



POOSH

Occupational Safety and Health of Posted Workers:

Depicting the existing and future challenges in assuring decent working conditions and wellbeing of workers in hazardous sectors.

POOSH – “Occupational Safety and Health of Posted Workers: Depicting the existing and future challenges in assuring decent working conditions and wellbeing of workers in hazardous sectors” is a project that has received financial support from the European Union Programme for Employment and Social Innovation “EaSI” (2014 - 2020).



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1. THE PROJECT

The project activities tackle the under-researched, underexposed and poorly addressed issue of labour/ working conditions and OSH of posted workers. We focus on:

- // enhancing transnational cooperation between national competent bodies, social partners and other stakeholders with the aim of exchanging best practices and experiences, discussing possible forms of further cooperation, facilitating multilateral initiatives leading to better prevention, monitoring and response to violations of posted workers’ rights, as well as developing policy recommendations.
- // increasing the accessibility and quality of information for posted workers, employers and national competent authorities by developing a comprehensive transnational OSH e-Observatory.
- // facilitating interdisciplinary and cross-border academic collaboration to provide a collection of 9 national case studies and a comparative study based on the existing and new data collected by fieldwork in order to provide a quality evidence base and inform policy dialogue.

The project duration is 2 years, from the 1st of January 2017 to the 31st of December 2018. The consortium through which this project is implemented is led by ZRC SAZU – Research Centre of the Slovenian Academy of Sciences and Arts (Slovenia). The other partners are: Ca’ Foscari University of Venice, Department of Philosophy and Cultural Heritage (Italy), European Centre for Social Welfare Policy and Research; Work and Welfare Programme (Austria), SNSPA – The National University of Political Studies and Public Administration (Romania), University of Rostock, Chair of Business, Economics and Entrepreneurship Education (Germany).

2. TRANSNATIONAL CONFERENCE AND ROUND TABLE – 11.10.2018, Venice, Italy

// The final conference and the Transnational Round Table on “Occupational Safety and Health of Posted Workers: The Importance of Ensuring Safe and Healthy Work across Borders” were organised by Ca’Foscari University and brought together almost 60 participants, from academia, trade unions, labour inspectorates.

// The conference focused on POOSH project results, country and comparative reports as well as recommendations. Our colleagues Sonila Danaj and Eszter Zólyomi (European Centre), Rossana Cillo (UniVe), Nataša Rogelia (ZRC SAZU), Ioana Melenciuc (SNSPA) and Sandra Lüders (UniROS), presented their research work on OSH and the posting of workers carried out in nine EU member states.



// The discussions that arose during the Transnational Round Table mainly covered topics such as the marginalization of OSH in the context of posting; responsibilities of stakeholders to ensure safe and healthy working conditions abroad; accidents and occupational diseases – cases and liability; raising awareness of occupational diseases, stress-related conditions, bullying at the workplace, hierarchisation of workers; violation of rights and undeclared work, with speakers representing the European Commission - DG Employment, Social Affairs and Inclusion, FPS Employment - Labour and Social Dialogue (Belgium), European Centre for Social Welfare Policy and Research (Austria), FILLEA CGIL (Italy) and the General Confederation of Labour (France).

3. AWARENESS-RAISING EVENTS:

// Austria – 13.12.2017

The European Centre implemented an awareness-raising & input session on recent research results within the POOSH project during the National OSH Networking Event for Austria on 13 December 2017 on the premises of the Austrian Federal Ministry of Labour, Social Affairs, Health and Consumer Protection in Vienna. Approx. 35 key national stakeholders of OSH in Austria (mainly representatives of the Labour Inspectorates, Trade Unions, Chamber of Labour, etc.) gathered at the event to discuss aims, results and key challenges of posting.

The questions that arose comprised the approach of the project (e.g. selection of interviewees for the case study, selection of countries for the cases, selection of sectors examined, etc.) as well as its follow-up activities (involvement of specific players in follow-up activities, offer to best use synergies for future events, etc.).

// Slovenia – 12.04.2018



The awareness-raising event carried out by ZRC SAZU was held within the “For a healthy workplace” conference, organized by the Occupational Safety and Health Chamber, in cooperation with the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the Labour Inspectorate. The 120 participants were mainly OSH experts: inspectors, representatives of employers, but also students, etc.



// Italy – 17.05.2018 and 05.07.2018

On the 17th of May, UniVe organised a seminar within the Master on Migration course at the University of Venice, which was attended by 20 students with different levels of expertise in the field of migration. On the 5th of July, Unive participated in a seminar organised by the NGO CSA within the project “NEW ERA”, which was attended by 20 social workers from Romania, Spain, Germany, Serbia, Italy.

During the events, UniVe provided information on the phenomenon of the posting of workers and presented the POOSH project with its main activities and distributed the materials produced within the project



// Romania – 16.10.2018

The awareness-raising event in Romania was held during the “Healthy Workplaces - Manage Dangerous Substances” symposium organized by the Regional Labour Inspectorate – Brasov in cooperation with “Transilvania” University – Braşov. It was a scientific event, with 27 academic papers, practical research studies and projects being presented to the audience.



The 180 participants were representatives from the Ministry of Labour, labour inspectorates, companies providing consultancy on OSH related aspects, employers, trade unions, and academia. The SNSPA team was invited to the symposium to present the findings of the project research carried out in Romania by the Romanian Labour Inspectorate. The issue raised by OSH of posted workers caught the attention of the audience as they were unaware of the actual situation in various sectors.

4. RESEARCH:

Occupational Health and Safety of Posted Workers in the EU: A Comparative Report

Sonila Danaj & Eszter Zólyomi

The comparative study is based on the findings of the nine case study reports prepared by the partners in the POOSH consortium, namely: Austria, Belgium, Croatia, Germany, Italy, Romania, Slovakia, Slovenia, and Spain. The main research question was to see how the interaction between EU-regulations and national OSH systems affects the health and safety of posted workers in a transnational workplace.

To answer this question, we looked into the way OSH regulations are applied to posted workers and their experiences with OSH-related issues, the legal and institutional framework on posting and OSH, cross-border communication and exchange, the mechanisms for grievances at different levels, the vulnerabilities of posted workers and the language barriers. As a result, 95 semi-structured interviews were held with national, regional, and workplace-level stakeholders, other experts and workers during the period June 2017-February 2018 in all nine countries.

The findings across the nine cases indicate that the temporary, mobile and transnational character of posting affects the health and safety of posted workers in multiple ways and covers several different aspects. Economic vulnerability and dependence on the employers make workers comply with poorer working and living conditions.

As a direct result of the research activity carried out within the POOSH project, **a series of articles** have been published in both **academic and professional journals**.

Fabio Perocco, "Posted Workers between Work Casualisation and the Precarisation of Migration",

Mojca Vah Jevšnik, Nataša Rogelja, "Occupational Safety and Health in Transnational Workplaces: The Case of Posted Workers",

Sonila Danaj, "Posted Workers and Occupational Safety and Health: A Literature Review",

published in *Dve Domovini/Two Homelands Journal*, Issue 48, Slovenian Migration Institute, ZRC-SAZU, <https://isim.zrc-sazu.si/en/publikacije/dve-domovini-two-homelands-48#v>

Two other academic articles, written by the teams at the SNSPA and Rostock University, are under peer-review and will be published in December 2018.

Cases of injury also reveal the various irregularities in posted workers' health insurance and care. Whereas each country has complex systems of OSH ensuring both the prevention and protection of workers, posted workers do not necessarily take advantage of the existing mechanisms. This is partly due to their lack of knowledge on the host countries' OSH structures and mechanisms, and partly because of their reluctance to go to the authorities, though it is also partly because of the inadequate response from enforcement organizations.

The findings across countries suggest that enforcement organizations have limited human resources and the transnational mobility of workers creates confusion among them on the applicable legislation. Furthermore, lack of or limited access to collective representation, particularly in smaller or non-unionized workplaces significantly lowers workers' level of protection from possible exploitation and OSH-related violations.

Language barriers further limit workers' access to information and present a major obstacle to engaging with the people in the receiving country, which has a wide range of implications – from exercising their employment rights, including health and safety rights, to accessing healthcare and housing and managing their daily lives. These multiple vulnerabilities are addressed by public authorities and social partners through legal reform, joint action and collaboration at a national and the international level, as well as the use of creative ways to overcome language barriers. Being aware of the challenges, stakeholders demand more coordinated and cohesive actions.

For a complete overview of the research activity, please visit:

<http://www.poosh.eu/resources/poosh-country-reports/>

The risks and vulnerabilities to which posted workers are exposed and exploitation situations have also been presented by our team of researchers in various specialized media outlets:

Mojca Vah Jevšnik, "Safety and health of posted workers", *Work and Safety* journal, 2/2018, <http://www.zvd.si/info/novice/aktualno/75/>

Anette Scopetta, Katarina Hollan, "Exploitation risk of posting - protection and conditions of posted workers in Austria", <https://awblog.at/ausbeutungsrisiko-entsendung/>

Sandra Lüders and Prof. Dr. Andreas Diettrich, "Interview with a POOSH project partner about occupational health and safety of posted workers", in *SICHERHEIT. Das Fachmagazin*, <https://www.sicherheit-das-fachmagazin.de/>

The materials prepared by Ca' Foscari University and SNSPA will be published in national professional journals in December 2018.

5. POOSH IN THE MEDIA:

Some of the activities and events organised within the POOSH project have captured the attention of the press & media in the countries of the consortium members:

// The final Conference and the Transnational Round Table organized by Ca' Foscari University on 11-12 October 2018, were presented in almost 20 local and national newspapers including: *La Repubblica*, *Il Matino*, *La Gazzetta di Parma*, *La Tribuna di Treviso*, *Libero*, *Il Foglio*, *La Nuova di Venezia e Mestre*, *Business Insider Italia*.

Information on posted workers has reached the readers of these newspapers and journals, providing a detailed overview on the situation at the EU level, with statistical data and an analysis of the current Italian labour market.

// A report from the 2nd transnational joint visit "Promoting transnational cooperation for ensuring decent working conditions and wellbeing to posted workers" held in Bucharest

on 12 October 2017, was broadcast by AGTO TV (Romanian national TV station), within the TV show "The 1.000 faces of agriculture" ("Agricultura cu o mie de fețe"); the material is also available on YouTube, at:

<https://www.youtube.com/watch?v=JS2VrYe29qA>



After the same event, the POOSH project was presented in an interview given by the SNSPA team and broadcast by *Radio Romania Actualități* (national coverage), within the news section.

6. NEWS:

// The European Week for Safety and Health at Work

The European Week for Safety and Health at Work - "Manage Dangerous Substances" took place between 22-26 October 2018. To learn more about the events held in various European states, please follow the link: <https://healthy-workplaces.eu/en/get-involved/european-week>

// New EU rules for a better protection of workers from exposure to dangerous substances!

Employment Committee MEPs and the European Council introduced a new development to further lower the risks for workers exposed to carcinogenic and mutagenic substances, adding diesel fumes to the list of harmful substances and setting the exposure limit values for eight additional cancer-causing substances. <http://www.europarl.europa.eu/news/en/press-room/20181011IPR15832/deal-on-protecting-workers-from-exposure-to-harmful-substances>

// Vehicle safety at work with the VeSafe e-guide

The VeSafe e-guide is an interactive, one-stop shop for information on vehicle-related risks at work. It covers safe driving, workplace transport and working on or near a road. The guide includes many examples of good practice and an overview of relevant regulations. Try it at: <https://eguides.osha.europa.eu/vehicle-safety/>

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