



**NATIONAL LABOUR INSPECTORATE
CHIEF LABOUR INSPECTORATE**

**REPORT ON THE NATIONAL LABOUR
INSPECTORATE'S ACTIVITY IN 2015**

Executive summary for ILO

The Republic of Poland

Warsaw, 2016

Report on the National Labour Inspectorate's activity in 2015

(summary)

The National Labour Inspectorate is an authority established 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 in the scope specified in the *Act of 13 April 2007 on the National Labour Inspectorate*.

The National Labour Inspectorate **reports to the Polish Parliament**. Supervision over the National Labour Inspectorate in the scope specified in the NLI's Act is exercised 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), who is assisted by the deputies.

The Chief Labour Inspector is a member of the EU Senior Labour Inspectors' Committee (SLIC).

"Annual Report on the NLI's activity" is submitted to the SLIC's Secretariat each year.

The Speaker of Parliament has issued the NLI's statute, which specifies its internal organisation, seats and areas covered by the competence of each District Labour Inspectorate.

The NLI's organisational structure comprises: the Chief Labour Inspectorate, 16 District Labour Inspectorates, 43 sub-district offices, and the NLI's Training Centre named after prof. Jan Rosner in Wrocław.

Several permanent opinion-giving and advisory bodies have been established to assist the Chief Labour Inspector's work. These are, as follows:

- the Chief Labour Inspectorate's Top Management Board;
- the Chief Labour Inspector's Legal Commission,
- the Chief Labour Inspector's Commission for Occupational Safety and Health in Agriculture,
- the Chief Labour Inspector's Council for Work Safety in Construction.

In 2015, **the Act on the National Labour Inspectorate was amended two times**. *The Act of 15 January 2015 on the amendment of the act on genetically modified organisms and some other acts* (Journal of Laws item 277), amended article 10.1 point 9 as of 30 March 2015. The change concerns the National Labour Inspectorate's tasks relating to compliance with OSH requirements laid out in *the Act of 22 June 2001 on genetically modified microorganisms and organisms* (Journal of Laws of 2007, No. 36, item 233, with amendments).

From 30 March 2015, the NLI's tasks include inspection of:

- compliance with OSH requirements mentioned in: *the Act of 22 June 2001 on genetically modified microorganisms and organisms*, permits for operations of genetic engineering facilities, permits for contained use of genetically modified microorganisms, and permits for contained use of genetically modified organisms, including the following aspects:
 - marking of a genetic engineering facility or its parts,
 - safety measures related to a specific category of contained use,
 - equipment applied during contained use related to a specific category of contained use laid out in a permit for operations of genetic engineering facility and in a permit for contained use,
- drawn up documents on contained use of genetically modified microorganisms or organisms taking place in a genetic engineering facility, if the documents include information related to work safety and health.

The second change was related to the *Act of 24 July 2015 on the Social Dialogue Council and other social dialogue institutions* (Journal of Laws of 2015, item 1240) which came into force on 11 September 2015 and concerned the rules of appointing members of the Labour Protection Council (article 7.4 of *the NLI's Act*).

District labour inspectors manage activities of district labour inspectorates and they supervise activities of labour inspectors.

The National Labour Inspectorate's tasks comprise, in particular:

- **supervising and inspecting compliance with labour law**, including regulations and rules of occupational safety and health, regulations on the employment relationships, remuneration for work and other benefits resulting from the employment relationships, working time, leaves, employee rights related to parenthood, employment of juveniles and disabled persons;
- inspecting **legality of employment of Polish citizens**;
- inspecting **legality of employment of foreigners**;
- inspecting **registers of employees performing work in special conditions** or work of special nature;
- inspecting **products** placed on the market or commissioned for use from the point of view of their compliance with essential or other requirements related to work safety and hygiene, specified in separate provisions;
- taking actions to **prevent and limit hazards** in the working environment, in particular:
 - examining circumstances and causes of **work accidents**, analysing occupational diseases and inspecting the application of measures which are to prevent accidents and occupational diseases,

- **initiating research work** focused on the observance of labour law, in particular of work safety and health regulations,
- initiating actions for labour protection in **private farming**,
- providing **guidance** concerning labour law and work safety,
- undertaking **preventive and promotional activities** to ensure compliance with labour law;
- **cooperating with environmental protection authorities** in inspecting employers' compliance with provisions on prevention of environmental hazards;
- inspecting observance of work safety and health requirements specified in the *Act of 22 June 2001 on genetically modified microorganisms and 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 workers employment;
- **pursuing offences** against employee rights specified in the Labour Code and other acts as well as participating in legal proceedings regarding such offences in the role of a public prosecutor.

In line with the *Act on the NLI*, the labour inspectorate's supervision in the area of OSH and legality of employment covers not only employers, but also entrepreneurs not being employers and other entities for which work is performed by natural persons, including those who conduct economic activity on their own account, regardless of the basis for carrying out work.

The NLI's inspections also cover:

- entities offering job search and recruitment services, personnel consultancy, vocational advice and temporary employment in the meaning of art. 18.1 of the *Act of 20 April 2004 on the promotion of employment and labour market institutions* – with regard to observance of the duty specified in art. 10.1 point 3d and 3e of the *Act on the National Labour Inspectorate*;
- entities mentioned in article 18c of the *Act 20 April 2004 on the promotion of employment and labour market institutions*, with regard to observance of terms laid out in articles 19c, 19d, 19ga and 85.2 of that Act.

In order to implement the NLI's tasks, inspectors are authorised to conduct inspection activities towards entities for whose benefit work is performed by natural persons irrespective of the basis of performing work, and to apply legal measures upon identification of offences of labour law or provisions on legality of employment. The measures include:

- **order to eliminate identified infringements of regulations** and rules of work safety and health **by a specified deadline**;

- order **to stop work or activity** when the infringement causes a direct risk to life or health of employees or other persons performing the work or conducting the activity;
- order **to send to other work tasks** workers or other persons allowed, contrary to the binding provisions, to perform forbidden, harmful or hazardous tasks, or workers or other persons allowed to perform dangerous tasks, if those workers or persons do not have adequate qualifications (orders in such matters are immediately enforceable);
- order **to stop operation of machines** and equipment in situations when such operation causes a direct risk to life or health of persons (orders in such matters are immediately enforceable);
- **ban the performance of work** or conduct of activity in places where the working conditions create direct risk to life or health of persons (orders in such matters are immediately enforceable);
- **order to stop the activity** or a specific type of activity upon identification that the work safety and health standards endanger life or health of workers or natural persons performing work on basis other than employment relationship, including those pursuing economic activity on their own account;
- **order to make examinations and measurement of harmful and arduous factors** in the working environment in cases of infringements of the mode, methods, type or frequency of making such examinations and measurements or the necessity to determine the performance of work in special conditions;
- order **to determine the circumstances and causes of an accident** by a specified deadline;
- **order the employer to pay due remuneration** for work and other benefits due to an employee (orders in such matters are immediately enforceable);
- **address an improvement notice or issue an instruction** upon identification of other infringements than the above-mentioned to the effect that they be eliminated and the guilty persons be held liable;
- **order to include a worker in the list** of workers performing work of special nature or in special conditions; to delete the worker's name from such a list or to correct the relevant entry;
- impose fines in the form of **penalty tickets** and **lodge requests for punishment with courts**;
- impose **pecuniary penalties** on entities which perform road transport or other activities related to such transport and infringe upon duties or conditions of road transport.

The Chief Labour Inspector is authorised **to grant and withdraw the powers of an expert** in occupational safety and health.

During implementation of tasks, the National Labour Inspectorate **cooperates** with trade unions, employer organizations, self-government bodies of workforce in companies, workers' councils, social labour inspection, public employment services in the meaning of provisions on the promotion of employment and labour market institutions, public

administration authorities, and especially with regulatory authorities responsible for working conditions, the Police, Border Guard, Customs Service, fiscal offices, the Social Insurance Institution and local authorities.

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In 2015, labour inspectors conducted **88300 inspection visits to over 71 thousand employers and other economic operators**. Inspections revealed **86.8 thousand offences** against the rights of persons performing paid work. The majority of them referred to preparation for work, working time, remuneration for work and other benefits resulting from employment relationship.

Although payment of salaries is an absolute duty of each employer and entrepreneur, comprehensive inspections in approx. 1600 entities proved numerous legal infringements, but on a slightly narrower scale than a year before. The percentage of employers who did not pay salaries decreased. On the other hand, there was a rise in the percentage of employers not paying the money due for overtime work. There were more employers who did not pay on time or lowered the paid amounts.

In connection with identified infringements, labour inspectors issued **over 7 thousand decisions ordering immediate payment of salaries** or other employment-related benefits. Thanks to the National Labour Inspectorate's actions, **over 100 thousand harmed employees regained overdue amounts**, frequently still during the conducted inspection, **to the total amount of 207.5 million PLN**.

Labour inspectors verified **over 13 thousand civil-law contracts** during planned inspections in companies of various branches. Almost 27% of them had the elements typical of an employment contract. Civil-law contracts were most often used in breach of the law in construction companies.

All in all, in 2015 infringements of article 22 § 1 of the Labour Code, consisting in illegal replacement of employment contracts with civil-law contracts, were identified in companies of over 2 thousand employers and entrepreneurs in relation to 12 thousand persons performing work, **of which 8.3 thousand persons obtained employment contracts thanks to the labour inspectorate's interventions**. Comparison of the last year data with inspection results from previous years shows the continued high scale of offences against the law in that area.

140 lawsuits were filed with labour courts **concerning establishment of employment relationships for 230 persons**. As of 30 April 2016, in 38 cases the courts supported the lawsuits of labour inspectors and adjudged the establishment of employment relationships. In 4 cases the parties reached compromise in court; in 21 cases the courts rejected lawsuits justifying that the parties intended to conclude civil-law contracts; in 3 cases the

proceedings were discontinued. The remaining lawsuits filed in 2015 are still being examined by courts.

Working time is the area in which for many years labour inspectors have registered numerous and glaring violations of the law. The year 2015 was not an exception in this respect. Irregularities were identified in most of approximately 1400 inspected companies of various branches. They mainly consisted in failure to meet the duty of specifying systems and schedules of working time and reference periods in a collective labour agreement, work regulations or an announcement. It hindered the proper planning and calculation of working time, as well as complicated inspection activities.

2015 was another year when the percentage of employers who did not pay for overtime work resulting from exceeding the average weekly or daily working time standard rose. A large number of shortcomings were noted as regards keeping of working time registers. Due to such practices, it is impossible to precisely determine the amounts due to employees based on employment relationships.

Failure to ensure rest on a daily basis (for 11 hours) and on weekly basis (for 35 hours), and breaching the rules of a five-day working week, are other disturbing infringements of the working time regulations, and their number increases year by year. It creates justified concerns about safety and health of workers. Excessive tiredness and stress resulting from lack of rest significantly increase the risk of making mistakes which may lead to accidents.

In 2015, labour inspectors verified **legality of employment of about 150 thousand Polish citizens. Illegal employment**, consisting in entrusting work without a written confirmation of an employment contract and without reporting workers to social insurance, **was identified in almost 8 thousand entities.** Irregularities concerned over 20 thousand workers. Most of them worked in retail trade and services (30% of all cases), in industrial processing and construction.

Almost 3 thousand inspections of legality of employment and performance of work by foreigners were carried out. Inspections covered over 2.7 thousand entities, where approx. 25 thousand foreigners from 129 countries used to work. In majority of cases, these were micro-firms with up to 9 workers. **Offences were identified during one third of inspection visits.** Illegal employment was most concentrated in construction, and the largest group of illegal workers by nationality were the citizens of Ukraine – 989 persons.

Various irregularities were identified in more than half of **425 inspected employment agencies** offering services related to temporary work, recruitment and employment. The number of irregularities rose significantly in comparison with the previous period. The **NLI stated that 49 entities operated illegally.**

Labour inspectors conducted 465 inspections to enforce legal compliance towards temporary workers. **They found 22 entities operating illegally as temporary work agencies.** The NLI noted increase in the number of civil-law contracts concluded contrary to the legal provisions. In 2009 already, the National Labour Inspectorate signalled the necessity to regulate the possibility of engaging temporary staff based on civil-law contracts. In almost one third of the inspected agencies, the NLI identified offences concerning payment of salaries or other employment-related benefits.

An example of negative phenomena in the sphere of temporary work is **directing the same person to temporary work in the same entity subsequently several times by different employment agencies.** Due to such practices, temporary work becomes permanent work.

The standard of work safety in economic sectors and activities covered by inspections has deviated from the requirements included in the OSH provisions for years and the NLI's work results in 2015 confirm this as well. Last year's inspections conducted, among others, in underground mining companies, in firms offering mining services, in construction and use of gas networks and installations, during track-related work tasks in railways, in construction companies, enterprises connected to electrical networks of medium voltage, in forestry service providers, health care units, social care organisational units, on horticultural farms and in retail units revealed numerous infringements of work safety and health provisions.

Labour inspectors issued **302.7 thousand decisions** pertaining to work safety and health, including **7.6 thousand of those ordering immediate stoppage of work** due to direct risk to health and life. They issued **9.3 thousand decisions ordering to stop operation of machines.** These numbers evidently attest that the number of tragedies in workplaces would have been much higher than registered in public statistics were it not for determination and consistency of labour inspectors during enforcement of OSH provisions.

In relation to employers in whose companies labour inspectors identified glaring negligence related to OSH during two subsequent visits, **requests to increase contributions for accident insurance** were used. In 2015, labour inspectors **sent 159 such requests to the Social Insurance Institution (ZUS).** Majority of them concerned small construction companies and firms from the industrial processing sector.

Last year, the NLI completed **3-year programme of intensified supervision** in the group of enterprises with a high level of occupational hazards. It covered 55 companies in total. Towards 48 enterprises where the improvement of safety and working conditions was ascertained, labour inspectors resigned from intensified supervision. It has to be emphasised that as many as 45% of irregularities relating to the minimum OSH requirements for use of machines and technical equipment were eliminated as a result of verbal decisions of labour inspectors.

In total, in 2015 labour inspectors **eliminated direct hazards to health and life of 71 thousand employees and other persons performing work.**

Moreover, the NLI lead to elimination of irregularities:

- in occupational risk assessment – towards almost 281 thousand persons;
- related to personal protective equipment – towards 39 thousand persons;
- in the conducted OSH training – for 80 thousand persons.

Many of those irregularities could have resulted in work accidents if they had not been eliminated in time.

In the reporting year, labour inspectors **examined the circumstances and causes of over 2 thousand work accidents** (exactly: 2024) reported to the NLI. 2301 persons fell victim in those accidents, of which 272 were fatal victims, and 709 suffered serious bodily injuries. The most numerous group of victims were persons with work experience in the enterprise shorter than one year.

The largest number of fatal accidents were registered in construction, industry, transport, forestry and mining. They most frequently occurred during work on scaffolding, in excavations, cutting of trees, due to falls from ladders and electric shock.

Besides decisions, in 2015 labour inspectors addressed employers with **improvement notices** which included **270.3 thousand instructions** to eliminate irregularities. They also issued **12 thousand verbal instructions** which resulted in the elimination of shortcomings still during inspection visits or immediately after them.

The National Labour Inspectorate's inspectors received **43.7 thousand complaints** (*in 2014, it was 42 thousand*), concerning over 90 thousand problems. 60% of complaints were regarded by labour inspectors as fully or partially justified.

Labour inspectors used penal sanctions towards employers who committed offences against employee rights and they imposed **18.3 thousand fines** in the form of **penalty tickets to the amount of 21.6 million PLN** (*an average fine imposed by inspectors was 1200 PLN*). **They filed 3.1 thousand requests to courts to punish the offenders.** In over **16 thousand cases they applied disciplining measures.**

Having analysed labour inspectors' requests, the courts adjudicated fines totalling 6.5 million PLN (*an average fine imposed by courts was 2.2 thousand PLN*).

512 notifications of the suspicion of a crime were sent to prosecutor's offices. They referred mainly to preventing or hindering performance of official duties by labour inspectors, malicious or stubborn infringing upon employee rights, falsifying documents

and providing false information. The prosecutors initiated 130 proceedings which are still in progress. 184 proceedings were discontinued.

Parallel to inspections, the labour inspectorate conducted **various initiatives of communication and preventive nature, targeted at 157 thousand recipients**, in particular employers, employees and other workers, trade unions, employer organisations, private farmers, pupils and students.

The NLI completed the last phase of the 3-year campaigns, such as: *“Work safety depends on you”*, *“Before you take up a job”*, *“Respect life! Safe work on a farm”*.

The inspectorate continued another phase of the communication and promotional campaign *“Stress at work? Find a solution”* and it implemented programmes: *“Safety culture”*, *“OSH management – accident prevention”*, *“Construction. Stop to accidents”*, as well as *“Obtain NLI’s diploma”*, which is targeted mainly at micro-companies, and preventive programme for forestry service companies.

The National Labour Inspectorate organised approx. 2.4 thousand training events for over 7 thousand employers, 8.4 thousand employees, 4.1 thousand pupils and students, 4.5 thousand social labour inspectors, and 1.5 thousand employees of OSH services. The inspectorate continued preventive, educational and advisory activities among private farmers and members of their families.

On request of authorities cooperating with the labour inspectorate, including fiscal inspection and revenue offices, county labour offices, ZUS or the police, the NLI **conducted almost 3.5 thousand inspections** on its own and 543 inspections together with other authorities.

Summing up the National Labour Inspectorate’s inspection and supervisory activities from last year in terms of their tangible effects beneficial for the society, one should mention that:

- **immediate hazards** to health and life of **71 thousand employees and other workers were eliminated**;
- **8.3 thousand persons who were parties to civil-law contracts and 1.9 thousand persons working with no contract at all obtained a written confirmation of the concluded employment contracts**;
- **13.4 thousand workers** from various sectors **obtained overdue annual leaves**;
- **the payment of 207.5 million PLN of salaries and other benefits for 106.5 thousand workers** was enforced due to implementation of legal measures applied by labour inspectors – instructions, motions in improvement notices and decisions related to payment;
- significant amounts for state funds were regained. **Payers paid overdue contributions to the Labour Fund for over 30 thousand employees amounting in total to 3.9 million PLN**;

- **the duty to keep working time registers** was enforced **with regard to 21.6 thousand persons**;
- **the NLI enforced the drafting of employment contracts of over 32 thousand persons** in the form which was in keeping with legal provisions.

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In connection with dynamically changing situation in the labour market and the need to seek new solutions, which would guarantee legal protection of workers and safe and hygienic working conditions, in 2015 **the National Labour Inspectorate became involved in pan-European activities and cooperated with international organisations** dealing with broadly-understood labour protection. Noticing the necessity to support Polish workers performing work in other EU member states, the NLI cooperated with foreign labour inspections in the scope which followed the NLI's priorities.

The Senior Labour Inspectors' Committee (SLIC), meeting twice a year, gathers heads of authorities supervising working conditions in the EU countries, including Poland.

During Latvia's Presidency of the EU Council, the Thematic Day titled "**Effective inspection: control vs advice**" was devoted to discussing legal measures and practices of selected labour inspection systems, among others the British and Dutch experience in the effective application of an inspection model, and the Danish good practices of dialogue with entrepreneurs.

The event preceded the 68th Plenary Session of SLIC in Riga, during which a decision was taken to involve the NLI in tasks of the new SLIC Working Groups: for strategy and for organisation of the Thematic Day in the Netherlands.

Luxembourg, which organised the 69th SLIC Meeting, devoted the Thematic Day to the topic "**Training and recruitment of labour inspectors: initiative on an EU level action**". Discussions focused on the possibility of developing uniform training requirements to refine competence of labour inspectors on the EU level, as well as implementation of joint initiatives to improve competence of labour inspectors in one of training centres operated by labour inspections in Poland, France, Spain and Romania. Polish and British inspectorates presented their models of recruiting labour inspectors; it was also possible to show didactic publications of the NLI's Training Centre in Wrocław on the stand opened during the conference.

In the second half of the year, the NLI chaired the team of international experts, who assessed the labour inspection system in Portugal on behalf of SLIC.

Activity of the inspectorate at the SLIC Forum in the reporting year was related to our involvement in the tasks of working groups dealing with: review of SLIC activities, KSS project (platform for information exchange between European labour inspectorates), enforcement of community legislation, EU strategy for 2014-2020, cross-border law enforcement, preparation of Thematic Days in Latvia and the Netherlands, and Machinery Directive (MACHEX), including the provisions on using work equipment for lifting persons.

In the framework of the **Labour Inspectors' Exchange Programme**, implemented under the eegis of the SLIC Committee and financed from the European Commission's funds, there was a visit of a Polish inspector to Germany, focused on issues of safe work with nanomaterials and chemicals, as well as inspection methodology in that area. The visit of a Lithuanian labour inspector to Olsztyn was devoted to exchanging experience on practical inspection methods in construction, chemical and woodworking sectors, as well as OSH management systems and inspections in selected branches.

The NLI's appointed representatives participated, in the role of experts in central initiatives on technical subjects in the framework of administrative cooperation, that is in meetings of Working Groups and **Administrative Cooperation Groups (ADCO)** dealing with: Directive on Personal Protective Equipment (89/686/EEC), Machinery Directive (2006/42/EC), Directive on Lift Equipment (95/16/EC), Directives on Simple Pressure Vessels (87/404/EEC) and on Pressure Equipment (97/23/EC). The objective of ADCO groups is to exchange information and experience between labour inspectorates from the EU on market surveillance and on activities which support the implementation of the above-mentioned directives.

As previously, the NLI's representative took part in the work of the Committee of Experts on the Posting of Workers affiliated to the European Commission and working for the improvement of administrative cooperation concerning the application of Directive 96/71/EC.

Cooperation of the inspectorate with its foreign counterparts exceeds the European borders due to the NLI's membership in **the International Network of Training Institutes on Labour (RIIFT)**. In the reporting year, the NLI's Training Centre in Wrocław, as RIIFT's founding member, hosted representatives of training institutes from Europe and Africa. Discussions concerned flexible forms of employment and employee rights. In that context, analysis focused on legal regulations and competence of labour inspectorates in the area of supervision and inspection of compliance with the rights of persons performing work in atypical forms of employment, including civil-law contracts.

Increased mobility of Polish citizens taking up employment in the territory of the EU raised the need to widen and tighten cross-border cooperation in order to promote free flow of workers and services. In 2015, the NLI continued cooperation with the **Danish labour inspectorate** due to high percentage of Polish workers in the Danish labour market. The

visit to Copenhagen in May resulted in the initiative of signing an agreement on cooperation and information exchange on posted workers and self-employed persons.

There was intensification of Polish-Norwegian contacts in the framework of the agreement of 2007 on cooperation and information exchange about posted workers. In June, labour inspectors from the Southern Region of **the Labour Inspectorate of the Kingdom of Norway** visited the NLI's Training Centre in Wrocław, where they acquainted themselves with didactic-training activity of the Centre, as well as the structure and tasks of District Labour Inspectorates on the example of Wrocław District Labour Inspectorate. On the other hand, the October study visit of the NLI's delegation to the seat of the Western Region of the Norwegian Labour Inspectorate allowed to compare inspection practices in the area of legality of employment, also of foreigners, and to assess the procedures applied in case of a work accident.

A constant need to improve procedures on asbestos removal in order to reduce a high risk accompanying that type of work resulted in the **Polish-German initiative – establishment of the expert team on OSH in asbestos removal**. The July meeting started invaluable practical cooperation of the Polish and German inspectorates.

In the reporting year, attention was also directed at issues of compliance with labour law and gaps in provisions on employment of workers in the sector of call centres, in particular with respect to working time and working conditions, minimum protection, internal company arrangements, etc. The District Labour Inspectorate in Poznań was involved in implementation of the project, targeted at the above-mentioned sector, of the Viadrin European University in Frankfurt upon Oder.

For many years, the National Labour Inspectorate has cooperated with its **Lithuanian** counterpart. The Vilnius meeting of the management of both inspectorates was dedicated, among others, to the NLI's preventive activity addressed to the smallest employers as the group which is decisively dominant in the market structure in both countries; cooperation with insurance institutions aimed at preventing work accidents and occupational diseases and OSH management, which is an effective tool to limit hazards in enterprises with high accident rates.

Similar topics were also discussed during talks of representatives of the **National Labour Inspectorate of Slovakia** and the NLI's delegation during the October meeting in Kosice.

Intensive cooperation with **the Dutch inspectorate** in 2015 was summed up during a seminar organised in the NLI's Training Centre in Wrocław in November, during which inspectors of both authorities assessed and summarised the collaboration focused on inspecting terms of employment of posted workers, provision of services by employment agencies, as well as combating human trafficking for forced labour and counteracting such phenomena.

Irrespective of direct and practical contacts in the framework of initiatives at international forum, an important area of cooperation is the **exchange of written requests with market surveillance authorities in the EU Member States**, including Italy, the Czech Republic, the United Kingdom, Lithuania, Germany and Belgium. The reason for requests sent in 2015 by the NLI to its foreign partners were technical defects of machines and equipment, formal faults or work accidents. On the request of the Czech inspectorate, the NLI took action in connection with faulty personal protective equipment.

In the reporting year, the National Labour Inspectorate was involved in the project to **support the reform of the labour inspectorate system in Ukraine**, coordinated by the International Labour Organization. During a tripartite workshop in Kiev, in accordance with our partners' expectations, the NLI's experts presented the Inspectorate's structure and tasks, system of training labour inspectors, ethical rules of a labour inspector in the context of the ILO's recommendations, as well as preventive and promotional activity of the Polish labour inspectorate. During an international **scientific conference** in Lviv on industrial safety, discussion focused on issues of international law in the context of the National Labour Inspectorate's activity.

In 2015, the NLI's expert was involved in the project titled "**Honest and responsible posting**", implemented jointly by the trade union central organisations from the construction sector from 7 EU countries (Poland, France, Belgium, Portugal, Spain, Italy and Bulgaria); in Poland the project was coordinated by "Budowlani" Trade Union. During two seminars, in Antwerp and Warsaw, the NLI's representative presented papers on the Polish provisions concerning the posting of workers, as well as the Inspectorate's role and activities in that area.

Supporting actively European initiatives to fight exploitation of workers and forced work, the NLI's experts attended international seminars in Vienna and Brussels, which were aimed at intensifying actions of the labour inspectorate services, public authorities and non-governmental organizations established to ensure effective inspection of the working conditions in all Member States. The problem of **human trafficking** was also the topic of international workshops in Stockholm, during which the participants analysed the role of preventive activities in limiting and counteracting that phenomenon in the world. The NLI's experts also attended a conference in Hamburg which focused on challenges and perspectives of the European labour market in the context of free movement of workers. Its objective was to become acquainted with the German approach to the issue of worker mobility and problems connected with basic legal protection of migrating workers. The issue of posting of Polish citizens performing work in the territory of France was discussed during a bilateral seminar organised by the Polish Embassy in Paris.

A seminar in Tallinn was organised to summarise activities of the labour inspectorates, including the NLI, of the EU Member States undertaken in the previous reporting year in the framework of the **European inspection and communication SLIC campaign "Slips and trips on the same level"**. Besides achieving the planned objective, i.e. deepening

awareness of the campaign target group, it was regarded that an essential value of the activities was enriching the practical knowledge of inspectors about how to prevent trips and slips.

The inspectorate was involved, like in past years, in activities of the **European Enforcement Project on Contained Use and Deliberate Release of Genetically Modified Organisms**. During the June meeting of the group in Vienna, presentation covered a practical approach to inspection in the context of the EU legislation and directions of activities conducted in Europe in the area of contained use of genetically modified organisms.

The effect of activities of the Administrative Cooperation Group (ADCO) for machinery Directive and the Task Force for NOMAD project, i.e. the guidebook for machine manufacturers on the essential requirements regarding noise emission (developed with a lot of involvement of the NLI's representative, member of both groups), was presented during an October conference in Seville.

An important challenge for the labour inspectorate is the management of stress and psychosocial hazards, therefore the NLI's representative attended the conference organised by the **European Agency for Safety and Health at Work in Bilbao**, during which the campaign "**Healthy and Safe Workplace: Stress at Work? No, thanks!**" was summed up, good practices, relevant strategies and programmes, as well as novelty methods of informing about OSH were discussed.

The forms of the NLI's international cooperation in 2015 resulted from national priorities which expressed the need to support Polish citizens performing work abroad, including those posted by Polish employers to perform work in the territory of the EU Member States; it was also related to the community strategic direction of activities in the area of occupational safety and health. Active participation of the NLI's experts in international initiatives and highly assessed level of their expert knowledge strengthened the image in Europe of the Polish labour inspectorate as a competent partner, involved in popularising safety culture and supervision of compliance with employee rights.

ANNEXES

Annex 1A

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures *(by sectors of the national economy, according to PKD – equivalent of NACE)*.

Annex 1B

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures *(by the number of employees)*

Annex 1C

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures *(by the forms of ownership)*

Annex 2A

Statistical data on the National Labour Inspectorate's activity in 2015 – offences and crimes against the rights of persons performing paid work *(by sectors of the national economy, according to PKD – equivalent of NACE)*

Annex 2B

Statistical data on the National Labour Inspectorate's activity in 2015 – offences and crimes against the rights of persons performing paid work *(by the number of employees)*

Annex 2C

Statistical data on the National Labour Inspectorate's activity in 2015 – offences and crimes against the rights of persons performing paid work *(by the forms of ownership)*

Annex 3

Persons injured in work-related accidents per sectors of the national economy *(according to data of the Central Statistical Office, GUS)*

Annex 4

Economic entities operating in Poland in 2015, according to the Polish Classification of Activity (PKD, equivalent of NACE)

Annex 5

Acts specifying powers of the NLI's inspectors

Annex 6

A. Employees of the National Labour Inspectorate in 2015

B. NLI's employees – breakdown by age, education and duration of employment in NLI

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures
(by sectors of the national economy, according to PKD - equivalent of NACE)

| Specification | | NUMBER of | | | | | | | | | |
|---------------|---|---------------|----------------------|--|--|--|--|---|-----------------------------------|-------------------------------------|-----------------------------------|
| | | inspections | decisions including: | | | | | decisions ordering to cease economic activity ²⁾ | improvement notices ³⁾ | instructions in improvement notices | verbal instructions ⁴⁾ |
| | | | total ¹⁾ | those ordering to stop work activities | those ordering to transfer a worker to other tasks | those ordering to stop operation of machines | those ordering to pay financial benefits | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | TOTAL, including: | 88 308 | 309 995 | 7 633 | 4 384 | 9 301 | 7 274 | 16 | 58 453 | 270 318 | 11 947 |
| 1. | Agriculture and forestry | 2 018 | 7 939 | 161 | 156 | 264 | 54 | 0 | 1 383 | 6 133 | 248 |
| 2. | Mining and quarrying | 425 | 1 961 | 33 | 14 | 103 | 89 | 0 | 275 | 960 | 29 |
| 3. | Industrial processing | 17 902 | 90 608 | 1 406 | 861 | 4 027 | 1 813 | 7 | 12 286 | 54 432 | 2310 |
| 4. | Power production ^{a)} | 310 | 1 044 | 16 | 10 | 17 | 7 | 0 | 208 | 751 | 26 |
| 5. | Water supply ^{b)} | 1 120 | 4 559 | 72 | 44 | 84 | 115 | 0 | 725 | 2 974 | 110 |
| 6. | Construction | 17 038 | 70 439 | 5 160 | 2 720 | 3 601 | 1 325 | 2 | 8 225 | 30 991 | 1255 |
| 7. | Trade and repairs ^{c)} | 22 600 | 74 318 | 365 | 290 | 657 | 1 287 | 0 | 16 483 | 80 952 | 3579 |
| 8. | Transport and warehouse management | 4 324 | 8 202 | 80 | 77 | 143 | 852 | 7 | 3 237 | 16 897 | 740 |
| 9. | Hotels and restaurants ^{d)} | 4 076 | 12 008 | 32 | 18 | 36 | 208 | 0 | 2 967 | 15 532 | 845 |
| 10. | Information and communication | 871 | 1 544 | 11 | 7 | 6 | 226 | 0 | 580 | 2 706 | 122 |
| 11. | Finances and insurance ^{e)} | 714 | 1 020 | 6 | 3 | 1 | 67 | 0 | 517 | 2 377 | 95 |
| 12. | Real estate management | 961 | 2 570 | 55 | 22 | 77 | 73 | 0 | 630 | 2 816 | 152 |
| 13. | Professional activity ^{f)} | 2 377 | 5 551 | 91 | 42 | 69 | 373 | 0 | 1 582 | 7 510 | 341 |
| 14. | Administration services ^{g)} | 3 982 | 5 323 | 86 | 71 | 70 | 295 | 0 | 2 519 | 10 142 | 543 |
| 15. | Public administration ^{h)} | 1 200 | 1 893 | 8 | 5 | 8 | 11 | 0 | 729 | 3 198 | 97 |
| 16. | Education | 2 852 | 5 662 | 7 | 4 | 20 | 162 | 0 | 2 044 | 9 213 | 437 |
| 17. | Health care and social work | 2 293 | 7 250 | 13 | 15 | 50 | 132 | 0 | 1 771 | 10 532 | 522 |
| 18. | Culture, entertainment and recreation | 1 045 | 2 441 | 19 | 15 | 34 | 53 | 0 | 679 | 3 168 | 115 |
| 19. | Other service activities | 2 188 | 5 654 | 12 | 10 | 34 | 132 | 0 | 1 608 | 9 021 | 381 |
| 20. | Households ⁱ⁾ | 4 | 9 | 0 | 0 | 0 | 0 | 0 | 3 | 10 | 0 |
| 21. | Exterritorial organisations ^{j)} | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 |
| 22. | Unspecified activity | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |

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

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.11.5 of the "Act on NLI";

³⁾ number of improvement notices issued by labour inspectors by virtue of art.11.8 of the "Act on NLI";

⁴⁾ number of verbal instructions issued by labour inspectors by virtue of art.11.8 of the "Act on NLI".

Source: NLI's data

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures
(by the number of employees)

| Specification | | NUMBER OF: | | | | | | | | | |
|---------------|---|---------------|---------------------|--------------|--------------|--------------|--------------|---|-----------------------------------|-------------------------------------|-----------------------------------|
| | | inspections | decisions | | | | | decisions ordering to cease economic activity ²⁾ | improvement notices ³⁾ | instructions in improvement notices | verbal instructions ⁴⁾ |
| | | | total ¹⁾ | including: | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | TOTAL, including enterprises with: | 88 308 | 309 995 | 7 633 | 4 384 | 9 301 | 7 274 | 16 | 58 453 | 270 318 | 11 947 |
| 1. | 1 - 9 workers | 50 462 | 172 603 | 5 098 | 2 959 | 5 066 | 3 105 | 6 | 32 285 | 147 868 | 6482 |
| 2. | 10 - 49 workers | 23 020 | 88 592 | 1 730 | 959 | 2 692 | 2 885 | 2 | 15 994 | 79 228 | 3688 |
| 3. | 50 - 249 workers | 9 871 | 34 740 | 558 | 322 | 1 118 | 1 160 | 1 | 6 841 | 29 902 | 1255 |
| 4. | 250 and more workers | 4 955 | 14 060 | 247 | 144 | 425 | 124 | 7 | 3 333 | 13 320 | 522 |

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. 11.5 of the "Act on NLI";

3) number of improvement notices issued by labour inspectors by virtue of art. 11.8 of the "Act on NLI";

4) number of verbal instructions issued by labour inspectors by virtue of art. 11.8 of the "Act on NLI".

Source: NLI data

Statistical data on the National Labour Inspectorate's activity in 2015 – inspections and legal measures

(by the forms of ownership)

| Specification | | NUMBER OF: | | | | | | | | | | |
|---------------|--|---------------|---------------------|--|--|--|--|-----------|---|-----------------------------------|-------------------------------------|-----------------------------------|
| | | inspections | decisions: | | | | | | decisions ordering to cease economic activity ²⁾ | improvement notices ³⁾ | instructions in improvement notices | verbal instructions ⁴⁾ |
| | | | total ¹⁾ | including: | | | | | | | | |
| | | | | those ordering to stop work activities | those ordering to transfer a worker to other tasks | those ordering to stop operation of machines | those ordering to pay financial benefits | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| | TOTAL, including: | 88 308 | 309 995 | 7 633 | 4 384 | 9 301 | 7 274 | 16 | 58 453 | 270 318 | 11 947 | |
| 1. | Total public sector^{a)}, by forms of ownership: | 7 180 | 19 499 | 144 | 75 | 245 | 317 | 7 | 4 901 | 22 596 | 949 | |
| | 1. state | 1 727 | 4 694 | 62 | 28 | 101 | 66 | 7 | 972 | 3 903 | 158 | |
| | 2. self-government | 5 213 | 14 149 | 69 | 44 | 117 | 234 | 0 | 3 782 | 18 137 | 771 | |
| | 3. mixed | 240 | 656 | 13 | 3 | 27 | 17 | 0 | 147 | 556 | 20 | |
| 2. | Total private sector^{b)}, by forms of ownership: | 81 053 | 290 240 | 7 475 | 4 302 | 9 045 | 6 954 | 9 | 53 519 | 247 592 | 10 991 | |
| | 1. national private | 72 541 | 262 245 | 6 912 | 3 988 | 8 135 | 6 128 | 9 | 48 039 | 224 108 | 10053 | |
| | 2. foreign private | 4 542 | 13 413 | 216 | 165 | 443 | 292 | 0 | 2 978 | 12 695 | 446 | |
| | 3. mixed private | 3 970 | 14 582 | 347 | 149 | 467 | 534 | 0 | 2 502 | 10 789 | 492 | |
| 3. | Mixed balanced sector^{c)} | 13 | 78 | 0 | 0 | 3 | 0 | 0 | 9 | 66 | 3 | |
| 4. | Unspecified ownership | 62 | 178 | 14 | 7 | 8 | 3 | 0 | 24 | 64 | 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. 11.5 of the "Act on NLI";

3) number of improvement notices issued by labour inspectors by virtue of art. 11.8 of the "Act on NLI";

4) number of verbal instructions issued by labour inspectors by virtue of art. 11.8 of the "Act on NLI".

**Statistical data on the National Labour Inspectorate's activity in 2015 – offences and crimes
against the rights of persons performing paid work
(by sectors of the national economy, according to PKD - equivalent of NACE)**

| Specification | | NUMBER OF | | | | | | | |
|--------------------------------------|--|---------------------|--|--------------|---------------|-------------------------|-----------------------------------|-------------------------------|--|
| | | identified offences | | | | applied legal measures | | | notifications of crimes sent to prosecutors' offices |
| | | total | including: | | | imposed penalty tickets | penalty motions filed with courts | applied disciplining measures | |
| those penalised with penalty tickets | those mentioned in penalty motions filed with courts | | those covered by disciplining measures | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | TOTAL, including: | 86 845 | 49 238 | 9 724 | 27 883 | 18 298 | 3 105 | 16 288 | 512 |
| 1. | Agriculture and forestry | 1 695 | 996 | 187 | 512 | 353 | 80 | 309 | 9 |
| 2. | Mining and quarrying | 458 | 279 | 98 | 81 | 117 | 24 | 52 | 5 |
| 3. | Industrial processing | 18 192 | 10 917 | 1 992 | 5 283 | 3 986 | 593 | 3 046 | 89 |
| 4. | Power production ^{a)} | 183 | 103 | 5 | 75 | 43 | 3 | 40 | 2 |
| 5. | Water supply ^{b)} | 859 | 495 | 71 | 293 | 200 | 32 | 173 | 6 |
| 6. | Construction | 22 029 | 14 871 | 1 852 | 5 306 | 5 815 | 598 | 3 205 | 135 |
| 7. | Trade and repairs ^{c)} | 20 764 | 10 248 | 2 318 | 8 198 | 3 649 | 677 | 4 575 | 103 |
| 8. | Transport and warehouse management | 5 138 | 3 385 | 628 | 1 125 | 1 209 | 218 | 718 | 44 |
| 9. | Hotels and restaurants ^{d)} | 4 225 | 1 958 | 703 | 1 564 | 685 | 224 | 918 | 28 |
| 10. | Information and communication | 743 | 364 | 107 | 272 | 152 | 41 | 157 | 8 |
| 11. | Finances and insurance ^{e)} | 578 | 277 | 72 | 229 | 113 | 35 | 144 | 7 |
| 12. | Real estate management | 767 | 421 | 86 | 260 | 162 | 28 | 156 | 3 |
| 13. | Professional activity ^{f)} | 2 307 | 1 141 | 449 | 717 | 426 | 127 | 420 | 17 |
| 14. | Administration services ^{g)} | 2 720 | 1 230 | 519 | 971 | 505 | 190 | 673 | 22 |
| 15. | Public administration ^{h)} | 453 | 184 | 29 | 240 | 75 | 19 | 156 | 3 |
| 16. | Education | 1 387 | 484 | 131 | 772 | 195 | 51 | 452 | 6 |
| 17. | Health care and social work | 1 827 | 856 | 196 | 775 | 242 | 76 | 428 | 9 |
| 18. | Culture, entertainment and recreation | 566 | 244 | 37 | 285 | 98 | 19 | 160 | 3 |
| 19. | Other service activities | 1 942 | 784 | 239 | 919 | 272 | 66 | 500 | 12 |
| 20. | Households ⁱ⁾ | 3 | 0 | 2 | 1 | 0 | 1 | 1 | 0 |
| 21. | Exterritorial organisations ^{j)} | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 22. | Unspecified activity | 9 | 1 | 3 | 5 | 1 | 3 | 5 | 1 |

^{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

Source: NLI's data

**Statistical data on the National Labour Inspectorate's activity in 2015 – offences and crimes
against the rights of persons performing paid work
(by the number of employees)**

| Specification | | NUMBER OF | | | | | | | |
|---------------|--|---------------------|--------------------------------------|--|--|-------------------------|-----------------------------------|-------------------------------|--|
| | | identified offences | | | | applied legal measures | | | notifications of crimes sent to prosecutors' offices |
| | | total | including: | | | imposed penalty tickets | penalty motions filed with courts | applied disciplining measures | |
| | | | those penalised with penalty tickets | those mentioned in penalty motions filed with courts | those covered by disciplining measures | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| | TOTAL, including enterprises employing: | 86 845 | 49 238 | 9 724 | 27 883 | 18 298 | 3 105 | 16 288 | 512 |
| 1. | 1 - 9 workers | 53 494 | 29 381 | 6 453 | 17 660 | 10 771 | 2 082 | 10 096 | 367 |
| 2. | 10 - 49 workers | 22 085 | 13 265 | 2 225 | 6 595 | 4 796 | 693 | 3 855 | 85 |
| 3. | 50 - 249 workers | 7 699 | 4 498 | 778 | 2 423 | 1 827 | 229 | 1 519 | 36 |
| 4. | 250 and more workers | 3 567 | 2 094 | 268 | 1 205 | 904 | 101 | 818 | 24 |

Source: NLI's data

**Statistical data on the National Labour Inspectorate's activity in 2014 – offences and crimes
against the rights of persons performing paid work
(by the 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 penalty tickets | those mentioned in penalty motions filed with courts | those covered by disciplining measures | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | TOTAL, including: | 86 845 | 49 238 | 9 724 | 27 883 | 18 298 | 3 105 | 16 288 | 512 |
| 1. | Public sector^{a)} total, including: | 3 603 | 1 589 | 194 | 1 820 | 607 | 90 | 1 070 | 15 |
| | 1. state | 923 | 527 | 58 | 338 | 211 | 22 | 211 | 4 |
| | 2. self-government | 2 497 | 945 | 122 | 1 430 | 351 | 61 | 826 | 9 |
| | 3. mixed | 183 | 117 | 14 | 52 | 45 | 7 | 33 | 2 |
| 2. | Private sector^{b)} total, including: | 83 180 | 47 607 | 9 529 | 26 044 | 17 674 | 3 014 | 15 204 | 494 |
| | 1. national private | 75 704 | 43 226 | 8 631 | 23 847 | 15 925 | 2 723 | 13 809 | 439 |
| | 2. foreign private | 3 771 | 2 269 | 345 | 1 157 | 884 | 123 | 761 | 26 |
| | 3. mixed private | 3 705 | 2 112 | 553 | 1 040 | 865 | 168 | 634 | 29 |
| 3. | Mixed balanced sector^{c)} | 26 | 17 | 0 | 9 | 3 | 0 | 4 | 0 |
| 4. | Unspecified ownership | 36 | 25 | 1 | 10 | 14 | 1 | 10 | 3 |

^{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.

Persons injured in work-related accidents per sectors of the national economy
(according to data of the Central Statistical Office, GUS)

| Sectors (sections in the Polish Classification of Activity*) | Years | Number of victims of work accidents | | | |
|---|-------|-------------------------------------|-------|---------|-------|
| | | Total | Fatal | Serious | Minor |
| | | in absolute numbers | | | |
| TOTAL | 2014 | 88642 | 262 | 520 | 87860 |
| | 2015 | 87622 | 303 | 495 | 86824 |
| Agriculture, forestry, hunting and fishing (A) | 2014 | 1284 | 11 | 13 | 1260 |
| | 2015 | 1296 | 22 | 23 | 1251 |
| Mining and quarrying (B) | 2014 | 2298 | 25 | 28 | 2245 |
| | 2015 | 2261 | 16 | 15 | 2230 |
| Industrial processing (C) | 2014 | 28620 | 55 | 244 | 28321 |
| | 2015 | 28351 | 78 | 207 | 28066 |
| Power, gas, steam, hot water production and supply, air supply for air-conditioning systems (D) | 2014 | 691 | 5 | 7 | 679 |
| | 2015 | 709 | 5 | 5 | 699 |
| Water supply; waste management and remediation (E) | 2014 | 2111 | 10 | 12 | 2089 |
| | 2015 | 2224 | 14 | 21 | 2189 |
| Construction (F) | 2014 | 6265 | 55 | 74 | 6136 |
| | 2015 | 5776 | 69 | 84 | 5623 |
| Wholesale and retail sale, vehicle maintenance, inclusive of motorcycles (G) | 2014 | 11970 | 27 | 35 | 11908 |
| | 2015 | 12006 | 14 | 27 | 11965 |
| Transport and storage (H) | 2014 | 6228 | 42 | 33 | 6153 |
| | 2015 | 6262 | 49 | 39 | 6174 |
| Accommodation and gastronomy activities (I) | 2014 | 1252 | 1 | 1 | 1250 |
| | 2015 | 1229 | - | 6 | 1223 |
| Information and communication (J) | 2014 | 539 | - | 2 | 537 |
| | 2015 | 532 | 3 | 2 | 527 |
| Financial and insurance activities (K) | 2014 | 1088 | - | 3 | 1085 |
| | 2015 | 1079 | 1 | 4 | 1074 |
| Real estate activities (L) | 2014 | 923 | 1 | 5 | 917 |
| | 2015 | 956 | - | 5 | 951 |
| Professional, scientific and technical activities (M) | 2014 | 1131 | 5 | 9 | 1117 |
| | 2015 | 1162 | 1 | 4 | 1157 |

| Sectors (sections in the Polish Classification of Activity*) | Years | Number of victims of work accidents | | | |
|---|-------|-------------------------------------|-------|---------|-------|
| | | Total | Fatal | Serious | Minor |
| | | in absolute numbers | | | |
| Administrative and support activities (N) | 2014 | 4106 | 13 | 13 | 4080 |
| | 2015 | 4196 | 10 | 19 | 4167 |
| Public administration and national defence, obligatory social insurance (O) | 2014 | 4193 | 4 | 12 | 4177 |
| | 2015 | 4192 | 7 | 12 | 4173 |
| Education (P) | 2014 | 4659 | 4 | 10 | 4645 |
| | 2015 | 4741 | 2 | 5 | 4734 |
| Health care and social assistance (Q) | 2014 | 10003 | 3 | 12 | 9988 |
| | 2015 | 9312 | 6 | 8 | 9298 |
| Culture, recreation and entertainment (R) | 2014 | 890 | - | 3 | 887 |
| | 2015 | 861 | 4 | 6 | 851 |
| Other services (S, T, U) | 2014 | 391 | 1 | 4 | 386 |
| | 2015 | 477 | 2 | 3 | 472 |

(*) – Polish Classification of Activity (PKD) of 2007, equivalent of NACE

Source: preliminary data of the Central Statistical Office (GUS in Polish)

Economic entities operating in Poland in 2015,
according to the Polish Classification of Activity (PKD, equivalent of NACE)

| 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 | 696502 | 996866 |
| Agriculture, forestry and hunting | 9522 | 8043 |
| Mining and quarrying | 1316 | 715 |
| Manufacturing | 88823 | 90741 |
| Production of electricity | 1239 | 881 |
| Water supply | 4882 | 2710 |
| Construction | 82798 | 142810 |
| Trade, repairs | 196935 | 223110 |
| Transport and warehousing management | 47376 | 73641 |
| Hotels and restaurants | 26443 | 20028 |
| Information and communication | 13793 | 50000 |
| Finance and insurance | 12677 | 31445 |
| Real estate management | 14259 | 20729 |
| Professional activity | 54448 | 132854 |
| Administration services | 18851 | 33949 |
| Public administration | 6703 | 331 |
| Education | 33377 | 22794 |
| Health care and social work | 31243 | 75270 |
| Culture, entertainment and recreation | 10287 | 11462 |
| Other service activities | 37580 | 52669 |
| Households | 120 | 6 |
| Exterritorial organisations | 3830 | 2678 |

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 31 December 2015).

ACTS SPECIFYING POWERS OF THE NLI'S INSPECTORS

| No. | Title of the act | Published in: |
|-----|--|---|
| 1 | 2 | 3 |
| 1 | Act of 13 April 2007 on the National Labour Inspectorate | Journal of Laws of 2015, item 640, with amendments |
| 2 | Act of 26 June 1974 - Labour Code | Journal of Laws of 2014, item 1502, with amendments |
| 3 | Act of 17 November 1964 - Code of civil proceedings | Journal of Laws of 2014, item 101, 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 2013, item 395, with amendments |
| 6 | Act of 16 April 2004 on working time of drivers | Journal of Laws of 2012, item 1155, with amendments |
| 7 | Act of 15 April 2011 on health care activity | Journal of Laws of 2015, item 618, with amendments |
| 8 | Act of 19 December 2008 on bridging pensions | Journal of Laws of 2015, item 965, with amendments |
| 9 | Act of 5 April 2002 on European works councils | Journal of Laws of 2012, item 1146, with amendments |
| 10 | Act of 4 March 2005 on the European grouping of economic interests and a European company | Journal of Laws of 2015, item 2142 |
| 11 | Act of 7 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 21 June 2002 on explosive materials for civil uses | Journal of Laws of 2015, item 1100, with amendments |
| 14 | Act of 22 June 2001 on genetically modified microorganisms and organisms | Journal of Laws of 2015, item 806 |
| 15 | Act of 25 October 1991 on organising and conducting cultural activity | Journal of Laws of 2012, item 406, with amendments |
| 16 | Act of 17 June 1966 on enforcement proceedings in administration | Journal of Laws of 2014, item 1619, with amendments |
| 17 | Act of 5 August 2015 on work at sea | Journal of Laws item 1569 |
| 18 | Act of 29 November 2000 – Nuclear law | Journal of Laws of 2014, item 1512, with amendments |
| 19 | Act of 10 April 1997 – Law on energy | Journal of Laws of 2012, item 1059, with amendments |
| 20 | Act of 9 October 2015 on biocidal products | Journal of Laws item 1926 |
| 21 | Act of 20 April 2004 on the promotion of employment and labour market institutions | Journal of Laws of 2015, item 149, with amendments |
| 22 | Act of 22 July 2006 on transferring money to benefit-payers for increasing salaries | Journal of Laws No. 149, item 1076, with amendments |
| 23 | 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 |
| 24 | Act 23 May 1991 on settling collective disputes | Journal of Laws of 2015, item 295, with amendments |

| | | |
|----|--|---|
| 25 | Act of 15 June 2012 on the effects of entrusting work to foreigners staying in the territory of Poland contrary to legal provisions | Journal of Laws, item 769 |
| 26 | Act of 24 June 1983 on social labour inspection | Journal of Laws of 2015, item 567 |
| 27 | Act of 22 July 2006 on European cooperatives | Journal of Laws of 2016, item 7 |
| 28 | Act of 25 February 2011 on chemical substances and their mixtures | Journal of Laws of 2015, item 1203 |
| 29 | Act of 18 August 2011 on safety at sea | Journal of Laws of 2016, item 281, with amendments |
| 30 | Act of 2 July 2004 on the freedom of economic activity | Journal of Laws of 2015, item 584, with amendments |
| 31 | Act of 30 August 2002 on the conformity assessment system | Journal of Laws of 2014, item 1645, with amendments |
| 32 | 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 |
| 33 | Act of 6 September 2001 on road transport | Journal of Laws of 2013, item 1414, with amendments |
| 34 | Act of 30 October 2002 on social insurance in case of work accidents and occupational diseases | Journal of Laws of 2015, item 1242, with amendments |
| 35 | Act of 25 April 2008 on participation of employees in a company established by cross-border fusion of companies | Journal of Laws No. 86, item 525 |
| 36 | Act of 22 June 2001 on economic activity related to production and sales of explosives, arms, ammunition, goods and technologies intended for the army or the police | Journal of Laws of 2012, item 1017, with amendments |
| 37 | Act of 17 October 2003 on underwater works | Journal of Laws of 2014, item 1389 |
| 38 | Act of 4 March 1994 on funds for social benefits in companies | Journal of Laws of 2015, item 111, with amendments |
| 39 | Act of 9 July 2003 on the employment of temporary workers | Journal of Laws of 2016 item 360 |
| 40 | Act of 23 May 1991 on trade unions | Journal of Laws of 2015, item 1881 |
| 41 | Act of 21 December 2000 on inland navigation | Journal of Laws of 2013, item 1458, with amendments |
| 42 | Act of 27 June 1997 on occupational medicine service | Journal of Laws of 2014, item 1184 |
| 43 | Act of 1 December 1961 on marine chambers | Journal of Laws of 2015, item 735, with amendments |
| 44 | Act of 13 October 1998 on social insurance system | Journal of Laws of 2015, item 121, with amendments |
| 45 | Act of 29 June 1995 on public statistics | Journal of Laws of 2012, item 591, with amendments |
| 46 | Act of 12 December 2013 on foreigners | Journal of Laws, item 1650, with amendments |
| 47 | Act of 6 April 1990 on the police force | Journal of Laws of 2015, item 355, with amendments |
| 48 | Act of 20 May 2010 on medical products | Journal of Laws of 2015, item 876, with amendments |
| 49 | Act of 12 October 1990 on Border Guard | Journal of Laws of 2014, item 1402, with amendments |

According to the legal status as of 31.03.2016.

A. EMPLOYEES OF THE NATIONAL LABOUR INSPECTORATE IN 2015

| Specification | National Labour Inspectorate | | | |
|--|------------------------------|--|--|------------------------------------|
| | Total | Staff at the Chief Labour Inspectorate | Staff at District Labour Inspectorates | Staff of the NLI's Training Centre |
| Total, including: | 2768 | 197 | 2514 | 57 |
| managers, excluding chief accountants | 25 | 23 | | 2 |
| inspectors in managerial positions (District Labour Inspectors and their deputies) | 48 | | 48 | |
| principal labour inspectors - heads of sub-districts | 43 | | 43 | |
| other inspectors | 1557 | | 1557 | |
| trainee inspectors | 63 | | 63 | |
| specialised staff not conducting inspections | 456 | 108 | 338 | 10 |
| employees registering and analysing work of labour inspectors | 194 | 25 | 162 | 7 |
| accounting staff, including chief accountants | 82 | 11 | 67 | 4 |
| administrative staff | 221 | 25 | 184 | 12 |
| support staff | 79 | 5 | 52 | 22 |

B. NLI's EMPLOYEES - BREAKDOWN BY AGE, EDUCATION AND DURATION OF EMPLOYMENT IN NLI

| Specification | Number of persons | Percent of all employees |
|--------------------------------------|-------------------|--------------------------|
| AGE | | |
| below 30 years of age | 154 | 5,56 |
| 31-40 years | 690 | 24,93 |
| 41-50 years | 883 | 31,9 |
| 51-60 years | 716 | 25,87 |
| over 60 years of age | 325 | 11,74 |
| EDUCATION | | |
| ACADEMIC, including: | 2492 | 90,03 |
| legal | 658 | 26,4 |
| administrative | 259 | 10,39 |
| technical | 1064 | 42,7 |
| other faculties | 511 | 20,51 |
| COLLEGE | 59 | 2,13 |
| SECONDARY | 172 | 6,21 |
| VOCATIONAL | 32 | 1,16 |
| PRIMARY | 13 | 0,47 |
| DURATION OF EMPLOYMENT IN NLI | | |
| shorter than 10 years | 1064 | 38,44 |
| 11-20 years | 1038 | 37,5 |
| 21-30 years | 573 | 20,7 |
| over 30 years | 93 | 3,36 |

Source: NLI's data