



Internationalisation and mobility

Occupational health and safety of posted workers: Depicting the existing and future challenges in assuring decent working conditions and wellbeing of workers in hazardous sectors Prof. Dr. Andreas Diettrich; Sandra Lüders, M.A.; Theresa Wilken, B.A.

OBJECTIVES OF THE POOSH PROJECT

The project activities focus on the under-researched, underexposed and poorly addressed issue of labour/working conditions and OSH of posted workers from an interdisciplinary perspective. In addition to three main aspects, the project also aims at the

RESEARCH PROCESS

Theory-based investigatios

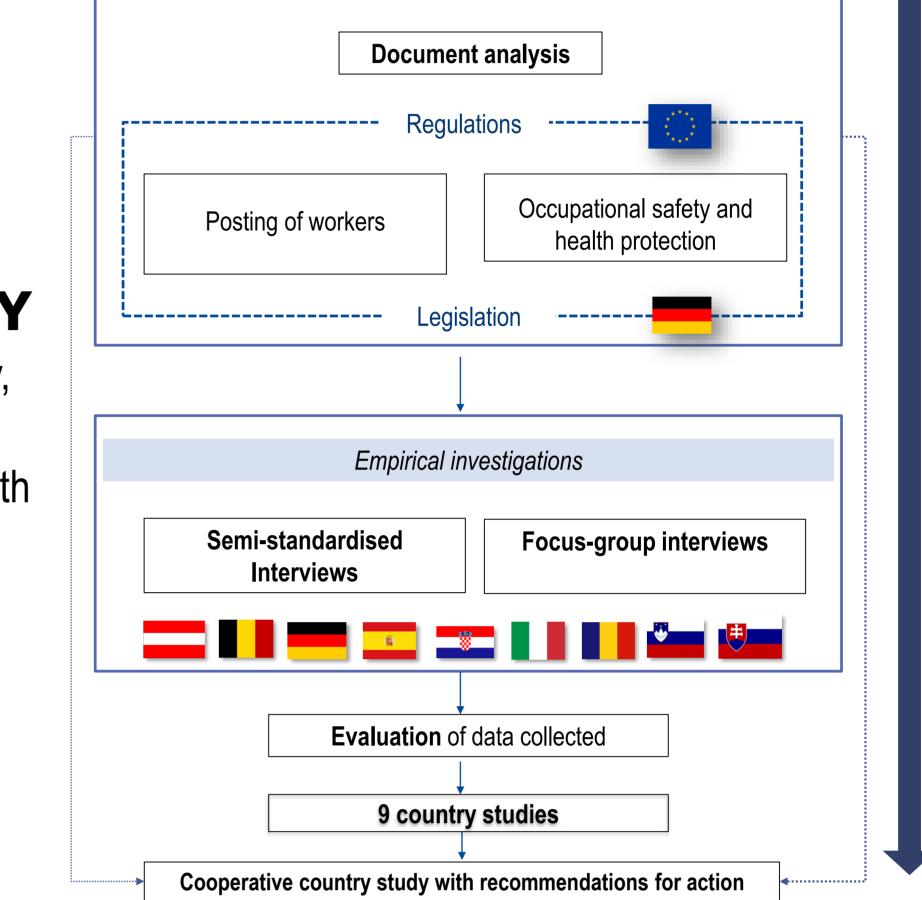
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 \rightarrow realisation of comprehensive research on occupational and health-related hazards of posted workers and regulatory protection in nine EU countries

EMPIRICAL RESEARCH - COMPARATIVE COUNTRY STUDY

- \succ Comparative country study based on nine country studies (Austria, Belgium, Croatia, Germany, Italy, Romania, Slovenia, Slovakia, Spain)
- \geq Research focus: Interplay of EU regulations and national OSH systems and their impact on the health and safety of (posted) workers in a transnational workplace
 - \rightarrow Selected key question: What specific challenges essentially endanger posted workers with regard to occupational safety and health and which solutions are pursued?

 \succ Data analysis: Qualitative content analysis according to Kuckartz (2016) \succ Analytical framework: Model according to Sargeant and Tucker (2009)



MODEL OF VULNERABILITIES OF POSTED WORKERS

(According to Sargeant/Tucker)

Migration status

SELECTED RESULTS - LANGUAGE BARRIER AS CENTRAL CHALLENGE

Language barriers in the context of posting can unfold in different areas of the working and living environment of posted workers:

- Residence regulations and working conditions:
- Long-term/permanent residence and work permit vs. short-term/limited residence and work permit
- Legal/lawful employment contracts vs. no contract/non-legal/insufficiently regulated employment contracts

Socioeconomic factors

- Working conditions in the home country
- Occupational health and safety culture
- Education and skill level
- Linguistic proficiency

Conditions of the host country

- Working conditions in the respective employment sector
- Support and advice from unions
- Access to the occupational safety system
- Socialisation and integration in the local population

> Access to work-related information and materials

For example, with regard to the specific working conditions of the destination country, safety regulations, insurances and the rights and obligations of the worker

> Instructions in the workplace

Such as the content-related understanding of foreign-language work instructions, training materials, information signs, operating instructions

Communication in the workplace

Discussions with supervisors and colleagues, clarification of work-related issues, misunderstandings in work instructions or warnings in dangerous situations

> Complaint management with regard to occupational health and safety

Access to the right contact person, communication of own problem situation/complaints, content-related understanding of foreign-language documents

> Socialisation and communication with local people

Access to housing etc., building a social life – danger of isolation and loneliness of the posted worker with mental impact

HANDLING LANGUAGE BARRERS - SOLUTIONS OF DIFFERENT EU COUNTRIES

Qualitative Inhaltsanalyse.

(2016).

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Kuckartz, ^I Sargeant,

(2009)

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