

## 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

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### OBJECTIVES OF THE POOSH PROJECT

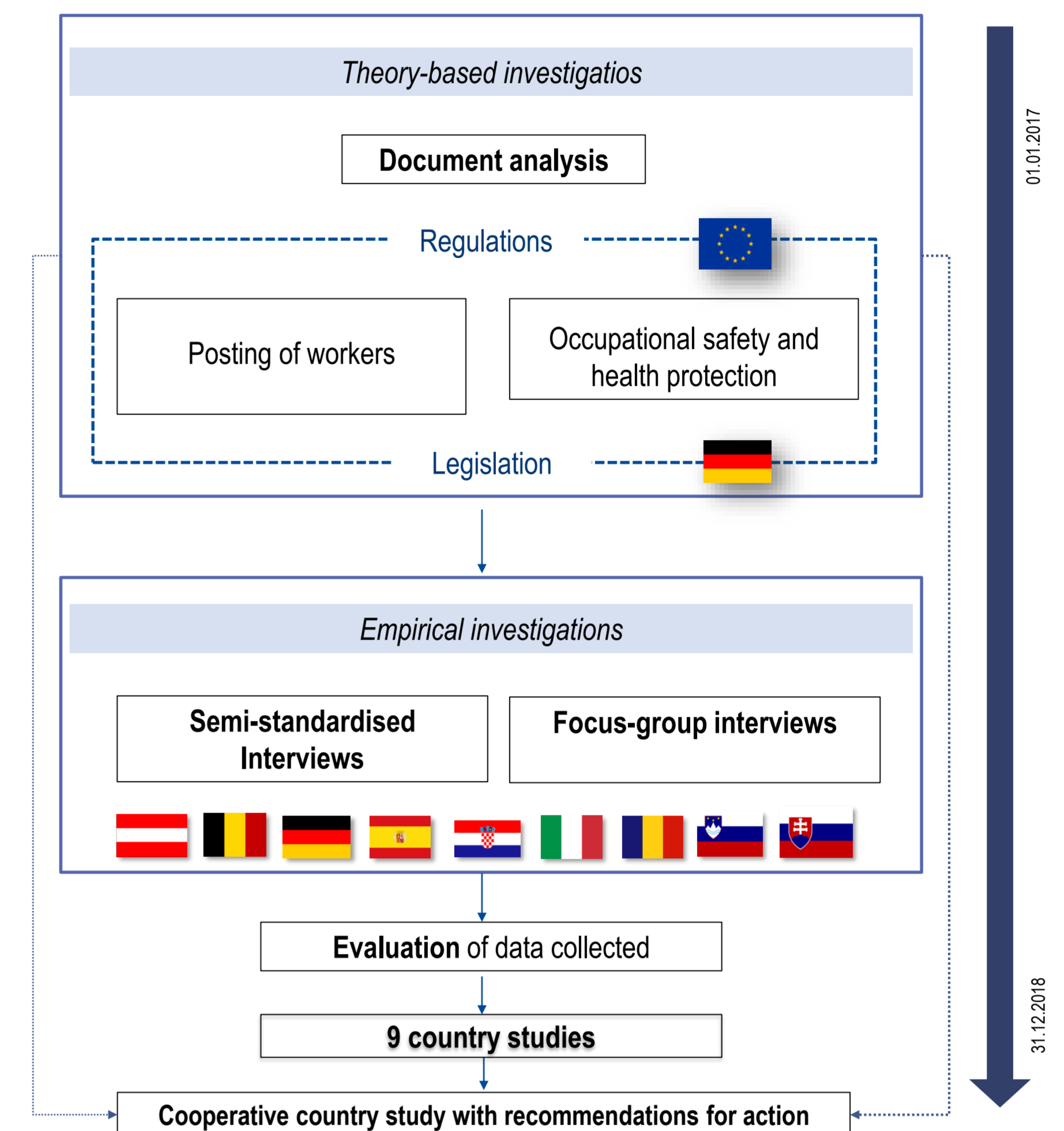
The project activities focus on the under-researched, underexposed and poorly addressed issue of labour/working conditions and OSH of posted workers from an interdisciplinary perspective. In addition to three main aspects, the project also aims at the

- **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

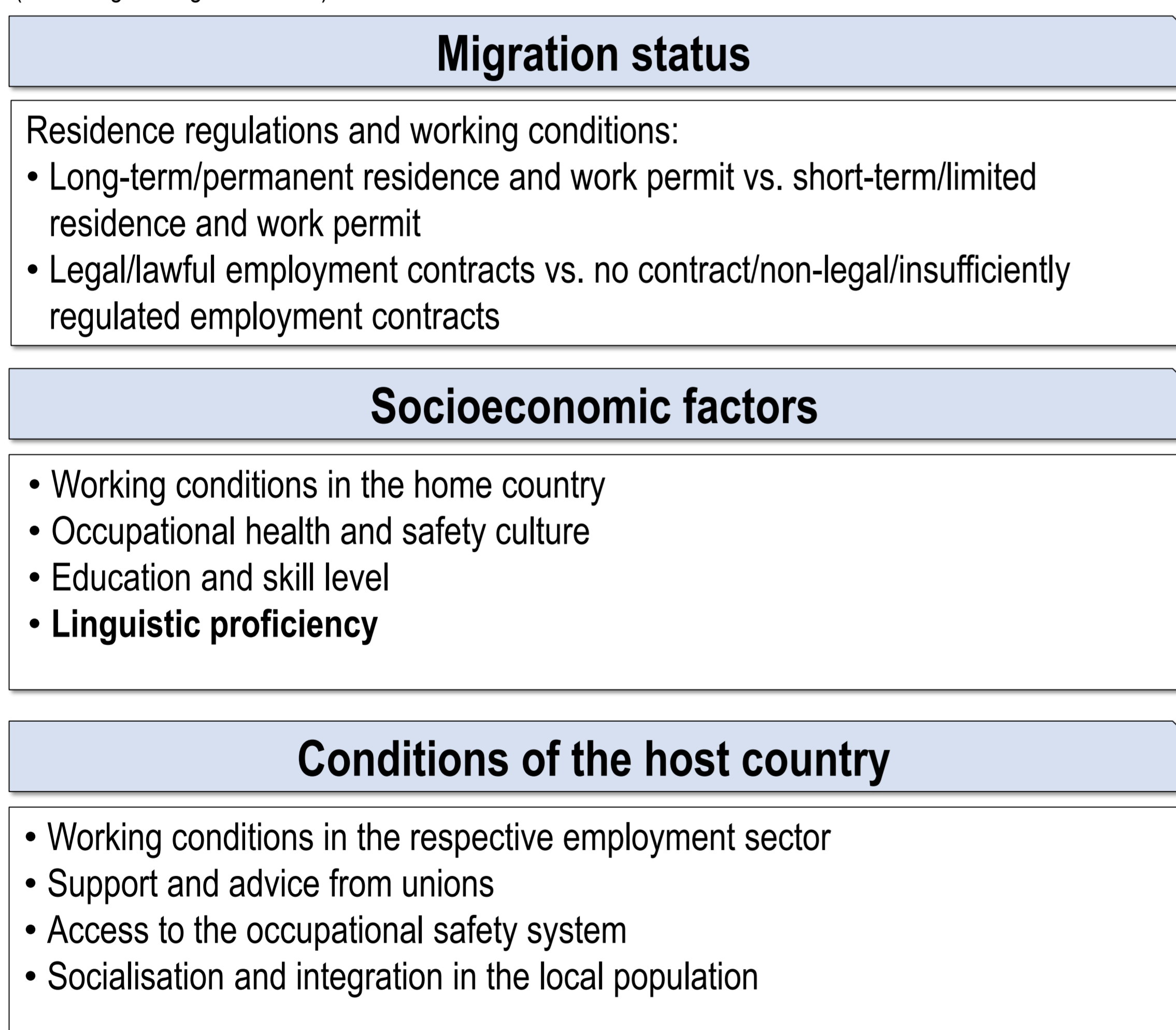
- Comparative country study based on nine country studies (Austria, Belgium, Croatia, Germany, Italy, Romania, Slovenia, Slovakia, Spain)
- Research focus: Interplay of EU regulations and national OSH systems and their impact on the health and safety of (posted) workers in a transnational workplace
  - **Selected key question:** What specific challenges essentially endanger posted workers with regard to occupational safety and health and which solutions are pursued?
- Data analysis: Qualitative content analysis according to Kuckartz (2016)
- Analytical framework: Model according to Sargeant and Tucker (2009)

### RESEARCH PROCESS



### MODEL OF VULNERABILITIES OF POSTED WORKERS

(According to Sargeant/Tucker)



### 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:

- **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 BARRIERS - SOLUTIONS OF DIFFERENT EU COUNTRIES

