

Acts that specify powers of NLI inspectors

No.	Title of the act	Published at:
1	Act of 13 April 2007 on the National Labour Inspectorate	Journal of Laws No. 89, item 589, with amendments
2	Act of 26 June 1974 - Labour Code	Journal of Laws of 1998, No. 21, item 94, with amendments
3	Act of 17 November 1964 - Code of civil proceedings	Journal of Laws No. 43, item 296, with amendments
4	Act of 6 June 1997 - Code of criminal proceedings	Journal of Laws No. 89, item 555, with amendments
5	Act of 24 August 2001 - Code of proceedings in misdemeanour cases	Journal of Laws of 2008, No. 133, item 848, with amendments
6	Act of 16 April 2004 on working time of drivers	Journal of Laws No. 92, item 879, with amendments
7	Act of 15 April 2011 on health care activity	Journal of Laws No. 112, item 654, with amendments
8	Act of 19 December 2008 on bridging pensions	Journal of Laws No. 237, item 1656, with amendments
9	Act of 5 April 2002 on European works councils	Journal of Laws No. 62, item 556, with amendments
10	Act of 4 March 2005 on the European grouping of economic interests and a European company	Journal of Laws No. 62, item 551, with amendments
11	Act of 17 April 2006 on informing and consulting employees	Journal of Laws No. 79, item 550, with amendments
12	Act of 7 October 1999 on the Polish language	Journal of Laws of 2011, No. 43, item 224, with amendments
13	Act of 1 July 2009 on mitigating the effects of an economic crisis for employees and entrepreneurs (it was in force until 31 December 2011)	Journal of Laws No. 125, item 1035, with amendments
14	Act of 21 June 2002 on explosive materials for civil uses	Journal of Laws No. 117, item 1007, with amendments
15	Act of 22 June 2001 on genetically modified organisms	Journal of Laws of 2007, No. 36, item 233, with amendments
16	Act of 25 October 1991 on organising and conducting cultural activity	Journal of Laws of 2001, No. 13, item 123, with amendments
17	Act of 17 June 1966 on enforcement proceedings in administration	Journal of Laws of 2005, No. 229, item 1954, with amendments
18	Act of 23 May 1991 on sea-going merchant ships	Journal of Laws No. 61, item 258, with amendments
19	Act of 29 November 2000 - Nuclear law	Journal of Laws of 2007, No. 42, item 276, with amendments
20	Act of 10 April 1997 - Law on energy	Journal of Laws of 2006, No. 89, item 625, with amendments
21	Act of 13 September 2002 on biocidal products	Journal of Laws of 2007, No. 39, item 252, with amendments
22	Act of 20 April 2004 on the promotion of employment and labour market institutions	Journal of Laws of 2008, No. 69, item 415, with amendments
23	Act of 22 July 2006 on transferring money to benefit-payers for increasing salaries	Journal of Laws No. 149, item 1076, with amendments

24	Act of 27 August 1997 on professional and social rehabilitation and employment of the disabled	Journal of Laws of 2011, No. 127, item 721, with amendments
25	Act 23 May 1991 on settling collective disputes	Journal of Laws No. 55, item 236, with amendments
26	Act of 24 June 1983 on social labour inspection	Journal of Laws No. 35, item 163, with amendments
27	Act of 22 July 2006 on European cooperatives	Journal of Laws No. 149, item 1077, with amendments
28	Act of 25 February 2011 on chemical substances and their mixtures	Journal of Laws No. 63, item 322
29	Act of 30 August 2002 on the conformity assessment system	Journal of Laws of 2010, No. 138, item 935, with amendments
30	Act of 11 August 2001 on special rules of reconstruction, repair and demolition of buildings destroyed or damaged in natural disasters	Journal of Laws No. 84, item 906, with amendments
31	Act of 6 September 2001 on road transport	Journal of Laws of 2007, No. 125, item 874, with amendments
32	Act of 30 October 2002 on social insurance in case of work accidents and occupational diseases	Journal of Laws of 2009, No. 167, item 1322, with amendments
33	Act of 25 April 2008 on employees' participation in a company established by cross-border fusion of companies	Journal of Laws No. 86, item 525
34	Act of 22 June 2001 on economic activity related to production and sales of explosives, arms, ammunition, goods and technologies intended for army or the police	Journal of Laws No. 67, item 679, with amendments
35	Act of 17 October 2003 on underwater works	Journal of Laws No. 199, item 193, with amendments
36	Act of 4 March 1994 on funds for social benefits in companies	Journal of Laws of 1996, No. 70, item 335, with amendments
37	Act of 9 July 2003 on the employment of temporary workers	Journal of Laws No. 166, item 1608, with amendments
38	Act of 22 October 2010 amending the Act on health care units	Journal of Laws No. 230, item 1507
39	Act of 23 May 1991 on trade unions	Journal of Laws of 2001, No. 79, item 854, with amendments
40	Act of 21 December 2000 on inland navigation	Journal of Laws of 2006, No. 123, item 857, with amendments

A. EMPLOYMENT IN THE NATIONAL LABOUR INSPECTORATE IN 2011

Specification	National Labour Inspectorate			
	Total	Number of staff of the Chief Labour Inspectorate	Number of staff of District Labour Inspectorates	Number of staff of NLI's Training Centre in Wrocław
Total, including:	2753	195	2499	59
managerial staff, excluding chief accountants	26	23		3
inspectors in managerial positions (District Labour Inspectors and their Deputies)	48		48	
principal labour inspectors – subdistrict managers	43		43	
other inspectors	1530		1530	
junior inspectors	53		53	
specialists not performing inspection activities	471	103	357	11
workers analysing and registering labour inspectors' activities	201	27	163	11
financial services, including chief accountants	84	11	69	4
administrative workers	212	26	179	7
maintenance workers	85	5	57	23

B. AGE, EDUCATION AND PERIOD OF EMPLOYMENT OF NLI EMPLOYEES

Specification	number of persons	percentage of all employees
AGE		
under 30 years	175	6,5
31-40 years	800	29
41-50 years	758	27,5
51-60 years	726	26,5
over 60 years	294	10,5
EDUCATION		
ACADEMIC, including:	2418	88
legal	618	22,5
administrative	243	9
technical	1085	39,5
other faculties	472	17
COLLEGE	57	2
SECONDARY	225	8
VOCATIONAL	40	1,5
PRIMARY	13	0,5
PERIOD OF WORK IN THE NLI		
shorter than 5 years	771	28
6-10 years	388	14
11-15 years	654	24
16-20 years	553	20
21-25 years	208	7,5
26-30 years	130	4,5
over 30 years	49	2

Statistical data on the National Labour Inspectorate's activity in 2011 - inspections and legal measures

(according to sections of the National Economy - PKD)

Specification		NUMBER OF									
		inspections	decisions				protests made by virtue of art. 56 of the „Construction Law”	decisions ordering to cease economic activity ²⁾	improvement notices ³⁾	instructions in improvement notices	oral instructions ⁴⁾
			including:								
1	2	3	4	5	6	7	8	9	10	11	12
	TOTAL, including:	90 609	312 271	7 723	4 462	8 149	2 607	32	59 198	316 444	2 748
1.	Agriculture and forestry	1 688	6 560	170	117	61	27	0	1 201	5 836	44
2.	Mining and quarrying	457	2 407	33	18	17	18	0	265	1 092	22
3.	Industrial processing	19 269	90 356	1 293	725	3 186	645	16	12 954	67 940	661
4.	Power production ^{a)}	466	2 068	14	8	0	25	1	266	1 054	22
5.	Water supply ^{b)}	1 339	6 007	75	62	39	32	0	937	4 653	30
6.	Construction	19 350	79 855	5 342	2 968	1 550	223	0	10 177	45 042	418
7.	Trade and repairs ^{c)}	22 922	75 464	425	301	1 133	579	6	16 473	95 030	672
8.	Transport and warehouse management	4 374	7 873	67	81	490	67	4	3 032	17 257	107
9.	Hotels and restaurants ^{d)}	3 508	9 527	44	13	282	142	0	2 490	15 892	123
10.	Information and communication	767	1 219	6	5	117	11	1	501	2 763	10
11.	Finances and insurance ^{f)}	687	1 026	10	6	56	19	0	485	2 580	15
12.	Real estate management	1 112	2 379	38	27	71	166	0	649	3 582	46
13.	Professional activity ^{f)}	2 000	4 477	63	32	271	52	1	1 289	7 146	92
14.	Administration services ^{g)}	3 201	4 776	77	66	293	22	0	2 090	10 069	49
15.	Public administration ^{h)}	1 345	2 026	1	2	13	229	0	743	3 328	32
16.	Education	2 709	6 078	12	11	121	44	0	2 045	10 793	155
17.	Health care and social work	2 121	3 580	9	10	143	120	0	1 493	9 617	72
18.	Culture, entertainment and recreation	979	2 179	21	2	106	16	2	676	3 563	56
19.	Other service activities	2 031	4 329	19	6	200	46	1	1 414	9 150	122
20.	Households ⁱ⁾	5	6	0	0	0	0	0	4	20	0
21.	Exterritorial organisations ^{j)}	0	0	0	0	0	0	0	0	0	0
22.	Unspecified activity	279	79	4	2	0	124	0	14	37	0

^{a)} Production and supply of electricity, gas, water

^{b)} Water supply: sewage, waste, reclamation

^{c)} Retail and wholesale trade; repair of cars including motorcycles

^{d)} Activity related to hotels and restaurants

^{e)} Financial and insurance activity

^{f)} Professional, scientific and technical activity

^{g)} Activity related to administration and support activity

^{h)} Public administration and national defence; obligatory social insurance

ⁱ⁾ Households employing workers, producing goods and providing services for their own needs

^{j)} Exterritorial organisations and teams

¹⁾ total number of decisions issued by labour inspectors by virtue of art.11 point 1, 2, 3, 4, 6, 6a, 7 of the “Act on NLI”;

²⁾ number of decisions issued by District Labour Inspectors by virtue of art.11 point 5 of the “Act on NLI”;

³⁾ number of improvement notices addressed by labour inspectors by virtue of art.11 point 8 of the “Act on NLI”;

⁴⁾ number of orders issued labour inspectors by virtue of art.11 point 8 of the “Act on NLI”.

Statistical data on the National Labour Inspectorate's activity in 2011 - inspections and legal measures

(according to number of employees)

Specification		NUMBER OF:									
		inspections	decisions				protests made by virtue of art. 56 of the „Construction Law”	decisions ordering to cease economic activity ²⁾	improve- ment notices ³⁾	instructions in improve- ment notices	oral instructions ⁴⁾
			total ¹⁾	including:							
				those ordering to stop work activities	those ordering to transfer a worker to other tasks	those ordering to pay financial benefits					
1	2	3	4	5	6	7	8	9	10	11	12
	TOTAL, including enterprises employing:	90 609	312 271	7 723	4 462	8 149	2 607	32	59 198	316 444	2 748
1.	1 - 9	49 464	164 479	4 873	2 832	2 763	1 558	18	30 392	163 631	1283
2.	10 - 49	24 865	95 927	1 926	1 124	3 458	511	9	17 466	96 973	926
3.	50 - 249	11 105	37 502	684	383	1 645	327	0	7 899	39 649	384
4.	250 and more	5 175	14 363	240	123	283	211	5	3 441	16 191	155

¹⁾ total number of decisions issued by labour inspectors by virtue of art. 11 point 1, 2, 3, 4, 6, 6a, 7 of the “Act on NLI”;

²⁾ number of decisions issued by District labour Inspectors by virtue of art. 11 point 5 of the "Act on NLI”;

³⁾ number of improvement notices addressed by labour inspectors by virtue of art.11 point 8 of the “Act on NLI”;

⁴⁾ number of orders issued labour inspectors by virtue of art.11 point 8 of the “Act on NLI”.

Source: NLI data

Statistical data on the National Labour Inspectorate's activity in 2011 - inspections and legal measures
(according to forms of ownership)

Specification		NUMBER OF:									
		inspections	decisions				protests made by virtue of art. 56 of the „Construction Law”	decisions ordering to cease economic activity ²⁾	improvement notices ³⁾	instructions in improvement notices	oral instructions ⁴⁾
			total ¹⁾	including:							
1	2	3	4	5	6	7	8	9	10	11	12
	TOTAL, including:	90 609	312 271	7 723	4 462	8 149	2 607	32	59 198	316 444	2 748
1.	Total public sector^{a)}, by forms of ownership:	8 256	21 006	145	125	344	461	5	5 626	27 594	333
	1. state	2 280	5 975	71	63	130	141	5	1 311	5 465	79
	2. self-government	5 676	14 227	60	56	169	303	0	4 146	21 509	247
	3. mixed	300	804	14	6	45	17	0	169	620	7
2.	Total private sector^{b)}, by forms of ownership:	82 059	290 956	7 570	4 323	7 805	2 053	27	53 531	288 716	2 411
	1. national private	73 707	263 329	7 092	4 010	6 726	1 693	26	48 271	262 378	2209
	2. foreign private	4 425	12 834	194	156	259	210	1	2 845	14 364	126
	3. mixed private	3 927	14 793	284	157	820	150	0	2 415	11 974	76
3.	Mixed balanced sector^{c)}	15	39	0	0	0	0	0	4	36	0
4.	Unspecified ownership	279	270	8	14	0	93	0	37	98	4

^{a)} **public sector** comprises entities owned by the state, territorial authorities, and entities with the majority of the public sector capital;

^{b)} **private sector** comprises economic entities that make national and foreign private property, or property with the majority of private capital;

^{c)} **mixed balanced sector** comprises mixed ownership with an equal share of private and public sector ownership.

1) total number of decisions issued by labour inspectors by virtue of art.11 point 1,2,3,4,6, 6a, 7 of the “Act on NLI”;

2) number of decisions issued by District labour Inspectors by virtue of art. 11 point 5 of the "Act on NLI”;

3) number of improvement notices addressed by labour inspectors by virtue of art.11 point 8 of the “Act on NLI”;

4) number of orders issued labour inspectors by virtue of art.11 point 8 of the “Act on NLI”.

**Statistical data on National Labour Inspectorate's activity in 2011 - offences and crimes
against rights of persons performing paid work
(according to sections of the National Economy, PKD)**

Specification		NUMBER OF:							
		identified offences				applied legal measures			notifications of crimes sent to prosecutors' offices
		total	including:			imposed punishment tickets	penalty motions filed with courts	applied disciplining measures	
those penalised with punishment tickets	those mentioned in penalty motions to courts		those covered by disciplining measures						
1	2	3	4	5	6	7	8	9	10
	TOTAL, including:	83 692	48 295	11 857	23 540	18 574	3 596	13 469	1 087
1.	Agriculture and forestry	1 452	927	130	395	350	55	228	13
2.	Mining and quarrying	339	225	34	80	108	7	56	7
3.	Industrial processing	17 868	10 492	2 712	4 664	3 934	797	2 602	198
4.	Power production ^{a)}	166	99	10	57	50	7	42	6
5.	Water supply ^{b)}	926	545	89	292	215	27	178	7
6.	Construction	23 072	15 298	2 656	5 118	6 267	817	3 058	342
7.	Trade and repairs ^{c)}	20 299	10 901	2 562	6 836	3 828	780	3 682	190
8.	Transport and warehouse management	4 271	2 644	738	889	1 042	199	554	85
9.	Hotels and restaurants ^{d)}	3 993	1 917	890	1 186	667	266	664	70
10.	Information and communication	665	387	95	183	165	35	117	12
11.	Finances and insurance ^{e)}	599	329	108	162	126	37	102	10
12.	Real estate management	742	365	139	238	146	40	149	8
13.	Professional activity ^{f)}	1 770	883	377	510	341	112	286	27
14.	Administration services ^{g)}	2 337	1 102	618	617	505	183	413	44
15.	Public administration ^{h)}	346	132	13	201	66	6	122	4
16.	Education	1 051	413	81	557	166	37	340	14
17.	Health care and social work	1 290	474	181	635	186	69	363	8
18.	Culture, entertainment and recreation	684	283	122	279	106	35	155	8
19.	Other service activities	1 778	849	295	634	294	84	353	25
20.	Households ⁱ⁾	13	4	5	4	1	1	2	0
21.	Exterritorial organisations ^{j)}	0	0	0	0	0	0	0	0
22.	Unspecified activity	31	26	2	3	11	2	3	9

^{a)} Production and supply of electricity, gas, water

^{b)} Water supply: sewage, waste, reclamation

^{c)} Wholesale and retail trade; repair of cars including motorcycles

^{d)} Activity related to hotels and restaurants

^{e)} Financial and insurance activity

^{f)} Professional, scientific and technical activity

^{g)} Activity related to administration and support activity

^{h)} Public administration and national defence; obligatory social insurance

ⁱ⁾ Households employing workers, producing goods and providing services for their own needs

^{j)} Exterritorial organisations and teams

**Statistical data on National Labour Inspectorate's activity in 2011 - offences and crimes
against rights of persons performing paid work**

(according to number of employees)

Specification		NUMBER OF:							
		identified offences				applied legal measures			notifications of crimes sent to prosecutors' offices
		total	including:			imposed punishment tickets	penalty motions filed with courts	applied disciplining measures	
those covered by punishment tickets	those mentioned in penalty motions to courts		those covered by disciplining measures						
1	2	3	4	5	6	7	8	9	10
	TOTAL, including enterprises employing:	83 692	48 295	11 857	23 540	18 574	3 596	13 469	1 087
1.	1 - 9	49 283	27 656	7 362	14 265	10 363	2 209	7 816	759
2.	10 - 49	23 081	13 870	3 175	6 036	5 239	932	3 536	199
3.	50 - 249	8 169	4 858	1 019	2 292	2 048	334	1 463	81
4.	250 and more	3 159	1 911	301	947	924	121	654	48

Source: NLI data

**Statistical data on National Labour Inspectorate's activity in 2011 - offences and crimes
against rights of persons performing paid work**

(according to forms of ownership)

Specification		NUMBER OF:							
		identified offences				applied legal measures			notifications of crimes sent to prosecutors' offices
		total	including:			number of imposed punishment tickets	penalty motions filed with courts	applied disciplining measures	
			those penalised with punishment tickets	those mentioned in motions to courts	those covered by disciplining measures				
1	2	3	4	5	6	7	8	9	10
	TOTAL, including:	83 692	48 295	11 857	23 540	18 574	3 596	13 469	1 087
1.	Public sector^{a)} total, including:	3 465	1 456	356	1 653	628	131	1 005	40
	1. state	1 022	487	190	345	249	55	230	19
	2. self-government	2 267	877	141	1 249	343	70	744	20
	3. mixed	176	92	25	59	36	6	31	1
2.	Private sector^{b)} total, including:	80 159	46 790	11 499	21 870	17 927	3 463	12 452	1 036
	1. national private	73 316	42 559	10 548	20 209	16 213	3 120	11 368	939
	2. foreign private	3 566	2 200	445	921	861	176	603	49
	3. mixed private	3 277	2 031	506	740	853	167	481	48
3.	Mixed balanced sector^{c)}	0	0	0	0	0	0	0	0
4.	Unspecified ownership	68	49	2	17	19	2	12	11

^{a)} **public sector** comprises entities owned by the state, territorial authorities, and entities with the majority of the public sector capital;

^{b)} **private sector** comprises economic entities that make national and foreign private property, or property with the majority of private capital;

^{c)} **mixed balanced sector** comprises mixed ownership with an equal share of private and public sector ownership.

Source: NLI data

Economic entities operating in Poland in 2011,
according to the Polish Classification of Activity (PKD)

Specification (PKD sections)	Entities for which work is performed (on the basis of employment contracts, civil law contracts)	Natural persons conducting economic activity, without employees
TOTAL	654653	803345
A. Agriculture, forestry and hunting	11919	10599
B. Mining and quarrying	1128	492
C. Manufacturing	85451	73311
D. Production of electricity	1085	602
E. Water supply	4529	1933
F. Construction	80918	114559
G. Trade, repairs	198710	208681
H. Transport and warehousing management	40806	66579
I. Hotels and restaurants	23610	17049
J. Information and communication	11590	29632
K. Finance and insurance	10948	28428
L. Real estate management	13052	15905
M. Professional activity	47175	90728
N. Administration services	14766	24231
O. Public administration	7228	304
P. Education	31676	17588
Q. Health care and social work	26678	52190
R. Culture, entertainment and recreation	9466	8792
S. Other service activities	33796	41725
T. Households	2	6
U. Exterritorial organisations	120	11

Source: Specification based on data of the Social Insurance Institution (ZUS) about the number of active payers paying contributions to social insurance and the Labour Fund (as of December 2011).

**The Chief Labour Inspector's Report
on the National Labour Inspectorate's activity in 2011
(Executive summary for ILO)**

The National Labour Inspectorate, which **reports to the Parliament of the Republic of Poland**, is a regulatory authority competent to **supervise and inspect the observance of labour law**, in particular occupational safety and health regulations and rules, as well as regulations on legality of employment and other paid work.

The activity of the National Labour Inspectorate is subject to supervision by the Labour Protection Council, appointed by the Speaker of Parliament.

The National Labour Inspectorate is **managed by the Chief Labour Inspector, appointed by the Speaker of Parliament.**

The NLI's organizational structure comprises: the Chief Labour Inspectorate, 16 district labour inspectorates, 43 sub-district offices operating within the districts' structure, and, as of 1 January 2011, following the amendment to the *Act on the National Labour Inspectorate* - the NLI's Training Centre named after Prof. Jan Rosner in Wrocław.

District labour inspectors manage day-to-day activity of district labour inspectorates and supervise the work of labour inspectors.

The Chief Labour Inspector is a Member of an EU body referred to as the Committee of Senior Labour Inspectors (SLIC).

The following standing advisory bodies assist the work of the Chief Labour Inspector:

- Board of the Chief Labour Inspector,
- Legal Commission of the Chief Labour Inspector,
- Commission of the Chief Labour Inspector for Occupational Safety and Hygiene in Farming,
- Council of the Chief Labour Inspector for Occupational Safety and Hygiene in Construction.

In 2010 and 2011 the parliament adopted two amendments to the *Act on the National Labour Inspectorate*. The amendments were to increase the effectiveness of the inspectorate's activity and consisted in:

- introducing preventative forms of leverage on employers and entrepreneurs;
- lessening the administrative burden of inspection procedures (including the inspection of legality of employment);
- providing the NLI inspectors with the possibility to apply various legal measures.

The tasks of the National Labour Inspectorate comprise, in particular:

- **supervising and inspecting compliance with labour law**, including regulations and rules of occupational safety and health, regulations on employment relationships, remuneration for work and other benefits resulting from employment relationships, working time, leaves, employee rights connected with parenthood, employment of juveniles and persons with disabilities;
- inspecting **legality of employment**, other paid work and conducted economic activity;

- inspecting legality of employment, other paid work and work performed by **foreigners**;
- inspecting **registers of employees performing work in specific conditions** or work of specific nature;
- inspecting **products** placed on the market from the point of view of their compliance with OSH requirements, specified in separate provisions;
- taking action to prevent and eliminate hazards in the working environment, in particular:
 - examining 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** focused on observance of labour law, in particular work safety and health regulations,
 - initiating actions for labour protection in **private farming**,
 - providing **guidance** and information concerning labour law and work safety,
 - undertaking prevention and promotion actions to ensure compliance with labour law;
- **cooperating with environmental protection authorities** in inspecting employers' compliance with provisions on the prevention of 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 a **lawsuit**, and – with the interested person's consent – participating in proceedings in a labour court in cases for establishment of an employment relationship;
- **cooperating with EU Member States' authorities** responsible for supervision of terms and conditions of employment of 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.

To enable the execution of their tasks, labour inspectors were empowered to **conduct inspection activities with regard to entities for whose benefit work is performed by natural persons, regardless of its legal grounds**, and to apply legal measures if infringements upon labour law provisions or provisions on legality of employment are identified.

In accordance with the 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, regardless of the grounds on which work is carried out.

Moreover, the Chief Labour Inspector is competent to **bestow and revoke a qualification certificate of a surveyor** for occupational safety and hygiene.

The Labour Inspectorate **cooperates** with trade unions, employers' organizations, self-government bodies of workforce in companies, workers' councils, social labour inspection, public employment services in the meaning of regulations on promotion of employment and labour market institutions, and with public administration authorities, in particular, regulatory authorities for working conditions, the Police, Border Guard, Customs, fiscal offices, the Social Insurance Institution, and local self-government authorities.

In 2011 prevention and inspection activity of the National Labour Inspectorate was carried out **in accordance with the annual and long-term plan** of work elaborated on the basis of: past performance analysis, comments and recommendations of the Labour Protection Council and parliamentary commissions (especially the Commission for State Supervision), as well as proposals voiced by trade unions, employers' organizations, ministries and central offices, authorities for supervision and inspection of working conditions, research and scientific institutions. The plan also comprises guidelines of the Community strategy in the area of health and safety at work for the period 2007-2012.

The tasks included in the plan were successfully carried out by the National Labour Inspectorate.

In the reporting year, NLI's inspectors carried out **90.6 thousand inspections**, which is by 2.6 thousand more than originally planned for 2011. The above was a result of the need to intensify **follow-up inspections** that is revisiting a particular company for a second time in order to evaluate the implementation of previously issued decisions and instructions included in inspectors' motions and to enforce better compliance with the labour law. Follow-up visits amounted to a fifth of all workplace visits in the reporting year.

The inspections carried out in 2011 covered **68.5 thousand** employers (entrepreneurs), for whom work was performed by over **3.9 million** persons.

In connection with infringements of **occupational safety and health** provisions, identified during workplace visits, labour inspectors issued **304.1 thousand decisions**.

Additionally, district labour inspectors issued **32 decisions ordering to cease economic activity or activity of a specific type**.

Besides decisions concerning OSH, in 2011 labour inspectors issued over **8.1 thousand decisions ordering employers to pay** remuneration or other benefits resulting from employment relationships. Those decisions concerned benefits **due to 82.2 thousand workers and totalled more than 138.8 million PLN**.

The act of 19 December 2008 on **bridge retirement pensions** charged the National Labour Inspectorate with the duty to inspect registers of workers performing work in specific conditions or work of specific nature and also to issue decisions on the order to enter a particular worker in the register of workers performing work in specific conditions or work of specific nature, remove the worker from the register or make a correction in the existing entry. **478 decisions were issued in that regard** in 2011.

Inspectors issued inspected employers with **59.2 thousand improvement notices** which included **316.4 thousand instructions** to eliminate identified infringements.

As of 8 August 2011, based on the amended Act on the National Labour Inspectorate, labour inspectors **acquired the power to give oral instruction** to the employers subject to inspection with regard to irregularities which could be removed in the course of the workplace visit or shortly afterwards. In the period from 8 August to 31 December 2011 labour inspectors issued **2.8 thousand oral instructions** related mainly to employment relationship, working time or worker benefits.

Amendment of the Act on the NLI gave labour inspectors additional powers, namely **to refrain from applying legal measures in justified cases** and give the inspected entity oral warning instead. As laid out in Article 37a of the Act on the NLI, the above measure may only apply to start-up businesses and entities where no direct hazards to life or health of employers or wilful offences have been identified. In the period from 8 August to 31 December 2011 labour inspectors took advantage of the above power in **33 cases**.

In connection with 83.7 thousand offences against the employee rights identified in the course of inspections, labour inspectors imposed **18574 punishment tickets**, and filed 3596 **penalty motions with the courts**, while in **13469** cases **disciplining measures** were applied (warning, rebuke, etc).

The total amount of fines adjudged by the courts of law was **6.5 million PLN**. By comparison the total amount of punishment tickets imposed by labour inspectors in the reporting year was **22.3 million PLN**.

In 2011 labour inspectors filed **1087 notifications** of a suspicion of crime with prosecutors' offices. As a result of filed notifications, 210 proceedings have been initiated and they are still in progress. In 193 cases, prosecutors' offices refused to initiate proceedings; 288 proceedings were discontinued; 139 indictments (data as of 1.03.2012) were filed with courts.

Pursuant to the amended Act on the NLI, paragraph 1a was added to the Article 325e of the Code of Penal Procedure, which stipulates **that in the event a notification of a suspicion of crime is lodged by a labour inspector, a relevant justification of the prosecutor's decision to refuse the initiation of proceedings or to discontinue the proceedings shall be drawn up at the motion of the inspector involved.**

Since 8 August 2011 labour inspectors have lodged **158 motions for justification of decisions on discontinuance of proceedings or refusal to initiate proceedings.**

The National Labour Inspectorate inspectors received the total of **41.7 thousand complaints**. In order to examine their validity labour inspectors conducted **28.3 thousand inspections**. It is worth noticing that the above number constitutes nearly a third of all inspections carried out in 2011.

Moreover, in the reporting year, NLI's experts provided more than **934 thousand pieces of advice free of charge**, including 676 thousand pieces of legal advice (72%) and nearly 258 thousand pieces of technical advice (28%).

In the reporting year, the National Labour Inspectorate received 173 requests to register **collective labour agreements** and 1427 requests to register additional clauses. 136 collective agreements at company level registered in 2011 covered almost 50 thousand workers.

365 collective disputes were reported to district labour inspectorates.

In total, trade unions presented 787 demands to employers. Their demands most frequently referred to terms of remuneration (489) and working conditions (94). Few demands referred to the area of social benefits (51) or union rights and freedoms (33). The remainder of the demands did not meet the criteria of a collective dispute.

If it was concluded from the notification of a collective dispute that the employer in question might have offended labour law provisions, labour inspectors carried out inspection proceedings (30 inspections were conducted following the notifications of a dispute).

In the reporting year labour inspectors of the NLI checked the correctness of information contained in ZUS IWA forms – which are **the basis for calculating individual accident insurance contribution by the Social Insurance Institution (ZUS)**. The checks were made during 7178 workplace inspections of employers – payers of insurance contributions who employed over 757 thousand workers. They covered only those employers who are statutorily obliged to provide such information as they employ 10 or more workers.

The inspectors revealed **509 cases of incorrect data** included in 241 ZUS IWA forms. The findings were **communicated to relevant organizational units of ZUS** along with correct data.

Additionally, labour inspectors filed motions with ZUS to **increase the accident insurance contributions by 100%** for the following year with regard to those employers who had been found to have blatantly infringed upon OSH regulations during two consecutive workplace visits by labour inspectors. ZUS was filed with **91 motions to increase the accident insurance contributions** which mostly referred to construction companies (67).

In all cases the decisions taken by ZUS on increasing the contributions by 100% were positive.

In 2011, labour inspectors **investigated the circumstances and causes of 2370 work accidents** which occurred in the reporting and previous years. 2740 persons were injured in those incidents out of which number 432 victims died and 883 individuals suffered serious bodily injuries.

As a result of infringements on OSH provisions that were identified in the course of the above mentioned investigations, labour inspectors issued the total of 2825 decisions. Moreover, in 1301 post-inspection improvement notices they contained 3846 instructions for employers to undertake organizational and technical actions to eliminate or reduce accident hazards. In connection with offences against employee rights labour inspectors imposes 1030 punishment tickets and filed 94 motions for penalty with the courts of law. Additionally, in 60 cases they notified prosecutors' offices of a suspicion of crimes against the rights of persons performing paid work.

The Chief Labour Inspectorate performs the function of one of Polish liaison offices, i.e. an institution competent to communicate with its counterparts in EU Member States and EEA countries.

In 2011 the exchange of information between the National Labour Inspectorate and liaison offices from other EU/EEA countries covered **198 cases** and involved cooperation with the total of 16 countries.

In 2011, Polish labour inspectorate, in the framework of its liaison tasks, forwarded EU/EEA countries with **33 cases concerning employment of posted workers in the territory of another Member State**.

Since 16 May 2011 the National Labour Inspectorate has been involved in a pilot project on the use of electronic Internal Market Information System (IMI) for exchange of information on the posting of workers in the framework of the provision of services. The NLI performs the role of a Legislative Area IMI Coordinator (LIMIC) for posting of workers. Additionally, the NLI is competent to exchange information via the IMI system and in 2011 the related cooperation covered 18 cases.

In 2011 the NLI's delegation attended the 60th Meeting of the SLIC Committee in Hungary. Thematic Day of the meeting was titled "Country Labour Inspectorates' evaluations and networking on OSH". On the second day during plenary session the discussions focused on the outcomes of the EU communication and inspection campaign on chemical risks at the workplace and on the progress made in the planning of a new initiative scheduled for 2012 concerning psychosocial risks in the workplace.

In the second half of 2011, during Polish Presidency in the Council of the European Union the National Labour Inspectorate had the honour of hosting the meeting of the Committee of

Senior Labour Inspectors, which was held in Warsaw on 6 and 7 December 2011. This was the first time since our country's accession to the EU structures that the meeting had been held in Poland. During the conference part of the meeting a publication of the NLI was presented under the title "**European code of good practice in inspection and non-inspection activity of labour inspectorates**". The publication crowned the conclusion of an ambitious project carried out by the NLI in cooperation with other EU labour inspectorates.

In the reporting year representatives of the National Labour Inspectorate participated in the workings of newly established **SLIC working groups** for: evaluation of joint initiatives; organization of Thematic Day in Poland; psychosocial risk assessment in the working environment (actions undertaken by the latter group led to organization of a training workshop for national coordinators of the European campaign on psychosocial risks scheduled for 2012); evaluation of the Slovak labour inspection.

At the same time other SLIC working groups dealing with selected aspects of occupational safety and health continued their ongoing work.

As regards the area of labour law our authority was represented in the structures of the Committee of National Experts for Posting of Workers, which was established by the European Commission 3 years ago.

The reporting year also saw ongoing bilateral cooperation with individual EU and EEA countries.

The success of the NLI's activity is measured against the statistical rate of performance of labour inspectors. The outcome of the inspectorate's work which can be demonstrated by means of figures does not fully reflect – what is noteworthy – the overall range of initiatives taken by the inspectorate in order to eradicate irregularities in employment and hazards to workers' life and health.

Owing to a large scale of infringements upon legal provisions on **payment of remuneration for work**, for many years now the NLI has monitored this socially sensitive area of labour law.

In 2011 labour inspectors enforced the **payment of worker benefits** totalling nearly **78.2 million PLN** with regard to 75.5 thousand workers.

At the same time the National Labour Inspectorate enforced overdue payments for state funds. **Labour Fund** received 4.1 million PLN in due contributions for 25.4 thousand workers. On the other hand, overdue contributions for **social insurance** were paid with regard to 3.5 thousand workers totalling 4.1 million PLN.

As regards legal protection of law our institution is also charged with inspection of regulations regarding, among others, employment relationship, working time and annual leaves.

Working time is of particular focus on the part of the National Labour Inspectorate as the problem of offending the existing legal norms in this area is closely related to infringements upon provisions on the payment of remuneration and other work-related benefits, and besides, in many sectors of economy working time is of vital importance to work safety level. Numerous irregularities concerning **overtime employment** were eliminated with regard to **7.1 thousand** workers. Working time records were also put in place for **27.8 thousand** workers, while **73.8 thousand** workers had their working time records corrected.

In the reporting year – owing to actions taken by labour inspectors – the inspected employers granted overdue leaves to **47.2 thousand** workers.

Moreover, employers eliminated various irregularities in the area of **legality of employment**. For example, they succeeded in having employers conclude written contracts of employment with **5.1 thousand** persons who had previously been parties to civil law contracts, and with **5 thousand** persons who had had no written contract of employment. Other irregularities related to the provisions on legality of employment and the Act on promotion of employment and labour market institutions were eliminated with regard to **130.1 thousand** workers.

When presenting the NLI's inspection results in the area of **work safety** one should emphasize that professional actions taken by labour inspectors led to elimination of **immediate hazards** to life or health of **63.7 thousand** workers in the workplaces which had been inspected.

The fulfilment of employers' duties laid out in certain OSH provisions was enforced with regard to the following issues, among others:

- tests and measurements of **factors hazardous** to health in the working environment (**53.8 thousand** workers);
- **occupational risk assessment** (in respect of the total of **324.6 thousand** workers);
- **medical examinations** (**46.7 thousand** workers);
- occupational safety and health **training** (**90.5 thousand** workers).

It should be noted that while conducting inspection proceedings, labour inspectors **check whether employers have implemented the legal measures which were issued in the past**. In 2011 labour inspectors checked the implementation of over 100 thousand decisions and found that nearly **95%** of them had been executed. The percentage of implemented instructions included in improvement notices was also similar - **90%**.

The analysis of inspection results for 2011 allows one to conclude that **despite slight improvement in certain areas, the level of compliance with regulations on legal protection of work still leaves a lot to wish for**.

Like in the previous years, the above situation is the result of a similar number of employers facing **financial problems**. Economic situation, high costs of employment and continuously high rate of unemployment caused that many economic entities sought to minimize their costs in various ways (i.a. by resorting to forms of employment based on civil-law regulations) and they did not fully respect the employee rights. While employers point to financial problems, labour inspectors reveal **other causes of infringements**, including inappropriate organization of work or wilful offending of the law in order to maximize the profits. Moreover, one of the prevailing causes of incompliance is **unawareness of existing legal provisions**.

This is most often manifested by employer's **failure to pay due remuneration for work** (a third of inspected employers), pay remuneration in due time (every fourth inspected entity), or pay the correct amount of remuneration. In majority of cases the above irregularities are the effect of lack of working time records or inappropriate keeping of records.

The inspections showed that there exists a common practice of offending **working time** regulations. The most serious problems concerned employers' compliance with the duty to ensure a five-day working week in the adopted settlement period and to compensate for work on holidays in a way that is regulated by the law.

A continuously disturbing problem in mining and health care sectors is **double employment**. The phenomenon consists in performance of work during holidays, usually at the same

position and under the supervision of the same persons as during working days, but on the basis of contracts concluded with an external entity.

The aim of the so-called "**weekend contracts**" was to change overtime employment on Sundays, Saturdays and holidays, in the framework of existing relationships with the same employer, into work performed in the identical way, but based on separate "weekend contracts".

It is difficult for labour inspectors to prove that the above practices are hazardous, especially that the existing legal system does not impose any time limits regarding work performed for more than one employer. In case of a post accident investigation it is difficult to prove that lack of rest might have contributed to a workplace accident.

Unstable labour market is not conducive to achieving compliance with labour law regulations. Therefore, it is necessary to act systemically by amending regulations, stabilizing the economic situation and decreasing the level of unemployment.

In comparison with 2010 the percentage of entities where **illegal employment** or other illegal form of salaried labour was identified **remained unchanged** (18%). The related irregularities were discovered in over 3.5 thousand entities (as compared to 3.7 thousand in 2010), i.e. in every seventh inspected company: the overall number of irregularities (10.4 thousand) was by 4% smaller than in the previous year.

2011 was another year, which saw the increasing rate of infringements related to the **conclusion of civil-law contracts** in circumstances where an employment contract should have been signed. In 2011 labour inspectors contested 13% of all inspected contracts whereas the corresponding number in 2010 was 10% and in 2009 – 7 %.

The rate of illegal employment could be decreased by regulations making it impossible for employers and entrepreneurs who blatantly offend the law to use public help (e.g. EU funds, state subsidies or tax reductions). Employment offices should also withhold from referring unemployed persons or persons for apprenticeship or training to such employers.

The results of inspections concerning **legality of employment and performance of work by foreigners** in 2011 indicate a **slight decrease in the rate of irregularities** as compared with the previous year. While, there was a small rise in the number of entities where infringements upon the existing regulations were identified, the number of individual cases fell - following a few years' rising tendency. There were fewer cases of:

- illegal performance of work by foreigners (by 11%);
- lack of relevant work permit (by 25%);
- failure to conclude obligatory employment or civil-law contracts (by 37%).

What is disturbing, however, is the gradual increase, for another year in a row, in the number of cases **where foreigners were paid lower remuneration** than what their work permits specified (40% more than in 2010, and two and a half times more than in 2009), as well as in the number of infringements regarding the **registration of such persons with the social insurance system** (38% cases more than in 2010 and twice as many as in 2009).

As regards the sectors of economy, **construction** stands out as the one with the largest scale of irregularities (including companies engaged in construction of motorways).

In order to remove the barriers which negatively influence the effectiveness of inspections of legality of employment and performance of work by foreigners, one should postulate the introduction of legal amendments with regard to:

- legal provisions on the employment of citizens of Ukraine, Belarus, Russia, Moldova and Georgia on the basis of statements (continuation of tightening up of the system and increasing the protection of persons performing work);
- regulations on the inspection of foreign employers who post workers to the territory of the Republic of Poland, especially in framework of the provision of export services (introduction of legal solutions enabling more effective inspections).

In the area of **occupational safety and hygiene** the National Labour Inspectorate focused its activity on the sectors of economy and individual workplaces with the highest occupational risk indicator. Inspection and supervision actions were focused on eradicating or minimizing the hazards existing in the working environment. Their effect in the form of workplace accidents and occupational ill health has both the economic and social or human dimension, they also contribute to the lowering of the living standards of hired workers or even to excluding persons at the productive age from the labour market.

Having regard to the above a selected group of companies from various sectors was covered with **intensified supervision** as they showed particularly high rates of accidents, ill health and exceeded limits of factors harmful to health. Increased frequency of workplace visits complemented with advisory initiatives motivated employers to eliminate accident and ill-health hazards by: refurbishment of workrooms, introduction of safer technologies, replacement or adjustment of dangerous machinery to the existing provisions. A majority of workplaces subject to intensified supervision showed further progress in complying with the law. Due to the type of hazards existing, intensified supervision will be continued.

Construction, where accident hazards are particularly commonplace, is subject to continued supervision by the National Labour Inspectorate. In the period in question, in addition to construction sites, including roads and bridges, labour inspectors also supervised **investments connected with the EURO 2012**. The scale of identified infringements was still high, compared with the previous year. The greatest number of irregularities concerned work at height and work in excavations. They were the effect of: fast pace of work owing to the impending deadlines, ignorance towards temporary hazards which pass with time or with the completion of a particular phase of an investment; construction site managers' negligence towards flouting regulations and employment of persons without the required qualifications.

Actions taken by labour inspectors led to elimination of numerous shortcomings. Unfortunately, owing to the temporary nature of many workstations, the **achieved results are often short-lived and the same irregularities reappear in consecutive phases of the same construction project** or in the following projects. Hence, in order to enforce a lasting improvement of work safety the National Labour Inspectorate carries out **blitz inspections focused on eliminating irregularities which pose immediate hazard to workers' life or health**, until the desired results are achieved. Additionally, inspections of hazards related to the long "**chain of sub-contractors**" were intensified.

It should be noted that **far fewer infringements were identified if investments were carried out by specialist construction companies** with a long experience in the sector. Procedures adopted on large site, especially at stadiums and with regard to infrastructure for EURO 2012, have a positive influence on small companies, making them adjust to the good practice followed by the general contractor. Close cooperation of the NLI with investors and general contractors is conducive to this fact as well as provision by labour inspectors of ongoing OSH consultation during design and implementation of construction projects.

Inspections of safety management in large, mainly industrial (with more than 50 workers) **companies, where accidents had occurred repeatedly**, showed that circumstances of those incidents had been erroneously established. Failure to assume a complex approach

when disclosing the causes of accidents seriously affects the kind and scope of preventative measures taken afterwards as well as the quality of **occupational risk assessment**.

Employers usually fail to notice a direct link between the outcome of the assessment and working conditions in the workplace.

Thus, it is necessary to change the attitudes of employers and persons who perform advisory functions with regard to work safety, including OSH services.

Shortcomings in the areas which are vital to work safety were identified in **companies comprised in a limited liability company "PKP Energetyka"**. They consisted in failing to ensure: appropriate protective equipment and safeguards on the installations in use; effective protection against electrocution and poor state of repair of buildings, as well as work and technical rooms.

The inspection of working conditions of persons employed at workstations with **explosive atmospheres**, e.g. at petrol and LPG stations, companies manufacturing polyester-glass laminate products and paints, showed that employers are only in partial compliance with relevant OSH regulations. Irregularities concerning occupational risk assessment are particularly disturbing. Incorrect assessment of the risk, excluding the probability of explosion, did not make it possible to plan for appropriate preventative actions.

In order to increase the effects of actions taken at **fuel depots and crude material depots** (classified as companies posing major accident hazard in line with the SEVESO directive criteria) – **direct cooperation with representatives of the oil industry was established** as well as other authorities for supervision, mainly the Fire Brigade. Its aim was to prepare a checklist for employers to self diagnose and, subsequently, eliminate shortcomings identified in the areas such as work safety, fire prevention, and protection of the environment. Afterwards, based on the above checklist inspections were conducted in randomly selected depots. Their outcome was similar to that from self evaluation carried out by the companies themselves.

It is also necessary to mention the hazards related to **ammonia air cooling units** in food companies and others, especially in relation to the probability of an industrial failure. In many cases organizational and technical solutions applied by some employers in order to prevent uncontrolled release of ammonia and its effects were found to be insufficient.

Workers still **operate machinery which is not adjusted to the minimum legal requirements** (e.g. due to lack of appropriate guards and safety devices preventing access to danger zones), however certain improvement in this area can be noticed. Positive trends can be observed with regard to plastic working machines which continued to be the subject of inspections in the reporting period. Small employers usually had difficulty adjusting their companies since in many cases they use dated and obsolete machinery and do not take advantage of specialized services to modernize their working equipment.

Consequently – reservations the inspectors had referred to some of new machinery, equipment and personal protective equipment placed on the market or made available for use since 1 May 2004. Those products were inspected **in the framework of market surveillance** regarding their compliance with the essential and other OSH requirements.

The results of inspections of **working conditions of persons with disabilities** conducted in the reporting year confirm a satisfactory level of compliance in companies of professional activity or companies aspiring for the status of a protected labour company or professional activity company which adapts its workstations to the needs of workers with disabilities.

Labour inspectors identified more irregularities in companies which have already obtained the above status of a protected labour company.

Thanks to systematic actions of labour inspectors which were tailored to the existing situation, improvements were achieved in relation to work safety in companies inspected in 2011. Nonetheless, the general level of compliance in this particular area is still far from what is expected.

Numerous **causes** contribute to the above situation. Some employers consider work safety an area where it is easy to economize on expenditure. Consequently, **concern about protecting worker's life and health is pushed to the background.**

In labour inspectors' opinion, one of the causes of revealed irregularities is the **insufficient level of workers' awareness**, especially in relation to newly employed workers, which increases the accident risk. This is further confirmed by the results of the NLI's investigations. Persons who most often fall victim to workplace accidents have a less than one-year employment record in a particular company.

Inappropriate supervision of work and wilful negligence towards cases of incompliance are some other equally important causes of shortcomings. Moreover, a large number of irregularities is caused by **misinterpretation of legal provisions.**

In the area of occupational safety and hygiene the NLI will continue to undertake further intensive and complex projects. They will particularly focus on:

- concentrating supervisory and inspection actions on the sectors of economy and companies with the **highest rate of occupational and accident hazards**;
- continuing **blitz inspections** with a view to eliminating immediate hazards to workers' life or health;
- optimum application of **means of influencing employers** available to labour inspectors;
- supporting employers, especially of small and medium-sized companies in OSH managements processes, which constitutes **a useful tool of accident prevention**;
- conducting **specialist supervision** in the areas where high qualifications of labour inspectors are a must (e.g. construction, mining, metallurgy, chemical industry, power sector, market supervision).

High occupational risk connected with work in hazardous conditions and the number of accidents at work determine the priorities of **prevention and promotion** actions taken by the NLI. In 2011 the rate of training events, seminars and workshops addressed to the participants of the NLI's prevention and promotion (with regard to industry, construction, private farming) reached 59% of the overall number of training events. Tangible effects of preventive actions taken by labour inspectors and other specialists of the NLI are as follows:

- adjustment to the **minimum OSH requirements** of nearly 1.6 thousand dangerous machines operated in production entities;
- implementation of **effective solutions of organizational and technical nature** during construction works, especially in terms of work at height, in 375 construction companies;
- **revision of the state of repair, including guards and other protection devices**, of over 16 thousand tractors, farming trailers, harvesters and other farming equipment used on private farms which labour inspectors paid a visit to.

Thanks to the possibility of gaining access to the ZUS data bases of companies, where the largest number of work-related accidents was recorded, 366 small and medium-sized companies engaging nearly 27 thousand workers were made to **conduct a detailed risk**

analysis at individual workstations and take preventative actions afterwards. Their effects will be monitored by labour inspectors over a longer period of time.

Personal contact with a labour inspector and the possibility to obtain practical guidance on how to **effectively conduct self inspection and adjust working conditions** to the requirements of the labour law and OSH, brought about a positive appraisal of 573 micro enterprises – participants of the NLI's programme of prevention titled "**Obtain the NLI's diploma**".

Just like in the previous years, **awareness raising actions addressed to social partners** were taken at the central and regional levels.

At the central level 6 training events were held for 203 social labour inspectors – representatives of NSZZ "Solidarity", OPZZ and Trade Unions Forum. At the regional level **334 training events were held and they were attended by 9875 persons, including 5655 social labour inspectors.**

The National Labour Inspectorate also carried out **training events for employers' organizations.** 96 events were attended by the total of 3026 representatives of these organizations.

Moreover, in cooperation with self-government bodies and territorial units of governmental administration, dedicated **training events were organized for, among others, officials, students and OSH services.** 178 of such training events were attended by the total of 6087 persons.

In 2011 the National Labour Inspectorate issued **59 publications** popularizing the labour law, especially in terms of safe and hygienic work. NLI's brochures, leaflets and posters were predominantly addressed to workers, employers, farmers and their children, managerial personnel and social partners.

16 publications were printed in cooperation with social and institutional partners (ZUS and OPZZ).

The overall print-run of NLI's publications circulated free of charge reached 1260 thousand copies.

The National Labour Inspectorate issues a **monthly in-house magazine "Labour Inspector"**, whose electronic version is also available on the authority's website.

The very website www.pip.gov.pl, edited by the Chief Labour Inspectorate, also underwent modifications. "Online registration for employers" has been particularly popular as one of the initiatives taken by the NLI on its website in the framework of E-state.

Pursuant to the Act on access to public information, the NLI also issues **Public Information Newsletter (BIP)** online. In 2011 the website www.pip.gov.pl and BIP were visited almost 2.6 million times.

Support provided by social partners, trade unions, employers' organizations and public and self-government administration authorities is of strategic importance to the results and effects of tasks executed by the NLI. In 2011, thanks to this support, the **total of 165 thousand entities** were covered with various forms of prevention and promotion activity in the area of labour protection.

ZUS and KRUS also make strategic partners of the NLI, not only because of the scope of their statutory tasks, but also because of their active involvement in achieving common objectives of cross-country campaigns, programmes and competitions.

In 2011 the 3rd phase of a **communication and prevention campaign "Work safety in construction"** was implemented. Its addressees included employers (engaging less than 50 workers), entrepreneurs and all other parties responsible for adequately inducting workers, organizing their work and conducting effective supervision. The essential objective of the undertaking was to prevent accidents in construction by inspiring everyone concerned to review and improve working conditions and encouraging them to opt for collective protection equipment.

The campaign had a social dimension – many institutions, organizations and enterprises got involved in it over the three-year period.

Small companies (up to 49 workers) were offered assistance in raising the standards of work safety and adjusting their businesses to the existing regulations by way of free participation in training events and the programme for improvement of working conditions. **Over 4.1 thousand employers were trained and provided with checklists to facilitate self inspection of OSH compliance.**

218 construction investments were covered by direct supervision and monitoring of labour inspectors. Supervision of large investments related to hosting of the EURO 2012 competition is particularly noteworthy.

The most effective way of popularizing the concept of safe work on a construction site was a communication campaign carried out with the aid of public mass media the television, radio and internet adverts, as well as press releases (over 1.2 thousand TV broadcasts).

The message of the campaign was reinforced with 656 large-format banners with the slogan **"Respect life! Safe work at height"** placed on construction sites (256 of them were funded by the Social Insurance Institution).

Survey on the effectiveness of the mass media campaign financed by the National Labour Inspectorate was done by the research institute TNS OBOP. The range of the media campaign "Work safety in construction" in 2011 was as follows: 80% of respondents was reached by at least one of the medias broadcasts, while 71% watched the TV adverts "Respect life! Safe work at height", 50% saw the banners located on construction sites and 34% read the information available on the Internet, 30% listened to the radio spot.

The most spectacular project initiated in 2011 was a two-year communication campaign **"Know your rights at work"**, whose aim is to promote legal awareness and culture in employment relations. It seeks to make employers and workers aware of the influence of legal provisions on the level of comfort in personal and professional life. Numerous institutions and organizations including local and national media got involved in the project.

Since 2006 the NLI has implemented an awareness raising programme titled **"Safety culture"** addressed to the youth attending post-gymnasium schools, including vocational schools for construction workers. The total number of pupils who have participated in the programme reached 180 thousand.

In order for the NLI's prevention and promotion initiatives to bring ever larger effects in the forthcoming years one should:

- **concentrate** prevention activities on those sectors and **companies where occupational hazards result in the largest incidence of work-related accidents;**
- continue with the **awareness-raising activities** in the area of labour culture;
- make a routine of using electronic **databases** to facilitate the optimum selection of entities for effective prevention;

- develop **cooperation** with social partners, mass media patrons, as well as institutions and state organizations or self-government authorities which are keen to achieve lasting improvement of work safety.

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