

CHALLENGES FOR LABOR MOBILITY IN THE POST-PANDEMIC

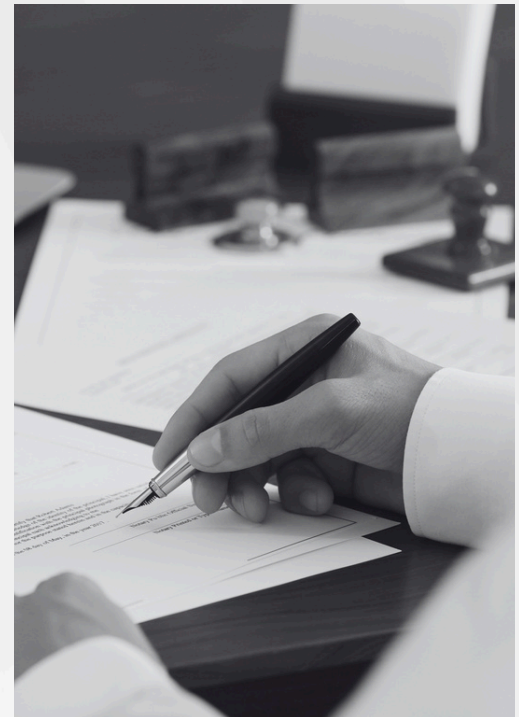
The COVID-19 pandemic had a significant impact on labor mobility, especially in the home care sector. As Europe moves toward recovery, new challenges and opportunities arise for workers seeking employment abroad. The health crisis highlighted the importance of this sector, but also exposed its vulnerabilities, leading to the implementation of new policies and strategies to improve working conditions and mobility for caregivers.

1. LABOR SHORTAGE AND GROWING DEMAND

During the pandemic, many home care workers left their jobs due to difficult working conditions, exposure to the virus, and a lack of institutional support. Currently, the demand for caregivers continues to rise due to Europe's aging population, creating job opportunities but also the challenge of attracting and retaining talent in this sector.

2. HEALTH RESTRICTIONS AND CHANGING REGULATIONS

The mobility restrictions imposed during the pandemic hampered cross-border recruitment. Although many of these measures have been lifted, some countries have maintained strict health and safety regulations, which can complicate labor mobility. It is necessary to harmonize regulations and simplify processes to facilitate the transfer of workers between EU countries.



3. DIGITALIZATION AND NEW FORMS OF EMPLOYMENT

The pandemic accelerated the adoption of digital technologies in the home care sector. The use of online recruitment platforms, remote care, and digital training have facilitated labor mobility and improved service efficiency. However, digital gaps remain that hinder some workers' access to these tools, especially those with fewer resources or technological training.

4. LABOR PROTECTION AND RECOGNITION OF QUALIFICATIONS

One of the biggest challenges remains the lack of recognition of professional qualifications across EU countries. Many caregivers face bureaucratic obstacles in validating their experience and accessing better job opportunities. It is essential to strengthen recognition mechanisms and ensure fair working conditions for all employees in the sector.

5. IMPROVEMENT OF WORKING CONDITIONS AND INSTITUTIONAL SUPPORT

The pandemic highlighted the precarious conditions under which many home caregivers work. Job mobility will only be effective if accompanied by improvements in wages, working hours, and access to social benefits. Social dialogue between unions, employers, and governments is key to ensuring decent and sustainable employment in the sector.