



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 are focusing 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 responding 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 with fieldwork, in order to provide a quality evidence base and inform policy dialogue.

The project duration is 2 years, from 1st of January 2017 to 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. Launching the Transnational E-Observatory on OSH of posted workers

// The OSH e-Observatory, launched in February 2018, collects and enhances relevant information for stakeholders (posted workers, employers, competent public authorities, trade unions, employers’ associations, NGOs), researchers and media about the overlooked issue of OSH in the context of posting abroad to provide services.

// Its purpose is to present information and evidence-based analysis of data on occupational safety and health of posted workers in the EU; information on OSH-related campaigns and events; information from the European Commission, with links to relevant web pages; information

on competent national public authorities, European institutions and supporting organizations.



// It is also an informational platform for all the project’s deliverables (conference proceedings, brochures, pocket guide, reports and other results of the research developed within the project), posted in different languages, with a regular update, in order to become and remain a useful tool for posted workers, employers, researchers, policy-makers and other users.

3. THIRD JOINT VISIT

POOSH project partners and associated partners from Slovenia, Croatia, Romania, Austria, Germany and Italy attended a project meeting and a transnational joint visit held at the Belgian FPS Employment, Labour and Social Dialogue (FPS ELSD), during March 27th-28th, 2018. The topic of the joint visit was occupational safety and health of posted workers.



// On day 1, the colleagues from FPS ELSD explained the procedures relating to the OSH inspection at the construction site where posted workers provide services. The POOSH delegation was able to join the Belgian labour inspectors for a demonstration of the OSH inspection at a construction site in the centre of Brussels.



// On day 2, experts from the Belgian FPS Employment, Labour and Social Dialogue, as well as representatives of the European Centre for Social Welfare Policy and Research and Ca' Foscari University Venice (project partners), presented various aspects related to OSH and posting of workers, from the amendments to the Directive 96/71/EC, good and bad OSH conditions and problematic OSH situations in Belgium, to a general overview of the research carried out within the POOSH project and a detailed presentation of the Belgian construction sector.



// A round of fruitful discussions took place in the second part of the transnational joint visit, having as main topics the free movement of persons and services within the EU, the enhanced cooperation between labour inspectorates and social partners.

4. NATIONAL WORKSHOPS ON OSH AND POSTING OF WORKERS:

// **Italy –02.03.2018**

The workshop “The health and safety at work of posted workers” was organized by Ca' Foscari University and held at the university’s premises. The event was focused on three key issues: the implementation of the EU Directives in the Italian legislation, with a special focus on labour and OSH regulations;



the working and OSH conditions of posted workers in Italy, with a special focus on the construction sector; the measures introduced by labour inspectors and trade unions to support posted workers.

The participants, representing academia, employers, trade unions and lawyers, highlighted the fact that posting of workers is a topic scarcely debated in Italy and the issue of working and OSH conditions of posted workers is poorly documented.

// Austria – 20.04.2018

The training was organized by the European Centre to share the results of our research on the OSH situation of posted workers with national stakeholders in Austria. It was held during the 22nd meeting of the working group of human trafficking for the purpose of work exploitation at the central labour inspectorate in Vienna. Around 25 national representatives from agencies responsible for OSH or dealing with posting matters joined the training.



The findings of the research were presented to the audience, highlighting the remaining vulnerabilities of posted workers regarding OSH risks and discussing tentative policy recommendations. The final part of the training was dedicated to the discussion of solutions for an ongoing complicated case of a work accident of a posted worker. During the feedback session a call for further exchange possibilities similar to this training workshop has been voiced.

// Italy – 27.05.2018

The workshop “The health and safety at work of posted workers” was organized by Ca’ Foscari University and Fillea Cgil. It was held at the Cgil’s premises in Rome and was attended by trade union officers from various regions.



The event focused on three key issues: the implementation of the EU Directives in the Italian legislation and the revision of the Posting of Workers Directive by introducing the “equal pay for equal work in the same place” principle, with a special focus on labour and OSH regulations; the working and OSH conditions of posted workers in Italy, with a special focus on the construction and the transport sectors; the measures introduced by labour inspectors and trade unions to support posted workers, particularly in the construction sector.

The participants, representing academia, employers, trade unions and lawyers, highlighted the fact that working and OSH conditions of posted workers need to be better controlled and the collaboration between public authorities and social partners must be enhanced both at national and transnational level.

// Romania – 05.06.2018

The workshop was organized by SNSPA and gathered representatives of academia, trade unions, NGOs, the labour inspectorate and the immigration office. The main themes of discussions were the country reports for Romania and Spain. The findings of the research carried out within the POOSH project were presented to the participants, as well as the research methodology. Complementary information to the Romanian research country report has been provided by the CONECT Association, bringing into discussion working and health conditions of the posted workers from the transportation sector and the support given by the trade unions to posted workers.



Two case studies (provided by the Labour Inspectorate) of work accidents involving posted workers have been analyzed and discussed by the audience. The participants stressed the need of organizing more often such events, for exchanging information, discussing case studies and finding solutions, and also inviting employers and even representatives of posted workers.

// Slovenia – 12.06.2018

Slovenian POOSH project members joined forces with the Chamber of Craft and Small Business of Slovenia to jointly organise a capacity building workshop for employers, entitled Posting of Workers: the Aspect of Occupational Safety and Health.

The event was held at the premises of the Chamber in Ljubljana, on June 12, 2018.

Mojca Vah Jevšnik from ZRC SAZU presented the POOSH project and preliminary research results, Ms. Zdenka Bedekovič from the Chamber talked about the new Slovenian legislation relating to the process of posting and Ms. Katarina Železnik Logar from the Institute of Occupational Safety discussed the laws and regulations regarding OSH in selected Member States.

The session was wrapped up by the representative of the



Counselling Office for Workers, who presented some problematic OSH-related cases in the context of posting. In the end, the employers were invited to ask questions, share their concerns and express their needs. They stressed the need for continuous information-sharing and capacity building. The workshop was attended by 40 people.

5. NEWS

// The European Parliament approves new rules for posting of workers.

On 29 May 2018, MEPs approved new rules regarding the posting of workers to ensure people receive equal pay for doing the same work in the same area.

More info at: <http://www.europarl.europa.eu/news/en/headlines/society/20171012STO85930/posted-workers-the-facts-on-the-reform-infographic>

// Healthy Workplaces Manage Dangerous Substances: 2018-2019 campaign!

Dangerous substances continue to pose risks to the safety and health of Europe's workers. Raising awareness of the need to eliminate exposure to these substances — and manage them where that's not possible. A wide range of campaign materials are available in several languages, and EU-OSHA has collected tools, guidance and good practice examples from across Europe.

More info at: <https://healthy-workplaces.eu/>

// ISO 45001 Health and Safety Management Standard

The world's much anticipated International Standard for occupational health and safety (OHS) has been launched in March 2018. Designed to help organizations of all sizes and industries, the new International Standard is expected to reduce workplace injuries and illnesses around the world!

Find out more at: <https://www.iso.org/news/ref2272.html>

CONTACT

Management team (ZRC SAZU): [Mojca Vah Jevšnik, PhD \(mvah@zrc-sazu.si\)](mailto:mvah@zrc-sazu.si)

Communication officer (SNSPA): [Irina Lipănescu, PhD \(irina.lipanescu@gmail.com\)](mailto:irina.lipanescu@gmail.com)

Contact e-mail: poosh@zrc-sazu.si

Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU)

Novi trg 2, SI-1000 Ljubljana

Telephone: +386 (0)1/470-64-85

Fax: +386 (0)1/425-78-02

Web page: <http://www.poosh.eu/>

Facebook page: <https://www.facebook.com/POOSHproject/>



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