

EXECUTIVE SUMMARY
of the Chief Labour Inspector's Report
on the National Labour Inspectorate's activity in 2007

National Labour Inspectorate is an authority established to supervise and inspect the observance of labour law, in particular of occupational safety and health rules and regulations, and since 1 July 2007 – in line with the new Act on NLI – also provisions on legality of employment and other paid work.

In connection with broadening of the NLI's competence in the area of supervising legality of employment – penal measures for infringements upon rights of persons performing paid work have been tightened.

National Labour Inspectorate is subordinate to Parliament of the Republic of Poland, while supervision over its activity is executed by the Labour Protection Council, appointed by the Speaker of Parliament.

National Labour Inspectorate is managed by the Chief Labour Inspector, nominated by the Speaker of Parliament.

The Chief Labour Inspector is a member of the EU Committee of Senior Labour Inspectors (SLIC). "Annual Report on the NLI's activity" is sent to the SLIC's Secretariat every year.

National Labour Inspectorate takes part in activities initiated by the International Labour Organization (ILO).

The National Labour Inspectorate's Statute is laid down by the Speaker of Parliament; the Statute specifies NLI's internal organization as well as seats and territorial scope of competence of district labour inspectorates. The NLI's organizational structure comprises: the Chief Labour Inspectorate, 16 district labour inspectorates and 42 sub-district offices operating within the districts' structures.

There are several permanent bodies providing opinions and advice to the Chief Labour Inspector, i.e.: Chief Labour Inspector's Senior Management Body, Chief Labour Inspector's Legal Commission, Chief Labour Inspector's Commission for Occupational Safety and Health in Farming, and Council for Work Safety in Construction.

National Labour Inspectorate has its Training Centre named after Prof. Jan Rosner, with the seat in Wrocław.

The scope of National Labour Inspectorate's activity comprises, in particular:

- supervising and inspecting compliance with labour law, including regulations and rules of occupational safety and health, regulations on employment relationship, remuneration for work and other benefits resulting from employment relationship, working time, leaves, and employee rights connected with parenthood, employment of juveniles and persons with disabilities;**
- inspecting observance of OSH regulations during design of construction, reconstruction and modernization of establishments as well as machines and other technical devices and technologies which constitute their equipment;**
- inspecting legality of employment, other paid work and conducted economic activity;**
- inspecting legality of employment, other paid work and work performed by foreigners;**
- participating in acceptance for operation of constructed or reconstructed establishments or their parts in the scope specified in separate provisions;**
- inspecting products placed on the market from the point of view of their compliance with OSH requirements, specified in separate provisions;**
- acting in order to prevent and eliminate hazards in the working environment, in particular:**

- investigation and analysis of circumstances and causes of work accidents and occupational diseases and inspection of the application of measures which are to prevent accidents and occupational diseases;
- initiating research work in the area of labour law observance, in particular work safety and health;
- initiating actions for labour protection in private farming;
- providing advice and information concerning labour law and work safety,
- cooperating with environmental protection authorities in the area of employers' compliance with provisions on counteracting environmental hazards;
- inspecting observance of work safety and health requirements specified in the Act of 22 June 2001 on genetically modified organisms;
- issuing opinions on draft legal acts related to labour law;
- exercising the right to bring in a lawsuit, and – with the interested person's consent – participating in proceedings in labour court in cases for establishment of an employment relationship;
- cooperating with EU Member States' authorities responsible for supervision of terms and conditions of employing workers;
- pursuing offences against employee rights specified in the Labour Code and other acts as well as participating in legal proceedings regarding such offences in the role of a public prosecutor.

In accordance with the new Act, the NLI's supervision in the area of work safety and health and legality of employment covers not only employers, but also entrepreneurs for whom work is performed by natural persons, including the ones who conduct economic activity on their own account.

In order to fulfil NLI's tasks, its officers are authorized to conduct inspection activities at entities for which work is performed by natural persons, regardless of its legal basis, and to apply legal measures upon finding that an employer has infringed upon labour law regulations. The said legal measures are as follows:

- orders to remove, by a specified date, identified infringements of regulations and rules concerning occupational safety and health;
- orders to stop work or operations if the infringement causes immediate hazard to life or health of workers or other persons who perform such work or conduct activity; orders to transfer, to other types of work, employees or other persons employed against existing regulations, at forbidden, arduous or dangerous work or persons permitted to perform dangerous work without having appropriate qualifications (such orders must be executed immediately);
- orders to stop operation of machines and equipment when their operation creates immediate hazard to life or health of employees (orders in such matters must be executed immediately);
- bans on performing work or carrying out activity in places where state of working conditions creates direct hazards to life or health (orders in such matters must be executed immediately);
- orders to stop operations or a specific type of operations upon determination that the state of work safety and health creates hazard to life or health of employees or natural persons performing work on basis other than an employment relationship, including persons who conduct economic activity on their own account;
- orders to determine circumstances and causes of a given accident by a specified deadline;
- orders to employers to pay remuneration for work and other benefits due to employees (orders in such matters must be executed immediately);
- improvement notices issued upon identification of other infringements of labour law and provisions on legality of employment;
- fines imposed in the form of punishment tickets and motions for penalties lodged with courts.

Moreover, the Chief Labour Inspector is authorised to grant and withdraw licences for experts on work safety and health.

The labour inspectorate cooperates with other institutions responsible for supervision of working conditions, trade unions, employers' organizations, self-government bodies of workforce in companies, and social labour inspection.

In 2007, 2655 persons were employed at the National Labour Inspectorate and 54 – at the NLI's Training Centre in Wrocław.

From among the overall number of 99 171 persons **injured in work accidents** in 2007, the largest group comprised victims who had minor bodily injuries (increase by 3.9% in comparison with 2006) and serious injuries (by 2.7%). When compared to 2006, the rising trend in the number of minor and serious injuries continued. On the other hand, **a small decrease in the number of fatal victims of accidents** was noted (from 493 persons in 2006 to 479 persons in 2007) i.e. by 2.8%.

The accident rate increased from 8.83 in 2006 to 8.92 in 2007. The **highest rate** is still characteristic of sectors such as: mining – 18.04 per 1 000 workers (in 2006 – 15.98), industrial processing – 15.46 (in 2006 – 14.80), agriculture, hunting and forestry – 12.73 (in 2006 – 13.69), construction – 12.65 (in 2006 – 12).

Just as in previous years, in 2007 a dominant group of accident victims were persons with short work experience (up to 3 years inclusive and those working shorter than one year) as well as workers performing particularly hazardous tasks. The group of most hazardous occupations included: operators of metalworking machines, mechanics dealing with machines and equipment, miners, construction workers, machine operators and machine fitters.

A falling trend in the rate of hazards to employee health kept up; such rate is expressed as "the number of persons employed in hazardous conditions per 1 000 employees"; it reached the level of 113.2 (a fall by 2.5% in comparison with 2006).

Most of the above-mentioned persons were employed **in hazardous conditions** caused by factors related to the working environment (66 individuals per 1 000 employees), next – to work arduousness (33), and to mechanical factors connected with particularly hazardous machines (13).

The most difficult working conditions still exist in the Silesian province, where every fifth person works in conditions hazardous to their health.

According to the data of Central Register of Occupational Diseases in the Institute of Occupational Medicine in Łódź, in 2007 in Poland 3285 new cases of **occupational diseases** were recorded, which is by 156 (5%) more than in the previous year.

Morbidity incidence of occupational diseases (i.e. the number of occupational diseases per 100 thousand workers) increased slightly and it was 33.5 (in 2006 – 32.8).

Amongst the most prevailing occupational diseases the following should be mentioned: chronic voice organ diseases caused by excessive vocal exertion, pneumoconiosis, infectious or parasitic diseases.

In 2007, our inspectorate implemented **I phase of the long-term programme** of NLI's activities for the period **2007-2009** and the **annual programme**, which included topics of strategic importance for labour protection.

The sectors and companies with the largest intensity of occupational hazards were given priority in actions in the field of labour protection.

Another priority was counteracting irregularities which make everyday life of workers and their families difficult; in particular irregularities consisting in non-payment of remuneration and other benefits due to employees.

Simultaneously with **inspection-supervisory and preventative** actions, NLI carried out **monitoring** of the state of labour protection in order to examine the situation in selected areas and to apply appropriate preventive measures.

In line with the standards binding in labour inspectorates of the European Union, National Labour Inspectorate developed forms of activity other than inspections, with particular emphasis on **preventative and promotional** initiatives.

Labour inspectors conducted **80.5 thousand inspections** at more than 61 thousand employers'; almost 4.5 million persons worked in the inspected enterprises.

Due to identification of infringements of law during inspections, inspectors **issued 369.5 thousand decisions**; most of them referred to: workers' preparation for work (among others: OSH training, medical examinations, competence licences), workstations and technological processes as well as machines and equipment.

12.3 thousand (3%) of the issued decisions included orders to immediately stop work in connection with existing direct hazards to life or health of employees. Inspectors also issued decisions ordering to send 12.4 thousand persons to other types of work because the said persons were engaged – contrary to existing provisions – in forbidden, harmful or hazardous work.

Due to existing permanent hazards to life and health of employees, district labour inspectors issued **27 decisions in which they ordered to stop operations** by a given enterprise or its part or a given type of operations.

Besides decisions on the state of OSH, labour inspectors **issued 8.4 thousand decisions ordering employers to pay remuneration** or other benefits resulting from an employment relationship. The said decisions concerned the total amount of 83 million zlotys which were due to 95.2 thousand employees.

Employers received 50.6 thousand **improvement notices** asking them to eliminate identified irregularities; the notices comprised 281.9 thousand motions, most of which related to irregularities at the stage of concluding and dissolving employment relationships, and working time.

Having identified **offences** committed against employee rights, labour inspectors applied legal measures which are at their disposal – they imposed fines in the form of **punishment tickets, lodged motions for punishing** the offenders with magistrate courts and applied **disciplining measures**.

In 2007 there was an increase in the total number of identified offences by 5% in comparison with 2006; it resulted mainly from implementation of additional tasks in the area of inspecting legality of employment. **Inspectors conducted over 12 thousand inspections during which they checked legality of employment of over 100 thousand persons, including almost 3.5 thousand foreigners.** Inspections focused on payment of contributions to the Labour Fund covered more than 200 thousand persons. Irregularities were found in more than half of the inspected entities.

In 2007 labour inspectors **imposed fines in the form of 21 468 punishment tickets to the total amount of 18.7 million zlotys** (an average fine was 871 zlotys).

Punishment tickets still constitute the sanction most frequently applied by labour inspectors – they were imposed in almost 76% of all the proceedings initiated because of infringements.

In the reporting year, labour inspectors **addressed 984 notifications to the prosecutor's office on the suspicion of a crime.**

As a result of submitted notifications, 229 proceedings were instituted and they are still underway; in 75 cases the prosecutor's office refused to commence legal proceedings; 248 proceedings were discontinued, and 94 indictments were lodged with courts.

In line with the statutory powers, the Chief Labour Inspector addressed **15 legislative motions** to competent ministers.

The NLI's scope of competence also comprises giving **opinions on legislative acts.** In the reporting year, NLI prepared opinions on 38 legislative acts – 7 Acts and 31 Regulations (5 – of the Council of Ministers and 26 – of ministers).

In 2007 the National Labour Inspectorate received **24 397 complaints and motions.** Complaints, of which almost 70% were justified or partially justified, were in general lodged by employees and former employees.

Just as in previous years, most complaints referred to remuneration and other financial benefits (34% of all lodged complaints).

The second largest group comprised issues related to conclusion and termination of an employment relationship (19%).

NLI's specialists provided **more than 1.3 million pieces of advice**, including almost 1.1 million pieces of legal advice and 266 thousand – of technical advice.

From among persons asking for advice, the largest group comprised employees (59%), then employers (31%) and trade unions (3%). The rest was advice given, among others, to: social labour inspectors, parties to civil law contracts, and private farmers.

Advice most frequently referred to: employment relationship, remuneration for work and other financial benefits, working time and leaves.

NLI cooperated with **EU Member States' authorities** responsible for supervising working conditions and terms of employment of workers posted to perform work in their territory for a fixed period of time, by employers having a seat in a country being an EU member. The cooperation consisted in:

- providing information on the terms of employment of workers posted to work in another EU Member State by an employer having a seat in the territory of the Republic of Poland,
- providing information on identified infringements upon rights of employees posted to perform work in Poland by an employer having a seat in another EU Member State,
- indicating authority responsible for labour market supervision and competent – due to its remit of activity – to provide demanded information.

In 2007 exchange of information with liaison offices of the EU Member States covered 232 cases. This number increased more than 2 times when compared with data for 2006.

A significant part of the National Labour Inspectorate's activity comprised **preventative actions**, comprising promotion of labour protection, implemented jointly with social partners, trade unions, employers' organizations, local self-government authorities and social organizations. They consisted mainly in:

- implementing informational and promotional campaigns, especially in branches with the highest risk of accidents;
- issuing publications devoted to labour protection subjects – addressed to employers, employees, farmers;
- popularising knowledge of labour protection;
- refining the NLI's Internet website in such a way as to make it the best source of information on labour protection to an average recipient.

In 2007, within the framework of “**Lighten the Load**” campaign, National Labour Inspectorate implemented a number of initiatives aimed at preventing excessive loads on the musculoskeletal system during manual handling of loads. Its major objective was to secure better compliance of Member States with the requirements of the EU Directive 90/269/EEC on the minimum health and safety requirements for the manual handling of loads, to improve employers' and workers' awareness of the risks created by the manual handling of loads; and to promote technologies and solutions limiting excessive loads on the musculoskeletal system during work.

2007 was the second year when the programme ***Stress in the workplace*** was implemented. Having gathered experience, our inspectorate has decided to change the programme's formula. Special emphasis was placed on implementing preventative tasks. Priority was given to conducting training on occupational stress directly in enterprises.

NLI continued actions connected with implementation of a promotional programme ***Observance of labour law in small companies***. The programme is targeted at employers and its objective is to adjust their companies to existing legislation by applying the principles of self-inspection (technique based on checklists).

National Labour Inspectorate learned the lessons from the campaign carried out in 2006 “Young workers – a safe start”, and in the reporting year it prepared another edition of the educational programme “Safety culture” for students from post-gymnasium schools.

While implementing actions for labour protection in **private farming**, NLI conducted nearly 9.7 thousand visitations on private farms and places where field work was performed. About 1.1 thousand visitations were held by labour inspectors jointly with inspectors from KRUS (Agricultural Social Insurance Fund) and heads of villages, within the framework of another edition of the “Safe farm” competition.

Social partners take avail of NLI's advice both on legal and technical aspects of labour protection. In 2007 trade unions were provided 26 050 pieces of advice, whereas employers and their organizations – 291 647 pieces of advice.

In cooperation with **the mass media** – both central and local, the labour inspectorate disseminated information on results of inspections, provided explanations and popularised initiatives which improve the state of labour protection.

Like in previous years, NLI organized **competitions** promoting labour protection issues and activity of people involved in improving work safety. Just as every year, NLI honoured employers who care about working conditions – within the framework of an all-Poland competition “Employer – organizer of safe work”. The inspectorate, together with the Polish Craft Association and the Ministry of National Education, organised another “*Competition on OSH rules for youth from craft establishments*”; moreover NLI held the competition for the “*Most active company social labour inspector*”.

In 2007 NLI published 39 titles – leaflets, brochures, posters – in the total print run of 313.4 thousand copies. It was a record as regards the number of titles, whereas the print run was

similar to that in the previous year. Particular attention is due to a series of nine publications on safe use of machines whose operation is most frequently connected with work accidents.

NLI also published its regular titles – a monthly “Labour inspector” and “Legal notes”.

Since 1999 Internet users visit our website www.pip.gov.pl (also in English version). One can find on it, among others: up-to-date information on the inspectorate’s activity, including information on competitions and preventive programmes, full texts of NLI’s publications, answers to questions repeatedly addressed to the inspectorate.

Towards the end of 2007 Polish version of the website included 1.1 thousand pages and over 400 downloadable files in PDF format.

In 2007 NLI developed and put in place curricula-related and organizational assumptions for **preparatory training for labour inspectors**. Completion of the training gives candidates for labour inspectors indispensable knowledge of issues which fall within the scope of activity of National Labour Inspectorate. The preparatory training for labour inspectors comprises alternate theoretical training (at the NLI’s Training Centre) and practical training (in a district labour inspectorate chosen according to the candidate’s place of residence). Its objective is to prepare a candidate for performing inspection and supervisory activities and undertaking other actions in order to prevent and eliminate hazards in the working environment. The training, which lasts about one year, was completed by participants of two preparatory training courses. The state exam was passed by 50 persons who obtained the powers of labour inspectors.

In the reporting year, NLI continued actions aimed at improving its **communication and IT system and infrastructure**.

The said actions comprised:

- development of our IT system by addition of specific functions resulting from the tasks assigned to the inspectorate (launch of a module which enables employers to report their activity electronically);
- purchase of equipment (personal computers, notebooks, visual display units, printers, switches) adjusted to modern requirements of work in a network and users’ needs;
- modernisation of the inspectorate’s working software, by improving its efficiency and operational effectiveness.

The National Labour Inspectorate’s **international cooperation** resulted, in its essential part, from obligations which arise from Poland’s membership in the European Union and in international organizations dealing with protection of safety and health of workers.

Cooperation with international institutions

Senior Labour Inspectors Committee (SLIC)

Senior Labour Inspectors Committee, as a forum for exchange of best inspection practices – operating under the auspices of the European Commission – is an initiator of numerous community level undertakings for labour protection.

During the reporting year, management representatives of the National Labour Inspectorate participated in two SLIC meetings:

- 52. session organized in Dortmund, devoted to the role of labour inspection in social dialogue, discussion of the EU Commission strategy in the field of safety and health for

years 2007-2012, the role of SLIC in its implementation as well as organization of a European inspection and communication campaign concerning manual handling of loads,

- 53. session in Lisbon during the Portuguese presidency where the discussion concerned, among other things, the problem of occupational risk assessment in small and medium enterprises.

There were working groups operating within SLIC and dealing with certain aspects of labour protection as well as occupational health and safety. NLI specialists took active part in undertakings of working groups on: the Machinery Directive 98/37/EC, Enforcement, Violence towards Inspectors on Duty, Manual Handling of Loads, New Community OSH Strategy (2007-2012) and Asbestos Campaign.

European Agency for Safety and Health at Work (Bilbao)

This reporting year NLI got involved in realization of communication and prevention campaign coordinated by the National Focal Point of the Agency in Poland run by the Central Institute for Labour Protection – National Research Institute. Thematic campaign with the slogan **Lighten the Load** concerned musculoskeletal disorders.

International Labour Organization

The NLI delegation participated in an international conference in Düsseldorf devoted to promoted by ILO idea of 'decent work' and the delegates were familiarized with the most recent developments in OSH.

Representative of the Chief Labour Inspectorate participated in a meeting of experts in Geneva organized by ILO on "The role of labour inspectors in combating human trafficking and forced labour in Europe".

International Social Security Association (ISSA)

The NLI delegation participated in a seminar organized by ISSA concerning safety and health in agriculture. Discussed were, among others, the issues concerning dangerous substances used in agriculture and forestry, safety of machinery usage, trainings and improving of qualifications indispensable for operation of agricultural machinery.

NLI management representatives participated in an ISSA seminar concerning the Framework Directive 89/391/EEC on OSH at work and its implementation in small and medium enterprises.

International Network of Training Institutes for Labour Relations (RIIFT)

In the course of meetings of the representatives of training institutes, the delegation from the NLI Training Center and the Chief Labour Inspectorate participated in IX meeting of the network in Bucharest. Discussed during the meeting were the topics concerning strengthening of the role of labour inspectors in the field of prevention and elimination of the phenomenon of illegal work.

In the year 2007, NLI representatives also participated in the works of the European Parliament's committees and working groups of the European Commission and the Council.

Regarding cooperation with inspections of individual EU member states, there was continuation of the cycle started in 2006 of **study visits to European offices** dealing with the problem of legality of employment (e.g. in Spain, Belgium, the Netherlands, Slovakia and in Italy).

Regional cooperation involved the following countries:

– Lithuania

There were study visits of representatives of the Lithuanian labour inspection to the District Labour Inspectorate in Białystok (concerning the issues of OSH in forestry), District Labour Inspectorate in Gdańsk (concerning inspection of works in harbours and ship building) as well as District Labour Inspectorate in Olsztyn (concerning inspection of OSH in construction).

Moreover, specialists from district labour inspectorates who presented papers on e.g. explosion in a production plant of cellular concrete and preventing of dangers in chemical plants took part in training seminars organized by the Lithuanian inspection as part of an EU project.

– Germany

District Labour Inspectorate in Zielona Góra continued cooperation with Labour Protection Office of Brandenburg Land; it concerned among others preparations for *VII German-Polish Forum on transporting of dangerous materials*. Moreover, a representative of the district participated in three international Polish-German conferences on the situation of workers employed in trade; working conditions in transport and integration of disabled workers from border districts.

Active participation in European and international initiatives (best exemplified by NLI's **overtaking coordination of the European campaign “Manual handling of loads”**) gives Polish inspection recognition among international partners and makes it be perceived as a modern, European model of an institution for inspection and supervision over working conditions.

Results of NLI inspections and analysis of data from the Central Statistical Office concerning occupational dangers and their results point to the fact that **the state of labour protection in the country is still unsatisfactory**.

As it was emphasized so far, accidents at work are still most common in mining, processing industry, construction.

The number of victims of accidents at work on building sites increased by a thousand in the year 2007 when compared to the year 2006; among them, there were 90 fatalities and 214 persons suffered severe injuries.

Unsatisfactory state of safety in **the construction sector** is largely a consequence of lowering the costs of work and tolerating non-compliance with OSH regulations; in over 80% of inspected building sites safety regulations were breached in case of works at heights.

Risk assessment is still a serious problem for employers. The most problematic aspect is identification of all detrimental, arduous and dangerous factors, which was the case with 48% of production plants with a significant level of occupational hazards and 65% of companies in which workers employed had immediate contact with dangerous chemicals including those of carcinogenic and mutagenic properties.

The assessment of observance of law in labour relations is also negative.

For several years, breaching of regulations concerning payment of remunerations for work and other allowances due has been a serious social problem. Despite an observed improvement of the situation, the scale of irregularities is still substantial.

Inspections carried out proved that **employers still most often breached regulations concerning payment of remunerations for work** (over a quarter of cases), overtime work as well as remuneration for annual leave or equivalent for unused leave. Every third employee's complaint submitted in the reporting year concerned payment of remuneration resulting from the labour relationship.

Inspection of law observance with regard to **working time and annual leaves** also revealed various irregularities.

Overdue leaves were the case in 77% of inspected employers. As far as the working time is concerned, the most frequent were the situations of refusing to grant days off work to employees resulting from the rule of, on average, a five-day working week (65% of inspected employers); dishonest registration of working time (52%); exceeding annual limit of overtime work (20%); failing to provide workers with the minimum limit of uninterrupted daily and weekly rest (25%). **Shortening of the hourly limit of rest a day and exceeding of annual limit of overtime work hours** has particularly tragic repercussions for drivers who put at risk not only themselves but also other road users.

It should also be emphasized that the observance of labour law, including OSH, in **large-area** shopping centres is still far from what the provisions require, though certain improvement can be noticed. Systematic inspection, supervision and preventive activities in which NLI has been involved since 1999 indicate that the chains operating for a longer period of time observe the provisions to a greater extent than it is the case in shops and supermarkets visited for the first time, frequently newly established.

The effectiveness of National Labour Inspectorate inspection and supervision activities in year 2007 can be shown by the following results:

- elimination of **immediate dangers** to life and health of ca. 51 thousand workers in 5,7 thousand of workplaces;
- written confirmation of the existing labour relationship for 31,6 thousand employees – parties to civil law contracts or working without any contract signed;
- payment by 325 employers of **outstanding contributions for Labour Fund** for 12,5 thousand workers – to the total amount of 2,1 million PLN;
- payment by 127 employers of **outstanding contributions for social insurance** for 6,5 thousand employees to the total amount of 6 million PLN;
- 49 decisions on expelling a foreigner or obliging him to leave the territory of the Republic of Poland, issued by the Governor or Border Guard or the Police as a result of cooperation of the aforementioned institutions with the National Labour Inspectorate;
- enforcing payment of **due amounts** of over 80 million PLN to 147 thousand workers;
- eliminating of irregularities connected with engaging 26,4 thousand employees **to work overtime**;
- eliminating of irregularities in registering working time of 159 thousand employees and running of the aforesaid register for about 49,4 thousand employees;
- granting of overdue **annual leaves** for 112,3 thousand employees;
- implementation by employers of 113 **judicial statements**, awarding employees certain benefits, including remuneration and other amounts due resulting from the labour relationship.

In the coming years, the National Labour Inspectorate considers a matter of **priority** the following directions of activity:

- counteracting pathological phenomena within labour relations;

- concentrating inspection and supervision activities on plants and sectors of substantial level of occupational hazards;
- developing activities in the direction: prevention, promotion.

Long-term cooperation of the inspectorate with science and research establishments and institutions working in the sphere of labour protection, especially with trade unions and organizations of employers are of great importance when it comes to regular assignments. With the support of social partners, effective preventive activity is possible, also when the financial resources are limited. The amount of 2.2 million PLN stipulated in budgetary act 2008 for accident prevention constitutes merely 0,045% of the accident insurance premium due (maximum act-based amount is 1%). Funds assigned yearly for prevention of accidents in Poland are among the lowest in EU member states.

According to constitutional guarantees, every citizen has the right to have safe and healthy working conditions. Thus, it might be advisable to spend the maximum of statutory funds on accident prevention. Experiences of European labour inspections testify to the fact that communication and advisory activities in prevention, mobilize employers to work on certain solutions for the improvement of working conditions, especially the ones related to accident prevention.