

# Insecurities and vulnerabilities of migrant and posted workers: the need for information provision

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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*

October, 2017: Agreement among EU countries: Directive Revision to be transposed into EU law

Key: *Equal pay for equal work principle*

*Social aspects of posting!*

deep political-economic tensions:

- *liberalisation of the service sector*
- *preserving national labour and social standards*

Cross-border employment relations often result in precarious working arrangements - inclusion of posted workers into the new system of industrial relations?

- positive discourses on mobility underscore the vulnerability of contemporary forms of mobility
- Posted workers – highly mobile, but often without proper rights
- Posted workers from third countries –migrants and posted workers: double vulnerabilities!

# Occupational safety and health vulnerabilities of migrant/posted workers

- **layered** framework to assess the occupational safety and health vulnerabilities of migrant workers (Sargeant and Tucker; Danaj)
  1. the migration factors
    - conditions of the recruitment (nature of work, contracts, agreement, the migration status of the worker (legal status))

## 2. Characteristics of the migrants:

- socio-economic conditions in the home country – willing to consent to poor working conditions
- education and skills levels
- language skills – follow OSH procedures and guidelines, attend trainings, etc.

### 3. receiving country conditions:

- the characteristics of employment and sector,
- access to collective representation,
- access to regulatory protection,
- social exclusion/social isolation.

- Work-related accidents and ill health can therefore also be attributed to stress-related conditions – short-term and long-term
- hazardous sectors such as agriculture, construction and mining – particular proneness to disease.
- Brexit debate: market integration in the absence of social protection: insecurity and marginalisation for growing numbers of European citizens





- Workers' role in terms of monitoring and enforcing labour conditions is generally relatively passive?

BUT: logical outcome of the temporary and insecure nature of their employment (Berntsen and Lillie).

- Transnational action of trade unions important!

- Posting of Workers: Sharing Experiences, Promoting Best Practices and Improving Access to Information (EaSI, PROGRESS/ 2014 - 2016)
  - 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.
- 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 (2017– 2018)

## Information and access to information – crucial issues

DRIM - Danube Region Information Platform for Economic Integration of Migrants, financed by the Interreg Danube Transnational Programme

- transnational cooperation and mutual learning;
- create a common, transnational rather than national, information tool for migrants and mobile individuals
- Public institutions and migrants/mobile individuals

- Danube Compass information platform
- training courses among public institutions, especially national and local authorities that work with migrants
- national and transnational workshops with decision makers in the region
- country specific recommendations which will serve as the basis for the preparation of the Strategy promoting the access to information as the key integration measure.

# DRIM

## Danube Region Information Platform for Economic Integration of Migrants

Drim (Danube Region Information Platform for Economic Integration of Migrants) aims at improving the capacities of public institutions to respond to the needs of newly arrived as well as resident migrants through effective information sharing. The project will create the Danube Compass, a multilingual information platform, which will be accessible on the web, smartphones, and handbooks and will bring together information on different Danube countries (Germany, Austria, Slovakia, Czech Republic, Hungary, Slovenia, Croatia and Serbia). The information will relate to employment, enterprise, education and other areas of migrants' life.

Overall budget: € 1,522,169.30  
ERDF Contribution: € 1,207,660.69  
IPA Contribution: € 66,183.20

A stream of cooperation



Project co-funded by European Union funds (ERDF and IPA)



[www.interreg-danube.eu/approved-projects/drim](http://www.interreg-danube.eu/approved-projects/drim)

## CONCLUSIONS

- Multisectoral/multidisciplinary activities
- heterogeneity of posted workers and their diverse work/life experiences.
- Evidence-based strategies/activities

**Thank you!**