

EXECUTIVE SUMMARY
of the Chief Labour Inspector's Report
on the National Labour Inspectorate's activity in 2006

National Labour Inspectorate, subordinate to Parliament of the Republic of Poland, is an authority established to supervise and inspect the observance of labour law, in particular of occupational safety and health rules and regulations.

Supervision over the National Labour Inspectorate is executed by the Labour Protection Council, appointed by the Speaker of Parliament.

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 function several bodies providing opinions and advice to 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.

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

- supervising and inspecting **employers' compliance with the 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) as well as securing by employers safe and healthy working conditions for persons providing work on basis other than employment relationship;
- initiating actions in relation to labour protection issues in **private farming**;
- inspecting observance of OSH regulations during **design** of construction, reconstruction and modernization of employment establishments (as well as machines and other technical devices and technologies they are equipped with);
- participating in **licensing the operation** of constructed or reconstructed employment establishments or their parts in the scope specified in labour law regulations;
- supervising and inspecting OSH requirements during **manufacture of products and packaging** the use of which can cause hazard to health and life;
- monitoring of products placed on the market which are subject to **conformity assessment**, with regard to their compliance with essential OSH requirements specified in separate regulations;
- analyzing the **causes of accidents at work and occupational illnesses**, inspecting the application of measures preventing such accidents and illnesses as well as participating in the investigation of circumstances of accidents at work based on rules specified in labour law regulations;
- collaborating with authorities for environmental protection in relation to inspecting employers' compliance with regulations on prevention of hazards to the environment;
- inspecting observance of OSH requirements specified in the Act of 22 June 2001 on **genetically modified organisms**;
- **prosecuting offences** against the employee rights specified in the Labour Code, as well as other offences connected with performing paid work; participating in court trials regarding such offences in the role of a public prosecutor;
- **formulating opinions on draft legal acts** related to the labour law and initiating legislative work in that area;

- **initiating actions** and **research work** in the area of labour law observance, and in particular, occupational safety and health;
- **providing advice and technical information** concerning elimination of hazards to life and health of workers as well as advice and information on labour law observance;
- executing the tasks of an institution competent to provide information, on a written motion, about **minimum terms of employment of employees**;
- filing **petitions** (and with the consent of the person concerned – participating in trials before a labour court) for establishment of an employment relationship, if the legal relationship between two parties, contrary to the agreement concluded between them, has the properties of employment relationship;
- cooperating with other EU Member States' institutions responsible for supervising employment and working conditions of employees posted to work in their territory for a specified period of time by an employer established in the territory of the Republic of Poland;
- providing information about identified offences against the rights of employees posted to work for a specified period of time in the territory of the Republic of Poland by an employer established in another EU Member State;
- indicating the authority for supervision of labour market which is competent to provide requested information owing to its scope of responsibility.

NLI's 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** in case of finding that an employer has infringed upon labour law regulations, i.e.:

- **orders** to remove, by a specified date, identified infringements of regulations and rules concerning occupational safety and health;
- orders to **stop work** if the infringement causes immediate hazard to life or health of workers;
- orders to **transfer to other types of work**, persons employed contrary to existing regulations, at forbidden, arduous or dangerous work or persons permitted to perform dangerous work without having appropriate qualifications;
- orders to **stop operation** or a particular type of operation **by an employment establishment or by its part**;
- **protests** concerning the start-up of a constructed or reconstructed employment establishment or its part, if allowing for their operation could cause immediate hazard to workers' life or health due to not taking account of OSH requirements;
- **orders to pay remuneration due for work** as well as other benefits due to a worker;
- **motions** for elimination of other identified infringements upon law;
- impose fines in the form of **punishment tickets** and file petitions for punishment with courts of law.

National Labour Inspectorate collaborates with trade unions, employers' organizations, workforce self-government bodies, social labour inspection, scientific-research institutes and other authorities for supervision of working conditions.

As of 31 December 2006 National Labour Inspectorate employed **2423** employees and the National Labour Inspectorate's Training Centre in Wroclaw – **54** employees.

As results from preliminary information for the year 2006 published by the Central Statistical Office, **95 465 persons were injured in work-related accidents**, which is by 11 063 (13.1%) **more** than in the previous year. This increase in the overall number of work accidents was, first of all, influenced by a significant rise in the number of minor accidents (by 13.3%). As far as fatal accidents are concerned the number of casualties rose from 468

in 2005 to 493 in 2006 (i.e. by 5.3%). The number of heavily injured workers also increased from 956 in 2005 to 986 in 2006, i.e. by 3.1%.

In 2006 labour inspectors investigated the circumstances and causes of **2408 accidents at work** in which 3045 persons were injured including 995 heavily injured and 521 dead.

Nearly 91% of the persons injured in all accidents investigated by NLI were employees (employed mainly in industrial processing, construction, trade, transport, health care and mining companies).

Labour inspectors also investigated accidents which involved persons performing work *on basis other than employment relationship or self-employed persons*. These accidents most often took place in construction, industrial processing, trade and real estate maintenance. The structure of the injured persons' age in accidents investigated by the labour inspection remained the same (persons who most often fell victim to accidents belonged to the same age group i.e. 40-49 years of age); a continuous growth (up to 37%) of the percentage of injured individuals employed for less than one year was observed.

Like in previous years **accidents at work, including fatal ones happened most often to construction workers, drivers of motor vehicles and miners.**

As far as causes of accidents are concerned similar percentages prevailed in particular cause categories. According to NLI's inspectors **technical** causes amounted to 12% in the overall number of causes, whereas **organizational** causes – 36%, and **human** causes – 52%.

In 2006 Central Statistical Office conducted a yearly analysis of working conditions in 61.1 thousand establishments which employed the overall number of 5086.6 thousand people, i.e. 47.3% of all workers employed in the national economy (with the exception of private farming). Within this group 590.5 thousand persons worked in hazardous conditions (i.e. 11.6% of all persons employed in companies under examination; in 2005 – 576.5 thousand i.e. 12.0%).

The incidence of hazard for workers' health (measured as the number of persons employed in hazardous conditions per 1000 workers) **decreased** to the level of 116.1 (fall by nearly 3% in comparison with 2005).

According to the data of Central Register of Occupational Diseases in the Institute of Occupational Medicine in Łódź, in 2006 in Poland **3129 new cases of occupational diseases** were recorded, which is by 120 (3.7%) less than in 2005.

Morbidity incidence of occupational diseases (i.e. the number of occupational diseases per 100 thousand workers) **continued its falling tendency** and amounted to 32.8 (in 2005 – 34.8).

Amongst the most prevailing occupational diseases the following were recorded: chronic voice organ diseases caused by excessive vocal exertion (mostly related to teachers) and infectious or parasite diseases and their aftermath (mainly as regards workers of health care sector, farmers and forestry workers).

In 2006, as results from the data of Agricultural Social Insurance Fund (KRUS), farmers reported 32564 incidents to field units and regional divisions of KRUS, which is by 991 (3%) less than in 2005. 30917 incidents were classified as work-related accidents, i.e. by 447 (1.4%) less than in the previous year, while compensation was paid out in connection with 20651 accidents (in 2005 – 20869). The rate of accidents amongst farmers (measured as the

number of persons injured per 1000 insured farmers) **decreased** to the level of 12.9, which is the lowest figure since the odd ten years. Despite that **accidents in private farming happen 1.5 more often than accidents in the remaining branches of economy.**

In the reporting year National Labour Inspectorate implemented the III phase of a long-term program of activity adopted for the period 2004-2006 as well as the plan of one-year objectives.

The following tasks were given priority status: inspections of branches and establishments marked by the highest occupational risk (existence of hazardous and arduous factors and high accident rates). Pre-scheduled inspections were conducted in, among others: construction establishments and companies dealing with removal of asbestos-containing materials, metal foundries, companies using (producing or storing) chemical substances, LPG distribution plants and autogas refill stations, companies manufacturing metal products and water treatment plants.

A particular focus was placed on the situation **in retail trade entities**, including supermarkets, by checking compliance with, among others, regulations on working time, remuneration for work, internal company transport, storing and stacking of products.

Another National Labour Inspectorate's priority was also counteracting blatant infringements upon regulations consisting in **non-payment of remuneration** and other benefits due from employment relationship, which hurts the feeling of social security of employed persons and undermines confidence in the institution of the state – guarantor of observance of employee rights laid out in the Constitution of the Republic of Poland and in the Labour Code.

In total labour inspectors conducted **88.2 thousand inspections at 63 thousand employers'** (employing more than 3.3 million persons). In relation to identified infringements upon law labour inspectors **issued 425 thousand decisions.**

Amongst the issued decisions **14.4 thousand ordered prompt stoppage of work in connection with immediate hazard to workers' life or health.** Based on inspectors' decisions 12.7 thousand workers employed – in contravention of binding regulations – at forbidden, arduous or dangerous work, were transferred to other tasks.

Due to the existence of permanent hazards to workers' life or health District Labour Inspectors issued **12 decisions ordering termination of activity** (in one case the decision ordered that the whole establishment terminated its activity).

Besides decisions regarding the state of occupational safety and health labour inspectors issued **11 thousand decisions ordering the payment of remuneration or other benefits resulting from employment relationship.** The decisions referred to due benefits for 156 thousand employees for the total sum of 132 million zlotys.

Moreover, **labour inspectors addressed the overall number of 53540 motions containing almost 309 thousand recommendations.** The majority of motions concerned irregularities related to concluding and terminating employment relationship and the issue of working time.

In relation to identified infringements, in 2006 labour inspectors imposed fines in the form of **nearly 24 thousand punishment tickets for the total amount of 15.3 million zlotys** (the average amount of a punishment ticket was 639 zlotys). Punishment tickets continue to constitute the most frequently used type of a sanction; they were imposed in over 85% of proceedings in offence cases.

NLI's inspectors filed **over 1.9 thousand petitions for punishment** with municipal courts. The ultimate amount of fines adjudged by the courts amounted to **1 million 534 thousand zlotys**.

Labour inspectors submitted **926 notifications of a suspected crime** to prosecutor's office.

Still the majority of notifications submitted to prosecutor's office relates to a crime which consists in baffling or obstructing the performance of official duties by labour inspectors – 444 notifications (in 2005 – 413) and deliberate or persistent violation of rights resulting from employment relationship – 303 notifications (in 2005 – 308). 165 notifications concerned falsifying documents and making false statements.

In 2006 National Labour Inspectorate was lodged with **25770 complaints and petitions**. The majority of them was forwarded by employees or ex-employees, 4% by trade unions; the remaining complaints and petitions were addressed by social labour inspectors, state executive and administrative authorities as well as employers' organizations; following the investigation of complaints almost 70% of them were found by labour inspectors to be justified (or partly justified).

Like in previous years the greatest number of complaints referred to financial benefits (38% of the whole), next – concluding and terminating employment relationship as well as working time; complaints regarding occupational safety and health constituted 10% of the whole. In the reporting year 901 complaints about discrimination and mobbing were lodged with the labour inspection.

National Labour Inspectorate's specialists provided **1 337.5 thousand pieces of advice on legal and technical issues**; legal advice constituted 78% of the overall number. Among those applying for advice, 61% were employees and 31% – employers. The remaining group of those receiving advice comprised, among others: parties to civil law contracts, members of trade unions and social labour inspectors.

Year by year there is a growing importance of **preventative** actions, including promotion of labour protection, which our inspection implements, among others, in cooperation with social partners, trade unions and employers' organizations.

Similarly like in previous years, in 2006 NLI conducted preventative initiatives for labour protection in **private farming**. Their objective was to disseminate knowledge among farmers, also during visits to agricultural farms, on the rules of safe agricultural work, as well as raising the awareness of hazards among children and youth from rural areas, who help their parents in field work.

Within the framework of educational activities, NLI organised, among others, OSH training meetings for farmers, at which, first of all, basic safety rules during work at farming production and animal husbandry were discussed; particular attention was paid to the issue of safe usage and removal of asbestos roof coverings. Moreover, 95 competitions for farmers on OSH were organized, and specialists publications were developed (in the overall print run of over 100 thousand copies).

In connection with launching **Asbestos Campaign 2006** by Senior Labour Inspectors' Committee, Chief Labour Inspectorate, among others, published "A Practical Guide on Best Practice to Prevent Asbestos Risks", which was drafted by SLIC. Additionally, 47 meetings, seminars and conferences devoted to hazards related to asbestos were arranged, mainly for representatives of construction companies and farmers.

31 December 2005 was the last day of a **transitional period for employers to adjust machines and devices to the minimum technical requirements**, specified in the *Ordinance by the Minister of Economy, dated 30 October 2002 on the minimum work safety and health requirements on the use of machinery by workers at work*. In connection with coming into force of the said provisions on 1 January 2006 – the labour inspection prepared an informational programme for employers, designed as both an independent preventive initiative, and as a form of support to routine inspection-supervisory activities.

In 2006 National Labour Inspectorate also prepared **an informational programme devoted to preventing hazards in metallurgical sector, including metal foundries**, taking into account the specific features of technological processes and properties of processed materials, which create a very high level of occupational risk in those enterprises.

While preparing for the European Campaign on Manual Handling of Loads, scheduled for 2007, NLI carried out **an informational programme related to the issue of preventing disorders of the musculoskeletal system**, targeted at employers, social partners, OSH services, in particular in retail trade and health care sector.

By getting involved in implementing the plan of the European Agency for Safety and Health at Work in Bilbao, in 2006 NLI, together with other partners, launched an issue-related campaign devoted to **young workers**, whose aim was to educate youth on occupational hazards.

A popular preventative-promotional programme **“Observance of labour law in small companies”** (with up to 10 employees) was continued.

It is worth underlining that in the reporting year National Labour Inspectorate accomplished a **pilot programme for employers** on excessive psychological burden and stress at work.

NLI, on an ever-growing scale, developed initiatives popularising the labour protection issues, *including our informational and publishing activity* (30 titles were published in the overall print run of 337 070 copies).

An important role in the promotional activity also belonged to **competitions** (“Employer – organizer of safe work”, “Safe Construction Site”, “Safe farm”) which popularise labour protection issues among various groups of society.

Since 1999 the NLI’s website **www.pip.gov.pl** has been available on the Internet – also in the English version – which, among others, includes NLI’s publications, answers to the most frequent questions addressed to labour inspection, amended legal acts with comments, and up-to-date information on the activity of our institution.

Chief Labour Inspector submitted information on carried out inspections to the **Speaker and Deputy Speakers of Parliament as well as relevant parliamentary committees**.

Additionally, together with representatives of the NLI’s management, Chief Labour Inspector participated in 77 sessions of parliamentary committees, sub-committees, and special committees analysing drafts of amended or developed legal acts which relate to the issues of labour protection.

Chief Labour Inspector and members of our institution’s management attended all plenary meetings of **Labour Protection Council**, during which they made presentations and provided information resulting from NLI’s activity.

While implementing statutory tasks, Chief Labour Inspector submitted the “Report on the National Labour Inspectorate’s activity in 2005” to Polish Parliament, Labour Protection Council and the Prime Minister. The document was delivered to the interested offices of government and self-government administration, authorities for inspection and supervision, as well as scientific-research centres and libraries.

The current cooperation with the **Ministry of Labour and Social Policy** is particularly worth underlining. The scope of carried out cooperation comprised especially: issuing opinions on drafts of legal acts, providing information on the results of inspections conducted by NLI, as well as the issue of practical application of provisions and stipulations of ILO conventions which were ratified by Poland.

While taking advantage of powers specified in the Act of 6 March 1981 on National Labour Inspectorate – Chief Labour Inspector addressed **16 legislative motions** to relevant ministers.

The scope of NLI’s competence also comprises **issuing opinions on legal acts**. In the reporting years opinions were issued on 40 legislative drafts, including: 3 acts, 4 ordinances of the Council of Ministers and 33 ordinances of ministers.

Cooperation with **authorities for supervision and inspection of working conditions**, in its essential part, consisted in mutual provision of information, undertaking interventions, joint inspections in connection with lodged complaints and signals indicating the possibility that labour law provisions are infringed upon. The cooperation was conducted particularly with: Supreme Chamber of Supervision; Higher Mining Office; Technical Supervision Office; Office for Competition and Consumer Protection; State Sanitary Inspectorate; State Fire Brigades; Road Transport Inspectorate; Environmental Protection Inspectorate; and authorities for construction supervision.

In 2006 NLI informed competent offices and institutions of the results of over 7 thousand inspection visits. Moreover, at the motion of interested institutions, labour inspectors carried out 1 018 inspection visits, and 408 visits jointly with other inspections.

In order to popularize labour protection issues and solve problems connected with non-observance of employee rights, National Labour Inspectorate also continued its cooperation with many other authorities and institutions, including: Social Insurance Institution, Farmers’ Social Insurance Fund, the Police, Polish Craft Association, Polish Scouting Association, Association of OSH Service Employees, scientific-research institutes and universities (especially with the Central Institute for Labour Protection-National Research Institute, Rural Medicine Institute in Lublin, and Białystok Technical Academy).

National Labour Inspectorate’s collaboration with **foreign partners**, in its essential part, comprised accomplishment of tasks resulting from the membership in the European Union and international organizations dealing with issues of safety and protection of employee health.

National Labour Inspectorate cooperated, in particular, with: Senior Labour Inspectors’ Committee (SLIC), European Agency for Safety and Health at Work in Bilbao, International Labour Office (ILO), International Social Security Association (ISSA), International Association of Labour Inspection (IALI), and International Network of Training Institutes in Labour Relations (RIIFT). National Labour Inspectorate’s representatives also took part in the work of European Parliament’s commissions, committees and working groups of the European Commission and the Council of the European Union.

Cooperation with labour inspections from other EU countries and participation of NLI's representatives in the most important international conferences and seminars focused on labour protection, made it possible to broaden specialist knowledge and exchange views on the practical aspects of how individual institutions for inspection of working conditions operate.

Analysis of the results of National Labour Inspectorate's visits carried out in the reporting year and the public statistics data indicates that the state of occupational safety and protection of employee health is still far from compliance with the legal requirements.

As mentioned above, in 2006 – in comparison with 2005 – the overall number of work accidents, fatal and serious accidents increased. It is connected, among others, with a real economic growth and inflow of employees without indispensable professional qualifications to the Polish labour market, which resulted from emigration for economic reasons.

Especially **construction**, which for years has been typified by unsatisfactory level of work safety, loses many trained workers (with detriment to OSH) year by year, and it happens so in connection with the opening of labour markets in other EU countries. An increase (in comparison with 2005) in the overall number of accidents on Polish construction sites was recorded (by 18.4%), in the number of fatal accidents (by 2.8%) and serious accidents (by 9.0%), while the frequency rate of all accidents in that branch of economy reached the highest level in the last 6 years. Intensive and comprehensive actions undertaken by the labour inspection in 2006, including inspections (which ended with issuing of almost 66 thousand decisions), contributed to limiting the number of persons who work in construction in conditions contravening the basic OSH requirements.

In the labour inspectors' opinion, the main **cause of unsatisfactory state of safety is the reduction of labour costs** by employers of the construction sector, without due care for health and life of employees. The grey zone is becoming wider – the zone where the Labour Code provisions and obligations of the parties to an employment relationship are evaded, where civil law contracts, instead of employment contracts, are concluded more and more often and contrary to legal provisions, where the number of self-employed entities, which remain – so far – beyond NLI's inspection competence, is on the rise. Additionally, the construction sector witnesses an inflow of a particularly large number of unqualified or insufficiently qualified workers, who are not always trained in the area of OSH.

The situation in **industrial processing** is also disturbing due to the reported growth in the number of all accidents at work by 14.4% and of fatal accidents – by as much as 21.7% in relation to 2005. In this context one's attention is drawn to the results of inspections, carried out in 2006, of compliance of machines used in industrial enterprises with the minimum requirements of work safety and health. It was stated that over 81% of inspected employers made available to their employees such machines which did not meet the essential OSH requirements. **Only one third of the inspected employers carried out actions to adjust the used machines to the minimum requirements.**

The increase in the number of fatal accidents (by 20.8%) was also noted in mining. In that sector a decisive factor which influenced the said increase was one of the most tragic catastrophe, namely the one in the Hard Coal Mine "Halemba", which resulted in the death of 23 workers, including 15 from an external company. In the recent years **mining work is more and more often entrusted to external entities, which fairly often engage individuals with little experience and without training in OSH**, who day by day are ordered to go to work in various mines (with different hazards arising from natural factors). In the National Labour Inspectorate's opinion, a systematic supervision is required for the

improvement of work safety standards among this professional group. The NLI's Programme of Activity in 2007 includes inspections of the observance of labour law provisions, also of OSH, in underground mining companies and enterprises providing mining services to such enterprises.

The scale of infringements of work safety and health provisions in **large-area shops** still remains significant. NLI's inspections proved the existence of numerous infringements with regard to arrangement of workstations, company internal transport and facilities in hygienic-sanitary rooms. Inspections carried out e.g. in the periods preceding holidays (when working conditions, as a rule, deteriorate) made it possible to eliminate many irregularities.

In the labour inspectors' opinion, **employers still find it difficult to carry out an occupational risk assessment; first and foremost, they are not able to identify all hazardous, harmful (arduous) factors** which exist in the working environment and they do not always understand the purposefulness of risk assessment. In every second inspected enterprise dealing with manufacture of car parts, where hazards are significant, recommendations resulting from the said assessment have not been implemented. Moreover, in every fifth inspected establishment which uses hazardous chemicals the employers wrongly selected harmful factors to be measured; in almost half of those companies employees were not provided with indispensable information on hazards related to chemicals, also on their carcinogenic, mutagenic and teratogenic properties.

Owing to actions carried out by labour inspectors in the inspected establishments, positive changes related to correct risk assessment were achieved, which in turn made it possible to undertake prophylactic measures – adequate to the level and type of hazards.

The state of law observance in labour relations is still assessed by our institution as negative.

The problem of infringing upon provisions **on remuneration for work** and other due benefits is of particular social significance. It has to be emphasised that in 2006 **labour inspectors' actions made it possible to enforce the payment of 150 million zlotys to 220 thousand workers, although it was only a part of due benefits**, because about 30% of the NLI's decisions and motions related to remuneration are not complied with. Employers continue to excuse themselves by financial difficulties mainly, while inspectors identify other causes of employers' being in breach of provisions – including, first and foremost, lack of the basic knowledge of regulations which are in force and applying wrong methods when calculating benefits resulting from an employment relationship, and quite often also **economising at the cost of employees, just in order to finance other needs connected with the operation of their enterprises.**

Inspections of compliance with provisions on working time also identified many irregularities consisting, among others, in failure to grant employees days off in return for work on a free day which such employees should have had if the rule of a 5-day working week on average had been observed. **Unreliable keeping of working time records** is almost a common phenomenon (it consists in: omitting information on overtime work, work at night and the so-called duty hours). In the opinion of labour inspectors, the main cause of incompliance with provisions on working time is minimizing costs of labour by some employers, which is proved by the fact that they engage too few employees in relation to their actual needs.

Thanks to actions by the labour inspection in the year 2006 many infringements upon employee rights were eliminated, including enforcement of due remuneration for work which was paid to the wronged employees of the inspected companies. Moreover, the number of occupational hazards was limited, especially in establishments with a high accident

frequency rate. Tangible results of the NLI's inspection and supervisory activity in the reporting year include in particular:

- elimination of **immediate hazards** to life and health of about 60 thousand employees;
- confirmation in writing of **the existence of an employment relationship** for almost 13 thousand individuals, who were parties to civil law contracts or worked without any contract at all;
- elimination of irregularities in the **working time records** with regard to almost 166 thousand employees;
- granting overdue **leaves** to 95 thousand employees.

A new Act on NLI, which has been in force since 1 July 2007, introduces more severe sanctions for blatant infringements of employee rights; it will allow labour inspectors to counteract breaches of the basic employee rights with greater effectiveness.

Also **development of preventive initiatives** in order to reach with them the largest possible group of the working population (whose number, including private farmers, is estimated at 14.9 million) has a great significance for the improvement of the state of labour protection. As many as 3/4 out of app. 700 thousand companies operating in Poland are the so-called micro-establishments (with fewer than 10 members of staff), which do not have professional employee services, while the scale of infringements upon labour law is particularly large in such firms.

Given the need to implement priority actions similar to those adopted in other European Union countries, we are of the opinion that the budgetary act should guarantee a maximum (specified in the law) amount of expenses for accident prevention, which should then be used for financing activities related to preventing work accidents and occupational diseases. As results from a comprehensive analysis, reduction of occupational hazards, including accident risks, is possible especially through intensifying preventative actions.

Efficient accomplishment of the NLI's mission, which is to restore legal order in labour relations, is conditioned by our institution's cooperation with many entities, particularly with Labour Protection Council, Parliament, the Government, authorities of justice and state supervision, organisations of employers and trade unions.