

Literature Study on Migrant Workers

**Health and Safety and Vulnerable Workers in a
Changing World of Work**

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<http://osha.europa.eu>

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- Conclusions

Brief description of EU-OSHA-1

<http://osha.europa.eu>

- Established in Bilbao in 1996.
- To help improve working conditions in the EU by collecting, analysing and communicating technical, scientific and economic information to people involved in safety and health at work (OSH).



Tripartism as basic principle

- EU-OSHA is a **tripartite** European Union organisation, bringing together representatives from:
 - Governments,
 - Employers,
 - Workers,
 - and the European Commission.

Brief description of EU-OSHA-3 European Risk Observatory

<http://osha.europa.eu>

- Aim: the identification of **new** and **emerging risks**.
- Analyse trends, anticipate changes in the world of work and their possible effects on OSH.
- Stimulating **reflection** among EU-OSHA's stakeholders and providing a platform for **debate**.

<http://riskobservatory.osha.europa.eu/>

Introduction to project

<http://osha.europa.eu>

- Growing concern about migrant workers' OSH across the EU27.
- ERO literature survey to:
 - Reflect current state of knowledge.
 - Suggestions for future work by EU-OSHA.
- Carried out by TCRO:
 - FIOH, BAuA, BGIA, CIOP-PIB, INSHT, Prevent
- Overview of migration in different MS.
- Focus on OSH.
- Actions aimed at migrant workers.

Overview of migration in different EU countries-1

<http://osha.europa.eu>

- Broad definition: EU27 nationals (migrants) vs. non EU27 nationals (immigrants). However, both terms used interchangeably.
- Migrants not always at risk regarding their OSH. Very heterogeneous group.
- Reasons for migration, legal status and language knowledge have direct impact on their working conditions.

Overview of migration in different EU countries-2

<http://osha.europa.eu>

Often described as three *waves*:

- 1950s & 1960s: **mass migrations** to some EU countries to meet labour shortages; mostly single males.
- 1970s: **family reunification**. Some MS grant legal rights to migrant workers' families. They form distinct communities in many MS.
- 1980s: **post-industrial migration**. The result of global economic inequalities, ageing EU population, etc.

Overview of migration in different EU countries-3

<http://osha.europa.eu>

Percentage shares of foreign citizens in Europe, 2008.
Eurostat, 2010

	% of foreign citizens within total		% of foreign citizens within total
EU27	6.2	Italy	5.8
Austria	10.0	Ireland	12.6
Belgium	9.1	Lithuania	1.3
Bulgaria	0.3	Luxembourg	42.6
Cyprus	15.9	Latvia	18.3
Czech Republic	3.3	Malta	3.8
Germany	8.8	Netherlands	4.2
Denmark	5.5	Poland	0.2
Estonia	17.1	Portugal	4.2
Greece	8.1	Romania	0.1
Spain	11.6	Sweden	5.7
Finland	2.5	Slovakia	0.8
France	5.8	Slovenia	3.4
Hungary	1.8	UK	6.6

OSH of migrant workers-1: Employment

<http://osha.europa.eu>

1. Higher unemployment rates, and
2. Market segmentation:
 - Concentration in certain sectors. Split between:
 - high-skilled, *specialist* jobs (e.g., ICT) and
 - '3-D jobs' (dirty, dangerous and demanding): agriculture & horticulture, construction, health care, households, transport,.
 - High work uncertainty; poor working conditions; part time jobs; low wages; often more exposed to harassment and violence; over-qualification;

OSH of migrant workers-2: Over-qualification

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Over-qualification rates (%) of native/foreign born population, 2004.
Source OECD, 2006

	Native-born	Foreign-born
Austria	10.3	21.1
Belgium	15.6	21.6
Czech Republic	5.2	10.0
Germany	11.4	20.3
Denmark	10.4	18.6
Greece	9.0	39.3
Spain	24.2	42.9
Finland	14.3	19.2
France	11.2	15.5
Hungary	6.3	9.7
Ireland	15.7	23.8
Italy	6.4	23.5
Luxembourg	3.4	9.1
Norway	8.4	20.3
Portugal	7.9	16.8
Sweden	6.5	16.1
UK	15.3	17.8

- Why this segmentation?
 - Labour shortages.
 - Language/legal barriers.
 - Discrimination.
- OSH outcomes: difficult to analyse due to market segmentation but worrying in any case.

- Additional OSH risks for migrant workers:
 - Short time in host country.
 - Limited knowledge of H&S systems in place.
- Racial harassment: consistent finding.
- Undeclared workers: under-reported, worse working conditions, unaware of their rights.

Actions directed to migrant workers

<http://osha.europa.eu>

Agency site:

http://osha.europa.eu/priority_groups/migrant_workers/

Belgium: ORCA guide for undeclared workers (OSH).

Finland: OSH Inspectorate monitors conditions of migrant workers.

Netherlands: - Labour Ministry guide on safety for migrant workers in construction
- ARBO platform: language.
- National Office for Discrimination: training on discrimination against migrant apprentices.

Spain: Murcia. OSH materials translated into different languages (construction, agriculture).

UK: HSE and TUC translated OSH materials into 21 languages.

Workforce diversity and risk assessment: ensuring everyone is covered-1

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- Case study report: Healthy Workplaces Campaign on Risk Assessment (RA).
- Focus on vulnerable workers - diversity management within RA - seldom.
- Aim: describe why and how RA should be inclusive and raise awareness.
 - First part: main OSH issues of six categories of workers: migrant, disabled, young and older, women, temporary workers.
 - Second part: practical actions at workplace/sector level.

Workforce diversity and risk assessment: ensuring everyone is covered-2

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➤ Hertel Services (Belgium)

- Asbestos removal of Brussels Finance Tower.
- Problem: labour shortage in Belgian market -> outsource part of the work to Hertel Services Poland.
- Additional OSH risks as Polish company had no experience in asbestos removal.
- *Translation of training material into Polish.*
- *'Train the trainer'.*
- *Interpreters in each working group.*
- *Trips to Poland every 6 weeks – assistance and support (medical visits, social life,..).*

Workforce diversity and risk assessment: ensuring everyone is covered-3

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➤ Vanhout (Belgium)

- Growingly diverse workforce in construction -> early retirement, difficulties in recruitment.
- New OSH risks: i.e. language barriers, different perception of risks,..
- *Diversity plans: measures + actions focused on disadvantaged groups in order to bring equity.*
- *Modular OSH welcome brochure:*
 - *Tailor made OSH information and instructions.*
 - *Use of simple language, easy-to-use format.*
- *Practical training programme: communication, collaboration, motivation.*

Workforce diversity and risk assessment: ensuring everyone is covered-4

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➤ HSA (Construction sector, Ireland)

- Construction: high risk, labour intensive sector.
- Increasing number of migrants workers – new OSH challenges: i.e., language knowledge.
- *Safe System Work Plan (SSWP) – address OSH issues for migrant workers, among others.*
- *Pictograms to explain/clarify OSH hazards regardless of literacy or language skills.*
- *New SSWP when (1) new hazard identified, (2) task changes, (3) environment changes.*
- *DVD complementing SSWP and for staff training purposes – seven languages.*

Workforce diversity and risk assessment: ensuring everyone is covered-5

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➤ UK Food & Drink Industry.

- Significant proportion of overseas nationals - increasing (undocumented) evidence of difficulties communicating in English.
- *Working group: consultants, legal experts, OSH experts from large UK companies and HSE reps.*
- *Guidance: 'Working safely in a multicultural food and drink industry': OSH and RA.*
- *Special attention to identification and control of risks affecting multicultural workers.*
- *Examples: Uniq Prepared Foods Ltd and Tulip Ltd.*

Migrant women in Europe and OSH

<http://osha.europa.eu>

- Forthcoming: 'Women at Work'.
- One chapter on migrant women. Main issues:
 - Difficult access to labour market – triple discrimination: migrant, female and young.
 - Language, limited knowledge of rights, OSH.
 - Segmented into low paid jobs – OSH concerns.
 - Increased stress, bullying and harassment.
 - Fewer training opportunities.
 - Undocumented workers – i.e. households.

Conclusions

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- Lack of strong data: very few studies directly address migrant workers' OSH.
- The existing information gives enough cause for concern.
- Important to:
 - identify priorities for action.
 - improve data collection & research.
 - disseminate existing good practices.

Literature Study on Migrant Workers:

http://osha.europa.eu/en/publications/literature_reviews/migrant_workers

Workforce Diversity and Risk Assessment – Ensuring everyone is covered:

<http://osha.europa.eu/en/publications/reports/TE7809894ENC>

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Thank you

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