

Press release
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New EEI study: Effective worker protection against extreme temperatures requires tailored solutions

A new legal study commissioned by the European Employers' Institute (EEI) examines the application of the **EU principles of subsidiarity and proportionality to occupational safety and health (OSH) risks arising from extreme temperatures.**

The study on the *"Application of the Principles of Subsidiarity and Proportionality – Case Study: Extreme Temperatures and Occupational Safety & Health"*, authored by labour law professors José Luis Gil y Gil and Lourdes Mella Méndez, assesses the existing EU OSH framework and the legal basis for further EU action.

The study finds that the **existing EU legal framework already provides a comprehensive legal basis for protecting workers against temperature-related workplace risks.** It also highlights significant differences in climatic conditions, economic sectors and national approaches across Member States.

The EEI study emphasises the importance of effective enforcement, practical guidance and locally adapted preventive measures to strengthen worker protection.

"Protecting workers from extreme temperatures is a shared European priority. The focus should be on making existing protections work effectively, while recognising the different realities of workplaces across Europe," said **Delphine Rudelli, Chair of the Board of EEI.**

About European Employers' Institute

The European Employers Institute (EEI) is a research institute, founded by European and national employer organisations in March 2024. The EEI focuses on emerging employment and social policy topics at the European level, producing research studies, analyses and publications. It aims to ensure balanced representation on employment issues and strengthen social dialogue at the European level.

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