



Work Accidents Know NO Borders!

Ensure safety and health when posting employees to work abroad

Pocket guide for employers

This pocket guide provides essential information to employers, employment agencies and other labour providers on their responsibilities towards posted workers with regard to health and safety issues.

RULES AND REGULATIONS TO FOLLOW

If you are posting workers to another EU country to carry out a temporary service, the rights and regulations that are in place in the country where you will provide the services apply. This includes regulations concerning health and safety at work.

THINGS TO CONSIDER

- // before posting, familiarize yourself and your workers with the risks associated with the provision of the service in the workplace you are sending them to
- // ensure that each worker has received mandatory safety and health training
- // provide workers with guidelines on safety and health regulations in the country where they will provide services – use the workers' mother tongue and audiovisual material

- // make sure that workers have passed a medical exam and received other training required in the country where they will provide services
- // check if workers' vocational qualifications are compatible with those required in the country where they will provide services
- // inquire with the hiring company what protective equipment is needed and who is responsible for providing it
- // make sure workers always have all mandatory protective equipment at their disposal
- // discuss with the workers the possible language barriers and ways to overcome them
- // instruct workers on the steps to be taken if an accident occurs and document the reported accident
- // make sure that workers' housing conditions are appropriate
- // consult workers and encourage them to take part in discussions on all questions relating to safety and health at work
- // take into consideration specific risks related to vulnerable groups (e.g. pregnant women, minors, etc.)

For **more information** about your duties regarding safety and health requirements consult the national legislation of the country you are posting to and visit the official website of the European Agency for Safety and Health at Work (EU-OSHA, <https://osha.europa.eu>).

Keep in mind that acknowledging health and safety regulations can have long-term effects for the health and well-being of your workers and their families. It can reduce accidents and have positive influence on your business.

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This publication has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020). For further information, please consult: <http://ec.europa.eu/social/easi> The information contained in this publication does not necessarily reflect the official position of the European Commission.