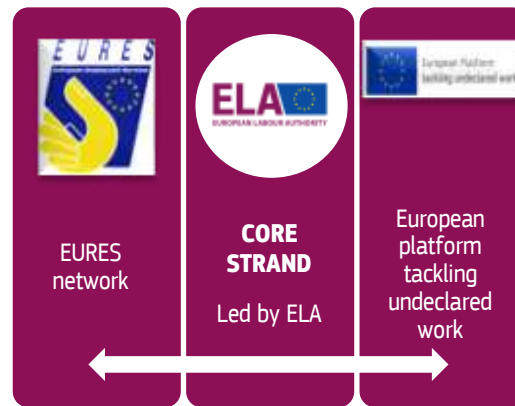
Coordination of the campaign

ELA is coordinating a campaign aiming at promoting awareness amongst cross-border seasonal workers and employers in the agri-food sector of the applicable labour and social security rules, as well as of the assistance and support provided in the Member State of work or from the Member States of origin.

Campaign organisation:

- ✓ **ELA**: to raise awareness on applicable **fair working conditions** and available **counselling services**.
- ✓ **EURES network**: to promote awareness of rights and obligations in the **recruitment phase**.
- ✓ **Platform tackling undeclared work**: to promote declared seasonal work and tackle undeclared seasonal work.

One ELA campaign, 3 different strands



EURES: Stepping up information and services upon and post-recruitment

EURES contributes to the Action Plan by mobilising its network and resources to disseminate information on fair and safe working conditions in the Member States, in the phase of cross-border recruitment of seasonal workers and with post-recruitment assistance.

EURES will:

- ✓ Launch a EURES-specific information campaign from the summer;
- ✓ Organise a EURES mutual learning workshop on the cross-border recruitment of seasonal worker in the agricultural sector (7- 8 June 2021);
- ✓ Support quality information provision in the organisation of relevant European (Online) Job Days.

European Platform tackling undeclared work

In line with the scope of its mandate, the European Platform tackling undeclared work will investigate the specific challenges of undeclared work and implement a campaign promoting declared seasonal work.

The Platform will:

- ✓ Analyse the findings [[here](#)] of the dedicated seminar on tackling undeclared work of seasonal workers, including mobile seasonal workers, which took place on 16 March 2021.
- ✓ Organise a seminar fostering mutual learning and providing an opportunity to explore and gather knowledge and expertise on tackling undeclared work in the HORECA sector [Q3 2021].
- ✓ Join the awareness-raising campaign by casting a focus on "Information to workers about their rights and how to denounce abuse".

Capacity-building activities

ELA is also focusing on building adequate capacities amongst practitioners in national administrations and the social partners by exchanging practices and fostering mutual learning on specific aspects concerning information and service provision to seasonal workers and employers.

ELA will organise:

- ✓ A workshop on outreach and dissemination strategies to seasonal workers in the agri-food sector [28 March 2021];
- ✓ A workshop on assistance services to seasonal workers and employers, together with the Bodies for Free Movement of Workers [27 April 2021];
- ✓ A workshop, in cooperation with EU-OSHA, to explore cooperation to promote information and support to the enforcement of fair and safe working conditions for seasonal workers [24 June 2021].

Enforcement pillar: planned actions

Coordinating and supporting concerted and joint inspections

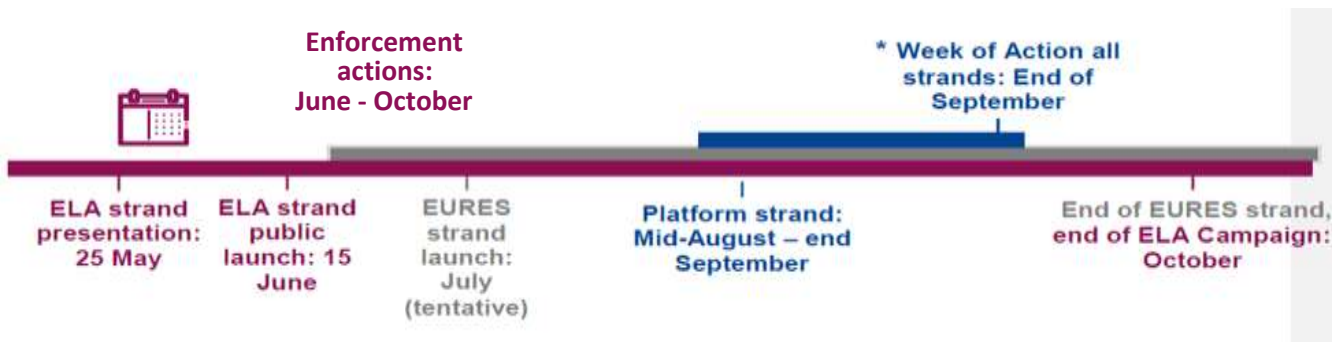
ELA encourages and supports enforcement actions targeting irregularities in seasonal work field by facilitating intensive contacts between the Member States in order to identify relevant cases for cross-border action and develop the necessary tools.

ELA is ready to **provide targeted support to national authorities** taking enforcement action, including financial support such as reimbursement of interpretation, accommodation, travel expenses incurred due to cross-border actions, translation of communication material, as well as conceptual, logistical support or legal expertise.

ELA will **organise a webinar for national labour inspectors** on cases involving seasonal workers, with a focus on the practical aspects related to investigating abuses in relation to seasonal work, such as handling cases concerning temporary work agencies and other intermediaries.

In addition, ELA is developing a practical, ready to be applied **guidance document**, i.e. a list of questions that would help inspectors to address all relevant situations of cross-border nature, including in seasonal work area.

Timeline



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