It may be the case that local and casual workers employed on University research outside the UK do not have levels of worker protection under health and safety regulation which would be legally required in the UK. They may also not be employed through agencies which provide insurance cover to their workers. The following guidelines recommend actions for researchers in this case which address ethical responsibility:

1. **Employ, where possible, local workers hired through reputable companies** which provide insurance, reasonable working conditions and a fair wage for casual workers hired through them.

2. **Where it is not possible to engage workers through such companies and they must be engaged directly,** ensure that a fair wage is paid and that workers have full information about the work entailed, including possible areas of greater risk, so they can make an informed decision as to whether or not to take part, and that there is no element of coercion in the relationship between the researcher and the local worker.

3. **Risk assessment should cover local workers as well as University staff. It should identify who is exposed to the risks and how these risks can be reduced** (or eliminated where this is possible). A normal part of the planning and preparation for a research project is a risk assessment which identifies significant risks that might be encountered by the researchers and what measures can be put in place to reduce the risk. This should include consideration of the risks to the safety and welfare of ancillary staff or local workers (in many cases if the risks to the researcher are reduced, so the risks to other workers should similarly be reduced). Risk reduction measures might include changing the way the activity is carried out (different location / timing / travel routes), contracting workers with sufficient and appropriate experience / training, providing training, acquiring local knowledge, providing protective equipment. The risk assessment should include contingency plans for foreseeable emergencies. Researchers should ensure they have key University contact numbers and contact these for advice, where necessary, as soon as is practicable.