

Work accidents know no borders!

Some reflections on the importance of enhancing information on the occupational safety and health of posted workers

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Posted worker is an employee who is sent by his employer to carry out a service in another EU Member State **on a temporary basis**.

Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services

Deep political-economic tensions between the new (EU-13) and old (EU-15) Member States:

- ✓ liberalisation of the service sector
versus
- ✓ preservation of national labour and social standards

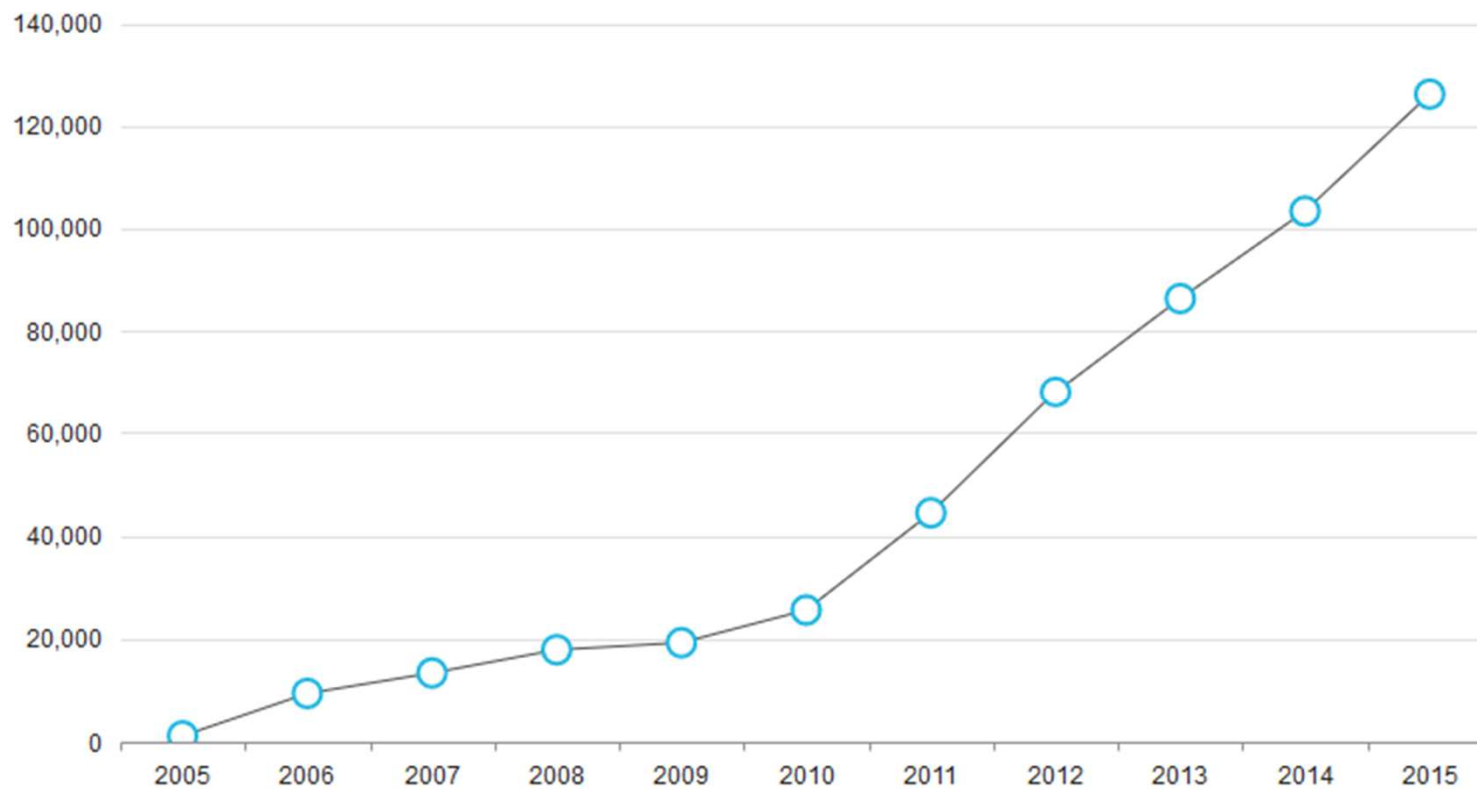


Posting in numbers (2016)

- 2,05 million EU-wide (based on the issued A1 forms)
- Most A1 forms issued in **Poland**
- Most workers are posted to **Germany**
- **Most postings occur within the construction sector**



Posting from Slovenia (2005 -2015)

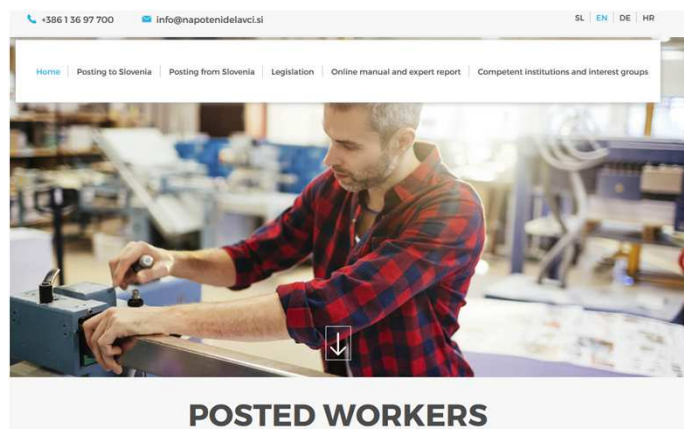


Posting of Workers: Sharing Experiences, Promoting Best Practices and Improving Access to Information (EaSI, PROGRESS/ 2014 - 2016)

ACTION 1

Increasing the **accessibility, transparency and coherence of information** on posting of workers for the officials of competent public authorities, employers and posted workers in Slovenia;

- national web site in 4 languages
- e-Handbook/manual
- information leaflets



Online manual

The e-manual for workers, employers and competent public servants wishes to increase accessibility, transparency and coherence of information about posting workers for different target groups: workers, employers and competent public servants. It brings general information about posting workers to Slovenia and from Slovenia (types, general conditions and rules for postings), insight into legislation (international within the EU and Slovenian with the emphasis on the Directive 96/71/ES and Directive 2014/67/EU in the field of posting workers) and practical guidance for workers and employers as well as the responsible public administrators. This is the first manual covering such a broad scope of objectives and themes in the Slovenian space, but of course it cannot capture and present all the aspects of postings. The manual was created on the basis of publicly accessible sources (legislation, reports, studies, websites, media reports etc.) and a number of other materials, suggestions, recommendations we received from colleagues who were working on the project. Available only in Slovenian.

The manual was created in the frame of the project *Posting of workers: Sharing experiences, promoting best practices and improving access to information*, co-financed in part by the European Commission in the framework of the EU programme Employment and Social Innovation (EaSI) and the Ministry of Labour, Family, Social Affairs and Equal opportunities of the RS.

[MANUAL DOWNLOAD - IN SLOVENIAN \(PDF, 479KB\)](#)

ACTION 2

Organisation and implementation of **transnational events/joint visits**

- roundtable event in Ljubljana
- transnational conference in Zagreb
- 4 joint visits for labour inspectors (Slovenia, Croatia, Belgium)



ACTION 3

Development and implementation of short training actions:

- 6 regional training courses for employers
- 1 national training course for public officials

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

(Jan 2017– Dec 2018)



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Since posted workers predominantly provide services in hazardous sectors such as construction and mining, and/or are exposed to hazardous agents such as chemical substances or radiation, they are particularly **vulnerable to accidents and occupational diseases!**



No-questions-asked dependence on the employer, especially in cases of fictitious postings or undeclared work, generates precariousness: “instability, lack of protection, insecurity and social or economic vulnerability” (Rodgers and Rodgers in Berntsen, 2015: 377).

OSH in ethnically diverse workplaces!

Due to language barrier posted workers may be:

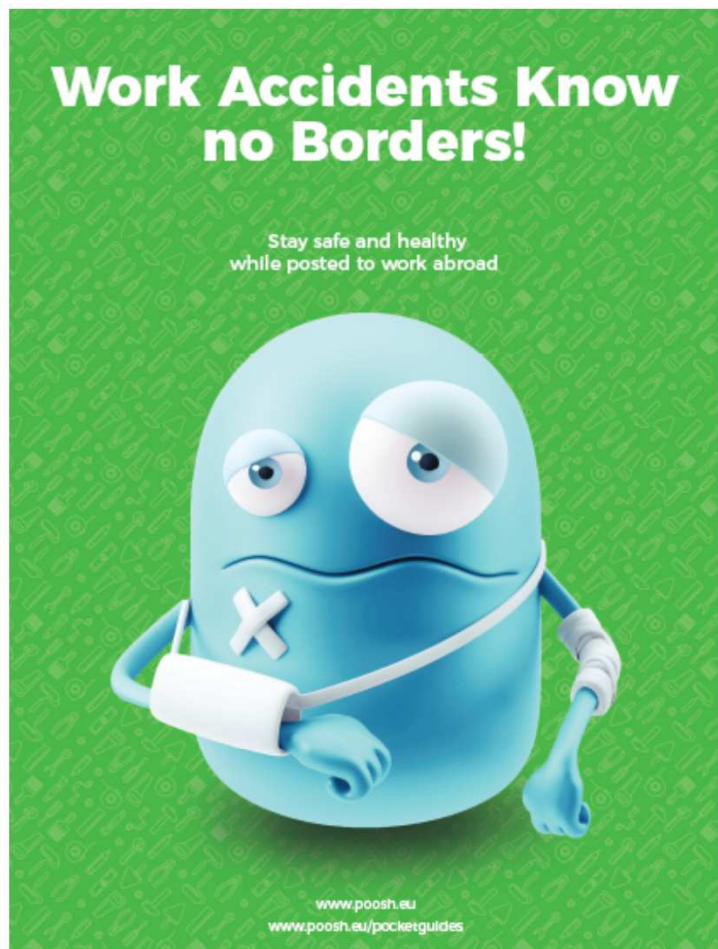
- unable to fully understand instructions
- unable to read warning signs
- unable to communicate concerns
- deprived of learning about regulatory protection in place in order to make complaints



The inability to communicate at work can also interfere with establishing supportive relations at work, which in itself can adversely affect workers' wellbeing (Premji et al. 2008).

How are we improving access to information and raising awareness on OSH within POOSH?

- **transnational e-Observatory** on OSH in the context of posting (data on laws and regulations, awareness raising campaigns, policy development and emerging academic studies)
- informational **leaflets** in 11 languages to be widely distributed
- **pocket guide** on OSH for posted workers in 11 languages
- promotional material: **posters, badges**
- joining the existing EU-OSHA **awareness-raising events** and other events
- organising a **transnational conference** on OSH and 3 **joint visits** for labour inspectors and trade union members (Ljubljana, Bucharest, Brussels)
- organising **training sessions for employers**
- Issuing **newsletters**
- **publishing** in academic and professional journals





Thank you!