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# POOSH COUNTRY Report: SLOVENIA

ZRC SAZU, Slovenian Migration Institute

POOSH  
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.

# // Posting to and from Slovenia

## SLOVENIA, 2016

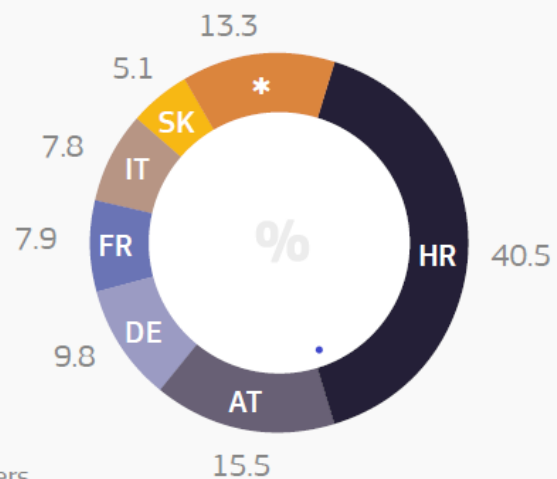


- Posting from and to Slovenia increasing continuously
- 572% rise of posting from Slovenia from 2010 to 2016
- Slovenia is the third EU country per number of workers posted to other states

Source: European Commission

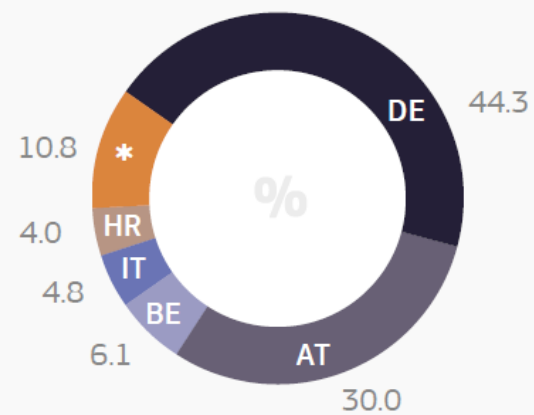
## // Posting to and from Slovenia

Main origin of workers posted  
**TO Slovenia** in 2016 (%)



\* = others

Main destination of workers posted  
**FROM Slovenia** in 2016 (%)

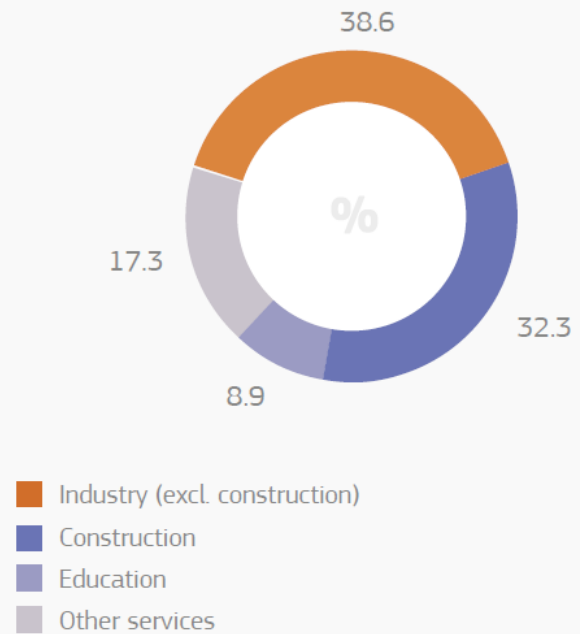


\* = others

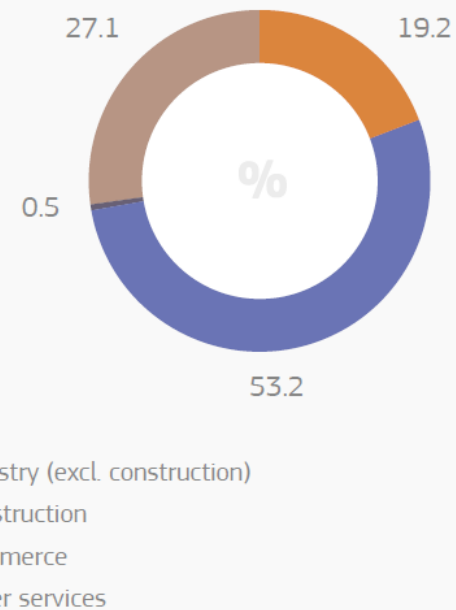
Source: European Commission

# // Sectors

Main employment sectors of workers posted **TO Slovenia** in 2016 (%)



Main employment sectors of workers posted **FROM Slovenia** in 2016 (%)



Source: European Commission

## // Main findings

- The number of workers posted from Slovenia is increasing continuously and significantly – this can also be attributed to recruitment and **posting of third country nationals** (particularly from the former Yugoslavian republics)
- There is **lack of information (also statistics)** on the aspect of OSH in the context of posting
- Employers and posted workers need to be better informed about OSH regulations in countries where they provide services
- There is a need to develop **capacity building workshops** with sector-specific and country-specific OSH regulations for employers who are posting workers to other Member States

## // Main findings

- **Third country nationals are often in a vulnerable position**, because their stay in the EU depends on the valid work visa = dependence on the employer is greater and they are often willing to turn a blind eye to regulations if asked so by the employer.
- Third country nationals who are to be employed in Slovenia and posted to other states should be informed about posting rules and regulations, including OSH-related, before entering Slovenia. This can be done at the local employment offices, trade unions, and Slovenia embassies/consulates where they apply for a visa/work permit.
- **Before posting**, employers should thoroughly discuss the aspect of OSH (regulations, risks, protective equipment, safety procedures) with the company hiring their services and with their workers.

## // Main findings

- Trade union representatives emphasised that not only work-related injuries, but also chronic conditions that develop with time need to be taken into account. **Occupational diseases** are significantly overlooked and merit further research.
- Trade union representatives highlighted **psychosocial conditions** such as work-related stress, isolation and mobbing in a transnational workplace as a factor that significantly hinders posted workers' wellbeing and health.
- Posted workers emphasised the negative effects of **isolation and lack of integration** outside workplace during longer periods of posting
- When asked about **work-life balance**, some posted workers reported that such lifestyle suits them, while others (especially those who were continuously posted) noted that it is difficult to maintain balance when they are absent from home for longer periods of time.

## // Specific and illustrative cases

One particularity in the case of Slovenia that requires further attention is continuous recruitment of workers from the former Yugoslavian republics (most notably Bosnia and Herzegovina) with the purpose of posting them abroad. This raises a number of pressing issues. In the context of OSH, such ad hoc recruitments may be problematic due to lack of appropriate training, medical examinations and poor communication between employers and workers. Workers are also more prone to turning a blind eye to irregularities in order to secure their employment and maintain their visa and work permit for the EU.

In some cases, it was revealed, Slovenian employers sent injured workers back to their countries for recovery to avoid inspections and further investigations in Slovenia, especially if the workers were not registered and included in social security schemes.

Poor knowledge about the Slovenian healthcare system, coupled with employers' misinformation about healthcare coverage in Slovenia, seemed to have encouraged workers to return to their home countries and seek medical treatment there. By doing so, they lost the right to paid sick leave, which they cannot claim retroactively. It is thus highly recommended that more attention is paid to the posting of third country nationals and, specifically, to enhance access to information about their rights and obligations before entering Slovenia.