

Report on the National Labour Inspectorate's activity in 2017 (Summary for the ILO)

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 laid down in the *Act of 13 April 2007 on the National Labour Inspectorate* (Journal of Laws of 2018, item 623).

The National Labour Inspectorate **reports to the Parliament of the Republic of Poland**. Supervision over the National Labour Inspectorate in the scope specified in the 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.

There are permanent opinion-giving and consultative bodies established to assist the Chief Labour Inspector, namely:

- the Chief Labour Inspector'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.

The Chief Labour Inspector is a member of the EU Senior Labour Inspectors' Committee (SLIC). Each year, the National labour Inspectorate submits an "Annual Report on the NLI's activity" to the SLIC's Secretariat.

The Speaker of Parliament decides on the National Labour Inspectorate's statute, which specifies its internal organisation, seats and scope of territorial competence of District Labour Inspectorates.

The National Labour Inspectorate's organisational structure comprises: the Chief Labour Inspectorate, 16 District Labour Inspectorates with 42 sub-district offices, and the NLI's Training Centre named after prof. Jan Rosner in Wrocław.

District Labour Inspectors manage the activities of their respective District Labour Inspectorates and they supervise work 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 employment relationships, remuneration for work and other benefits resulting from employment relationships, working time, leaves, employee rights related to parenthood, employment of juveniles and disabled persons;
- inspecting **legality of employment**, other paid work and performance of activity,
- inspecting **legality of employment**, other paid work and performance of work by **foreigners**,
- inspecting **registers of employees performing work in special conditions** or work of special nature, as set out in art. 41(4) point 2 of the *Act of 19 December 2008 on bridging pensions* (Journal of Laws of 2017, item 664, as amended),
- inspecting **products** designed for use by employers in terms of **their compliance with requirements** or inspecting **hazards posed by products** in the meaning of the *Act of 13 April 2016 on conformity assessment and market surveillance systems*;
- inspecting **products placed on the market or commissioned for use** in terms of their compliance with essential or other requirements related to work safety and health, 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 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 **advice** on 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* (Journal of Laws of 2017, item 2134);
- **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;

- issuing **permits for performance of work** or other paid activities **by a child** below 16 years of age;
- **cooperating with EU Member States' authorities** responsible for supervising terms and conditions of employment of workers;
- performing tasks set out in the *Act of 10 June 2016 on the **posting of workers** in the framework of the provision of services* (Journal of Laws of 2016, item 868, as amended), and providing advice in order to support equal treatment of citizens (and members of their families) of Member States of the European Union and the European Free Trade Association (EFTA) – parties to the agreement on the European Economic Area, who benefit from the freedom of movement 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;
- inspecting payment of remuneration in the amount resulting **from the minimum hourly rate**, in accordance with the provisions of the *Act of 10 October 2002 on the minimum remuneration for work* (Journal of Laws of 2017, item 847),
- inspecting fulfilment of duties set out in art. 23r (3) and (4) of the *Act of 10 April 1997 – **Energy law*** (Journal of Laws of 2017, item 220, as amended), with regard to liquid fuels, in the framework of inspecting compliance with labour law.

In line with the *Act of 13 April 2007 on the National Labour Inspectorate*, the labour inspectorate's **supervision and inspection in the area of occupational safety and health and legality of employment cover 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 placement services, personnel consultancy, vocational advice and temporary work in the meaning of art. 18(1) of the *Act of 20 April 2004 on the promotion of employment and labour market institutions* (Journal of Laws of 2017, item 1065, as amended) – as regards observance of the duty specified in art. 10(1) point 3d and 3e of the *Act on the National Labour Inspectorate*;
- Voluntary Labour Corps, social integration centres and clubs, specialised bodies in the army as set out in the provisions on military service of professional soldiers, as well as foreign entrepreneurs if they are authorised and conduct lawful activity related to employment services, personnel consultancy, vocational advice or temporary work in the territory of the European Union Member States, European Economic Area countries not belonging to the European Union and countries which are not parties to

the agreement on the European Economic Area – as regards compliance with the terms set out in art. 19c, art. 19d, art. 19fa, art. 19ga, art. 85(2) and art. 85a of the *Act of 20 April 2004 on the promotion of employment and labour market institutions*;

- employers posting workers to the territory of Poland in the scope set forth in the *Act of 10 June 2016 on the posting of workers in the framework of the provision of services*;
- entrepreneurs or other organisational units, if in the framework of their activity, a job is performed or services are provided for their benefit by a contractor or a service provider – as regards payment of remuneration to such persons in the amount resulting from the minimum hourly rate, in line with the provisions of the *Act of 10 October 2002 on the minimum remuneration for work*.

In order to implement the NLI's tasks, the National Labour Inspectorate's 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 violations 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** if the infringement presents a direct risk to life or health of employees or other persons performing the work or conducting the activity; **order to assign other work tasks** to workers or other persons allowed to perform forbidden, harmful or hazardous tasks in violation of the binding provisions, 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 presents 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 a 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 a basis other than an employment relationship, including persons pursuing economic activity on their own account;
- **order to make examinations and measurements of harmful and arduous factors** in the working environment in cases of infringements of the procedure, 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 that those responsible be held accountable;
- **order to include a worker in the list** of workers performing work of special nature or in special conditions; to remove 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;
- impose **pecuniary penalties** on entities mentioned in the *Act of 13 April 2016 on conformity assessment systems and market surveillance*, for violating legal provisions on placing products on the market or commissioning products for use.

Moreover, the Chief Labour Inspector is authorised to **grant and withdraw the powers of an expert** on occupational safety and health.

The National Labour Inspectorate **cooperates**, while fulfilling its tasks, with trade unions, employers' organisations, self-government bodies of workforce, worker councils, social labour inspection, public employment services in the meaning of provisions on employment promotion and labour market institutions, Governmental Plenipotentiary for Equal Treatment, bodies of state administration, in particular authorities for supervision and inspection of working conditions and authorities of the National Fiscal Administration, as well as the Police, the Border Guard, the Social Insurance Institution and local self-government bodies.

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The NLI's inspection, supervisory and preventive activity in 2017 was conducted in accordance with the **annual and long-term** work plan (2016-2018), developed on the basis of an analysis focused on the outcomes of the inspectorate's previous actions, comments and recommendations of the Labour Protection Council and parliamentary committees (especially the Committee for State Supervision), as well as proposals submitted by trade unions, employers' organisations, ministries and central authorities, authorities tasked with supervision and inspection of working conditions, research institutes. **The National Labour Inspectorate fulfilled the tasks included in the work programme.**

In 2017, labour inspectors conducted **80.8 thousand inspections of 63.6 thousand employers and other entities.**

In connection with identifying infringements of occupational safety and health provisions during inspections, labour inspectors issued **306 thousand decisions**, including: 6.8 thousand decisions ordering to stop work tasks; 10.1 thousand decisions ordering to stop operation of machines; 3.7 thousand decisions on transferring 8.2 thousand persons to other work tasks; 80.5 thousand immediately enforceable decisions by virtue of art. 108 of the Administrative Procedure Code in view of protection of human health or life.

Besides decisions concerning work safety, labour inspectors issued over **6.6 thousand decisions ordering payment of remuneration** or other benefits due from an employment relationship. Those decisions concerned **the sum total of 130 million PLN due to 61 thousand employees.**

Inspectors issued inspected entities with **about 57 thousand improvement notices** containing the total number of **279.3 thousand instructions** to eliminate identified irregularities. They also gave **15.2 thousand verbal instructions** on irregularities which can be eliminated during the inspection or immediately after its completion. The instructions mainly concerned conclusion and termination of employment relationships, remuneration for work and other work-related benefits, legality of employment (issues covered with the act on employment promotion and labour market institutions), as well as working time.

During inspections, NLI's inspectors identified **62.6 thousand offences** in total against the rights of persons performing paid work. In consequence, they imposed **14.7 thousand fines** in the form of **penalty tickets** on the offenders, sent **almost 3 thousand penalty requests to court** and applied **13.4 thousand disciplinary measures.**

In 2017, labour inspectors sent **721 notifications** to the prosecutor's office of the suspicion of a crime. In consequence of the submitted notifications, 221 proceedings were initiated; in 55 cases the prosecutor's office refused to initiate proceedings; 134 proceedings were discontinued; 112 indictments were sent to courts (status as of 15 March 2018).

Inspectors examined **97.2 thousand problems raised in complaints** (40.7% of complaints were fully or partially justified).

Moreover, NLI's inspectors and specialists provided **906.3 thousand pieces of advice on legal and technical matters free of charge**, including 398.4 thousand of those provided during inspections.

Like in 2016, **the first inspection** strategy covered micro-companies (1-9 workers), other small companies (10-49 workers) and medium-sized companies (50-249 workers). In accordance with the adopted rules, the purpose of **the first inspection in an enterprise is mainly to instruct and provide advice**. A labour inspector does a comprehensive review of the level of compliance with provisions on legal protection of labour, work safety and health, legality of employment, and issues decisions, instructions in improvement notices, verbal instructions and provides advice.

Instructive and advisory nature of the first inspection means that some time is left for the employer to eliminate deficiencies and that penal sanctions are not applied. An exception are cases of glaring breaches of OSH regulations and rules, in particular situations of an immediate risk to life and health of workers, inspections after serious, fatal and collective accidents, as well as cases of illegal employment and blatant infringements of provisions on legal protection of labour. In 2017, NLI's inspectors carried out over 15 thousand of such inspections. The majority of them took place in enterprises classified, according to the Polish Classification of Activity, to the sector of commerce and repair (29%), construction (16%) and manufacturing (14%). The dominant group were micro-companies (72.5%). Work in the inspected entities was performed by 215 thousand persons in total, including over 139 thousand (65%) of those engaged based on employment relationships.

Various irregularities were identified during almost every one of the above-mentioned over 15 thousand first inspections. Adequate legal measures were applied to eliminate them, such as decisions, instructions in improvement notices and verbal instructions.

In almost every company inspected for the first time, on average 12 various types of irregularities were identified. Given the fact that the inspections concerned mainly small companies, with the average headcount of 14 individuals, the findings give an insight into the scale of problems with observance of labour law. In many cases, the irregularities resulted from employers giving priority to economic aspects of the business (at the expense of HR matters) and from incomplete knowledge of labour law requirements – while the enterprise had no or too few specialists who could ensure that it operated in line with the law. Therefore, the inspected enterprises were very much interested in obtaining advice from labour inspectors. Each first inspection ended with providing 6 pieces of advice on average (on legal or technical issues). It has to be emphasised that only one in every eight first inspections ended with the application of penal sanctions – due to particularly glaring infringements of the law. Labour inspectors decided that in relation to 14% of the employers it was sufficient to apply a disciplinary measure (an instruction, warning, rebuke).

A considerable number of all the decisions were verbal ones, complied with by the employers during the first inspections. Over 26 thousand verbal decisions were issued, which constituted 28% of all the decisions. The employers quickly took steps to remove the deficiencies, which mainly resulted from ignorance of the legislation and from the lack of properly functioning OSH services in their enterprises.

In 2017, 1.9 thousand follow-up inspections were conducted in entities previously inspected as part of the first inspection strategy.

During such inspections the NLI determined to what extent the previously applied legal measures had been effective and also verified whether any new irregularities had occurred. Another important objective of the follow-up inspections was to assess the effectiveness of instruction and advisory activities.

On average, 2 irregularities were identified during each follow-up inspection (on average, 12 during the first inspections). They were usually different from the ones identified at the time of the first inspections. However, it should be emphasised that only during 302 follow-up inspections (i.e. 15%), the NLI identified irregularities which constituted offences against employee rights.

Inspections which were part of the first inspection strategy and follow-up inspections proved that the idea of first inspections is positively received by employers, especially those who have been operating in business for a short period of time. Provision by labour inspectors of information and tips on duties laid down in labour law in the situation where an employer lacks experience in that area (or where HR matters have been commissioned to an external entity), allows the NLI to make the employer more aware of the importance of issues such as OSH, legal protection of labour and legality of employment. It is also an incentive for employers to get to know their duties and, in consequence, it encourages them to observe legal regulations. During the first inspections, labour inspectors provided promotional and educational materials, written in a concise and clear manner, which also enabled employers to deepen their knowledge of labour law.

Summing up, it should be stated that conducting **inspections which are of audit and advisory nature is, in principle, conducive to achieving improvement** in the observance of labour law. One can mainly expect meaningful and positive effects where irregularities result from ignorance or mistakes of an employer, or from the lack of qualified staff. Then employers willingly take advantage of consultancy provided by labour inspectors and they appreciate the audit nature of an inspection. They make use of the expert knowledge of inspectors to increase the level of legal compliance in their enterprises. This is perceptible in

the case of entrepreneurs who (in addition to the first inspection) were also covered with the programme “Obtain the NLI’s diploma”. Thanks to cooperation with labour inspectors, such entrepreneurs improved compliance with labour law in their companies, including regulations and rules of occupational safety and health in a way which made it possible for them to obtain the NLI’s diploma.

However, some employers violate legal provisions intentionally, in spite of the fact that they know labour law and have qualified staff. Although they often justify the existing irregularities with a difficult financial situation of the enterprise, yet it has to be noticed that many of unfulfilled duties are not in any way connected with financial resources and they do not require any investments.

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The National Labour Inspectorate’s **preventive programmes** are based on the principle of self-inspection conducted by employers taking part in such programmes. With the help of tools prepared by the NLI, mainly *Checklists with comments*, employers compare the situation in their enterprises with the legislation in force. If employers identify any cases of non-compliance of the applied solutions, they implement corrective actions and adjust their enterprises to existing standards. The National Labour Inspectorate verifies actions undertaken by participants of preventive programmes through assessment inspections.

In 2017, during implementation of preventive activities, labour inspectors conducted 1021 inspections of employers to assess whether they adjusted their enterprises to the labour law in force and achieved objectives and assumptions of 3 preventive programmes:

- ✓ Accident prevention – for small companies with up to 49 workers, where work accidents have occurred;
- ✓ Obtain the NLI’s diploma – preventive programme for micro-companies;
- ✓ Obtain the NLI’s diploma – preventive programme for forestry service companies.

In the reporting year, 1355 employers participated in the above-mentioned preventive programmes, and 1022 of them reached the stage of audit inspections (75%). It is a satisfying result given the fact that participants of preventive programmes are micro-companies and small firms employing up to 50 workers. The scope of inspections was closely connected with assumptions of a specific programme.

Summing up, one should notice that the majority of employers who declared participation in preventive programmes managed to fulfil the assigned tasks and adjusted their companies to legal requirements. Improvement was also noticeable in enterprises which were involved in preventive activities, but did not obtain a positive assessment as a result of an inspection.

This may mean that some participants need more time to implement a corrective programme.

In 2017, **22 NLI's publications** were produced, 8 of which were new titles. Six leaflets were published: *Employment contracts vs. civil-law contracts*, *Preventive protection of workers' health*, *OSH-related rights of employees*, *OSH-related duties of employers*, *Protection of juveniles' and women's labour*, and *Fixed-term contracts*.

Those publications provided content-related assistance for the campaign "I work legally".

One of the new brochures, titled "Accidents in woodworking. Guidebook for employees and employers", was to assist the campaign "Limiting occupational hazards in enterprises dealing with production of sawmill products and wooden goods"; another new one was "Hazardous asbestos".

The novelty was also the pack "First inspection", including updated re-prints of brochures on legal issues, collected in the thematic paper file (338 thousand copies). In the publication series concerning construction, the NLI re-printed the brochure containing a set of workstation cards titled "Safety at workstations", and the leaflet "Slips and trips".

The publication offer was also expanded by adding, among others, an updated brochure "An accident at work" (10 thousand copies).

The total print run of publications was **362 thousand copies**, of which 120 thousand copies were 12 cards from the series "Safe performance of farming work" (each card in 10 thousand copies).

All publications are available in electronic versions and can be downloaded from the inspectorate's website: www.pip.gov.pl. Printed copies are distributed via District Labour Inspectorates.

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During **cooperation** with public administration authorities, regional self-government units of all levels, authorities tasked with supervising and inspecting working conditions, institutions active in the area of labour protection, as well as scientific-research institutes, the National Labour Inspectorate makes every possible effort to effectively fulfil its statutory tasks aimed at labour protection. The priorities for actions adopted in the reporting year were in particular targeted at implementing the NLI's programme tasks, as well as conclusions and recommendations which were expressed during parliamentary debates, meetings of the

Committee for Social Policy and Family, the Committee for State Supervision, and the Labour Protection Council. The cooperation between individual authorities and institutions consisted in exchanging information which was used to eliminate the current problems in the sphere of labour protection.

The National Labour Inspectorate sent 15.8 thousand **notifications of the inspection outcomes** to competent bodies and authorities. Moreover, 3.8 thousand inspections were conducted **at the request** of concerned parties, and 680 inspections – **jointly** with other authorities.

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The National Labour Inspectorate, as a member of international organisations and numerous expert groups, included many initiatives and tasks into its work programme for the reporting year, which were convergent with the European strategy in the area of occupational safety and health. The NLI also took actions in response to the needs arising from phenomena connected with free movement of persons and goods, noticeable in the country, as well as those indicated by the key foreign partners. The inspectorate's international cooperation was implemented based on institutional and bilateral commitments, taking into account new European regulations, in order to ensure decent work and protection of occupational health and safety of domestic and cross-border workers.

The Senior Labour Inspectors' Committee (SLIC), of which the NLI is a member, pointed out the following priorities in the sphere of labour protection in the last year: the problem of protecting safety and health of labour inspectors performing inspection activities, which was discussed in Malta (the inspectorate's representative gave a presentation on cooperation with the Police and the Border Guard during inspection activity in Poland) and the issue of OSH and actions of national labour inspectorates (discussed at the Thematic Day in Estonia) in the context of **new forms of work, such as temporary work through agencies and internet platforms or work performed online**.

Polish experts being members of working groups operating in the structure of the SLIC Committee were involved in works connected with enforcement of community law, including implementation of cross-border actions; they contributed to the development of the SLIC Work Plan for years 2017-2020, and revised a document, essential for Member States, titled "**Common Principles for Labour Inspection**", which is the basis for assessments of national labour inspection systems, made systematically on behalf of SLIC by international experts. Our inspectorate's representative participated in one of such evaluation visits concerning the Health and Safety Authority in Ireland. Moreover, the NLI's representatives

were engaged in the work connected with functional broadening of the European platform for information exchange (Knowledge Sharing Site, KSS) and in preparations for the SLIC European campaign on occupational safety and health of temporary agency workers and cross-border workers. An important initiative was the establishment by SLIC of a new working group dealing with new risks for occupational safety and health, to which an NLI's expert belongs.

The **Exchange Programme for Labour Inspectors**, implemented under the aegis of the SLIC Committee and financed from the European Commission's resources, is also a significant project. As part of the last-year's edition, a labour inspector from Opole went to **Austria** for a study visit devoted to the topic of accident prevention in the chemical industry, especially OSH during production of chemical substances and mixtures and nanomaterials.

Among expert teams established under the European Commission, one should mention **Administrative Cooperation Groups (ADCO)**. In 2017, the NLI participated actively in meetings concerning the scope of the Directive on personal protective equipment (89/686/EEC); in particular, our expert became involved in the European discussion on interpretation of clauses included in the Regulation 2016/425 on personal protective equipment, on deadlines for validity of EC-type examination certificates and of approval decisions issued by virtue of the Directive 89/686/EEC. The objective of the European Commission's activities in that area has been to develop a guide on transitional periods introduced by the above-mentioned regulation.

Since the European Commission attaches great importance to the issue of posting of workers, last year the **Committee of Experts on Posting of Workers**, with the NLI's participation, continued its work that was devoted, among others, to application of provisions laid down in the *Posting of Workers Directive* to drivers in international transport, as well as amendments to the aforementioned directive.

One should also emphasise intensified activity of the **European Platform**, in which the NLI is represented, for enhancing cooperation to tackle undeclared work. The said group developed a report on bogus self-employment, in which it analysed causes of that phenomenon, actions undertaken in that area and encountered hindrances. The Platform's programme for years 2017-2018 set out three strategic priority axes: cooperation and joint actions (tools for labour inspections, facilitating cross-border cooperation, supporting national structures dealing with undeclared work); mutual learning (educational activities, information exchange); knowledge broadening (facts, figures, concepts, development of national policies). Activities were planned in particular for the construction and transportation sectors, which are strongly affected by the problem of undeclared work.

In connection with our membership of **the International Network of Training Institutes on Labour (RIIFT)**, in 2017 the NLI's delegation attended the 21st RIIFT's meeting, whose topic included influence of the digital revolution on labour markets and aftermaths of digitalisation from the perspective of national labour inspectorates. The discussion focused, among others, on the increasing problem of work-related stress, lack of balance between professional and private life, development of telework which limits the possibilities to ensure safety to teleworkers, and on new forms of employment which are not covered with legal regulations.

In order to maintain good cooperation, the **Belgian** labour inspectorate, which is the most active liaison office contacting the NLI in the area of information exchange on posted workers, organised a meeting in Brussels with the participation of representatives of Polish and Belgian inspection services, as well as the Polish Parliament, the labour ministry and the Social Insurance Institution. The discussion covered, among others, issues such as posting of workers and counteracting of cross-border frauds. The participants shared their experiences on the practical aspects of using the IMI System.

In the reporting year, cooperation with the **French** liaison office was equally important for our inspectorate. Work on the draft bilateral agreement was continued. One of the elements strengthening the cooperation was a meeting in Paris attended by the NLI's delegation, representatives of Polish ministries of labour, foreign affairs and infrastructure, as well as the Polish Permanent Representation to the EU. Our inspectorate was also engaged in actions connected with the planned signing of an agreement between France and the Visegrád Group countries on working conditions, posting of workers and tackling of undeclared work.

The agreement on bilateral cooperation and information exchange with the Labour Inspectorate of the **Republic of Estonia** was finalised and it was signed by the Chief Labour Inspector in the NLI's Training Centre in Wrocław. The document stipulates tightening of cooperation as regards exchange of information on workers posted on the basis of contracts concluded directly with Polish or Estonian employers, or sent to foreign employers by employment agencies. The meeting participants also talked in detail about methods of supervising working conditions and compliance with OSH provisions, as well as preventive, promotional and advisory initiatives.

In the reporting year there was intensive cooperation with the labour inspection of Norway, in particular in the framework of a bilateral project (described below), whose peak point was the signing, in the NLI's Training Centre in Wrocław, of the new agreement on bilateral cooperation and information exchange on matters relating to posting of workers.

As part of our cooperation with the Working Environment Authority (WEA) of the **Kingdom of Denmark**, the agreement on bilateral cooperation was signed in Copenhagen. It regulates the methods and scope of exchanging information on matters concerning posting of workers in the framework of the provision of services, complaints lodged by workers, and mutual informing on accidents involving citizens of the partner countries. It also stipulates the possibility of organising preventive and educational actions. During the meeting, the NLI's delegates familiarised themselves with the rules of employing foreigners in Denmark and the significant role of collective labour agreements, as well as the long-term plans of the Danish inspectorate, also those based on cooperation with the Police and the Tax Office, in the area of counteracting social dumping.

Last year, the most important bilateral cooperation project, in terms of our involvement and its effects, was the one implemented together with the Labour Inspection Authority of the Kingdom of Norway (Arbeidstilsynet), titled **“Posting of workers and legality of employment. Exchange of good practices and experience between the Polish and Norwegian authorities for supervision of working conditions”**, financed in full from resources of the European Economic Area Financial Mechanism 2009-2014 and the Norwegian Financial Mechanism 2009-2014 under the Bilateral Cooperation Fund. The project served to strengthen the bilateral cooperation between labour inspection services from Poland and Norway, and to obtain knowledge of the mechanisms governing the labour markets in both countries, the role of public services in ensuring law observance in labour relations, the position of social partners, as well as the measures for worker protection. The cooperation under the project focused on joint actions in matters relating to legality of employment and posting of workers. During the project, eight representatives of the Norwegian Labour Inspection Authority paid a study visit to Warsaw, and eight NLI's inspectors visited Tromsø, Oslo and Drammen. The participants of those study visits learned about the operational methods of the other inspectorate and about legal framework of the partner institution's activity. The project ended with a two-day international seminar in the NLI's Training Centre in Wrocław, attended by employees of both inspectorates. It was devoted to topics like posting of workers, legality of employment, and challenges and priorities for inspection authorities in both countries in the changing labour market.

In 2017, the National Labour Inspectorate continued its involvement in implementation of the European project titled **“Enhancing administrative cooperation through coordinated transnational activities”**, devoted to issues of posting of workers in the framework of service provision. The project was implemented in cooperation with the French INTEFP Institute, acting as its coordinator. The partners were inspection services and public institutions from fourteen EU Member States and European organisations of social partners. The project was targeted at selected sectors, i.e. construction, agriculture, and temporary

work services, where the percentage of posted workers is high. Its aim was to improve administrative cooperation and access to information, to raise competence of relevant services in cross-border activities, to understand economic conditions in the specific sectors in individual countries, and to learn about various tools and operational methods. The project comprised a theoretical part (workshops and expert seminars), but also a practical part in the form of study visits. The District Labour Inspectorate in Poznań received a visit of representatives from the Dutch Inspectorate of Social Affairs and Employment (SZW Inspectorate), during which the Polish and Dutch inspectors carried out joint inspection activities in enterprises (located in the territory covered by the District's regional competence) which provided services in the Netherlands and, in consequence, posted their workers to temporary performance of work in the territory of that country.

As part of continuation of the project coordinated by the Lithuanian Project Management and Training Centre, titled "**Promotion of Transnational Cooperation Among Stakeholders and Dissemination of Best Practices to Enhance Enforcement of the European Legislation Regarding Posted Workers and Posting Issues**", the NLI's expert attended the 3rd international conference in Tallinn, which brought together representatives of Estonia, Lithuania, Latvia and Poland. The discussion concerned experience of the involved inspectorates related to posting of third country workers, activities undertaken in the framework of international cooperation, and working conditions of drivers in international transport. Moreover, seminars were held in Wrocław, Katowice, Poznań, Szczecin and Zielona Góra, with the participation of the NLI's experts.

A tripartite conference organised during the Presidency of Malta in the EU Council was devoted to the issue of protection of the most vulnerable groups of workers. The session attended by a representative of the NLI's management focused on challenges connected with safety, occupational health and protection against **discrimination of workers in the most difficult professional situation, i.e. temporary workers, elderly persons, the disabled, women and immigrants**. The existing legal framework was presented, as well as statistical data on, among others, numbers of work accidents and occupational diseases in the most vulnerable groups of workers.

Moreover, the NLI's experts participated in the third meeting of the Polish-German Expert Team on Asbestos, which was held in Potsdam. That time the discussions covered issues such as legal requirements for entrepreneurs performing work to secure and remove asbestos-containing products, and especially a comparative analysis of legal regulations in force in both countries and the resulting actions of labour inspectors. From the perspective of the NLI's programme priorities, the Team's work complements the current national activities, both the Chief Labour Inspectorate's supervisory activity and inspection activities of

individual District Labour Inspectorates. The problem which is essential for Poland due to frequent performance of work connected with removal of asbestos-containing products by Polish workers and entrepreneurs abroad was emphasised by the European Commission in the European OSH strategy as one of the priorities for prevention of work-related cancers.

An NLI's representative, specialised in issues of inspecting **legality of employment of foreigners** and observance of employee rights, took part in the conference titled "Strengthening Transnational Cooperation among Labour Standards Enforcement Agencies in Europe: Challenges and Opportunities", organised in Prague as part of the PROMO project (Protecting Mobility through Improving Labour Rights Enforcement in Europe) and STRONGLAB project (Towards stronger transnational cooperation of labour inspections). The conference, held under the auspices of the Ministry of Labour and Social Affairs of the Czech Republic, brought together, among others, representatives of the International Labour Organisation, labour inspections, public administration, trade unions and non-governmental organisations from the Visegrád Group countries (Czech Republic, Poland, Slovakia and Hungary), as well as from Ukraine. The aim of the event was to analyse and discuss challenges and opportunities for better enforcement of labour standards in order to ensure more effective protection and equal treatment of posted and migrant workers in Europe, especially citizens of Ukraine taking up jobs in the European Union countries.

The problem of **human trafficking** was the subject of a meeting in the Netherlands, attended by an NLI's representative, in the framework of preparations for the Joint Action Day to counteract labour exploitation. The meeting was organised by: the British National Crime Agency, the Gangmasters and Labour Abuse Authority in the UK, the Dutch Inspectorate of Social Affairs and Employment (SZW Inspectorate) and FP Phoenix Team in Europol. Its main subject was the arrangement of the Joint Action Day in 2018. Other presented topics included: effects of the 2017 JAD edition, activities against criminal groups dealing with human trafficking for forced labour in sectors and branches such as: transport, agriculture, construction, marine economy, food processing and catering. Examples of national campaigns aimed at raising public awareness of the phenomenon of human trafficking were also described.

Participation of the National Labour Inspectorate in international initiatives is one of the elements of our authority's systemic solutions connected with active involvement of Poland in shaping the rules of labour protection in Europe and in joint development of common principles regulating activities of labour inspectorates in the European Union. In 2017, the tasks were carried out both as continuation of the initiatives from the previous years, in particular in the area of legality of employment, and in response to the pace of changes in the European labour market and the intensified flow of economic migration. Yet, first and

foremost, they resulted from the necessity to ensure adequate conditions of work and remuneration to citizens of Poland performing work abroad and to foreigners taking up work in Poland. Membership of the European Union's groups enabled us to have access to up-to-date knowledge (at the Community level) in areas that are priorities for our inspectorate. It also confirmed the commitment as well as factual and practical preparation of the Polish labour inspection services to undertake joint European actions despite cultural and linguistic differences. Such common actions are indispensable in the light of "disappearing" borders, new hazards identified by EU Member States in the world of work, similar problems and increasingly difficult challenges for labour inspections.

Annexes

1A. Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures *(by District Labour Inspectorates)*.

1B. Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures *(by sectors of the national economy, according to PKD – equivalent of NACE)*.

1C. Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures *(by the number of employees)*.

1D. Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures *(by the forms of ownership)*.

2A. Statistical data on the National Labour Inspectorate's activity in 2017 – offences and crimes against the rights of persons performing paid work *(by District Labour Inspectorates)*.

2B. Statistical data on the National Labour Inspectorate's activity in 2017 – offences and crimes against the rights of persons performing paid work *(by sectors of the national economy, according to PKD – equivalent of NACE)*.

2C. Statistical data on the National Labour Inspectorate's activity in 2017 – offences and crimes against the rights of persons performing paid work *(by the number of employees)*.

2D. Statistical data on the National Labour Inspectorate's activity in 2017 – offences and crimes against the rights of persons performing paid work *(by the forms of ownership)*.

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

4. Number of occupational diseases in Poland in 2017 – by provinces.

5. Economic entities operating in Poland towards the end of 2017 according to the Polish Classification of Activity *(PKD, equivalent of NACE)*.

6. Acts specifying powers of the NLI's inspectors.

7A. Number of staff of the National Labour Inspectorate in 2017.

7B. NLI's employees - breakdown by age, education and duration of employment in the NLI.

Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures
(by District Labour Inspectorates)

1	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 workers to other tasks	those ordering to stop operation of machines	those ordering to pay financial benefits				
2	3	4	5	6	7	8	9	10	11	12	
	TOTAL, including:	80 784	312 626	6 846	3 673	10 103	6 627	7	56 972	279 320	15 224
1.	Białystok	3 334	16 044	301	156	479	193		2 549	13 774	513
2.	Bydgoszcz	3 779	15 887	314	104	429	336		2 786	12 619	1300
3.	Gdańsk	5 502	16 550	221	141	308	399		3 832	18 878	1038
4.	Katowice	9 917	38 901	659	399	735	1 290	1	7 596	37 831	2221
5.	Kielce	2 515	11 053	198	183	305	101	1	1 911	9 343	588
6.	Kraków	4 965	22 508	751	277	753	472	2	3 853	19 855	1503
7.	Lublin	4 063	16 728	600	259	649	564		3 042	13 555	742
8.	Łódź	6 461	24 933	407	218	888	280		4 123	21 244	1026
9.	Olsztyn	3 218	12 224	330	180	669	142		2 209	9 118	435
10.	Opole	2 858	12 136	276	69	267	230		2 069	10 770	957
11.	Poznań	7 618	40 310	869	605	1 294	679		5 568	29 459	1826
12.	Rzeszów	4 611	18 579	293	230	725	368	2	3 361	17 741	422
13.	Szczecin	3 797	16 044	416	223	863	245		2 723	14 516	674
14.	Warszawa	8 256	19 946	666	172	484	957		5 228	22 553	509
15.	Wrocław	7 325	21 582	336	251	576	303		4 457	21 116	901
16.	Zielona Góra	2 565	9 201	209	206	679	68	1	1 665	6 948	569

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

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

³⁾ total number of improvement notices issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI";

⁴⁾ total number of verbal instructions issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI".

Statistical data on the National Labour Inspectorate's activity in 2017 – inspections and legal measures
(by sectors of the national economy, according to PKD – equivalent of NACE)

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 workers 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:	80 784	312 626	6 846	3 673	10 049	6 627	7	56 972	279 320	15 224
1.	Agriculture and forestry, hunting	1 478	5 799	92	109	189	78	0	1 065	5 096	220
2.	Mining and quarrying	355	1 358	22	11		30	0	258	940	36
3.	Manufacturing	16 362	95 181	1 500	833	4 895	1 769	5	11 838	56 568	3165
4.	Electricity production ^{a)}	253	794	18	8	23	19	0	174	669	34
5.	Water supply ^{b)}	1 038	4 992	54	36	105	28	0	732	3 648	161
6.	Construction	15 230	67 726	4 415	2 095	3 539	990	1	8 521	35 209	1931
7.	Trade and repairs ^{c)}	19 281	74 203	339	275	740	1 097	0	14 623	74 652	4022
8.	Transportation and storage	4 584	9 538	64	66	97	740	0	3 658	21 259	1094
9.	Accommodation and food service ^{d)}	3 868	12 735	28	9	80	201	0	3 138	17 494	1045
10.	Information and communication	957	1 960	12	6	21	159	0	636	3 137	172
11.	Finances and insurance ^{e)}	722	1 124	9	5	6	142	0	540	2 434	120
12.	Real estate activities	895	2 444	50	37	69	40	0	609	2 992	143
13.	Professional activities ^{f)}	2 403	6 458	102	44	92	341	1	1 641	8 278	472
14.	Administrative & service activities ^{g)}	4 826	6 881	91	93	79	322	0	3 245	13 328	864
15.	Public administration ^{h)}	923	1 339	9	8	5	8	0	553	2 120	122
16.	Education	2 494	5 857	6	5	32	216	0	1 856	9 964	507
17.	Human health & social work activities	2 024	5 437	5	7	14	224	0	1 610	9 118	480
18.	Arts, entertainment and recreation	892	2 414	19	18	36	89	0	581	2 852	159
19.	Other service activities	2 154	6 353	10	8	25	134	0	1 674	9 497	463
20.	Households ⁱ⁾	10	12	0	0	0	0	0	6	21	1
21.	Extraterritorial organisations ^{j)}	4	4	0	0	0	0	0	4	22	0
22.	Unspecified activity	31	17	1	0	2	0	0	10	22	13

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

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

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

^{d)} Accommodation and food service activities

^{e)} Financial and insurance activities

^{f)} Professional, scientific and technical activities

^{g)} Administrative and support service activities

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

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

^{j)} Extraterritorial organisations and teams

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

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

³⁾ total number of improvement notices issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI";

⁴⁾ total number of verbal instructions issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI".

Source: NLI's data

Statistical data on the National Labour Inspectorate's activity in 2017 – 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:	80 784	312 626	6 846	3 673	10 103	6 627	7	56 972	279 320	15 224
1.	1 - 9 workers	45 630	177 086	4 512	2 445	5 329	2 914	3	31 315	155 387	8130
2.	10 - 49 workers	20 908	89 543	1 534	779	2 948	2 677	4	15 308	78 635	4694
3.	50 - 249 workers	9 191	33 210	595	330	1 357	927	0	6 764	30 528	1719
4.	250 and more workers	5 055	12 787	205	119	469	109	0	3 585	14 770	681

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

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

3) total number of improvement notices issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI"

4) total number of verbal instructions issued by labour inspectors by virtue of art. 11 point 8 of the "Act on NLI"

Source: NLI's data

**Statistical data on the National Labour Inspectorate's activity in 2017 – offences and crimes
against the rights of persons performing paid work
(by District Labour Inspectorates)**

Specification		NUMBER OF							
		identified offences				applied legal measures			notifications of the suspicion of crimes sent to prosecutors' offices
		total	including:			imposed penalty tickets	penalty requests filed with courts	applied disciplinary measures	
those penalised with penalty tickets	those mentioned in penalty requests filed with courts		those covered with disciplinary measures						
1	2	3	4	5	6	7	8	9	10
	TOTAL, including:	62 552	31 137	10 096	21 319	14 680	2 991	13 370	721
1.	Białystok	2 437	1 463	179	795	638	62	465	23
2.	Bydgoszcz	2 075	1 316	328	431	584	106	287	33
3.	Gdańsk	3 657	1 661	975	1 021	775	196	691	71
4.	Katowice	5 385	2 879	779	1 727	1 553	236	1 238	103
5.	Kielce	1 904	1 058	329	517	409	81	273	27
6.	Kraków	3 524	1 703	357	1 464	1 105	138	1 124	38
7.	Lublin	3 035	1 342	568	1 125	689	272	690	16
8.	Łódź	7 626	3 317	738	3 571	1 100	231	1 644	27
9.	Olsztyn	2 663	1 386	268	1 009	666	110	651	27
10.	Opole	2 785	1 320	451	1 014	457	111	475	39
11.	Poznań	7 017	3 880	1 471	1 666	2 106	491	1 215	73
12.	Rzeszów	3 834	1 583	429	1 822	747	158	1 190	52
13.	Szczecin	3 283	1 251	879	1 153	548	169	578	57
14.	Warszawa	8 112	4 736	1 389	1 987	2 109	295	1 412	52
15.	Wrocław	3 393	1 269	671	1 453	685	222	1 030	55
16.	Zielona Góra	1 822	973	285	564	509	113	407	28

Source: NLI's data

**Statistical data on the National Labour Inspectorate's activity in 2017 – 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 the suspicion of crimes sent to prosecutors' offices
		total	including:			imposed penalty tickets	penalty requests filed with courts	applied disciplinary measures	
those penalised with penalty tickets	those mentioned in penalty requests filed with courts		those covered with disciplinary measures						
1	2	3	4	5	6	7	8	9	10
	TOTAL, including:	62 552	31 137	10 096	21 319	14 680	2 991	13 370	721
1.	Agriculture and forestry, hunting	1 101	576	151	374	237	47	223	12
2.	Mining and quarrying	241	149	46	46	95	14	40	2
3.	Manufacturing	13 760	7 409	2 067	4 284	3 545	578	2 654	122
4.	Electricity production ^{a)}	146	74	26	46	39	9	27	5
5.	Water supply ^{b)}	642	348	68	226	159	22	138	10
6.	Construction	16 098	9 578	2 083	4 437	4 643	629	2 851	130
7.	Trade and repairs ^{c)}	12 633	5 811	1 715	5 107	2 606	548	3 141	123
8.	Transportation and storage	4 392	2 252	942	1 198	1 001	265	780	96
9.	Accommodation and food service ^{d)}	3 334	1 314	795	1 225	569	237	736	49
10.	Information and communication	600	201	181	218	108	56	137	12
11.	Finances and insurance ^{e)}	492	158	170	164	75	31	100	11
12.	Real estate activities	663	247	189	227	124	26	139	6
13.	Professional activities ^{f)}	1 595	624	343	628	317	107	370	18
14.	Administrative & service activities ^{g)}	2 904	1 111	780	1 013	558	254	750	55
15.	Public administration ^{h)}	264	76	28	160	43	14	114	6
16.	Education	1 073	285	138	650	137	48	368	17
17.	activities	925	354	119	452	158	41	290	19
18.	Arts, entertainment and recreation	402	147	68	187	71	21	116	6
19.	Other service activities	1 238	411	185	642	188	42	376	18
20.	Households ⁱ⁾	16	0	1	15	0	1	8	0
21.	Extraterritorial organisations ^{j)}	0	0	0	0	0	0	0	0
22.	Unspecified activity	33	12	1	20	7	1	12	4

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

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

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

^{d)} Accommodation and food service activities

^{e)} Financial and insurance activities

^{f)} Professional, scientific and technical activities

^{g)} Administrative and support service activities

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

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

^{j)} Extraterritorial organisations and teams

**Statistical data on the National Labour Inspectorate's activity in 2017 – 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 the suspicion of crimes sent to prosecutors' offices
		total	including:			imposed penalty tickets	penalty requests filed with courts	applied disciplinary measures	
those penalised with penalty tickets	those mentioned in penalty requests filed with courts		those covered with disciplinary measures						
1	2	3	4	5	6	7	8	9	10
	TOTAL, including enterprises with:	62 552	31 137	10 096	21 319	14 680	2 991	13 370	721
1.	1 - 9 workers	37 159	17 792	6 695	12 672	8 242	2 009	7 684	504
2.	10 - 49 workers	16 361	8 636	2 369	5 356	3 948	676	3 382	132
3.	50 - 249 workers	6 226	3 165	869	2 192	1 616	229	1 473	53
4.	250 and more workers	2 806	1 544	163	1 099	874	77	831	32

Source: NLI's data

Persons injured in work-related accidents by 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	2017	88 330	269	661	87 400
	2016	87 886	239	464	87 183
Agriculture, forestry, hunting and fishing	2017	1 323	16	20	1 287
	2016	1 224	10	18	1 196
Mining and quarrying	2017	2 200	11	10	2 179
	2016	2 204	27	9	2 168
Manufacturing	2017	29 057	43	349	28 665
	2016	28 921	50	228	28 643
Power, gas, steam, hot water production and supply, air supply for air-conditioning systems	2017	707	5	9	693
	2016	674	3	5	666
Water supply; waste management and remediation	2017	2 527	7	21	2 499
	2016	2 350	4	4	2 342
Construction	2017	5 390	58	100	5 232
	2016	5 468	51	70	5 347
Wholesale and retail trade; repair of motor vehicles, including motorcycles	2017	11 816	27	35	11 754
	2016	11 808	17	35	11 756
Transportation and storage	2017	6 949	56	37	6 856
	2016	6 374	37	33	6 304
Accommodation and food service activities	2017	1 313	2	3	1 308
	2016	1 393	2	2	1 389
Information and communication	2017	471	-	4	467
	2016	539	2	-	537
Financial and insurance activities	2017	1 068	2	4	1 062
	2016	1 036	1	2	1 033
Real estate activities	2017	943	3	3	937
	2016	855	1	1	853
Professional, scientific and technical activities	2017	1 201	2	5	1 194
	2016	1 189	5	9	1 175

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 service activities	2017	4 009	14	25	3 970
	2016	4 198	11	21	4 166
Public administration and national defence; compulsory social security	2017	4 091	10	10	4 071
	2016	4 072	5	11	4 056
Education	2017	4 609	8	10	4 591
	2016	4 816	6	3	4 807
Human health and social work activities	2017	9 337	2	6	9 329
	2016	9 476	6	9	9 461
Arts, entertainment and recreation activities	2017	881	3	7	871
	2016	840	1	3	836
Other services	2017	438	-	3	435
	2016	449	-	1	448

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

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

Number of occupational diseases in Poland in 2017 – by provinces

Province	Number of cases
Total	1 942
Dolnośląskie	206
Kujawsko-Pomorskie	95
Lubelskie	97
Lubuskie	68
Łódzkie	50
Małopolskie	147
Mazowieckie	217
Opolskie	17
Podkarpackie	43
Podlaskie	116
Pomorskie	91
Śląskie	369
Świętokrzyskie	96
Warmińsko-Mazurskie	106
Wielkopolskie	132
Zachodniopomorskie	91
Enterprises located abroad	1

Source: Data of the Occupational Medicine Institute in Łódź

Economic entities operating in Poland towards the end of 2017
by PKD sections (Polish Classification of Activity, 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	743 272	1 117 999
A. Agriculture, forestry, hunting and fishing	10 021	7 878
B. Mining and quarrying	1 317	738
C. Manufacturing	92 597	99 318
D. Production of electricity	1 223	867
E. Water supply	5 007	2 854
F. Construction	94 852	167 720
G. Trade, repairs	197 810	225 826
H. Transportation and storage	53 298	78 702
I. Accommodation and food service activities	29 046	22 065
J. Information and communication	14 933	67 216
K. Financial and insurance activities	13 064	31 748
L. Real estate activities	15 108	24 669
M. Professional, scientific and technical activities	59 469	155 432
N. Administrative and support service activities	22 558	38 339
O. Public administration	6 810	299
P. Education	34 152	26 838
Q. Human health and social work activities	33 568	85 173
R. Arts, entertainment and recreation activities	11 009	13 735
S. Other service activities	41 440	60 465
T. Households	2	3
U. Extraterritorial organisations	122	7
X. Unspecified activity	5 866	8 107

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 2017).

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 2018, item 623
2	Act of 26 June 1974 – Labour Code	Journal of Laws of 2018, item 108, as amended
3	Act of 14 June 1960 – Code of administrative proceedings	Journal of Laws of 2017, item 1257, as amended
4	Act of 17 November 1964 – Code of civil proceedings	Journal of Laws of 2018, item 155, as amended
5	Act of 20 May 1971 – Code of misdemeanours	Journal of Laws of 2018, item 618
6	Act of 6 June 1997 – Code of criminal proceedings	Journal of Laws of 2017, item 1904, as amended
7	Act of 24 August 2001 – Code of proceedings in misdemeanour cases	Journal of Laws of 2018, item 475
8	Act of 6 June 1997 – Criminal code	Journal of Laws of 2017, item 2204, as amended
9	Act of 1 December 1961 on marine chambers	Journal of Laws of 2016, item 1207
10	Act of 17 June 1966 on enforcement proceedings in administration	Journal of Laws of 2017, item 1201, as amended
11	Act of 24 June 1983 on social labour inspection	Journal of Laws of 2015, item 567
12	Act of 6 April 1990 on the Police	Journal of Laws of 2017, item 2067, as amended
13	Act of 12 October 1990 on the Border Guard	Journal of Laws of 2017, item 2365, as amended
14	Act of 23 May 1991 on settling collective disputes	Journal of Laws of 2018, item 399, as amended
15	Act of 23 May 1991 on trade unions	Journal of Laws of 2015, item 1881
16	Act of 25 October 1991 on organising and conducting cultural activity	Journal of Laws of 2017, item 862, as amended
17	Act of 4 March 1994 on funds for social benefits in companies	Journal of Laws of 2017, item 2191, as amended
18	Act of 29 June 1995 on public statistics	Journal of Laws of 2016, item 1068, as amended
19	Act of 10 April 1997 – Energy Law	Journal of Laws of 2018, item 755, as amended
20	Act of 27 June 1997 on occupational medicine service	Journal of Laws of 2014, item 1184, as amended

21	Act of 27 August 1997 on professional and social rehabilitation and employment of the disabled	Journal of Laws of 2018, item 511
22	Act of 13 October 1998 on the social insurance system	Journal of Laws of 2017, item 1778, as amended
23	Act of 7 October 1999 on the Polish language	Journal of Laws of 2011, item 224, as amended
24	Act of 9 November 2000 on repatriation	Journal of Laws of 2018, item 609
25	Act of 29 November 2000 – Nuclear Law	Journal of Laws of 2018, item 792
26	Act of 21 December 2000 on inland navigation	Journal of Laws of 2017, item 2128
27	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 2017, item 290, as amended
28	Act of 22 June 2001 on genetically modified microorganisms and organisms	Journal of Laws of 2017, item 2134, as amended
29	Act of 11 August 2001 on special rules of reconstruction, repair and demolition of buildings destroyed or damaged in natural disasters	Journal of Laws of 2016, item 1067, as amended
30	Act of 6 September 2001 on road transportation	Journal of Laws of 2017, item 2200, as amended
31	Act of 5 April 2002 on European works councils	Journal of Laws of 2012, item 1146, as amended
32	Act of 21 June 2002 on explosive materials for civil uses	Journal of Laws of 2017, item 283, as amended
33	Act of 30 August 2002 on the conformity assessment system	Journal of Laws of 2017, item 1226, as amended
34	Act of 10 October 2002 on the minimum remuneration for work	Journal of Laws of 2017, item 847, as amended
35	Act of 30 October 2002 on social insurance in case of work accidents and occupational diseases	Journal of Laws of 2017, item 1773, as amended
36	Act of 9 July 2003 on employment of temporary workers	Journal of Laws of 2018, item 594
37	Act of 17 October 2003 on underwater works	Journal of Laws of 2017, item 1970
38	Act of 16 April 2004 on working time of drivers	Journal of Laws of 2012, item 1155, as amended
39	Act of 20 April 2004 on the promotion of employment and labour market institutions	Journal of Laws of 2017, item 1065, as amended
40	Act of 4 March 2005 on the European grouping of economic interests and a European company	Journal of Laws of 2015, item 2142, as amended
41	Act of 7 April 2006 on informing and consulting employees	Journal of Laws, item 550, as amended
42	Act of 13 July 2006 on the protection of claims of workers in case of insolvency of the employer	Journal of Laws of 2016, item 1256, as amended
43	Act of 22 July 2006 on transferring money to benefit-payers for increasing salaries	Journal of Laws, item 1076, as amended

44	Act of 22 July 2006 on a European cooperative	Journal of Laws of 2016, item 7, as amended
45	Act of 25 April 2008 on participation of employees in a company established by cross-border fusion of companies	Journal of Laws, item 525
46	Act of 19 December 2008 on bridging pensions	Journal of Laws of 2017, item 664, as amended
47	Act of 20 May 2010 on medical products	Journal of Laws of 2017, item 211, as amended
48	Act of 25 February 2011 on chemical substances and their mixtures	Journal of Laws of 2018, item 143
49	Act of 15 April 2011 on medical treatment activity	Journal of Laws of 2018, item 160, as amended
50	Act of 18 August 2011 on safety at sea	Journal of Laws of 2018, item 181
51	Act of 15 June 2012 on the effects of entrusting work to foreigners staying in the territory of Poland in violation of legal provisions	Journal of Laws, item 769
52	Act of 12 December 2013 on foreigners	Journal of Laws of 2017, item 2206, as amended
53	Act of 5 August 2015 on work at sea	Journal of Laws of 2018, item 616
54	Act of 9 October 2015 on biocidal products	Journal of Laws of 2018, item 122, as amended
55	Act of 13 April 2016 on conformity assessment and market surveillance systems	Journal of Laws of 2017, item 1398, as amended
56	Act of 10 June 2016 on the posting of workers in the framework of the provision of services	Journal of Laws, item 868, as amended
57	Act of 8 June 2017 on the method of determining the lowest basic remuneration for workers performing medical jobs and engaged in medical treatment entities	Journal of Laws, item 1473
58	Act of 10 January 2018 on limiting retail trade on Sundays, holidays and some other days	Journal of Laws, item 305, as amended
59	Act of 6 March 2018 – Entrepreneurs Law	Journal of Laws, item 646
60	Act of 6 March 2018 on the Central Registration and Information on Business and Information Point for Entrepreneurs	Journal of Laws, item 647

According to the legal status as of 07.05.2018

A. NUMBER OF STAFF OF THE NATIONAL LABOUR INSPECTORATE IN 2017

Specification	National Labour Inspectorate			
	Total	Staff in the Chief Labour Inspectorate	Staff in District Labour Inspectorates	Staff of the NLI's Training Centre in Wrocław
Total, including:	2565	196	2318	51
managers, excluding chief accountants	25	24		1
inspectors in managerial positions (District Labour Inspectors and their deputies)	46		46	
principal labour inspectors - heads of sub-districts	41		41	
other inspectors	1516		1516	
trainee inspectors	47		47	
specialised staff not conducting inspections	388	112	266	10
employees registering and analysing work of labour inspectors	164	24	133	7
accounting staff, including chief accountants	76	11	61	4
administrative staff	205	21	174	10
support staff	57	4	34	19

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

Specification	Number of persons	Percent of all employees
AGE		
below 30 years of age	71	2,8
31-40 years	572	22,3
41-50 years	912	35,5
51-60 years	689	26,9
over 60 years of age	321	12,5
EDUCATION		
ACADEMIC, including:	2341	91,3
legal	626	24,4
administrative	251	9,8
technical	996	38,8
other faculties	468	18,3
COLLEGE	46	1,8
SECONDARY	146	5,7
VOCATIONAL	24	0,9
PRIMARY	8	0,3
DURATION OF EMPLOYMENT IN NLI		
up to 10 years	897	35
11-20 years	926	36,1
21-30 years	638	24,9
over 30 years	104	4