

# AgriWork Crossborder

Handbook for counselling  
mobile workers



Co-financed by the  
European Union

# Legal Disclosure

## This publication is issued by

PECO Institut e.V.  
Luisenstraße 38  
10117 Berlin  
[www.peco-ev.de](http://www.peco-ev.de)

## Project Consortium AgriWork Crossborder

PECO Institut e.V. / Lead Partner / [www.peco-ev.de](http://www.peco-ev.de)  
Industriegewerkschaft Bauen-Agrar-Umwelt / [www.igbau.de](http://www.igbau.de)  
Europäischer Verein für Wanderarbeiterfragen e.V. / [www.emwu.org](http://www.emwu.org)  
European Federation of Food, Agriculture and Tourism Trade Unions / [www.effat.org](http://www.effat.org)  
Federation of Independent Trade Unions in Agriculture / [www.fnsz.org](http://www.fnsz.org)  
Fagligt Fælles Forbund / [www.3f.dk](http://www.3f.dk)  
Polskie Stowarzyszenie Pracowników Migracyjnych / [www.pspm.com.pl](http://www.pspm.com.pl)  
Forum Social Innovation / [www.forum-si.eu](http://www.forum-si.eu)

## Best Practice descriptions

1, 4: Agata Zuraw, Alicja Rzeczowska | 2, 9, 11: Nataliya Andreeva, Atanaska Todorova  
3, 5, 13: Katharina Varelmann | 6: Thomas Hentschel, Ivan Ivanow | 7, 12: Karin Olsen  
8: Michael Baumgarten | 10, 18: Hanne Imig | 14: Inge Bieler | 15, 17: Thomas Hentschel  
16: Alexandru Firus

## Editorial work

Inge Bieler and Katharina Varelmann

## Layout and typesetting

BLICKFANG mediendesign  
[www.blickfang-mediendesign.de](http://www.blickfang-mediendesign.de)

## Image rights

Unless otherwise stated, all image rights are held by the respective responsible organization.

PECO Institut e.V. / Berlin, January 2024

## CC BY 4.0 Legal Code

### Attribution-NonCommercial 4.0 International

Complete contents of this document available under Creative Commons License Attribution-Non-Commercial 4.0 International. They may be used according to license terms. The text of the license is available at: [www.creativecommons.org/licenses/list.en](http://www.creativecommons.org/licenses/list.en)



**Co-funded by  
the European Union**

The European Commission support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

# Content

- 01 | Introduction
- 02 | Migration of agricultural workers in Europe
- 03 | Mobile work in Europe
- 04 | Ways to successfully establish contact and spread information
- 05 | 18 Best practices
- 06 | 18 best practices
- 42 | Assessment and sustainability



Polskie  
Stowarzyszenie  
Pracowników  
Migracyjnych



Industriegewerkschaft  
Bauen-Agrar-Umwelt



Europäischer Verein für  
Wanderarbeiterfragen  
e.V.



© EVW

European Migrant  
Workers Union



# Introduction

The AgriWork Crossborder project was active over a period of two years (February 2022–January 2024), funded by the EU Erasmus+ programme, and implemented as part of a strategic partnership with 8 partners from trade unions and advisory organisations, as well as other associated partners from Spain, Italy, Sweden, Romania and the Netherlands.

The project initiators have been working with mobile agricultural workers for many years, both in their home countries as well as throughout Europe, and are therefore familiar with the difficulties that these workers face. Many of these national and cross-border projects aim to improve the situation of mobile workers. While the project was able to develop and implement effective strategies, there were no or only few events in Europe where participants could directly exchange their know-how and best practices. This gap was closed by allowing for a systematic exchange of numerous best practice examples. This handbook provides an overview of the lessons learned during this project and summarises important information on counselling mobile workers. The information was also published online and presented at events where participants could exchange their experiences in person and discuss them intensively and contentiously with other participants.

The European project consortium developed the “Handbook for Counselling Mobile Workers” to promote the adoption and dissemination of methods and strategies that have already been developed and proven successful, and to spread them in other countries and sectors. The handbook also serves to consolidate and expand existing networks. Organisations are encouraged to use the contacts, websites and best practices

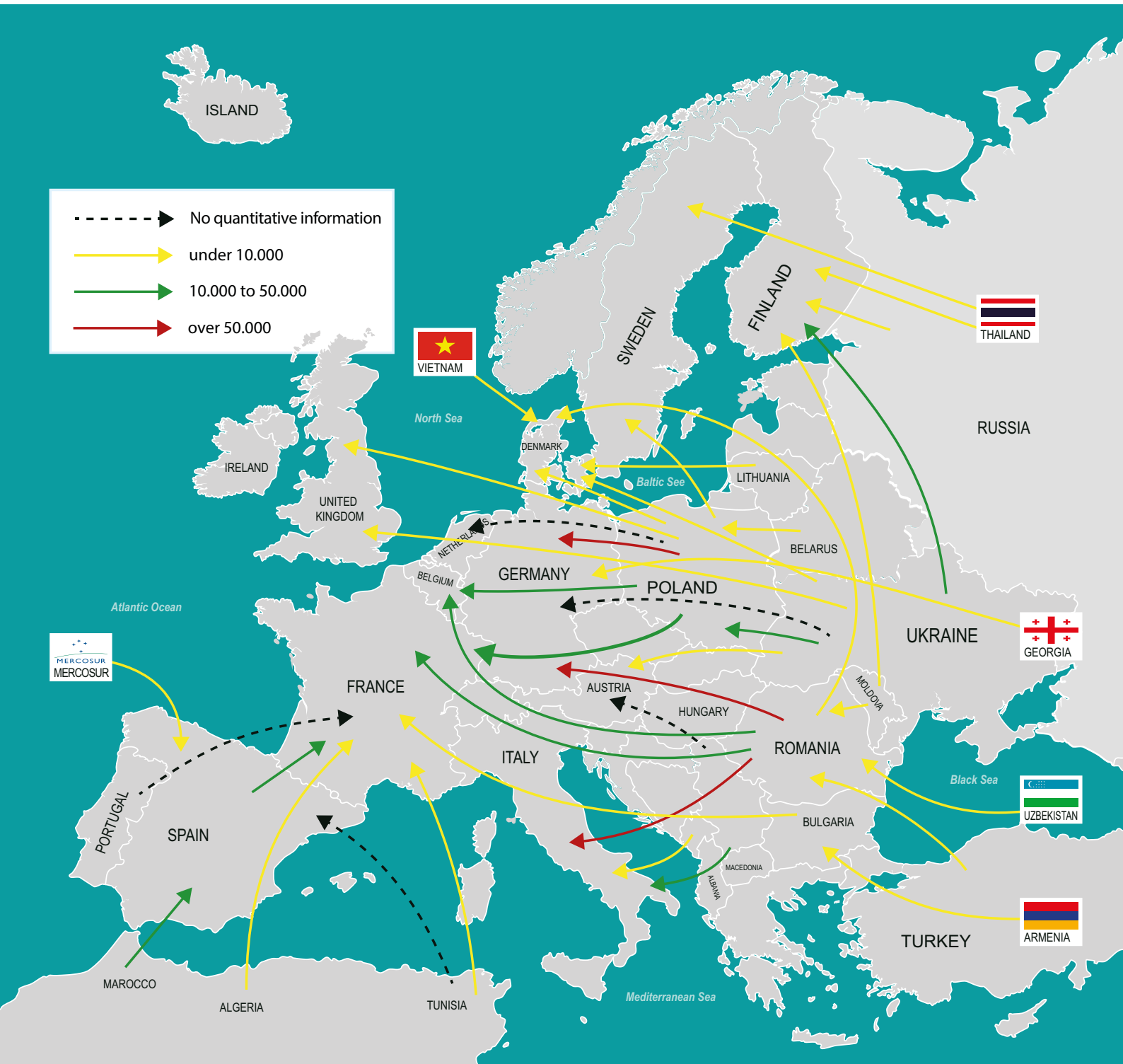
in this handbook and to organise networking events. Finally, the overall objective is to promote cross-border cooperation and thus contribute to greater transparency and improved working conditions for mobile workers.



We would like to thank all partners and participants for their active involvement and innovative and committed contributions to the events and to the handbook and, above all, for their valuable day-to-day work.

The project consortium  
Berlin, January 2024

# Migration of agricultural workers in Europe



Source: Trade Union Survey 2020

# Mobile work in Europe



Hundreds of thousands of people from Eastern and South-Eastern Europe travel to other European countries every year in the hope of finding work. Mobile workers from the EU and migrants from non-European countries do a large part of the physically demanding and monotonous manual labour in European agriculture, in the construction sector, 24-hour care, logistics, the meat industry and other sectors.

According to the European Trade Union Organisation EFFAT, there are around 4 million temporary seasonal workers in the agricultural sector alone, but this number does not include the large number of undocumented workers in European agriculture.

In an attempt to escape high unemployment rates, especially in Europe's rural areas, and low wages at home, mobile workers find jobs in other countries. They strive for a better living standard and a better future for themselves and their families.

At the same time, Northern and Western European countries have a high labour demand and, due to economic disparities, they can pay higher wages even in the low-wage sector.

Migrant workers often lead a transnational life, considering their true "home" to be in a country other than their place of work. They need to be flexible and mobile in order to travel constantly to where the jobs are. Social isolation, a lack of language skills, and very different conditions in terms of social security, labour laws and social contexts in the countries of work make mobile workers vulnerable. Furthermore, they are eco-

nomically dependent on the job and accommodation provided by their employers. The situation is particularly difficult for illegal migrants from non-EU countries with informal jobs.

There are repeated reports of problems with labour laws and different forms of mild or severe exploitation. To remedy this situation, different structures across Europe have been developed to provide mobile workers with support and advice if they have problems and to inform them in various ways about their labour rights in the country where they are working, as well as to support them in unionising.

Migration patterns are constantly changing, in parallel with changing political and economic conditions. For example, in the past many people from Poland traditionally travelled to other European countries to work. However, as the unemployment rate in Poland has fallen and wages have risen, Poland has also become a destination country for job seekers from other countries. People are travelling to Europe to look for permanent or temporary work from more and more countries, especially Southeast Asia, as shown on the map.

# Ways to successfully establish contact and spread information

Mobile workers often work far away from their homes and families and are required to move frequently. It is thus more effective to combine many different ways to contact them and provide different kind of information. The persons and organisations that provide information should be in direct personal contact with the mobile workers and gain their trust.

Mobile workers primarily get information from their own social networks. These social networks include family and relatives, friends, neighbours, acquaintances from the region and work colleagues. This needs to be considered both for making direct contact on site and also for digital contact. As personal contact is key, all services should involve a high level of interaction and easy access. In addition to outreach work with personal contact at social locations in the home countries of the mobile workers (churches, educational institutions, marketplaces...), on travel routes (bus stations, border crossings) and at workplaces and accommodation in the country of work, the mobile workers, whatever kind of work they do, should be able to get answers to questions and feedback directly (in their native language) on social media channels and via hotlines.

The vast majority of mobile workers have a mobile phone and internet access, since this is their main way of communicating with their family. Digital options such as messaging services (WhatsApp, Viber) or social media (Facebook, TikTok, Instagram) are the main ways of communicating and passing on information. It should be noted, however, that the internet connection at the place of work or housing in rural areas may be very poor or there might be no internet at all, depending on the region. Many workers therefore limit their phone use in order to save data volume. Nevertheless, digital communication is vital, because mobile constantly travel and cannot be reached reliably at particular places or times. Facebook is

the most important digital channel. There are numerous Facebook groups with a large outreach, where groups of mobile workers exchange information.

Establishing personal and direct contact is key to building trust, as people become familiar with your name and face. Information about you and your organisation then spreads out independently in the social network of mobile workers. When you reach out to mobile workers it is particularly important to approach them in their native language and consider their working and living situation. The information provided should build on the workers' experience, depending on their home region, work sector and country of work. The group of mobile workers approached can be very diverse, for example with regard to age, language, origin, level of education, socio-economic situation and residence status. You should recognise these aspects and incorporate them when you prepare and design content, to make sure it matches the needs of the target group.

# Best Practices

	Name	Country	Institution
1	<a href="#">Labour law training for young people</a>	PL	PSPM
2	<a href="#">My first workplace - information campaign in schools</a>	BG	CITUB
3	<a href="#">Facebook Live Events - online information about labour law for mobile workers</a>	DE / RO	Arbeit und Leben NRW
4	<a href="#">Hotline, advice and information helpline</a>	PL	PSPM
5	<a href="#">Harvesting Solidarity - making mobile workers visible</a>	RO	Asociația VIRA ViraFilms
6	<a href="#">Season@work - information and counselling for seasonal workers in European agriculture</a>	BE	EFFAT
7	<a href="#">Agriworker app - sowing the seeds for agricultural migrant workers</a>	DK	3 F
8	<a href="#">Field campaigns - informing mobile workers at the workplace</a>	DE	IFL
9	<a href="#">BRIGHT - Building RIGHTS-based and innovative governance for EU mobile women</a>	BG	CSCD
10	<a href="#">Monsalaireagricole - calculating agricultural wages with an app</a>	FR	FGA/CDT
11	<a href="#">RAISE Up - grass root actions, innovative approaches and stakeholders engagement to tackle undeclared work propensity</a>	BG	FITUA
12	<a href="#">Ambassador network - trade unions and social networks for migrants in Denmark</a>	DK	3 F
13	<a href="#">Fair Stable - raising awareness of sexualised violence in the workplace</a>	SE	Kommunal Prevent
14	<a href="#">Stop Risiko - safety at work under climate change</a>	DE	PECO Institut
15	<a href="#">Safety at work - straightforward information material on occupational safety</a>	SE	Kommunal Prevent
16	<a href="#">Outreach work in the construction industry</a>	DE	PECO Institut IG BAU
17	<a href="#">Annual membership for migrant workers</a>	DE	IG BAU
18	<a href="#">Organising and promoting undocumented migrant worker's rights</a>	FR	CGT



# 1 Labour law training for young people



## Name and contact of the organisation

Polskie Stowarzyszenie Pracowników Migracyjnych (PSPM)  
[www.pspm.com.pl](http://www.pspm.com.pl)



## Website/social media

[www.pspm.com.pl](http://www.pspm.com.pl)



## Keywords

Youth, working in another European country, agriculture, plant production, training, labour law



## Description

In cooperation with employment agencies, PSPM has designed a training courses for young people in order to prepare them for seasonal work or working holidays abroad. This is usually the first job for the participants. The training courses are offered to low-skilled young people up to the age of 26 mainly to provide them with knowledge of the labour laws and working conditions in the country of employment. Each training course lasts one hour, with the training series starting in spring, before the start of the agricultural season. They are designed to the needs of the participants and cover topics such as agriculture, plant production or labour law. The courses can also be applied to sectors other than agriculture.

The training series is organised by PSPM in cooperation with the youth employment agency and always starts before the young people go to work abroad. PSPM is responsible for imparting knowledge about working conditions and labour law, while the employment agency organises the jobs for the young people abroad, with a focus on the Netherlands.

The costs are low, since the only costs are for personnel and the preparation of materials, leaflets and brochures.

The courses are aimed at young people with no experience in the labour market in agriculture and plant production, to prepare them for their first job abroad.



## Proven success

The target group is reached via the youth employment agency, the employment office and schools. The training organised as a face-to-face workshop in which a trainer shares knowledge about working conditions, labour law, pay or health and safety issues with a group of around 15 people in the language of the participants. The participants also receive brochures or leaflets with the most important information about the work, as well as contacts to the supporting organisations in the country of employment.

PSPM organises this training for young people in cooperation with other organisations, such as the employment office and the youth employment agency.





While the employment office and the youth employment agency inform young seasonal job seekers about the training courses and provide all the necessary resources such as conference rooms and digital equipment, PSPM is responsible for the theoretical content.



### Impact and sustainability

The project is highly sustainable and effective: Young people who have participated in the training have gained more knowledge about working conditions and labour law, but also about grievances in the workplace and how to address them. With this knowledge – about their rights and about who they can contact if they have any problems – they can help themselves and support other mobile workers. This strengthens their trust in trade unions and other counselling organisations. The knowledge they gain during the training is also useful for future work abroad: they will know which organisations they can contact before they arrive in their destination country or where they can find information online.



# My first workplace

## information campaigns in schools



### Name and contact of the organisation

Confederation of Independent Trade Unions of Bulgaria (CITUB)  
[www.knsb-bg.org](http://www.knsb-bg.org)



### Websites/ social media

[www.zapochvamrabota.com](http://www.zapochvamrabota.com)  
[www.youtube.com/watch?v=rF8CE6W9M3E](https://www.youtube.com/watch?v=rF8CE6W9M3E)  
[www.facebook.com/watch/?v=1142968956518417](https://www.facebook.com/watch/?v=1142968956518417)



### Keywords

Youth, work, protection, training, labour, social law



### Description

“My first workplace” is a CITUB campaign that started in a school in Bulgaria in June 2011. The campaign aimed to give secondary school graduates information about their labour rights before they enter the labour market. The German Friedrich-Ebert-Stiftung funded the campaign, which provided training for 95,856 school graduates in two school years (2011–12 and 2012–13), where they acquired basic knowledge about their labour and social rights.

The Ministry of Education and Science approved the campaign in 2015 and included it in the curriculum for school graduates. It is the first initiative of its kind in Bulgaria and promotes knowledge about decent work for young people entering the labour market.

This campaign is designed for use only in Bulgaria and is aimed at future workers.

CITUB developed and published the following materials and content:

- Handbooks for graduates and teachers
- A website
- 9 dedicated brochures dealing with the following questions: “How can I resign if I am not happy at work?”; “Who monitors compliance with workers’ rights?”, “Where and how can I find him/her?”, “Working abroad is interesting”, “What regulations do they have there?”
- A video on this topic for young people



### Proven success

“My first workplace” is part of a further education programme. Almost 20,000 teachers have been trained for this purpose. Together with representatives of CITUB, they teach students about labour and social security rights in their own country and in the EU.

The initiative has been running for 12 years, with the Ministry of Education and Science and Bulgarian teachers’ unions being the main partners.

### The campaign aims to

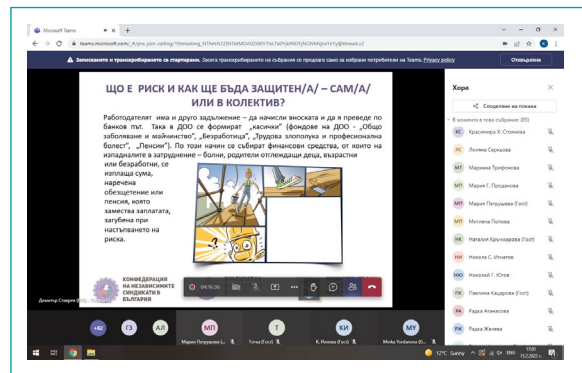
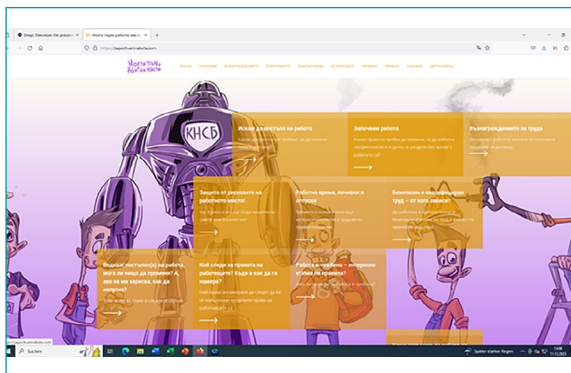
- help secondary school graduates in Bulgaria to develop civic self-awareness
- make it easier for students to transition from education into employment
- help students to adapt to the world of work
- support the professional development of students
- inform students about measures to combat informal employment and poor working conditions (illegal employment, etc.).

Both the young people starting work as well as their teachers rated this practice as good.



### Impact and sustainability

Every year, around 2,000 secondary school teachers and around 50,000 pupils receive training in an average of around 2,500 classes per year. They gain basic knowledge about labour, social and insurance law. Various materials have been developed, such as handbooks, brochures, films and presentations. They are freely available on the internet.



# Facebook Live Events

## online information about labour law for mobile workers



### Name and contact of the organisations

Arbeit und Leben NRW e.V.

[www.arbeitundleben.nrw/kooperieren/projekte/arbeitnehmerfreizuegigkeit-fair-gestalten](http://www.arbeitundleben.nrw/kooperieren/projekte/arbeitnehmerfreizuegigkeit-fair-gestalten)

Blocului Național Sindical (BNS)

[www.bns.ro](http://www.bns.ro)

Faire Mobilität

[www.faire-mobilitaet.de](http://www.faire-mobilitaet.de)



### Website / social media

[www.facebook.com/DGBFaireMobilitaet/videos/ce-drepturi-am-eu-ca-lucr%C4%83tor-sezonier/5100548163317170/](https://www.facebook.com/DGBFaireMobilitaet/videos/ce-drepturi-am-eu-ca-lucr%C4%83tor-sezonier/5100548163317170/)



### Keywords

Digital information transfer, digital interaction, online counselling, labour law



### Description

Labour law advisory centres and trade union representatives in Germany and Romania have been organising Facebook Live events for several years to provide information on labour law for mobile workers from Romania seeking agricultural jobs in Germany. The online events allow for direct interaction between counsellors and employees. Workers can use the chat function to ask questions during the online event. The replies can be read by all participants. There are also Facebook Live events for other sectors and in different languages, for example, for workers in round-the-clock care, who are otherwise difficult to reach via other channels. The costs for Facebook Live events include the counsellors' working hours needed for preparation, implementation and, if necessary, answering questions after the event.

**Cazarea și masa**

Condițiile de cazare și costurile trebuie clarificate de la momentul încheierii contractului.

Reguli privind cazarea:

- într-o cameră comună pot fi cazate maxim 8 persoane
- cel puțin 6 m<sup>2</sup> pentru fiecare persoană
- prețul în funcție de numărul persoanelor în camera: **237 € (o persoană), 142,20 € (două persoane), 118,50 € (trei persoane)**
- trebuie precizat în statul de plată (fluturaș)

Dacă se oferă masă, trebuie încheiat un contract de prestări servicii:

- trei mese pe zi la 8,77 €, maxim 263 €

Adună probe, de ex. fotografii, filmări!

StreamYard

Faire Mobilität was live.  
May 5, 2021

**Ce drepturi am eu, ca lucrător sezonier?**  
Facebook-Live-Talk / Discuție live...  
See more

46 36 Comments 2.8K Views

Like Comment Share

Comments

Most relevant

Faire Mobilität · 25:06  
Puteți să ne trimiteți un mesaj dacă vă este teama să ne scrieți la comentarii.

Like Reply 1y

View 32 more comments

mite-ne un mesaj. Ai o întrebare legată de dreptul mu



### Proven success

The basic idea came from Facebook information events for workers in the meat industry and was adapted to the specific conditions of seasonal work.

The event is advertised only online using Sharepics. Paid Facebook advertising has been successful in promoting upcoming events.

Depending on current developments, the counsellors determine the topics for the events over the course of a season and prepare the content, schedule and distribution of tasks in planning meetings. The dates are chosen according to current topics. For example, there is an event on the subject of prevention before the start of the asparagus and strawberry season, i.e. before participants travel to Germany. At the beginning and in the middle of the season, there would be a focus on documentation of the work (f.x. numbers/kilos of crops harvested) and information about labour law. At the end of the season, the focus is on wage payments and in autumn there is an event focusing on the harvesting of grapes, fruits and vegetables.

Facebook-Live-Talk  
Discuție live  
Eveniment  
de informare  
în limba română

**Duminică | 15 Mai 2022**  
**Ora 10 (ora Germaniei)**  
**Ora 11 (ora României)**

**FAIR DGB**  
Arbeitnehmerfreizügigkeit  
sozial, gerecht und aktiv

**Ce drepturi am eu, ca lucrător sezonier?**  
Informații despre dreptul muncii în agricultură în Germania

Parteneri de discuție:  
**Mirela Căraivan** | Coordonatoarea Centrului de consiliere pentru românii care lucrează în străinătate,  
în cadrul Blocului Național Sindical (BNS)  
**Cătălina Guia** | consilier la organizația Arbeit und Leben NRW e.V.  
**Attila Szasz** | consilier la Faire Mobilität Dortmund

Organizatori: BNS, Faire Mobilität, Arbeit und Leben NRW e.V.  
<https://www.facebook.com/DGBFaireMobilitatU>

**BLOCUL NAȚIONAL SINDICAL**  
**Arbeit und Leben**

The live event starts with input on a topic that is relevant for mobile workers. In the past, this has included the following issues:

- Minimum wage and general information on wages
- Wages and working hours, as well as recording working hours
- Accommodation and meals
- Health insurance
- What is needed in case of disputes, e.g. what documents do I need?

Facebook Live Events have been organised for 3 years on an annual recurring basis. The events take place from March to June at the start of the agricultural season in Germany. There are 3–4 such events per year. They are recorded and the videos are made available on Facebook after the event, which has attracted high user numbers.

# 4 Telefon-Hotline

## Hotline, advice and information helpline



### Name and contact of the organisation

Polskie Stowarzyszenie Pracowników Migracyjnych (PSPM)  
[www.pspm.com.pl](http://www.pspm.com.pl)



### Website / social media

[www.pspm.com.pl](http://www.pspm.com.pl)



### Keywords

Mobile workers, information helpline, labour law in the destination country, personal information in the native language



### Description

PSPM has set up a hotline in Poland to support mobile workers and organisations in the EU. The hotline was developed after the number of migrants from Poland rose significantly following Poland's accession to the European Union. Numerous mobile workers left Poland to work in various EU countries without any knowledge of the working conditions in these countries. The hotline support mobile workers from different sectors in different countries. Another reason for this set-up was the need for a personalised approach to reach mobile workers individually. The hotline provides quick and immediate access to information that is customised to the needs of the workers.

Mobile workers and workers sent to jobs by a recruitment agency turn to PSPM for support. They often have a poor foreign language skills of the destination country or do not speak the language at all; they are not familiar with the labour law or working conditions in the country of work or do not trust the organisations or trade unions there.

The costs for developing, maintaining and updating the hotline can be considered medium or high. These are mainly staff costs and costs for supporting the hotline. While the hotline can only help 3 to 4 workers (or their families per day), which is few compared to information on websites or social media, for example, it benefits people seeking help by giving them direct and individualised support in their own language.

The hotline was initially developed to support workers posted abroad, contract workers and mobile workers in the agricultural sector. Further development was necessary, because mobile workers are free to decide in which EU country and sector they would like to work. The hotline now serves sectors such as construction, agriculture, catering, transport, warehousing and care for the elderly. The hotline is a direct and quick means of support for those who need help, both in the country of employment and in their home country.



### Proven success

60% of the people seeking advice find out about the hotline on the websites of the supporting organisations and trade unions in their home country and country of work as well as in press articles. The remaining 40% are advised to call the hotline by other workers who have already received help, the consulate, other NGOs, trade unions and employment offices, or they read about it on flyers.

Workers mainly receive specific advice on a particular issue or problem. The most common problems addressed are irregular payments, unpaid overtime, lack of a written employment contract in the language of the country of origin, recruitment for fake jobs, lack of workplace safety training, problems with housing or residence restrictions during the pandemic. The hotline thus not only serves to provide information, but also raises awareness in certain areas and informs mobile workers about possibilities for help and support from various organisations and trade unions in the target countries.

This Best Practice is carried out in cooperation with NGOs, trade unions and governmental organisations, labour inspectorates or social security institutions in order to create an organisational network for better support of mobile workers. The bigger the networks, the better.



### Impact and sustainability

The hotline has become more and more popular, and the number of calls is increasing. The hotline is used to solve specific problems on site. It replaces personal contact in the trade union offices, since mobile workers usually lack direct access to the offices. Once people have received support, they get in touch repeatedly, usually before they go to work abroad. This broadens their awareness of working conditions, supports them in claiming their rights, and improves their ability to help themselves. In addition, the hotline builds greater trust in trade unions and other advisory organisations.

The support focuses on issues such as working conditions, taxes, pay, housing and overtime. In practice, the hotline could not be operated effectively without cooperation between various governmental and non-governmental organisations. The problems of mobile workers influence the activities of the hotlines and of the semi-governmental organisations and determine the direction the project takes.



# Harvesting Solidarity

## making mobile workers visible



### Name and contact of the organisation

Asociația VIRA und ViraFilms  
[harvestingsolidarity.com](http://harvestingsolidarity.com)



### Website / social media

[www.facebook.com/HarvestingSolidarity](https://www.facebook.com/HarvestingSolidarity)



### Keywords

Living and working conditions, mobile workers, raising awareness, exposing the lack of legal protection



### Description

Harvesting Solidarity is a Romanian documentary film project that report the personal stories of migrant workers from Romania in different EU countries. 16 personal stories were collected from July to October 2020. The interviewees work in agriculture, construction, hospitality or the food industry. While some of them have more than 10 years of professional experience and go abroad to work every year, others were on their first seasonal job. They talk about the working and living conditions of mobile workers and other related issues. Why do they want to work abroad? What living and working conditions do they encounter in countries such as Germany, Austria, France or Italy? What are the most common problems they face and what improvements do they expect?

The project pursues two goals. On the one hand it raises awareness of the living situation of mobile workers, providing information to the public, politicians and supporters.

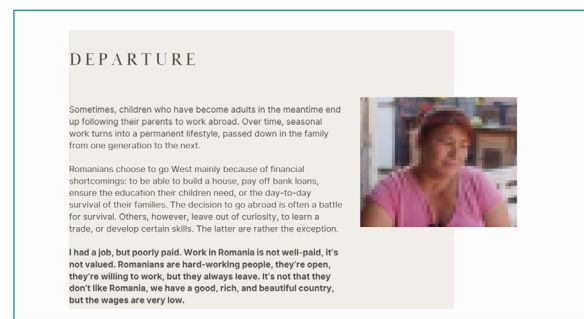


On the other hand, it is aimed at mobile workers themselves and offers them a platform for sharing experiences and information. The site is available in Romanian and English. The content of the online platform is relevant for all sectors and all countries, as it addresses the fundamental issues and challenges mobile workers face. The project was funded by Asociația VIRA, ViraFilms and the European Cultural Foundation.



### Proven success

Harvesting Solidarity gives insight into the reality of life of Romanian mobile workers who work in Europe. The project was developed as an act of solidarity with workers in their individual struggles for better living and working conditions. It gives workers a voice and provides an insight into their realities of life and how they cope with existing problems in a self-organised way. Due to the lack of structures and many gaps in social security scheme, workers often deal with problems on their own. The project therefore also addresses state institutions to point out gaps in the legal framework. Harvesting Solidarity allows trade unions, state and semi-state institutions and the public to learn about the life and work of mobile workers and encourages them to come up with solutions based on their experiences. It illustrates how mobile workers are particularly vulnerable and lack structural protection mechanisms. The project team organises lectures for different target groups with the aim of improving the political and legal framework. To ensure accessibility, the online platform is advertised on social media and among the target group itself.



# Season@work

## information and counselling for seasonal workers in European agriculture



### Name and contact of the organisation

European Federation of Food, Agriculture, and Tourism Trade Unions  
[www.effat.org](http://www.effat.org)



### Website / social media

[www.seasonalworkers.eu](http://www.seasonalworkers.eu)



### Keywords

Seasonal work, trade union, work contract, wage, social security, working conditions, health and safety at work, mobile app, explanatory videos



### Description

Seasonal agricultural workers make extensive use of digital media for communication. Based on this observation, the project team analysed existing digital communication options and thought about how they could be used to reach as many mobile workers as possible in different regions. On this background, the team developed a digital information platform for agricultural migrant workers: season@work.

In a cooperation led by EFFAT, a group of trade unions and related advisory and educational institutions developed extensive educational and informational materials that were accompanied by short explanatory videos dealing with the following topics:

- Things to do before arriving in the country of destination
- Working conditions: work contract, social protection
- Working conditions: wages, working hours
- Health and safety at the workplace: COVID-19 protection
- Health and safety at work: protection from heat and UV radiation
- Arrival at the place of origin and return home
- Trade unions

The materials can also be used for educational purposes. The app works both in the country of work and in the home country. Explanatory videos on labour rights and general conditions prepare workers before their departure for work abroad.

The materials can be used continuously, provided that the content is constantly reviewed and updated. The development costs are high. With good organisation involving the individual trade unions, the revision and maintenance costs can be kept low.

The information is more general, with recommendations for independent research and action. The approach can easily be transferred to other sectors, and there is now discussion about whether to expand it.





## Proven success

The app's main goal is to provide information.

The project includes 3 different tasks:

- Preparing a study on the use of digital media by surveying agricultural workers (PECO Institut e.V.)
- Developing an app (coordination EVW)
- EFFAT and its member organisations presenting and spreading the app

The main results of the study are published in a handbook (print and digital) in 11 languages of the countries of origin and work (EN, DE, FR, ES, IT, PT, PL, BG, RO, UA and Arabic). In addition to the study, the handbook contains material on how to use the app, which can also be used as educational material in training programmes.

EFFAT initiated the app and officially launched it at an event in Brussels which was attended by politicians, member unions and advisory organisations. EFFAT and its member organisations are currently working on the distribution of the mobile app using both offline and online distribution methods. A postcard, a QR code and various other materials have been developed for this purpose, and they will be easily accessible on the EFFAT website. The app will also be increasingly distributed offline in the coming season, e.g. as part of field campaigns by advisory services and EFFAT member organisations.



## Impact and sustainability

EFFAT and the participating member organisations as well as the group of advisory institutions will distribute the app. A quantitative evaluation will be carried out to assess how often the app, the YouTube videos and the handbook were downloaded or accessed.

The app will mainly be used in 2024. A survey of advisory services, EFFAT member organisations and/or seasonal workers themselves could be considered for the qualitative evaluation. EFFAT will carry out an internal evaluation.

# The Agriworker-App

## Sowing the seeds for agricultural migrant workers



### Name and contact of the organisation

Fagligt Fælles Forbund - 3F  
[www.3f.dk](http://www.3f.dk)



### Website / social media

[www.agriworker.eu](http://www.agriworker.eu)



### Keywords

Learning about labour rights, information via WebApp, developing digital skills, mobile workers, agriculture



### Description

The target group is mobile agricultural workers from Eastern and Southern Europe who work in Austria, Denmark, Germany and Poland.

The aim of the AgriWorker app was to enable these mobile workers to inform themselves about their labour rights in their own language. The app provides information on the most frequently asked questions about working conditions in agriculture in the different countries of employment: e.g. on wages, holidays and understanding payment documents. Workers can also obtain basic information about the country in which they work including lifelong learning opportunities.

The AgriWorker project was supported by a partnership between trade unions, interest groups and Chambers of Agriculture in Poland, Austria, Germany and Denmark, as well as the Køge Business College, Denmark.

The app can be included in the general training programmes of works councils and trade union representatives in agriculture in the partner countries or used as a tool to raise awareness and prepare mobile workers before their departure to the country of work.

The app was developed in a two-year project (2017–2019) and funded by the Erasmus+ programme. The development cost can be medium to high, depending on the scope of the graphics, the content and the professional films. The app needs to be maintained and updated to keep the content up to date and reliable.





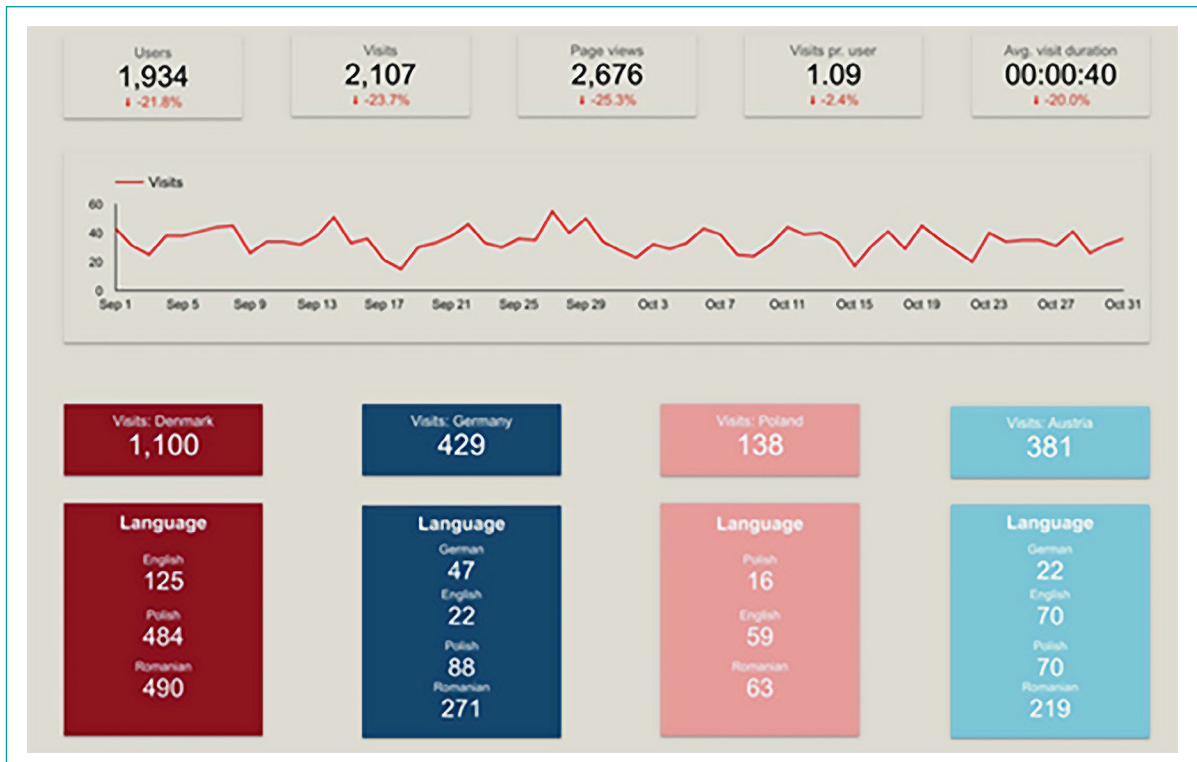
### Proven success

The app is still very popular, with a total of around 1000–1500 users per month. The content of the app is divided between the 4 project countries and is available in different languages (Romanian, Polish, English, Ukrainian and German).

An assessment of the app use shows that most users request information on topics such as wages and understanding payment documents.

Because there is no online marketing budget, the app is distributed differently in each project country. Flyers in different languages help to promote the app during face-to-face meetings with mobile workers. Facebook also provides a platform for making the app known and sharing it. Finally, “word of mouth” is a way to spread the word about the app, for example during the training of union secretaries or during field campaigns.

Although trade unions and migrant organisations developed the Agriworker app, a network of many relevant organisations and authorities prepared the relevant content.



# 8 Field campaigns

## informing mobile workers at the workplace



### Name and contact of the organisation

Initiative Faire Landarbeit (IFL) - Zusammenschluss aus IG BAU, EVW und Faire Mobilität

[www.igbau.de](http://www.igbau.de)

[www.peco-ev.de](http://www.peco-ev.de)

[www.emwu.org](http://www.emwu.org)

[www.faire-mobilitaet.de](http://www.faire-mobilitaet.de)

Beratungsnetzwerk Gute Arbeit (Arbeit und Leben)

[www.arbeitundleben.de/arbeitsfelder/beratungsnetzwerk/gute-arbeit](http://www.arbeitundleben.de/arbeitsfelder/beratungsnetzwerk/gute-arbeit)



### Keywords

Field campaigns, outreach work, information, counselling, teams, initiative



### Description

As part of field campaigns, IFL visits foreign mobile agricultural workers in Germany and informs them about their rights. If they have any problems, the IFL tells them which advice centres they can go to.

Foreign mobile workers stay in Germany for a limited period of time only, and they have little knowledge of the system and language and often live in isolation in rural regions. It is therefore hard to reach them and provide information and counselling. They are particularly vulnerable to exploitation.

The teams are organised on a local basis in Germany. Trade unionists and members of labour and social counselling centres with appropriate language skills also participate in the campaigns, which take place annually during the harvest season of various special crops.

The costs are low if an appropriate state-funded counselling service is available. In this case, field campaigns can be carried out as part of the counsellors' normal work. Apart from that, there are costs for transport and for preparing and printing information material.

This model can easily be transferred to other sectors where work is decentralised and mobile workers are used, e.g. in construction, as well as to other countries. The campaigns are only for mobile workers. They are contacted in the country of work only.



### Proven success

The field campaigns are not organised centrally. Teams with different regional focuses carry out the activities to make sure that regional features are taken into account. They approach the workers in the field or in their housing; if available, nearby supermarkets can also be a useful spot. Personal contact is the key to creating trust.

When the team approaches the workers, they only give initial information, but they hand out flyers with further information, such as a list of advice services and centres with contact details, and often distribute other information material on specific topics, which may also include giveaways, for example, sun cream, sunglasses or drinking bottles. Sometimes the workers call the advice centres after a field campaign to receive further information. It also happens repeatedly that larger groups contact the advice centres in the case of serious problems. The field campaign teams often support the mobile workers in those cases, for example if they do not receive the wages they were promised.



Besides counsellors and trade unionists, press representatives or politicians also regularly participate in the campaigns. State authorities may also become involved at the request of the workers in the event of violations, e.g. financial control of illegal employment, labour inspectorate.



### Impact and sustainability

There is usually no qualitative evaluation of the campaign, since the teams often meet the mobile workers only once during the field campaigns, and no follow-up survey can be carried out on the effectiveness of the campaigns. As part of the Agriworker app project, flyers were distributed to draw attention to the app. Here, a quantitative assessment was possible based on the number of clicks. A comparison of the numbers has shown, for example, that the project partner from Denmark generates significantly higher click numbers than in Germany.

Once a month, counsellors from different regional teams hold online meetings to exchange ideas. They share best practices and discuss whether these practices can potentially be implemented in other regions as well.

The work of the IFL has attracted a great deal of attention, particularly during the pandemic, and has led to various political debates on the topic of seasonal work in Germany. Jobs that do not require workers to pay social security contributions, for example, have been openly criticised and the German social insurance is now intensely looking at the eligibility requirements.





## Building RIGHTS-based and innovative Governance for EU mobile women



### Name and contact of the organisation

Center for Sustainable Communities Development

[www.cscd-bg.org/bg](http://www.cscd-bg.org/bg)



### Website / social media

[www.cscd-bg.org/bg/proekti/proekt-bright](http://www.cscd-bg.org/bg/proekti/proekt-bright)



### Keywords

Female workers, social inclusion, poverty among women, labour exploitation



### Description

One of the main reasons that Romanian and Bulgarian mobile workers accept poor working conditions is their poor knowledge of labour rights in the EU. They lack direct access to associations and authorities in the host country, which makes them vulnerable to exploitation and human trafficking under the guise of labour mobility. This project team collects information in Romanian and Bulgarian to prepare women for taking up work abroad. The aim is to improve awareness of social connections and labour relations, as well as labour and social rights in the EU. BRIGHT deals with topics such as the general economic conditions of mobile workers, social protection mechanisms in the EU, as well as labour and social law. The project also deals with how to detect and tackle human trafficking, identifies supporting institutions and organisations in Bulgaria and Italy and determines related dangers and problems for mobile workers.

The project (11/2019–10/2021) was developed and implemented in Bulgaria, Italy and Romania. The main partner was ActionAid from Italy.

The costs are rated as medium to high and mainly relate to the organisation and implementation of training courses, translations and the printing of information material.

It was developed for female agricultural workers in Italy, but it can also be used in the care, domestic service and hospitality sectors.

The main target group is female mobile workers from Romania and Bulgaria who work in the low-wage sector on a temporary basis, but it can also be useful for counsellors. It is mainly applied in the workers' home country.



### Proven success

One of the main reasons that Romanian and Bulgarian mobile workers accept poor working conditions is their poor knowledge of labour rights in the EU. They lack direct access to associations and authorities in the host country, which makes them vulnerable to exploitation and human trafficking under the guise of labour mobility. This project team collects information in Romanian and Bulgarian to prepare women for taking up work abroad. The aim is to improve awareness of social connections and labour relations, as well as labour and social rights in the EU. BRIGHT deals with topics such as the general economic conditions of mobile workers, social protection mechanisms in the EU, as well as labour and social law. The project also deals with how to detect and tackle human trafficking, identifies supporting institutions and organisations in Bulgaria and Italy and determines related dangers and problems for mobile workers.

The project (11/2019–10/2021) was developed and implemented in Bulgaria, Italy and Romania. The main partner was ActionAid from Italy.

The costs are rated as medium to high and mainly relate to the organisation and implementation of training courses, translations and the printing of information material.

It was developed for female agricultural workers in Italy,

but it can also be used in the care, domestic service and hospitality sectors. The main target group is female mobile workers from Romania and Bulgaria who work in the low-wage sector on a temporary basis, but it can also be useful for counsellors. It is mainly applied in the workers' home country.



### Impact and sustainability

Quantitative methods:

- Number of participants in training and information days
- Number of women trained as mediators
- Number of women trained as managers
- Number of training courses
- Number of brochures and leaflets printed
- Audio-visual material produced; number of views on YouTube

Qualitative assessment of the effectiveness of good practice:

- Better understanding of the importance of information on labour rights
- Increased demand for support and advice from local trade union organisations
- Strengthening of mutual trust and cooperation with the institutions/governmental organisations

The conclusion is that the project needs to be continued and increased, because it succeeds in helping women to become more aware of their labour and social rights and how to protect them. The second focus is on improving the situation for their children who either go with their mothers or stay home in the country of origin. The aim is to increase the number of women who are able to protect themselves from labour exploitation.

# monsalaireagricole

## calculating agricultural wages with an app



### Name and contact of the organisation

Confédération Française Démocratique du Travail (CFDT)  
Fédération Générale Agroalimentaire (FGA) heute AgriAgro  
[fga.cfdt.fr](http://fga.cfdt.fr)



### Website / social media

[www.monsalaireagricole.fr](http://www.monsalaireagricole.fr)



### Keywords

Information on wages, contact with non-union workers, information on labour rights



### Description

Agricultural workers in France, in particular workers who are difficult to reach (small companies and few workers), often lack access to information about the collective wages that they are legally entitled to receive. The app allows workers to calculate the applicable official wage for their job category in 5 minutes and provides further information to determine which category they belong to.

The website is available in French, English and Spanish so that it can also be used by mobile workers from other countries. Further languages are planned to be implemented when a new national collective wage agreement comes into force.

The website is a practical awareness-raising and information tool that informs workers about the rights associated with the new wage agreement. It helps them to understand the most important factors that determine their job category and the agreed minimum wage. They can categorise themselves and if they need explanations or encounter a problem in their company, they can contact an FGA trade union representative using a link provided on the website.





### Proven success

The app was heavily advertised to make it known among workers, including through flyers and brochures at trade fairs, Facebook campaigns, company visits, shirts with the QR code, word of mouth and visits to workers in the respective regions.

Although the project was initiated by the French Democratic Confederation of Labour (CFDT) and the French General Agri-Food Federation (FGA) for French territory, it can be used everywhere. The app can be used permanently and is updated regularly in the event of changes. It offers the possibility to contact regional trade union representatives. The average costs (development, maintenance, updating) are around 9,000 euros for 3 languages. The app was developed for the agricultural sector but can also be used in other sectors or countries.

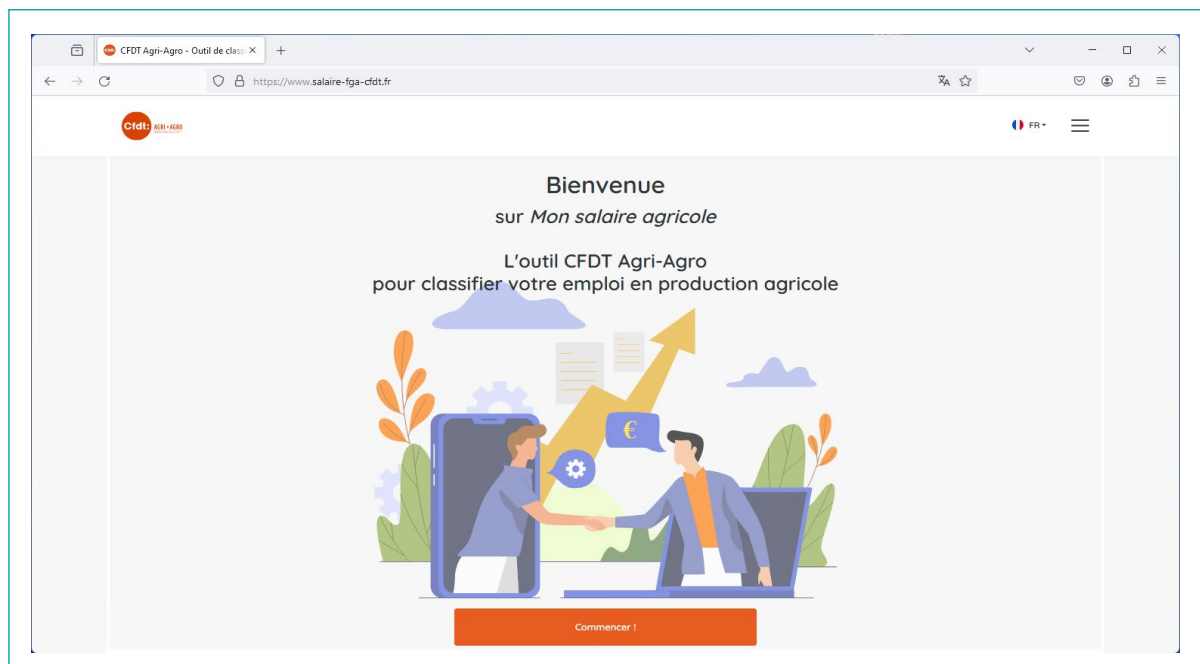


### Impact and sustainability

More than 200 contacts were collected through the app in just a few months. 80% of those workers were not yet members of the union, were looking for this information and wanted to become members.

Those who contacted the FGA receive advice on how to enforce their rights in the workplace.

The app has the advantage that it helps to establish contact with workers who are not members of the union and to publicise the union as a means of support they can rely on.



# RAISE Up

## grass Root Actions, Innovative approaches and Stakeholders Engagement to tackle Undeclared work Propensity



### Name and contact of the organisation

Federation of Independent Trade Union in Agriculture (FITUA)  
[www.fnsz.org](http://www.fnsz.org)



### Website / social media

[www.fondazionemetes.it/raise-up/?fbclid=IwAR3GXWrvm0eu8umVNXOqJNoSqMOIm9XKN-ZOUAriBI45YeTdgBD3w8GmNXrI](http://www.fondazionemetes.it/raise-up/?fbclid=IwAR3GXWrvm0eu8umVNXOqJNoSqMOIm9XKN-ZOUAriBI45YeTdgBD3w8GmNXrI)  
[www.fnsz.org/index.php/bg/proekti/deistvashti/proekt-raise-up](http://www.fnsz.org/index.php/bg/proekti/deistvashti/proekt-raise-up)



### Keywords

Undeclared work, seasonal work, human trafficking, labour exploitation, poverty



### Description

The RAISE UP project was developed to prevent undeclared work in the agricultural sector. Mobile workers who are under economic pressure often agree to work without a contract, expecting to be paid quickly and well. However, the reality can be quite different. They often do not receive the agreed payments and the working and living conditions usually turn out to be extremely poor and dangerous. In addition, their labour rights are disregarded and there is also a high risk of becoming involved in human trafficking and labour exploitation. These despicable practices could be prevented if the workers had access to information and counselling before their departure and at the place of work and/or residence in the country of work.

The project was carried out in partnership with agricultural trade unions: in Bulgaria (FNSZ), North Macedonia (Agrosindikata), Romania and Italy. The main partner is FLAI CGIL in Italy. Trade unions as well as state organisations such as the Labour Agency, the General Labour Inspectorate and NGOs were involved. Labour attachés also addressed the problem at the political level. The project was carried out in the period 2018–2020. The methods being tested will be further implemented and developed.

The project costs are rated as low to medium and mainly relate to visits at workers' place of work, the distribution of health and safety equipment and the translation and printing of information material.

The project is aimed at the agricultural sector, but it can also be transferred to the construction industry or the hotel and catering sector.

The project mainly targets mobile workers on the one hand, and counsellors, trade unionists and other organisations on the other hand.



### Proven success

Most of the project work was carried out in the communities of mobile workers (in Bulgaria) and among Bulgarian migrant workers (in Italy). The project team visited workers at their workplace and housing. They were approached early in the morning, before the start of the working day, when the workers gather.

Interviews and anonymous research surveys were conducted. The main aim of the project is to inform workers about trade union rights and problems with undeclared work, for example via brochures and leaflets ([www.fnsz.org/pdf/2018/Flyer\\_BG-nedaklariran-trud.pdf](http://www.fnsz.org/pdf/2018/Flyer_BG-nedaklariran-trud.pdf)).

The meetings and interviews were used to analyse problems and produce and publish video material for training purposes. Health and safety equipment such as hats, water bottles and bandanas with the logo were distributed as giveaways to create a sense of belonging and raise awareness of trade unions as a means of support.

The project combines several educational approaches: distributing information leaflets (on the role of trade unions) and raising awareness of a specific problem (undeclared work and its risks). The project team prepared a checklist to combat undeclared work in agriculture, which can be used by counsellors.



### Impact and sustainability

Following the meetings, some of the mobile workers were joined to raise awareness among each other and agreed to participate in motivational videos to prevent informal labour. Some of them were selected as cultural mediators to help establish initial contacts and overcome language barriers. The group has increased general awareness of labour rights, occupational health and safety, safe working conditions and trade union work. The know-how of cross-border networking as part of a holistic approach strengthened mutual trust and cooperation with organisations and government agencies.

Quantitative measurement of measures:

- Number of workplaces visited
- Number of meetings held
- Number of participants
- Number of printed brochures and leaflets
- Produced audio-visual material
- Distributed promotional material.

# Ambassador–Network

## trade union social networks of migrants in Denmark



### Name and contact of the organisation

Fagligt Fælles Forbund - 3F

[www.3f.dk](http://www.3f.dk)



### Website / social media

[temacm.3f.dk/en/3fsprog](http://temacm.3f.dk/en/3fsprog)



### Keywords

Empowerment, strengthening social networks, embassies of the countries of origin, advice on labour law



### Description

The project aims to strengthen mobile workers in agriculture, construction, the food industry and tourism in Denmark by building social networks with the help of the embassies of the countries of origin. It focuses on the following aspects:

- Using the embassies' communication and information channels to spread information about trade unions and labour rights
- Building trust with people of different nationalities and connecting them with the trade union and other trade unions
- Easier and faster access to different ethnic/national communities in Denmark
- Promoting the trade union from embassies
- Recruiting potential members

The project is funded by 3F and its 60 regional departments and relies heavily on the support of local 3F union staff to facilitate the activities in the network.



### Proven success

The project team established a close relationship with various embassies in Denmark (for Poland, Romania, Bulgaria, Lithuania, Latvia, Estonia, Ukraine, Nepal, Thailand, Philippines and Sri Lanka) to inform the embassy staff about 3F and how 3F can support migrant workers in Denmark. The project has established 11 nationwide migrant networks across Denmark (e.g., the Vietnamese network). The networks help migrant groups to establish their own groups within the local communities. The project team also formed action groups for different job sectors.



### Impact and sustainability

The strengthening of these social networks led to an increase in the number of migrant workers organised by 3F. In these networks, participants gain knowledge about the Danish labour market and workers' rights. The networks also help workers to find jobs, help themselves, build mutual trust and socialise with each other.

The local 3F departments use these networks to regularly invite workers to evening or weekend meetings where they discuss and learn about labour rights. Topics include, for example, "The Danish tax system" or "Understanding your payslip".

Networks for ethnic groups (Minoritetsnetværk)

https://temacm.3f.dk/en/3fprog/become-a-member-of-3f/networks-for-ethnic-groups-(minoritetsnetvaerk)

3F Fagligt Fælles Forbund

Home Become a member of 3F Unemployment benefits Wages and collective agreements Working conditions 3F and EU

Language Search

Become a member of 3F

Joining the union

Joining the union as student

Reasons for joining the union

Subscription (Kontingent)

Membership advantages (Medlemsfordele)

About 3F (Om 3F)

**Networks for ethnic groups (Minoritetsnetværk)**

Working all together

## Networks for ethnic groups (Minoritetsnetværk)

In 3F, we have established an array of networks for workers of ethnic backgrounds other than Danish. This way, you not only become a part of an occupational and social community, you will also get the opportunity to be provided with knowledge about your rights as an employee in Denmark and a citizen of the Danish community.

03. januar 2023 kl.10:28

As a 3F member, you will get a number of membership advantages. For instance, we ensure that you will have proper working conditions in Denmark; and, moreover, we make sure that you will not be cheated with respect to the wages you are paid. In addition to the many membership advantages, we have established an array of networks for our members where you can meet kindred spirits, get help and support and develop new opportunities and solidarity.

3F has many members of other ethnic backgrounds than Danish. Many of these members participate in 3F networks for ethnic groups other than Danish. These networks comprise anything from chats about working conditions to social events.

If you would like to become a part of one of our many networks, you are always welcome to contact your local 3F trade union or write to:

Name	E-mail address	Network	Address
Anthony Sylvester	<a href="mailto:Anthony.sylvester@3f.dk">Anthony.sylvester@3f.dk</a>	Polish	3F Midtjylland Birk Centerpark 4 7400 Herning
Johnny Henriksen	<a href="mailto:Johnny.henriksen@live.dk">Johnny.henriksen@live.dk</a>	International	3F Holbæk-Odsherred Spånnebæk 10 4300 Holbæk
Henrik Kristensen	<a href="mailto:henrik.kristensen@3f.dk">henrik.kristensen@3f.dk</a>	Polish	3F Holstebro Tilsvæl 20

### 122 rumænere til 3F-møde i Skagen

I lørdags mødtes hele 122 rumænere til et møde i Skagen. Dagsordenen var at snakke 3F og arbejdstagerrettigheder.



*Der var fuld hus i lørdags, da 3F Frederikshavn holdt informationsmøde for rumænske arbejdere i lokalet i Skagen. (René Schütz)*



Clubul Românilor

Medlem Del Notifikationer

Clubul Romanilor din Ska... Medlemmer Begivenheder Billeder Filer



# Fair Stable

## raising awareness of sexual violence at work



### Name and contact of the organisation

Kommunal  
[www.kommunal.se](http://www.kommunal.se)  
 Prevent  
[www.prevent.se](http://www.prevent.se)



### Website / social media

[www.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/schysst-stall](http://www.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/schysst-stall)



### Keywords

Sexualised violence, raising awareness in education, training and certification of trainers

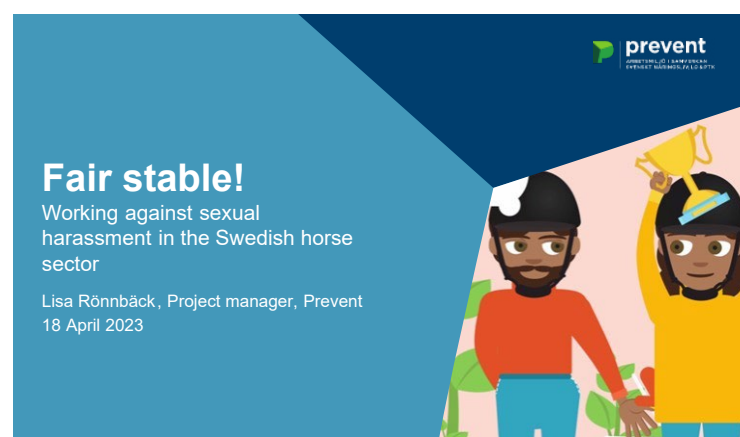


### Description

Schysstall is a training and information initiative against sexualised violence in the horse industry. Schysstall is organised and run by Prevent, an NGO composed of social partners who implement projects on health and safety issues. They joined forces in 2017 and launched a joint initiative against sexual harassment. The project addresses several target groups, since this issue affects many people, for example, employers, trainees, employees, teachers and anyone who is interested in horses as a leisure activity, such as children, young people and their parents. A card has been developed that identifies stables that have been awarded the “Fair Stable” seal which stands for zero tolerance towards sexualised violence.

The project includes an online training module and information materials (e.g., posters) for companies and a tutorial that teachers can use for vocational school lessons. In addition, 14 short films have been developed to raise awareness of sexualised violence in the horse sector among as many people as possible and to make businesses safer places through prevention and sharing knowledge.

The initiative was developed for the horse sector in Sweden but can be used for any sector if a few changes are made to the graphics and examples. The content of the training and materials must be adapted to the applicable laws in the country where it is used. This project is not aimed at mobile workers but is particularly suitable as best practice and can also be transferred to this target group. The costs for this project are presumably very high and continuous work is required to make it a permanent part of the social partners' organisations and win their acceptance.





## Proven success and sustainability

The “Fair Stable” seal is awarded to companies that have taken part in repeated online training courses on legislation, prevention and risk factors and have completed corresponding tests. In an online course, employers learn what sexual harassment is and how they, as those responsible for health and safety, can promote a healthy climate in the company.

In 2023, the map showed 175 stables which had successfully completed the course for businesses, including riding stables, harness racing stables, schools and universities. They receive information packs and materials that they can display and distribute on their premises.

Teachers benefit from a tutorial for vocational schools with exercises for working with pupils. The exercises inform them about their rights and enable them to recognise difficult situations.

14 short films have been developed for trainees showing situations that can occur in a stable. The examples are all based on real incidents. These films help to initiate discussions on the topic of sexualised violence and increase the awareness of those potentially affected, preparing them to be able to act if they experience or witness sexual harassment, whether during an internship or when they enter professional life. The organisation “Prevent” receives a lot of positive feedback from users and many of the vocational schools have made the online course compulsory for certain qualifications.

The project has also been the subject of various lectures and public events and is thus widely discussed in the industry. The main aim is to increase knowledge about the issue and break taboos regarding sexual harassment and make it a topic of discussion, like the MeToo debate.

**Become a Fair stable**

The online course for employers teaches you about what sexual harassment is, and how you, as responsible for health and safety, can promote a healthy climate in the stable.

Välj kapitel här

<b>KAPITEL 1</b> Arbeta mot sexuella trakasserier i häststallingen	<b>KAPITEL 2</b> Du har en viktig roll	<b>KAPITEL 3</b> Det här är sexuella trakasserier
<b>KAPITEL 4</b> Sexuella trakasserier inom häststallingen	<b>KAPITEL 5</b> Skydda stallvägen utifrån	<b>KAPITEL 6</b> Anknytning och stas

**schysst stall!**

**"Tur att du är ung och snygg"**

Diskussionsfrågor

1. Hur tror du att situationen känns för gästen i filmen?
2. Vad tycker du om tjejen berättar göra om hon upplever situationen som obehaglig?
3. Vill du gå med mannen i filmen, tycker du?

**Om detta händer**

Om du eller någon annan utsätts för sexuella trakasserier i stallet bör du prata med den som är ansvarig för stallen. All exempelvis stallägaren eller arbetsgivaren.

---

**"Du får sova hos mig"**

Diskussionsfrågor

1. Hur tror du att situationen känns för Sabina?
2. Vill du gå med Johan och skyddad till, tycker du?
3. Vad skulle du ha gjort om du var Sabinas kollega och han visade dig Johans sms?

**Om detta händer**

Om du eller någon annan utsätts för sexuella trakasserier i stallet bör du prata med den som är ansvarig för stallen. All exempelvis stallägaren eller arbetsgivaren.

[www.schysststall.se/about-fair-stable](http://www.schysststall.se/about-fair-stable)

# Stop Risiko

## safety at work under climate change



### Name and contact of the organisation

PECO Institut e.V.

[www.peco-ev.de](http://www.peco-ev.de)



### Website / social media

[www.stoprisiko.de](http://www.stoprisiko.de)



### Keywords

Climate change adaptation, outdoor workers, trade union, social insurance for agriculture, forestry and horticulture, occupational health and safety, heat, UV radiation, allergies, communicable diseases, educational materials



### Description

The project focused on informing and raising awareness among workers in construction, agriculture, forestry and plant production (“outdoor workers”) to help them protect themselves from the consequences of climate change.

Three main areas of risk were addressed:

1. Heat and heat waves
2. Communicable diseases due to increased pathogens
3. Ground-level ozone and increased pollen pollution.

The focus was on promoting knowledge, decision-making and action skills. The methodological approach consisted of the development of educational modules containing both training and information materials (print and digital). Those materials can be used in the mobile workers’ home country as well as in the country of work.

Initially, multipliers (trade union officials, works councils and advisors) were the target group and, in a second step, the mobile workers.

The project was implemented in Germany in 2019–2020 in cooperation with EVW e.V., IG BAU and SVLFG.



### Proven success

Following a variety of training measures for the above-mentioned multipliers, there were awareness-raising campaigns for mobile workers during field and construction site visits in the summer months using traditional methods, such as direct contact, but also via social media channels. The aim was and is to inform workers about the health risks associated with climate change so that they can protect themselves accordingly with the available resources.

The educational modules and the awareness-raising approach were tested in three regions for “green professions”. The modules were first revised and then made available na-



Foto: Patrick Degen

tionwide for the construction sector. The project results are distributed within the IG BAU organisation, trade union advisory services and professional associations, as well as through other interested associations and via the website [www.stoprisiko.de](http://www.stoprisiko.de) (kostenloser Download).



### Impact and sustainability

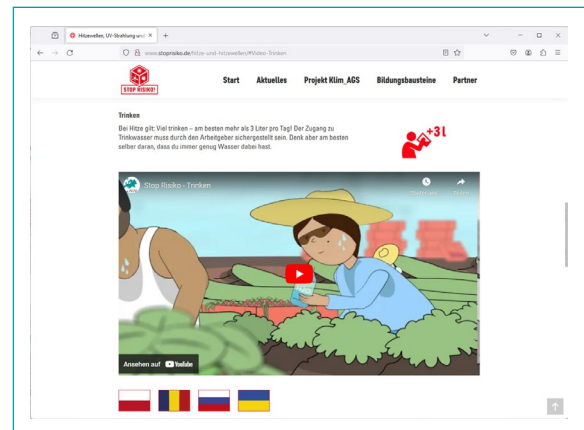
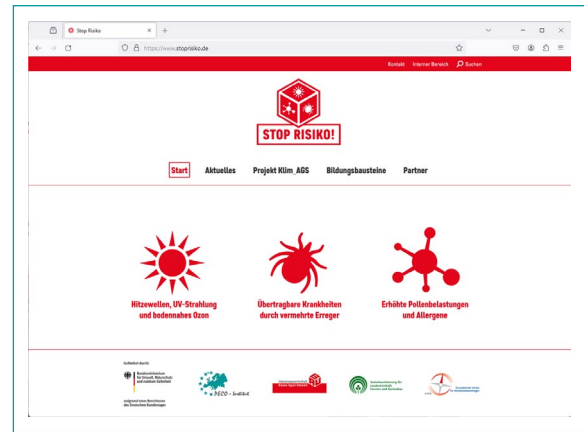
The quantitative evaluation was based on the number of

- Written publications (print) and videos
- Events with participants
- Information-sharing activities (campaigns and trade union meetings)
- Individual networking activities

The qualitative evaluation was based on feedback with various experts, e.g., the prevention department of the professional association, communication experts and workshops with experts. The project was integrated into the social partner initiative of the IG BAU trade union, the construction and agricultural employers' associations and the professional associations. This social partner initiative provided materials such as sun cream, sunglasses, etc. to be distributed in the community of migrant workers.

The various organisations have become aware of the issue and the advisory and information services have now been incorporated into the organisations' regular prevention work.

The experience gained from these activities shows that both German outdoor workers and mobile workers have limited knowledge of the health consequences of climate change. The level of knowledge differs considerably in different sectors. While forestry workers, for example, have extensive knowledge and willingness to take preventive action, particularly in the case of communicable diseases (e.g., tick bites), German construction and agricultural workers are aware of the issue but are still unlikely to take preventive action.



# Safety at work

straightforward information material on occupational safety



## Name and contact of the organisation

Kommunal  
[www.kommunal.se](http://www.kommunal.se)

Prevent  
[www.prevent.se](http://www.prevent.se)



## Website / social media

Sicheres Arbeiten im Garten- und Landschaftsbau und im Freien:  
[www.prevent.se/utbildningar-produkter/bocker/jobba-sakert-inom-tradgardsanlaggning-och-utemiljo-5b6d42e4](http://www.prevent.se/utbildningar-produkter/bocker/jobba-sakert-inom-tradgardsanlaggning-och-utemiljo-5b6d42e4)

Sicheres Arbeiten in der Landwirtschaft:  
[www.prevent.se/globalassets/.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/lantbruk/jobba\\_sakert\\_i\\_lantbruket\\_pdf.pdf](http://www.prevent.se/globalassets/.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/lantbruk/jobba_sakert_i_lantbruket_pdf.pdf)

Sicheres Arbeiten im Wald:  
[www.prevent.se/utbildningar-produkter/bocker/jobba-sakert-i-skogen-50d5a053](http://www.prevent.se/utbildningar-produkter/bocker/jobba-sakert-i-skogen-50d5a053)

Sicheres Arbeiten im Gartenbau:  
[www.prevent.se/globalassets/.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/jobba-sakert-inom-tradgardsodling\\_pdf2.pdf](http://www.prevent.se/globalassets/.prevent.se/bransch/lantbruk-skogsbruk-och-tradgard/jobba-sakert-inom-tradgardsodling_pdf2.pdf)

## Prevent materials in English



[www.prevent.se/om-prevent/for-a-better-working-day/](http://www.prevent.se/om-prevent/for-a-better-working-day/)



## Keywords

Occupational health and safety, non-verbal, non-verbal through graphics, agriculture, horticulture



## Description

There are frequent accidents in agriculture and forestry work and good prevention is essential for a safe workplace. The agricultural sector often employs mobile workers who do not understand or speak the language of the country they are working in. Some mobile workers also have poor reading and writing skills. The project aim was to create easy-to-understand information material on occupational safety with only a little text, which specifically highlights dangers and shows how to deal correctly with various hazards. The material developed works almost exclusively with images and can be used both for instruction purposes and for independent learning. It can therefore easily be transferred to other countries.

The graphic books are freely available for download for 4 sectors (agriculture, plant production, forestry, landscaping) under the links above.

Prevent is a social partnership organisation that supports the development of a health-promoting and profitable working environment. Its tasks also include organising training courses and developing and publishing training and information materials. The project was developed by Prevent in co-operation with the Swedish Confederation of Enterprises (LO), the Swedish Trade Union Confederation (PTK) and the Swedish trade unions Kommunal and Skogs- och Lantarbetsgivareförbundet.



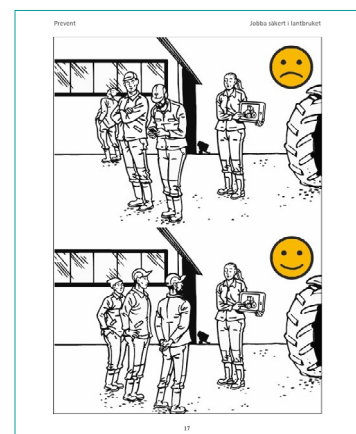
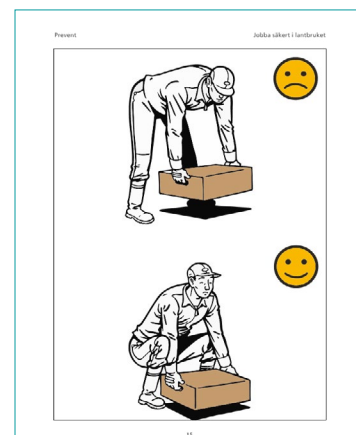
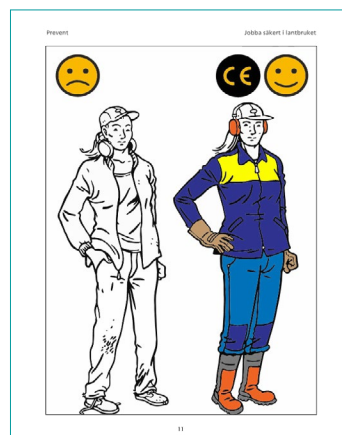
## Proven success

The materials are available online and in small printed books. The books can be ordered online. Work situations are depicted in sketches while smileys and symbols are used to indicate correct or incorrect behaviour.

Prevent and Kommunal also offer online and telephone counselling.

**Jobba säkert i lantbruket**  
 Work safely in agriculture  
 العمل في مجال الزراعة بأمان  
 Бяспечна праца ў сельскай гаспадарцы  
 Работете безопасно в селското стопанство  
 کار با خیال راحت در بخش کشاورزی  
 Tööta põllumajanduses turvaliselt  
 امنیت شغلی در کشاورزی  
 Strādājiet droši laukkopībā  
 Dirbkite saugiai žemės ūkyje  
 په کرنه کې په خوندي توګه کار وکړي  
 Bezpieczna praca w rolnictwie  
 Безопасная работа в сельском хозяйстве  
 በክፍለ-ሰራተኛ ስራ ላይ ስርዓት  
 Безпечна праця в сільському господарстві

[prevent.se/lantbruk](http://prevent.se/lantbruk)



# 16 Outreach work in the construction industry



## Name and contact of the organisation

PECO-Institut e.V.

[www.peco-ev.de](http://www.peco-ev.de)



## Website / social media

[www.facebook.com/people/PECO-Institut-eV/100057177861121/](https://www.facebook.com/people/PECO-Institut-eV/100057177861121/)

Instagram: Peco Institut (@peco\_institut\_ev) • Instagram-Fotos und -Videos



## Keywords

Outreach research and counselling work; Eastern European construction workers; accommodation; social spaces; multiplier training; information campaigns; holiday pay fraud; subcontractors



## Description

Counselling organisations such as the European Association for Migrant Workers (EVW), the “Good Work” counselling network and Fair Mobility have learned from experience that it is more effective to communicate with Eastern European construction workers in a familiar environment where their employers are not present, instead of approaching them directly on construction sites.

The construction sector, in particular building construction, is highly fragmented and characterised by a high degree of informality and illegality as well as strong dependency relationships. This often creates a climate of fear, mistrust or unease. Because of this, the EVW launched its outreach information and counselling work in workers’ housing in Frankfurt am Main and on a trial basis in Munich in September 2020. From October 2021 to December 2022 the work continued under the direction of the PECO Institute. The activities had the aim to inform workers about their rights in a familiar environment, to establish and maintain contacts, to record dynamics, to help workers organise in trade unions and to provide advice.

The findings were carefully documented and evaluated, and then used for further organisational measures. The costs of the measures are considered high due to relatively high personnel expenses. The staff needs to be highly flexible, as workers were only available in the evenings and at weekends. The approach can be transferred to any sector and environment.



## Proven success

The best places to approach construction workers directly include their housing as well as other common places where they spend their free time (e.g., parks, supermarkets, pubs or snack bars near the accommodation). The information and counselling were primarily given orally in personal contact, but some information was also printed on flyers. In many cases, counselling sessions were continued via telephone or digital channels such as WhatsApp. Soon, more and more construction workers became aware of the activities and contacted the PECO Institute’s counsellors by telephone to obtain information.

The outreach work includes both passing on information and in-depth counselling sessions on a wide range of topics, from social and labour law matters, trade union membership, occupational health and safety and vacation pay to occasional support or translation services via telephone at government offices, hospitals, trade unions or at the Paritarian Social Funds in the Construction Industry (SOKA-BAU). All grievances and problems were carefully documented.

The project team also organised a language course in a large housing facility, which lasted approximately one year and was regularly attended by 5 to 10 participants. The project activities revealed that most subcontractors acted illegally by not giving workers paid holidays. To counter this situation, PECO-Institut e.V. in close cooperation with the IG BAU trade union, the Fair Mobility advisory network, the EVW and SOKA-BAU developed a multiplier training course over several months. During the training 10 advisors learned more about the functioning of SOKA-BAU and the paid leave procedure. In addition, a related information campaign was organised including flyers and QR codes.



### Impact and sustainability

The success of the practice was measured both in terms of quantity and quality. A dedicated campaign, which included flyers, QR codes and educational talks and lasted over several months, informed between 500 and 700 construction workers about their right to holiday pay and how the SOKA-BAU holiday procedure works. They were approached on construction sites and in their accommodation.

According to video statistics, more than 1,000 members of a closed Facebook group for crane operators were invited to participate in an event on the topic.

More than 20 new members contacted the trade union IG BAU to receive support in the fight against holiday pay fraud. It should be mentioned here, however, that counselling was limited in some cases, since this kind of fraud also has criminal-law implications. The issue of holiday pay fraud was also mentioned in 4 major media publications as a result of the project activities. Some construction workers decided to launch a public petition against holiday pay fraud. They received support from the PECO Institute and IG BAU. They were able to collect almost 500 signatures in 50 days. In addition, the model of a training course for advisors on SOKA-BAU activities and holiday pay procedures was integrated into the Fair Mobility advisory network and made available to numerous advisors.



# Annual membership for migrant workers



## Name and contact of the organisation

Industriegewerkschaft Bauen-Agrar-Umwelt – IG BAU  
[www.igbau.de](http://www.igbau.de)



## Website / social media

[www.igbau.de/Jahresmitgliedschaft.html](http://www.igbau.de/Jahresmitgliedschaft.html)  
[www.igbau.de/Binaries/Binary17266/IGBAU-Wanderarbeiter-FlyerA5-Jul2023-DEU-web.pdf](http://www.igbau.de/Binaries/Binary17266/IGBAU-Wanderarbeiter-FlyerA5-Jul2023-DEU-web.pdf)



## Keywords

One-year trade union membership, mobile workers, construction industry, agriculture benefits (see benefits catalogue), information in 9 languages



## Description

Mobile workers are traditionally not organised in trade unions but are often exposed to the arbitrary practices of companies. Those who have turned to a trade union in the past, have received advice to a limited extent only. Trade union legal protection is only available to trade union members. To address this problem, IG BAU tested the option of a full membership (with almost all rights) for mobile workers for the season in 2020.

This option grants mobile workers almost all rights of a full IG BAU membership for one year. The IG BAU covers the sectors construction and agriculture in Germany. Following the trial phase, the annual membership approach was adopted permanently after 2022. German trade unions are observing this concept with interest, and it can be easily used by trade unions in other countries too.

It is not possible to provide detailed information on the costs, as IG BAU does not carry out separate accounting for mobile workers. Investments had to be made in the development and advertising of the model.



## Proven success

Mobile workers are informed about the annual membership. The information is available on the IG BAU website and in print media in the workers' respective languages. IG BAU activities include visiting the workers at construction sites and fields, or in the workers' housing and other places. Trade union-affiliated counselling organisations also take part in these direct approaches, in particular the European Migrant Workers Union (EMWU), but also Fair Mobility and Arbeit und Leben counselling centres. The community of mobile workers has become aware of the possibility to join a trade union. Partner trade unions in the countries of origin or organisations such as the PSPM in Poland also help to raise awareness of the membership option.

A hotline was set up to give mobile workers direct access to support in their native language, initially in Polish, Romanian and Ukrainian/Russian.

The first step was to publicise the model. Various activities are planned to provide information on specific topics such as upcoming collective bargaining negotiations as well as occupational health and safety.

With support of Fair Mobility, the EMWU coordination centre for the agricultural and construction sector can share the information with the trade union advice network.

The hotlines in Romanian, Polish and Ukrainian allow members to get in touch directly.

Newsletters are planned to provide information on the activities of IG BAU with an explanation of what trade unions are doing, current wage developments and individual positive examples.

The implementation of this membership model for German trade unions is, of course, not an easy task. First, the model has to become known within the organisation, and it needs to be “lived”. Although there are many means of spreading the information, it is still necessary to find ways to approach the mobile workers, since they are probably not familiar with German trade unions.

### Annual membership for migrant workers

(Posted workers, seasonal workers, fixed term contract workers)

Under § 8 paragraph 8 of the Berlin constitution of 2017, as determined by the trade union advisory council on 28.01.2020, migrant workers in the construction industry and the agricultural sector can become annual members of IG Bauen-Agrar-Umwelt. **Membership begins on payment of the subscription and ends after twelve months, without cancellation, unless it is renewed.**

The subscription comprises the respective current subscriptions of construction minimum wage 1 in the construction sector or the statutory minimum wage in the agricultural sector for 6 months of employment, plus the minimum subscription of € 5.50 for the remaining 6 months in the event that unemployment benefit II is claimed. **The annual subscription is collected for 12 months in advance.**

#### Membership subscription

The annual subscription amounts to the following:

- In the **construction industry** from 01.01.2021 **187,20 €**
- In the **agricultural sector** from 01.10.2022 **177,00 €**

Current annual subscription at [www.igbau.de](http://www.igbau.de).




## Together We're Strong!

**The IG BAU is your trade union**

englisch

Herzfelder IG Bauen-Agrar-Umwelt, Vorstandsbereich Finanzen - Foto: und Agrar (Hilf/Schulung) (s.d.P.), Old Finance (s.d.P.), 60019 Frankfurt am Main, Juli 2023. Foto: Shutterstock (Sascha Eimer, Photography, Photo Studio)



### Impact and sustainability

In terms of quantity, the impact of the model can be measured by the number of new members, as well as the number of specific support services, such as counselling and legal representation for mobile workers. In future, the number of publications and use of the hotlines can help to define Best Practices.

For a qualitative evaluation, data can be collected on successful dispute resolutions, e.g., through negotiations with employers or legal disputes. The process was set up as a pilot project in 2020 and was continued and continuously expanded in 2022 as a permanent offer to mobile workers in agriculture and construction.

The aim must be to extend memberships beyond one year or, particularly in the construction industry, to convert annual memberships into “normal” memberships.

# Organising and promoting undocumented migrant worker's rights



## Name and contact of the organisation

Confédération Générale du Travail CGT  
[www.cgt.fr](http://www.cgt.fr)



## Websites / social media

[www.cgt.fr/livret-migrants](http://www.cgt.fr/livret-migrants)  
[www.cgt.fr/actualites/france/mobilisation/mobilisation-pour-la-regularisation-des-travailleuses-sans-papiers](http://www.cgt.fr/actualites/france/mobilisation/mobilisation-pour-la-regularisation-des-travailleuses-sans-papiers)



## Keywords

Undeclared work, people without formal residence, seasonal work, human trafficking, labour exploitation, poverty, precarious living conditions.

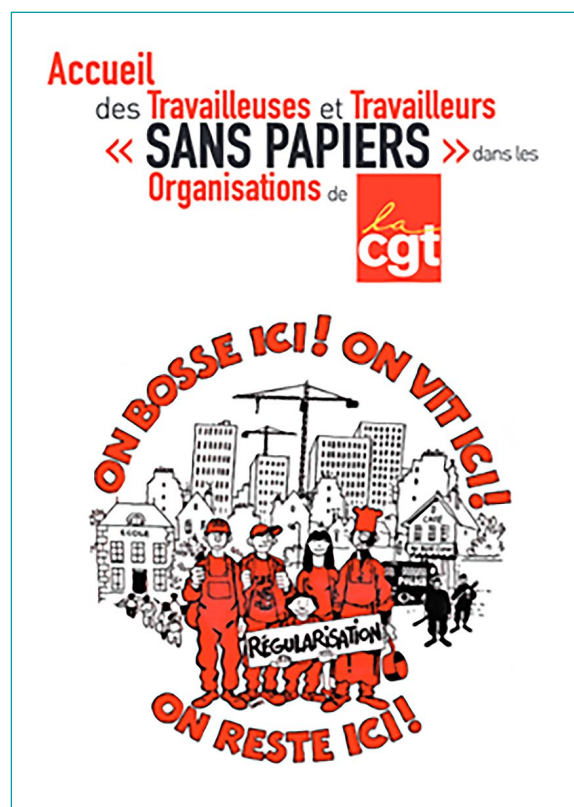


## Description

Migrant workers who seek asylum or live in the EU without residence papers are one of the most marginalised groups of workers in Europe. They face significant obstacles in claiming labour rights, including the risks associated with the enforcement of residency laws. At the same time, these migrant workers often work in sectors with very limited trade union presence, under highly precarious conditions and in informal employment relationships. It is easy for employers to exploit this particular living situation. The workers often find themselves in jobs where they are exploited and forced to accept low wages.

In France, the situation is particularly difficult in the sectors of catering, cleaning services and agriculture. French trade unions support undocumented migrants who are exploited at their workplace. The CGT launched the campaign "We work here, we live here, we stay here!" and supported over a thousand migrants in Paris and in the Parisian banlieues through labour organising and coordinated strikes. As a result, half of the migrants finally received work certificates and thus the documents they needed to stay in the country. For some, this ended 15 to 20 years of living underground. One of those workers described this particularly difficult situation as follows: "The constant fear is way more exhausting than the actual work...".

The coordinated strikes drew public attention to the situation of migrants and resulted in a change of law in 2012. Nevertheless, the prob-



lem persists in France, and further actions have been regularly organised, for example in 2023. The costs of the campaigns are rated as low to medium and mainly relate to visits to workers at their workplace and the activity of several trade union secretaries.

These actions and campaigns have been developed across all sectors, in particular waste collection, cleaning services, agriculture, construction, crafts, entertainment and catering. Migrants from countries outside the EU are the main target group.



### Proven success

There have been coordinated strikes within the CGT under the same motto: “We work here, we live here, we stay here” since 2006, and in particular since the great series of strikes in 2008. There were strikes in 2021 and there was a strike more recently on 17 October 2023 that was supported and coordinated by the CGT. A source read: “More than 600 undocumented workers launched a coordinated strike on Tuesday 17 October 2023 at 33 locations, mainly in Paris, Seine-Saint-Denis, Val-de-Marne.” As a result, 620 strikers received their work certificates, and 30 others were in negotiations at the end of 2023.



### Impact and sustainability

Quantitative assessment of the activities:

- Number of organised migrants
- Number of pickets
- Number of participants in the strikes
- Number of workers with residence permits
- Public relations and press reactions
- Reactions of the authorities and politicians

# Assessment and sustainability

Partners and participants all over Europe intensively discussed the topics and shared knowledge that was relevant to the project over two years. They have gained a greater understanding of the situation, both in their home countries as well as in the countries of employment.

The participating organisations can improve their training and counselling services for mobile workers through the experiences and the “Handbook for Counselling Mobile Workers” and can exchange information in an expanded and strengthened network, as well as obtain and pass on information.

Many new networks have been built and others have been strengthened. The transnational communication between trade unions and counselling organisations, social insurance companies and other state actors has created new connections that will continue to be used and expanded in the future.

The central agricultural organisation at European level, EFFAT, has shared the project results and continues to transfer the lessons learned. The agricultural sector was, however, not the only sector involved in the project; numerous other sectors such as construction and the meat industry were also affected.

It has been shown that the main topics of labour law, such as collectively agreed and statutory wages and working hours, are an essential part of information campaigns. Informative and counselling activities in the future will also include other topics, however, such as occupational health and safety, and discrimination – in particular protection against sexualised violence, the situation in the country of employment, housing and language skills. The wide range of digital information and communication services will be further developed and expanded over the next few years to improve their effectiveness for mobile workers. Digital services play a central role, but the workshops also emphasised personal contact and conversations, whether in the field, on construction sites, or in social spaces such as supermarkets, housing or through personal phone calls.

The “Handbook for Counselling Mobile Workers” will be presented and publicised in 2024 both in the partner countries and at European level. The different distribution strategies include various formats. This will help to improve European cross-border work.







Polskie  
Stowarzyszenie  
Pracowników  
Migracyjnych



ΦΗC3

Industriegewerkschaft  
Bauen-Agrar-Umwelt



Europäischer Verein für  
Wanderarbeiterfragen  
e.V.



©EWV

European Migrant  
Workers Union



FORUM  
SOCIAL  
INNOVATION



EFFAT



United Federation of  
Workers in Denmark