

Fostering a work safety culture in Polish companies – the role of the National Labour Inspectorate

*EU-Georgia Dialogue on Labour, Employment and Social Issues:
Labour standards and inspection
19 & 20 October 2018, Tbilisi, Georgia*

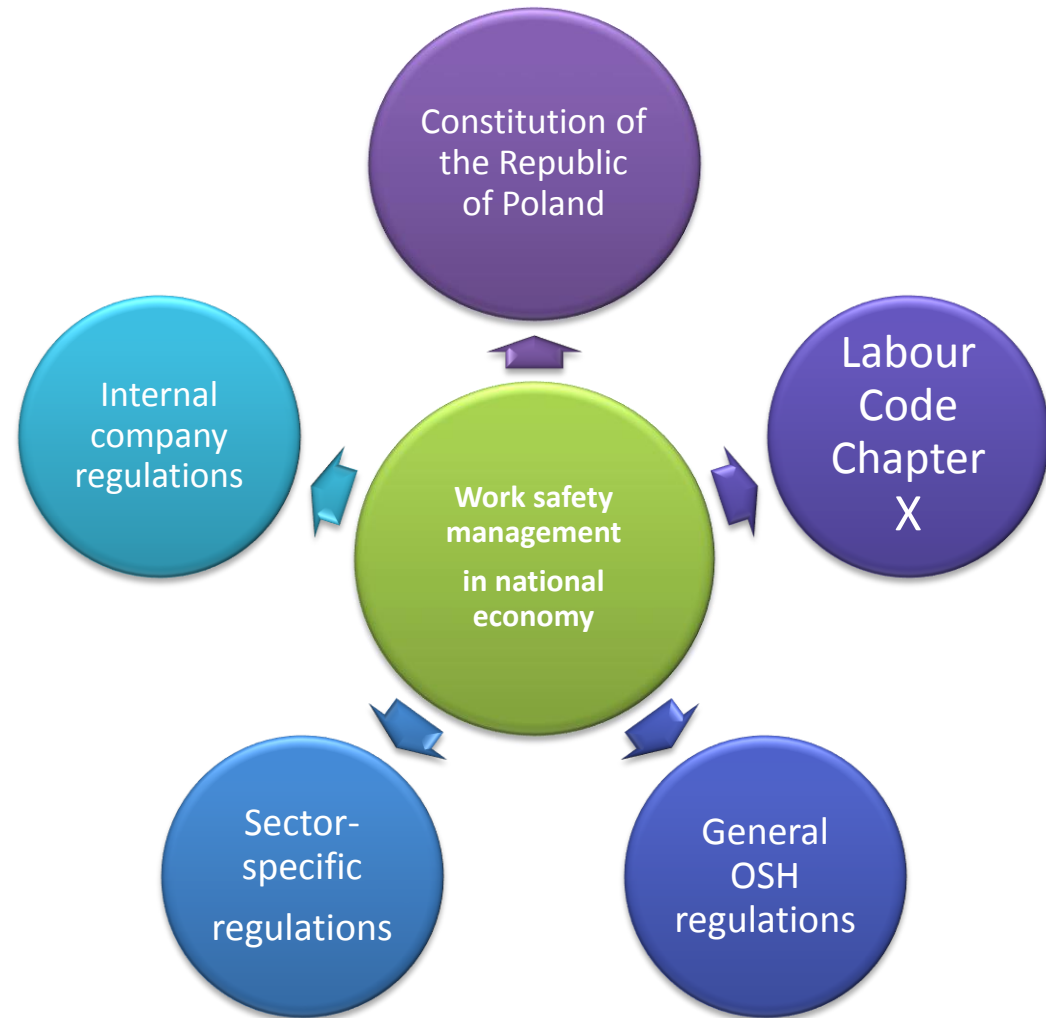


PAŃSTWOWA INSPEKCJA PRACY

System of labour protection in Poland

State authorities for supervision of working conditions :

- National Labour Inspectorate
- State Sanitary Inspection
- Technical Surveillance Authority
- State Mining Authority
- Construction Surveillance Authority
- National Fire Service
- Inspectorate of Environmental Protection
- Border Guard and Customs Service



Labour Inspection in Poland

Statutory tasks of the NLI:

- supervision and inspection of compliance with the labour law, including OSH provisions,
- inspection of legality of employment,
- prevention and promotion

● NLI in Poland



16 District
Labour
Inspectorates

42 field
offices

NLI's
training
centre in
Wrocław

Work safety culture – definition and objectives

NLI's activity

TARGETED AND
EFFECTIVE
INSPECTIONS

PROGRAMMES OF
PREVENTION AND
LEARNING AIDS

COMMUNICATION
CAMPAIGNS,
COMPETITIONS,
GUIDANCE

SAFETY CULTURE

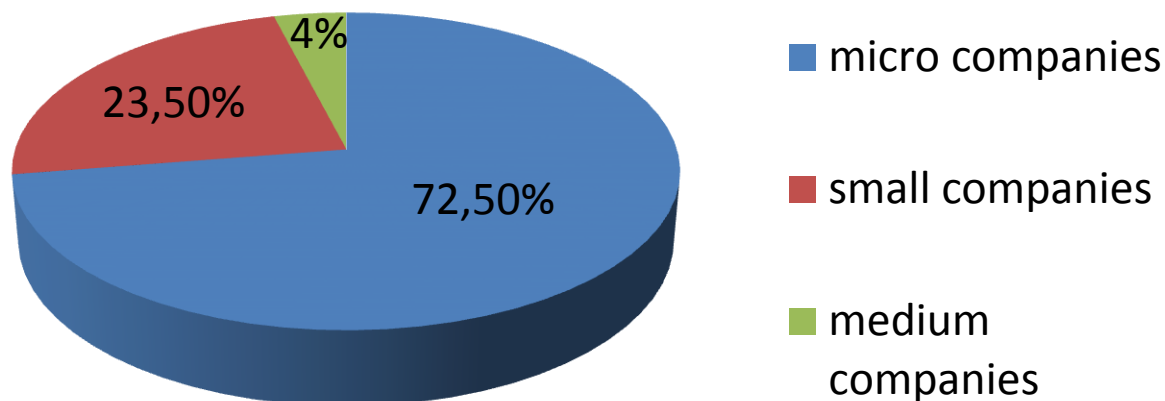
„The safety culture of an organisation is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisation's health and safety management.”

The Health and Safety Executive (UK)

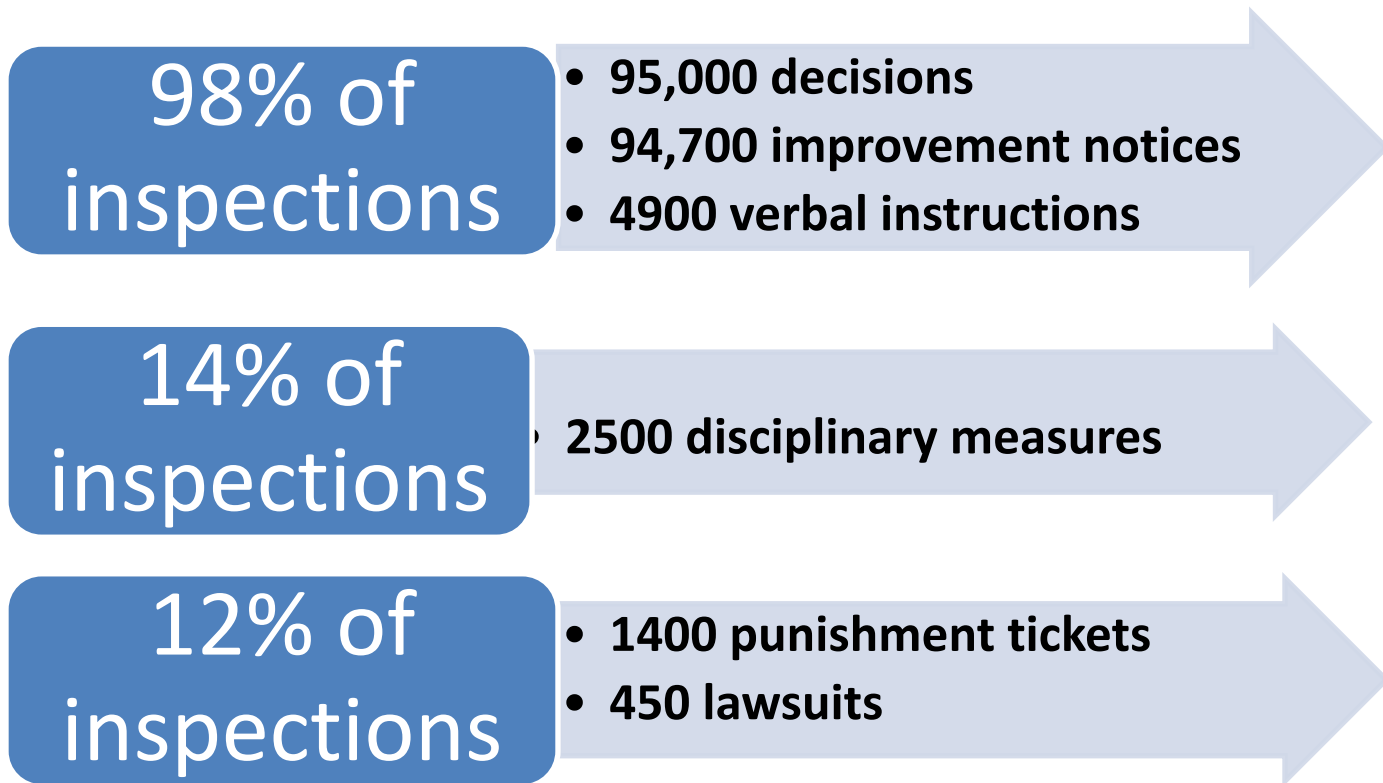
„First inspection” – objectives

In 2017 over 15,000 inspections of instructive and advisory nature were carried out by the National Labour Inspectorate

The structure of first inspections – by company size



„First inspection” – results in 2017



Over **97,000 pieces of advice** were offered with regard to legal protection of labour, legality of employment and work safety.

NLI's programmes of prevention

Signing up for the programme



Subject-related training



Diagnosing irregularities and remedying the situation by way of self-inspection



Audit conducted by the NLI



Certificate of programme completion

- ✓ *Obtain the NL's diploma*
- ✓ *Accident prevention*
- ✓ *Construction. Zero accidents!*
- ✓ *Counteracting negative effects of work-related stress*
- ✓ *Prevention and promotion in private farming*
- ✓ *Educational programme – Safety culture*

NLI's educational programme

Safety culture

The programme is addressed to students of secondary schools and universities

The programme aims to:

- popularise the idea of safe work as a standard in future working life,
- raise awareness of hazards in the working environment,
- instill the knowledge of labour law, including OSH.



NLI's communication campaigns - exemplary initiatives



Zanim
podejmiesz pracę

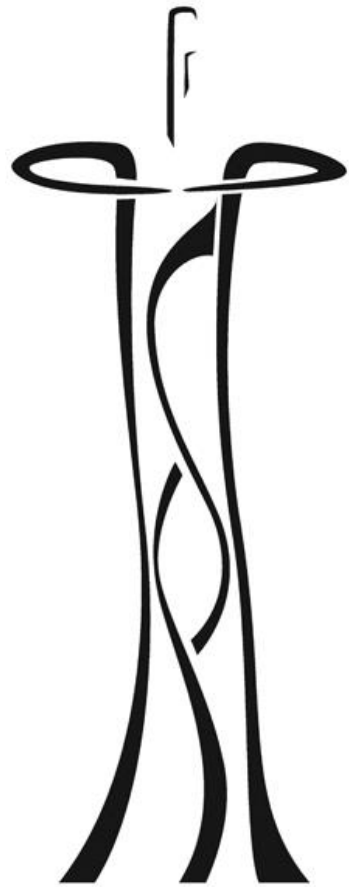
- BEFORE YOU TAKE A JOB
- **Target group:** students and young persons commencing professional activity
- **Objectives:** raising awareness of legal employment, labour protection, as well as basic OSH issues such as OSH training and medical examinations
- Cooperation with over 40 universities
- Over 700 training events with nearly 26,000 people trained
- Promotion of the campaign's messages in mass media

BEZPIECZEŃSTWO
PRACY ZALEŻY OD
CIEBIE



- WORK SAFETY DEPENDS ON YOU
- **Target group:** workers and employers of high risk sectors
- **Objectives:** striving for prevention of workplace accidents caused by human error – including incorrect or unauthorised actions of workers
- 710 training events and information meetings
- Promotion of the campaign's messages in mass media

Promotion of proper attitudes and good practice - competition „Employer – organiser of safe work”



MECUM TUTISSIMUS IBIS

The competition promotes companies where care for work safety exceeds legal standards.

The competition is conducted at a regional and national level.

It includes three categories of workplaces: small, medium and large.

Participants are evaluated in terms of their compliance with legal provisions on safe work organization, as well as implementation of technical solutions to improve safety and health protection of workers.

Winners of the national level are awarded a statuette „Mecum Tutissimus Ibis” and are entered in the NLI’s golden list of employers.

Employers' and workers' views upon work safety – social survey conducted by the NLI

Survey performed on a sample of **1065 workers** at the age of **18-65**.

- **59%** of all respondents thought their knowledge of labour law was rather poor or very poor
- **89%** of respondents stated that young people should be advised of their worker rights and obligations during school education

- **52%** of work organizers thought that the level of safety in their workplace was fairly high, and **34%** considered it high
- **50%** of respondents saw the need to increase direct supervision on the part of managers, and **43%** - the need to provide extra training for workers, while **38%** believed that workers should be punished for hazardous behaviour
- **50%** of respondents thought that provision of guidance should be the main task of the National Labour Inspectorate.

Survey performed on a sample of **400 people** responsible for taking **key decisions** in the area of **occupational safety and health** in workplaces.

Conclusions and recommendations



- ✓ Employers have a major role to play in fostering safety culture
- ✓ OSH regulators should support employers in activities aimed at educating workers

- activity of the National Labour Inspectorate in the area of labour protection aims to develop work safety culture and legal compliance not only through supervision and inspection, but also through various forms of social communication and involvement of all stakeholders responsible for work safety and labour protection issues.
- cooperation of different institutions concerned with labour protection is vital for developing proper attitudes and building safety culture.
- cooperation with the mass media is also crucial as they constitute an easily accessible source of information on OSH and labour law for Polish employers and workers



Thank you for attention!

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