OSH BAROMETER

Poland

Country Report

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Poland Country Report Index

This document contains the OSH Barometer Country Report Summary of Poland

Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity **'EU OSH INFO System'**, EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology

Poland

OSH authority

Ministry of Family, Labour and Social Policy

See more in its website and in OSHwiki
The Ministry of Family, Labour and Social Policy plays a key role in the labour protection system in Poland. The ministry is the main body responsible for the development and implementation of the national occupational safety and health (OSH) strategy and policies.

The institutions overseeing the compliance of enterprises with OSH regulations include the National Labour Inspectorate (*Państwowa Inspekcja Pracy*), the State Sanitary Inspection Authority (*Państwowa Inspekcja Sanitarna*), the Office of Technical Inspection (*Urząd Dozoru Technicznego*) and the State Mining Authority (*Wyższy Urząd Górniczy*).

Labour Protection Council of the Sejm of the Republic of Poland (ROP — Rada Ochrony Pracy)

See more in its website and in OSHwiki
ROP is an institution of the lower chamber of the Polish Parliament (Sejm) that oversees general working conditions in Poland and the National Labour Inspectorate's operations. Its main responsibilities include assessing the National Labour Inspectorate's activities, reviewing drafts of legal acts of labour protection and analysing labour protection issues at the national level.

National Labour Inspectorate (PIP — Państwowa Inspekcja Pracy)

See more in its website and in OSHwiki
PIP is subordinate to the lower chamber of the Polish Parliament (Sejm) and is supervised by the Labour Protection Council, whose role is to evaluate the inspectorate's programmes, tasks and activities, and analyse labour protection issues at the national level. PIP is formed of both the Chief Labour Inspectorate and the district labour inspectorates, and is presided over by the Chief Labour Inspector. A district labour inspectorate covers one or more provinces. Subdistrict offices may be established within the structure of district labour inspectorates.

The main responsibilities of PIP include:

- supervising and inspecting enterprises' compliance with labour laws;
- carrying out the OSH regulations compliance audit of refurbished and modernised workplaces, machinery, technical devices and other technologies;
- inspecting legal employment and other paid work (including the employment of foreign workers);
- carrying out the OSH standards compliance audit of personal protective equipment merchandise that has been sold, as governed by separate regulations;
- undertaking steps to reduce health-related work hazards;
- cooperating with environmental protection agencies on the auditing of regulations aimed at countering industry environmental hazards;
- reviewing drafts of labour law acts.

State Sanitary Inspection Authority (PIS — Państwowa Inspekcja Sanitarna)

See more in its website and in OSHwiki
PIS is subordinate to the Ministry of Health and is presided over by the Chief Sanitary Inspector. It is the primary institution that is responsible for public health protection. It focuses particularly on infectious disease control, food and nutrition safety, environmental hygiene, health promotion and other public health-related issues. PIS realises its goals through the following steps:

- conducting a sustained and preventive sanitary supervision;
- preparing epidemiological analyses, studies and assessments;
- overseeing working conditions in various workplaces, focusing on harmful factors such as dust, noise, vibration, chemical agents and their levels;
- supervising environmental hygiene and food safety,
- promoting public health, proper hygiene habits and disease prevention methods.

Office of Technical Inspection (UDT — Urząd Dozoru Technicznego)

See more in its website and in OSHwiki
The UDT is a Polish inspection body established to ensure the safety of technical devices and installations. The office's main goal is to assess conformity of technical equipment with the relevant regulations and specifications in the product design, manufacturing and service process. Its duties also include technical safety and failure analysis as well as the dissemination of information on technical safety and related issues. The UDT is a non-profit organisation, independent at both financial and operational levels.

State Mining Authority (WUG — Wyższy Urząd Górniczy)

See more in its website and in OSHwiki
WUG was established by the Geological and Mining Law Act and is presided over by the President of the State Mining Authority, who is subordinate to the Minister of Energy Minister Energii. The main responsibility of the State Mining Authority is to monitor and supervise work-related safety and health; fire protection; mine rescue; the management of mineral deposits in the extraction process; environmental protection, including damage prevention; and the construction and closure of mining plants, including land reclamation and the rehabilitation of post-mining areas.

The mission of the State Mining Authority is:

- to improve work safety in mines;
- to protect miners' health;
- to ensure efficient and sustainable management of mineral deposits;
- to reduce the negative impact of the extractive industry on the environment.

Compensation and insurance body

Agricultural Social Insurance Fund (KRUS — Kasa Rolniczego Ubezpieczenia Społecznego)

See more in its website and in OSHwiki
KRUS was established as a unique social insurance institution, fully dedicated to rural areas. The purpose of creating such an independent social insurance body was to ensure an efficient administration of the agricultural social insurance funds as well as to take on entirely new responsibilities to cater to the particular needs of rural communities.

Social Insurance Institution (ZUS)

See more in its website and in OSHwiki
ZUS collects citizens' social and health insurance contributions and distributes benefits (e.g. pensions, sickness allowance, maternity allowance). It is the dispenser of the Social Insurance Fund (FUS —Fundusz Ubezpieczeń Społecznych), which was established on 1 January 1999, by virtue of the Social Insurance System Act, to perform tasks related to social insurance . The following funds are distinguished within FUS:

- the old-age pension fund, established to finance old-age pensions and public deficit expenditure, to guarantee the pay out of funded pensions;
- the pension fund, established to finance, among other things, incapacity benefits, training benefits, survivors' pensions, supplements to survivors' pensions for complete orphans, nursing allowances, funeral grants, etc.;
- the sickness fund, established to finance sickness, maternity, care, compensatory allowances and rehabilitation benefits;
- the accident fund, established to finance occupational accident pensions and allowances, lump-sum compensations, and incapacity benefits as a direct result of occupational accident or disease.

Compulsory occupational accident insurance covers persons subject to pension insurance, for example employees, freelancers (contractors), members of agricultural production cooperatives, persons running an agriculture-related business and their contractors.

A percentage rate of the occupational accident insurance contribution is differentiated by individual contribution payers and depends on the occupational risk category as well as the number of persons covered by the work accident insurance.

Prevention institute

N.A.

See more in OSHwiki

Central Institute for Labour Protection — National Research Institute (CIOP-PIB — Centralny Instytut Ochrony Pracy — Państwowy Instytut Badawczy)

See more in its website and in OSHwiki
CIOP-PIB is the main scientific research institution in Poland that employs a comprehensive approach to improving working conditions according to hu¬man psychophysical abilities. The institute's main activity constitutes re¬search and development tasks, which lead to new technical and organisati¬onal solutions in the fields of labour protection, occupational safety, health and ergonomics, as well as other tasks that are essential for realising the goals of the socio-economic policy in the OSH field. The institute is a le¬gally, organisationally, economically and financially independent state body

Nofer Institute of Occupational Medicine (IMP — Instytut Medycyny Pracy im. Prof. J. Nofera)

See more in its website and in OSHwiki
IMP is a scientific research centre that has been active for over 50 years. It works on all aspects of occupational medicine, public health and environmental health. The scope of its activity has evolved over time, in line with national and global standards as well as the institute's goal of providing recommendations of the highest quality, to contribute to the improvement of life and working conditions. The institute is also the country's leading medical training centre, offering training courses to medical professionals.

Institute of Occupational Medicine and Environmental Health (IMPiZŚ — Instytut Medycyny Pracy i Zdrowia Środowiskowego)

See more in its website and in OSHwiki
IMPiZŚ is a scientific research centre focused on occupational medicine and environmental health research as well as study, implementation, training, diagnostic and treatment activities. IMPiZŚ has been engaged in promoting public health and disease prevention awareness campaigns.

Central Mining Institute (GIG — Główny Instytut Górnictwa)

See more in its website and in OSHwiki
GIG is a scientific research and development organisation dedicated to the mining industry as well as other types of small and medium-sized enterprises (SMEs), national and local administration institutions and international partners.

Institute of Rural Health (IMW — Instytut Medycyny Wsi)

See more in its website and in OSHwiki
The IMW is a scientific research and treatment services institution dedicated to a wide range of rural public health and environmental health issues. The institute’s activities cover the following areas:

- assessing public health risks in rural areas;
- assessing environmental and working conditions in rural areas;

influencing the rural healthcare policy.

Standardisation body

Polish Committee for Standardisation (PKN)

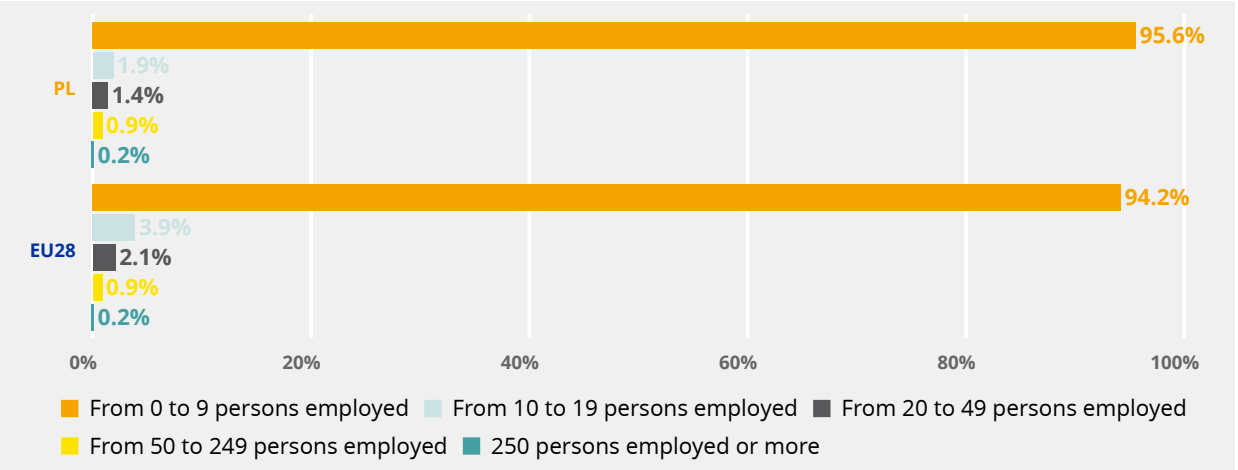
See more in its website and in OSHwiki
The PKN is a national standards body responsible for the organisation of standardisation activities. It is not a government agency, but a body governed by public law. The basis for its operations constitutes the Polish Standardisation Act of 12 September 2002, which defines the principal goals and responsibilities of the PKN. The PKN is a body that is legally authorised to represent the interests of Poland in the international standardisation arena.

Generic information Economic and sector profile

The indicator ‘Economic and sector profile’ displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

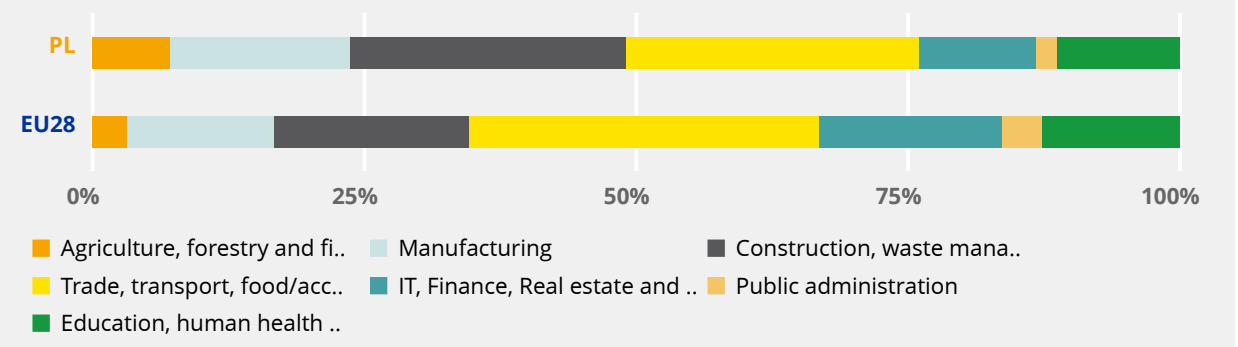
Source: EUROSTAT. For further information refer to Methodology

Company size



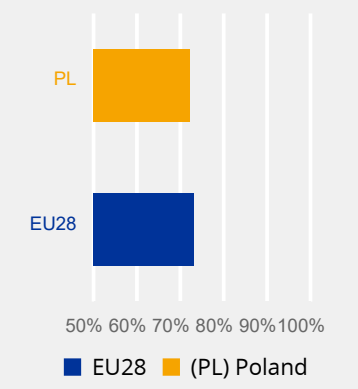
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	PL	95.6	EU28	94.2
From 10 to 19 persons employed	PL	1.9	EU28	3.9
From 20 to 49 persons employed	PL	1.4	EU28	2.1
From 50 to 249 persons employed	PL	0.9	EU28	0.9
250 persons employed or more	PL	0.2	EU28	0.2

Employment per sector



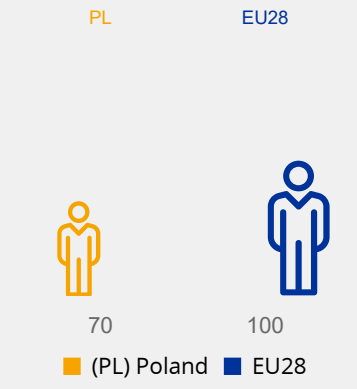
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	PL	7.1	EU28	3.2
Manufacturing	PL	16.6	EU28	13.5
Construction, waste management, water and electricity supply	PL	25.4	EU28	18
Trade, transport, food/accommodation and recreation activities	PL	27	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	PL	10.7	EU28	16.9
Public administration	PL	2	EU28	3.7
Education, human health and social work activities	PL	11.3	EU28	12.7

Employment rate



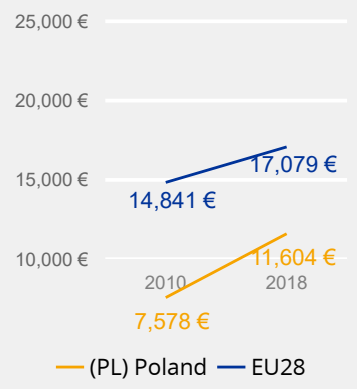
Country	Value (%)
EU28	73.2
(PL) Poland	72.2

GDP per capita in relation to EU28 average



Country	Value (%)
(PL) Poland	70.3
EU28	100

Income per capita



Country	Year	Income
(PL) Poland	2010	4405
(PL) Poland	2018	6574
EU28	2010	14841
EU28	2018	17383

Generic information **Workforce profile**

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
EU28	***43.3 years***	***58.7 %***	***67.4 %***	***79 %***	***73.2 %***	***6.8 %***
PL	***41 years***	***48.9 %***	***65 %***	***79.4 %***	***72.2 %***	***3.9 %***

Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology

Poland

Structure of each National strategy

Basic information

Polish document: **Program Wieloletni, Poprawa bezpieczeństwa i warunków pracy" - III etap (2014-2016) , IV etap (2017-2019)**
English document: **National programme, Improvement of safety and working conditions" – phase III (2014-2016), continued as phase IV (2017-2019)**
All documents and for more information see the CIOP-PIB-website

Background

Quote: "Phase III is the continuation of the national programme, Improvement of safety and working conditions", with phase I (execution 2008-2010) established by resolution 117/2007 of the Council of Ministers of 3rd July 2007, and phase II established by resolution 154/2010 of the Council of Ministers of 21st September 2010 (execution 2011-2013). The results of phases I and II were positively evaluated by the Ministry of Labour and Social Policy, and the Ministry of Science and Higher Education. It is expected to significantly add to the reduction of occupational risk related to exposure to harmful, dangerous and onerous factors at workplaces. It will also influence the opportunities to extend the professional activity age with good health.

Characteristics and objectives

Quote: "The Programme's main objective is to develop innovative technical and organisational solutions, aiming at development of human resources, new products, technologies, and management methods and systems whose application will help reduce the number of workers exposed to harmful, dangerous and onerous factors, and reduce the related number of work accidents, occupational diseases and resulting economic and social losses.
For this aim, a new challenge is the extension of professional activity age, according to the 2012 revision of the act on pensions and disability benefits from the Social Insurance Fund.

Details and activity

Detailed objectives

1. Creating opportunities for fulfilling the requirements of new strategic documents from the EU
2. Developing and improving solutions for improvement and preservation of work ability in order to prevent labour market exclusion, particularly for elderly people
3. Developing methods and tools for preventing and reducing occupational risk in the working environment, including new and emerging risks
4. Widening the knowledge on causes and results of work accidents and occupational diseases, and on profitability of preventive actions on societal and enterprises level
5. Shaping and promoting a safety culture by improving OSH management and developing a modern system of educating and informing the society

Activities
Tasks related to the services of the state

1. Establishing standards in OSH
2. Developing methods and tools for preventing and reducing occupational risks in the working environment
3. Developing a system of testing machinery and appliances, tools and personal and collective protection equipment
4. Developing a system of OSH education, information and promotion

Research and development tasks
The research and development programme includes projects within the following main research areas:

1. Developing and preserving working abilities
2. New and emerging risks related to new technologies and work processes
3. Material engineering and science, and new technologies for OSH purposes
4. Shaping a safety culture

Examples of projects (selection)

- Rating speech intelligibility and directional hearing ability of workers over the age of 50 years.
- Rating exposure to low-frequency vibration having general impact for selected physiological functions of the body worker.
- Research nuisance and noise exposure, including to low-frequency noise emitted by turbines and wind turbines.
- The study of sound propagation and methods of shaping the acoustic conditions in rooms for activities requiring concentration of attention.
- The method of preventing the reduced level of alertness of employees aged 55+ by exposure to different color and intensity of light.
- Research on the influence of torque hand-held machines for the formation of the burden of the musculoskeletal system operators.
- Mechatronic support system rehabilitation segments of the musculoskeletal system of the upper limb in the fingers and wrist.
- The use of virtual reality techniques to support the professional activation of older people.
- Rules for the use of techniques for monitoring places of residence of the worker-high-speed communications technology (UWB) to ensure the safety of the use of machinery.
- Simulate touch sensations associated with the interaction of the control components and manipulated objects in the environment of virtual reality for training in the safe use of production machines for metal.
- Toxicity in vitro studies of selected compounds on senescent cells.
- The rating methods in vitro potential remote effects of exposure to selected ceramic nanomaterials.
- Study the spread of the nano-objects in the air space work.

- Modeling distribution of ventilation air in the environment emission sources associated with the processing of nanomaterials.
- Identifying risk groups associated with exposure to carcinogens typed.
- The rating methods in vitro harmful effects of second generation biofuels obtained in the transesterification of fats waste.
- Examination of the distribution of concentrations of carcinogens in fractions of fine particles emitted during the operation of motor vehicles.
- Research flammability and explosiveness of thermostable plastics in the context of prevention of major industrial accidents.
- Study of the sources and pathways of harmful microbiological agents in the working environment with the use of biochemical methods and gene profiling.
- Evaluation of the possibilities of using fiber aerosol transport and elimination of harmful microbiological agents from the environment.
- Evaluation of the impact of professional and non-professional factors on the ability of people to work with chronic diseases.
- Performing work under time pressure and the load on the eyesight of employees of different ages.
- Explore the possibility of physical and psychomotor skills of older workers in terms of extension activity.
- The static load of the lower extremities of the position during operation and the occurrence of chronic venous insufficiency, depending on age.
- Lifestyle and psycho-physical working conditions as determinants of ability to work.
- Identification of individual and organizational determinants of motivation of older people to continue working.
- The impact of stereotypes on the functioning of the professional employees 50+.
- Type of employment contract and the welfare of employees and attitude toward work requirements.
- Requirement profile psychological conditioning efficiency and safety of professional drivers over the age of 55.
- Innovative device for local cooling of personnel operating theaters, taking into account the specificity of selected procedures.
- Modeling and assessment of electromagnetic hazards in the working environment for users of personal medical devices (OUM) to support the vital functions of the body.
- Experimental and modeling human exposure to the indirect impact of electromagnetic fields of small and medium frequencies.
- Investigation of ergonomic gloves using surface electromyography.
- Model organic vapor sensor based on thin films of carbon nanotubes.
- Polymer hybrid materials involving nanoparticles for use in plant protection.
- Bioactive nonwoven filter for use in respiratory protection equipment reusable.
- Active clothing materials with shape memory (SMM) to protect workers against heat.
- Develop a model to estimate the thermal insulation using artificial neural networks to design clothing Heat.
- Developing a model material with marked paths for implementation in smart clothing.
- Development of a model of an optical filter, variable rate transmission in the visible range, for use in eye protection measures positions risk of hazardous infrared.
- Development of methods for designing components safety footwear and facial masks and respirators using digital mapping anthropometric measurements.
- Development of the system architecture monitoring and management of occupational health and safety with regard to advanced technologies and solutions in the field of intelligent working environment.
- Age management in terms of shaping and working conditions of its effectiveness.
- Innovative methods of communication in the management of health and safety.
- The use of the concept of adaptability (resilience) in the management of health and safety.
- The role of organisational factors in shaping behaviors and attitudes of employees of different ages against risks to safety and health.

- Examination of the relationship between the level of safety culture and the economic results of enterprises.
- The effectiveness of postgraduate studies in the field of ergonomics, safety and health at work.

Expected results

- Increased efficiency of activities for prevention of occupational hazards, taking into account the need for ability to work in the extended period of professional activity
- Improved quality of OSH management in enterprises, taking into account age management
- Ensuring a modern approach to the OSH and ergonomics issues in teaching curricula on all levels, and improvement of competences of specialists
- Widening the offer of Polish manufacturers of PPE, and therefore improved safety of their users by making available new, improved products
- Continuation of legislation and standardization work in view of ensuring the compliance of Polish law with EU regulations on OSH, as well as implementing respective EU standards in Polish OSH standards
- Development of a national system of conformity assessment of products and services with EU directives
- Ensuring Poland’s active participation in European and international research cooperation, as well as exchange of best practices in OSH and ergonomics
- Improving the efficiency of promotion and information actions in OSH, including development of the activities of the National Focal Point of the European Agency for Safety and Health at Work

Actors and stakeholders

All tasks related to the services for the state are executed by CIOP-PIB - the main programme performer and coordinator. The research part of the Programme is executed by 17 scientific institutions – universities and research institutes, by the Polish Academy of Sciences, cooperating with enterprises, government bodies and labour supervision bodies. These institutes are:

- AGH University of Science and Technology, Faculty of Mechanical Engineering and Robotics
- Koźmiński University w Warszawie
- Academy of Special Education
- Central Institute for Labour Protection – National Research Institute (CIOP-PIB)
- Nencki Institute of Experimental Biology
- Nofer Institute of Occupational Medicine in Lodz
- Institute of Occupational Medicine and Environmental Health
- Institute of Rural Health in Lublin
- Oil and Gas Institute
- Białystok University of Technology, Faculty of Electricity
- Łodz University of Technology, Faculty of Material Technologies and Textile Design
- Warsaw University of Technology: Faculty of Electronics and Information Technology and Faculty of Mechatronics.
- Industrial Research Institute for Automation and Measurements
- Warsaw School of Economics
- Medical University of Silesia in Katowice
- Medical University in Lodz
- Military Institute of Hygiene and Epidemiology

The following Ministries, institutions, social partners and business associations cooperate in disseminating and implementing the program results:

- Ministry of Family, Labour and Social Policy
- Ministry of Science and Higher Education
- Ministry of National Education
- Ministry of Development and Finance
- Ministry of Infrastructure and Construction
- Ministry of Maritime Economy and Inland Navigation
- Ministry of Health
- Ministry of Sport and Tourism
- Ministry of Energy
- National Labour Inspectorate
- State Sanitary Inspection
- State Fire Service
- Polish Committee for Standardization (PKN)
- Office of Technical Inspection (UDT)
- State Mining Authority (WUG)
- Transportation Technical Supervision (TDT)
- Polish Social Insurance Institution (ZUS)
- Agricultural Social Insurance Fund (KRUS)
- Polish Engineering Association (NOT)
- Polish Craft Association
- NSZZ “Solidarność” National Commission
- All-Poland Alliance of Trade Unions – OPZZ
- Trade Unions Forum
- Polish Confederation Lewiatan
- Employers of Poland
- Business Centre Club – Employers’ Association

- Polish Association of OSH services Employees
- Network of OSH Experts (48 members)
- Network of Regional OSH Centres (16 centres)
- Safe Work Leaders Forum (109 companies)
- Polish Association of Personal Protective Equipment Producers and Distributors (35 companies)

Resources and timeframe

No information identified.

Evaluation

The programme is monitored and evaluated by the Coordination Board composed of representatives of ministries and other public bodies, organizations of employers and employees, representatives of institutions interested in implementing the results of the Programme as well as scientific experts. The Coordination Board meets once a year in order to monitor the progress and evaluate the outcomes of tasks related to the services of the state and research projects. The Coordination Board can suggest some modifications, however without altering the main objective of the Programme.
Ex ante indicators for the years 2015 to 2020
The programme continues as phase IV (2017-2019) and the following strategic indicators have been adopted: the reduction in the number of persons employed in hazardous conditions, the reduction in the number of fatal accidents at work and in the number of severe accidents at work.

Relation to EU Strategic Framework

There is a direct reference to the EU-OSH Strategic Framework made. Due to the broad approach there are relations to all aspects of the European Strategic Framework.

Response of national strategies to EU challenges

Implementation record

Activity:

- Shaping and promoting a safety culture by improving OSH management and developing a modern system of educating and informing the society.

Prevention of work-related diseases

Objective:

- Developing methods and tools for preventing and reducing occupational risk in the working environment, including new and emerging risks.

Other objectives:

- Widening the knowledge on causes and results of work accidents and occupational diseases, and on profitability of preventive actions on societal and enterprises level.

Tackling demographic change

Objective:

- Developing and improving solutions for improvement and preservation of work ability in order to prevent labour market exclusion, particularly for elderly people.

Steering of OSH **Social dialogue**

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology

Poland

12 % Joint consultative, employment forum or similar	**15 %** Trade union representation
26 % Health and safety representative	**21 %** Health and safety committee

EU27_2020

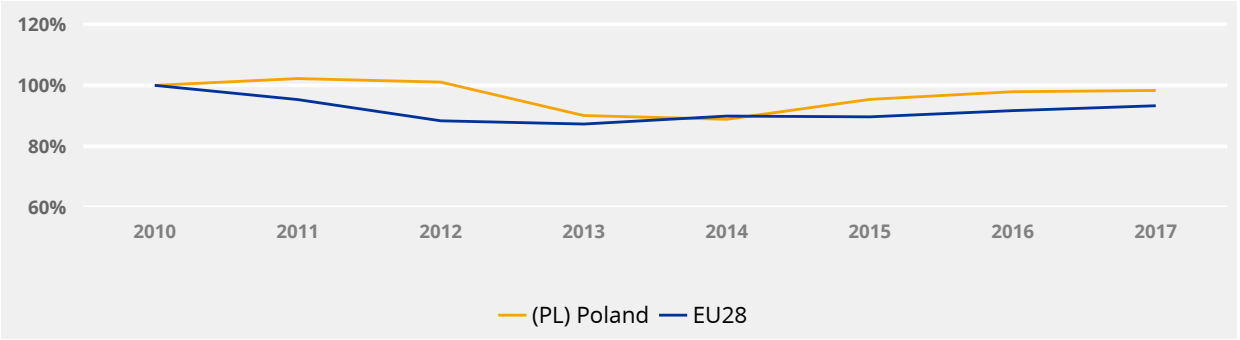
24 % Joint consultative, employment forum or similar	**19 %** Trade union representation
57 % Health and safety representative	**23 %** Health and safety committee

OSH outcomes and working conditions Work accidents

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to For further information refer to Methodology

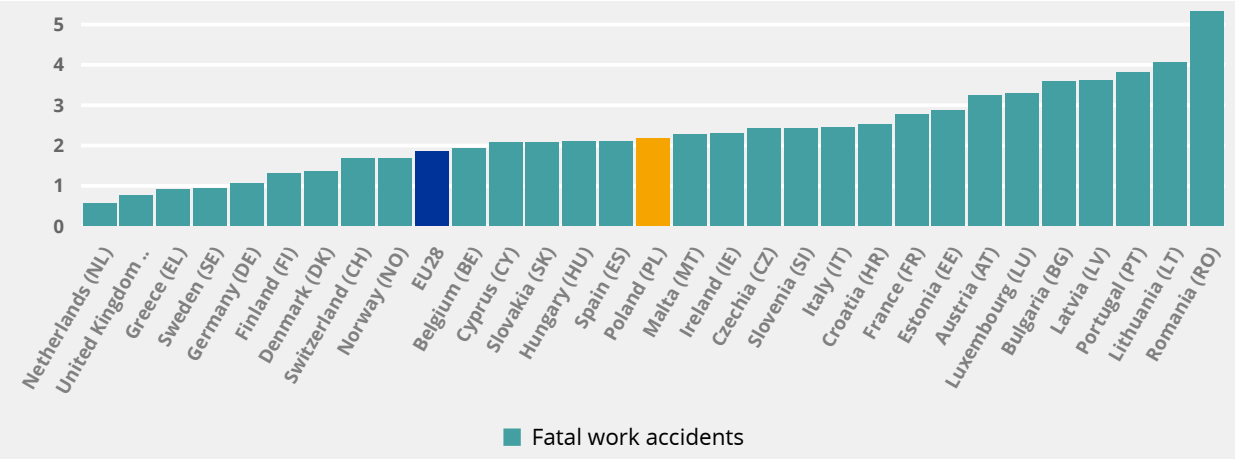
Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	*Year*	*Value (%)*	*Country*	*Year*	*Value (%)*
(PL) Poland	2010	100	EU28	2010	100
(PL) Poland	2011	102.2	EU28	2011	95.3
(PL) Poland	2012	101.1	EU28	2012	88.4
(PL) Poland	2013	90.1	EU28	2013	87.3
(PL) Poland	2014	88.9	EU28	2014	89.9
(PL) Poland	2015	95.4	EU28	2015	89.7
(PL) Poland	2016	97.9	EU28	2016	91.7
(PL) Poland	2017	98.3	EU28	2017	93.3

Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
EU28	1.9
Poland (PL)	2.2

OSH outcomes and working conditions
Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology

EU28

86 %
Satisfaction with working conditions

8 %
Health problem in the last 12 months

42 % null

25 %
Health affected by work

8 %
More than 15 days of absence

73 %
Likelihood of staying in current job until 60 years old

Poland

87 %
Satisfaction with working conditions

12 %
Health problem in the last 12 months

24 % null

27 %
Health affected by work

9 %
More than 15 days of absence

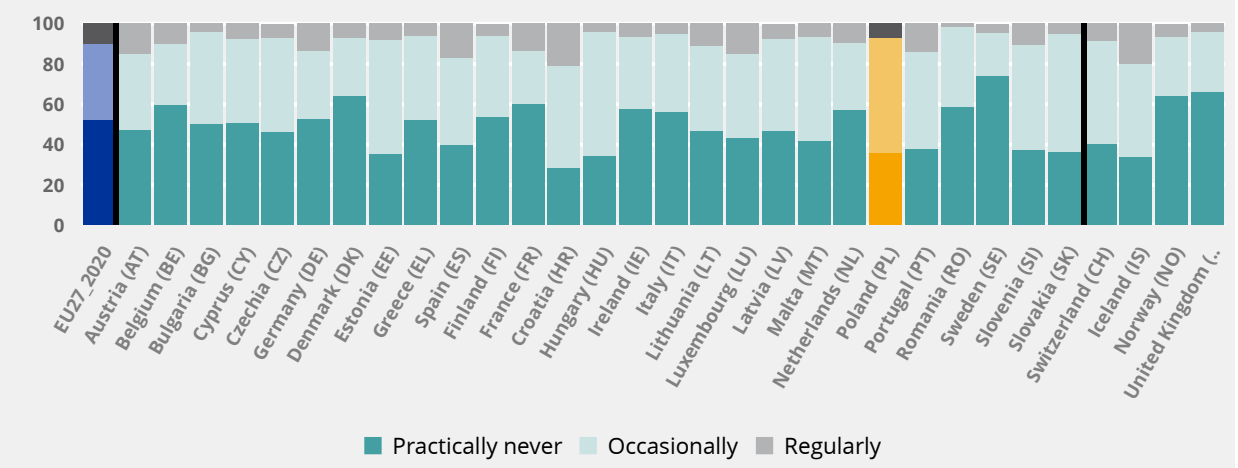
60 %
Likelihood of staying in current job until 60 years old

OSH outcomes and working conditions
OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

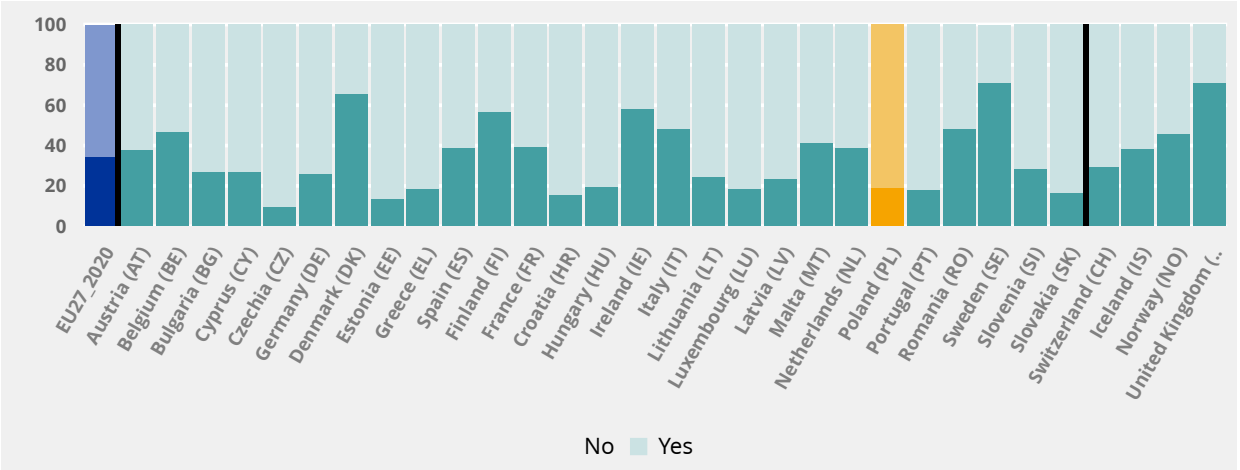
Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	*Practically never (%)*	*Occasionally (%)*	*Regularly (%)*
EU27_2020	10	37.5	52.4
Poland (PL)	7.3	56.5	36.2

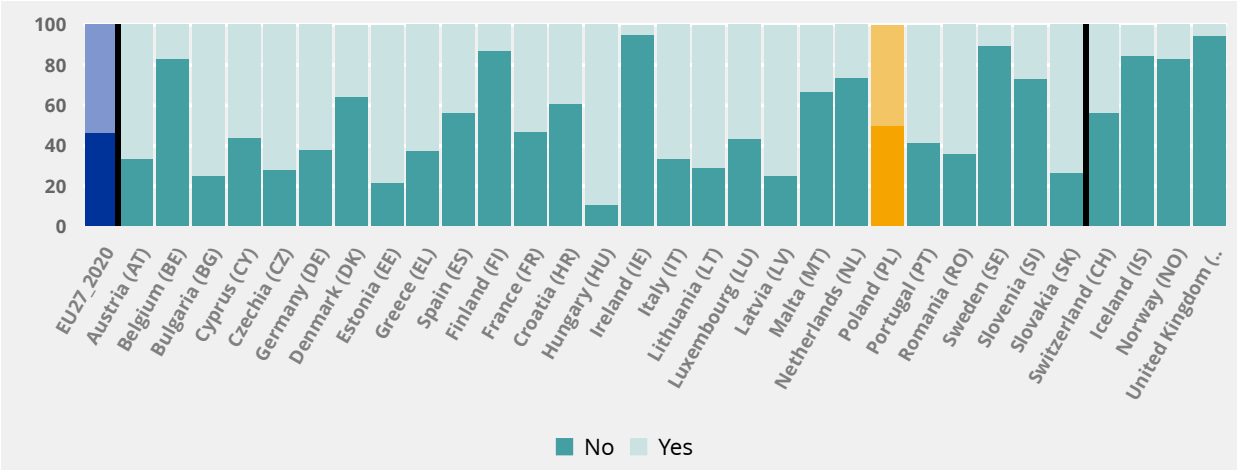
Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Poland (PL)	18.7	81.3

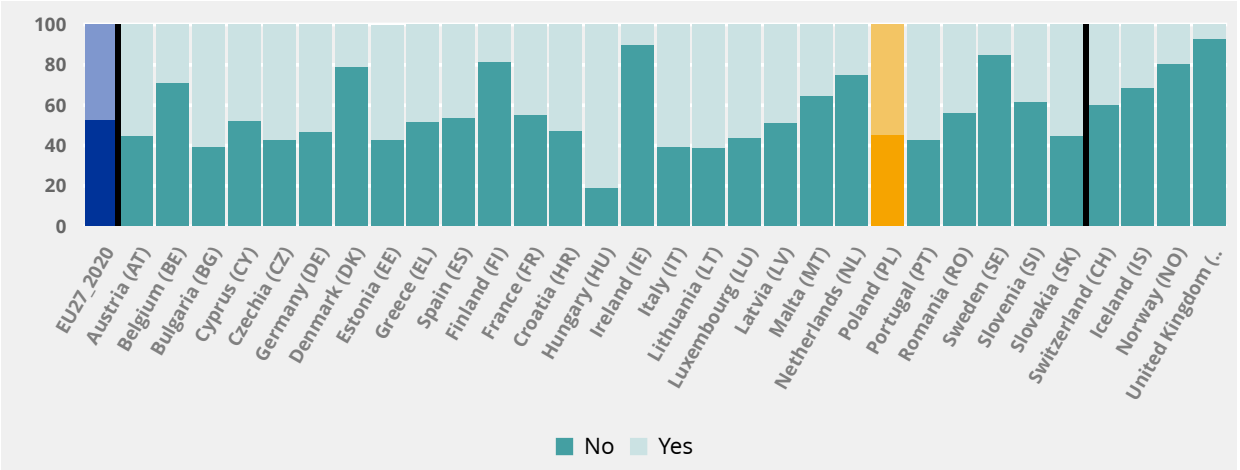
Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Poland (PL)	50.1	49.9

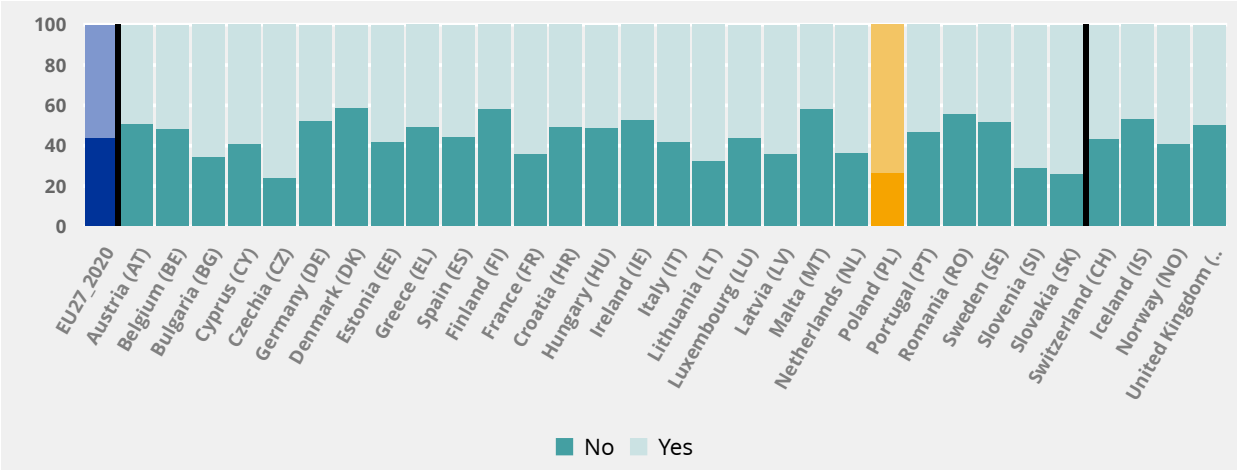
Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Poland (PL)	45.1	54.9

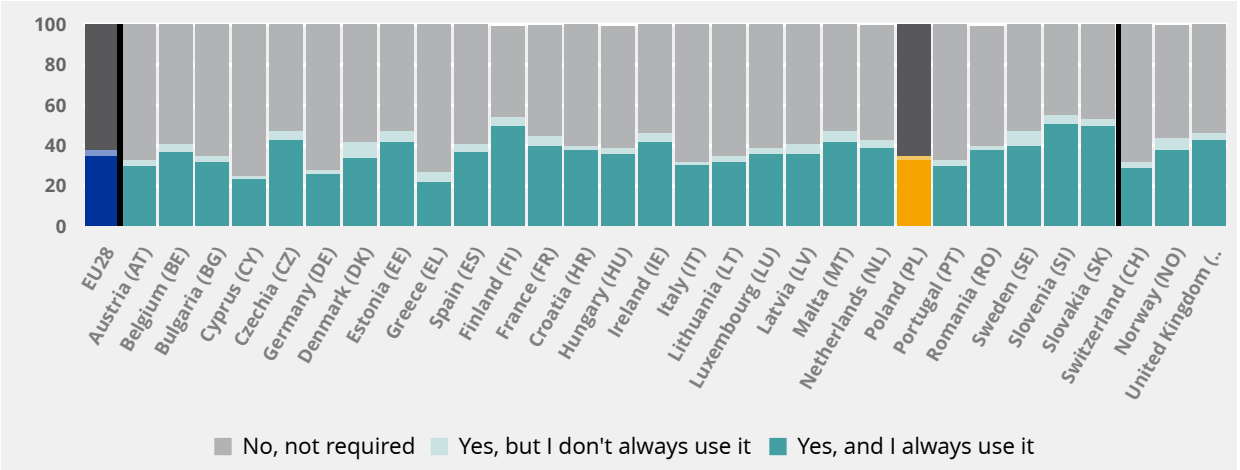
Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Poland (PL)	26.5	73.5

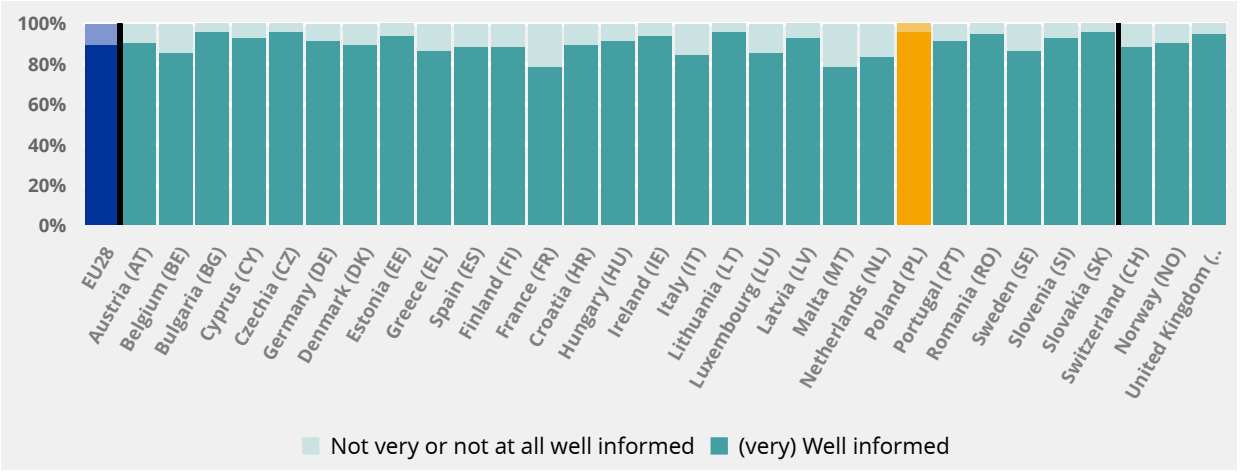
Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?” The diagram shows the response to the following answer option: “Reorganisation of work in order to reduce job demands and work pressure”

Country	*No, not required (%)*	*Yes, but not required (%)*	*Yes and always (%)*
EU28	62	3	35
Poland (PL)	65	2	33

Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

Country	*Yes (%)*	*No (%)*
EU28	90	10
Poland (PL)	96	4

OSH outcomes and working conditions **Working conditions**

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

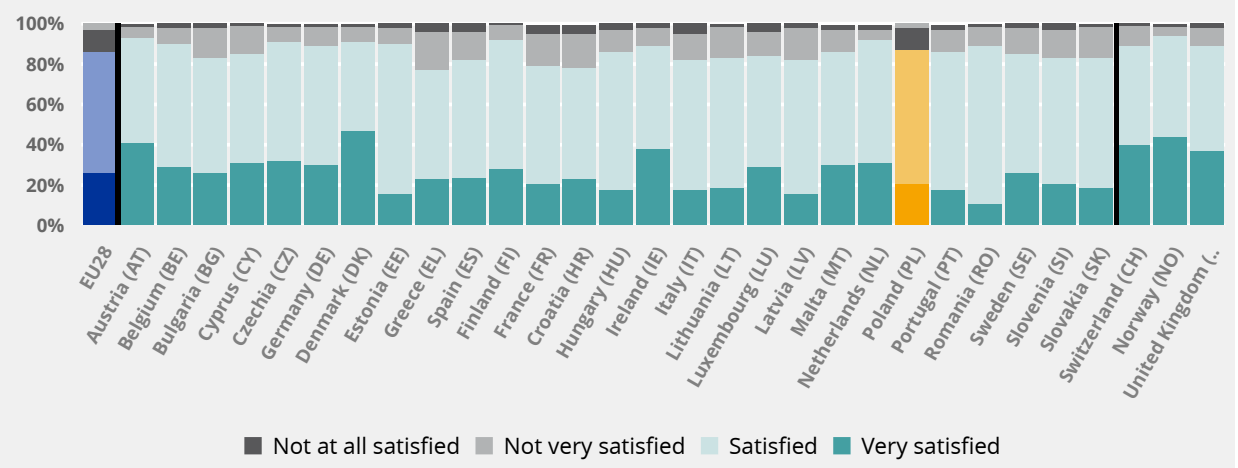
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Overall opinion

This topic displays data on the workers´ overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

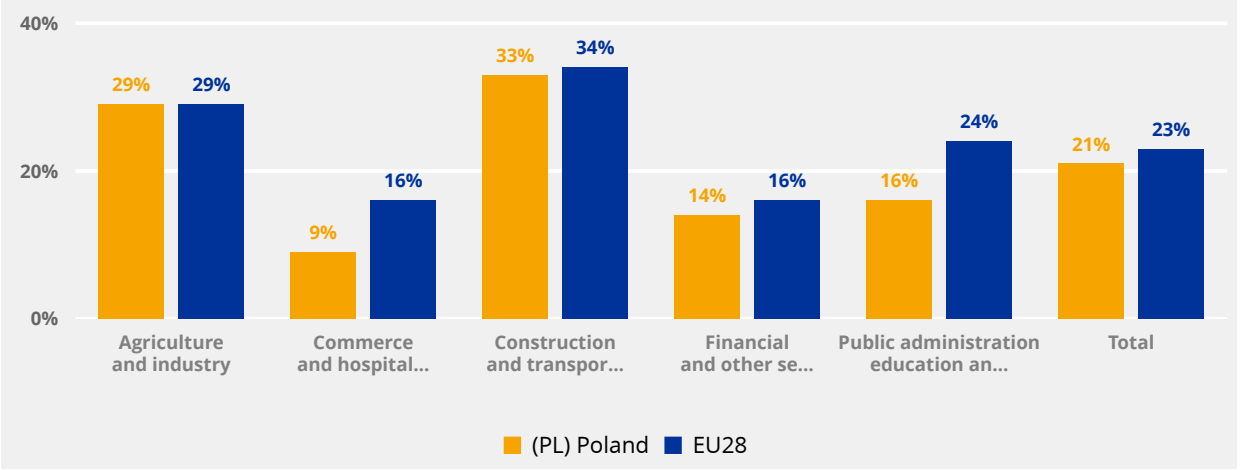
Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Job satisfaction



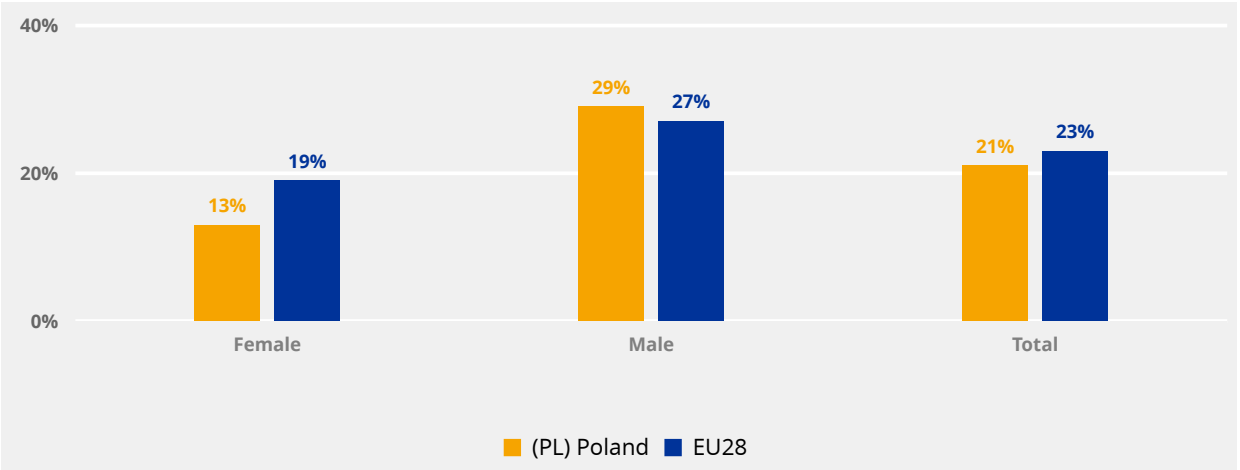
Country	*Not at all satisfied (%)*	*Not very satisfied (%)*	*Satisfied (%)*	*Very satisfied (%)*
EU28	3	11	26	0
Poland (PL)	2	11	21	0

Health at risk - Sector



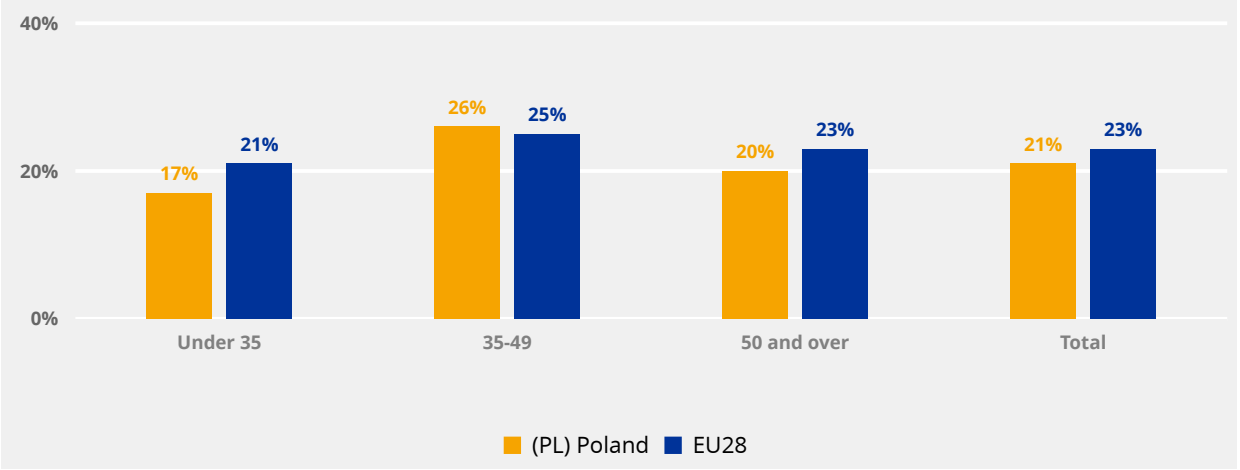
Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(PL) Poland	29	EU28	29
Commerce and hospitality	(PL) Poland	9	EU28	16
Construction and transport	(PL) Poland	33	EU28	34
Financial and other services	(PL) Poland	14	EU28	16
Public administration education and health	(PL) Poland	16	EU28	24
Total	(PL) Poland	21	EU28	23

Health at risk - Gender



Gender	Country	Value (%)	Country	Value (%)
Female	(PL) Poland	13	EU28	19
Male	(PL) Poland	29	EU28	27
Total	(PL) Poland	21	EU28	23

Health at risk - Age



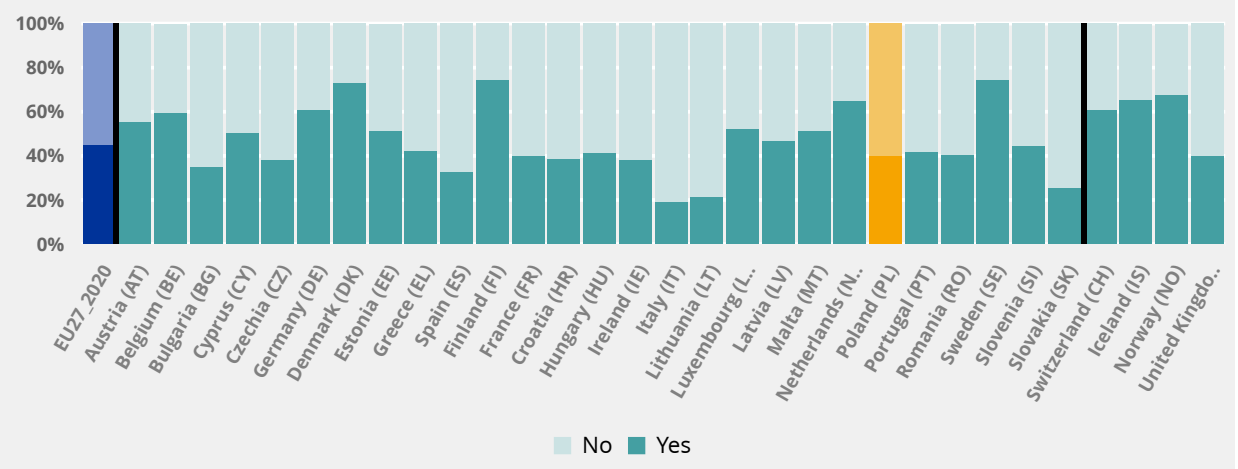
Age	Country	Value (%)	Country	Value (%)
Under 35	(PL) Poland	17	EU28	21
35-49	(PL) Poland	26	EU28	25
50 and over	(PL) Poland	20	EU28	23
Total	(PL) Poland	21	EU28	23

Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees´ lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

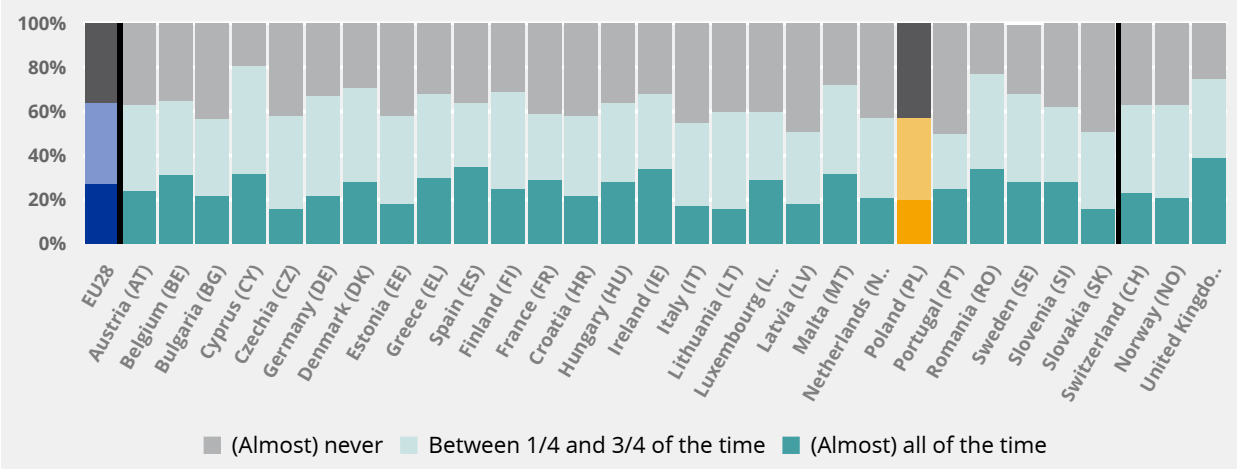
Time pressure - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Time pressure”.

Country	*Yes (%)*	*No (%)*
EU27_2020	45.1	54.9
Poland (PL)	39.9	60.1

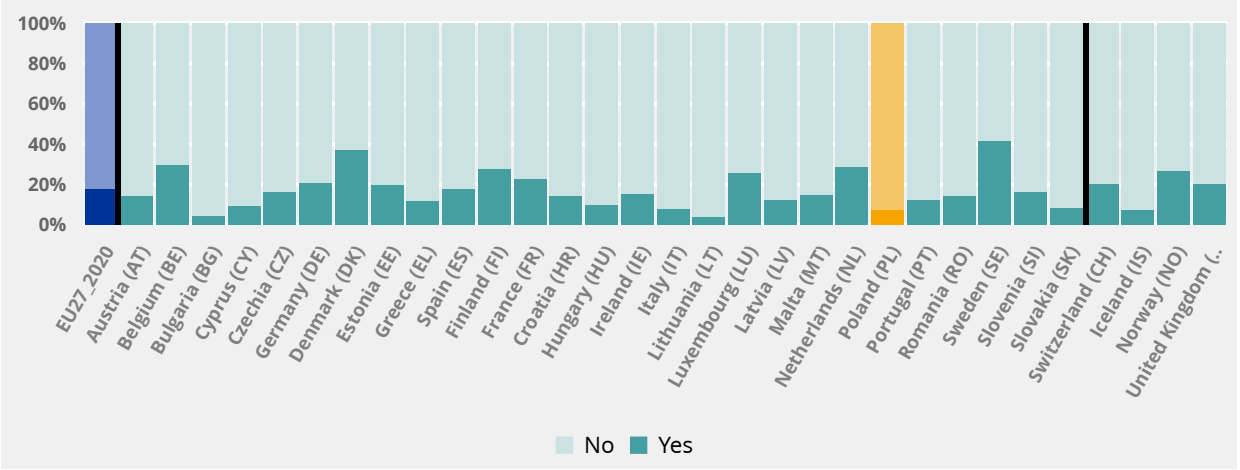
Time pressure - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Does your job involve working to tight deadlines?”

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Poland (PL)	43	37	20

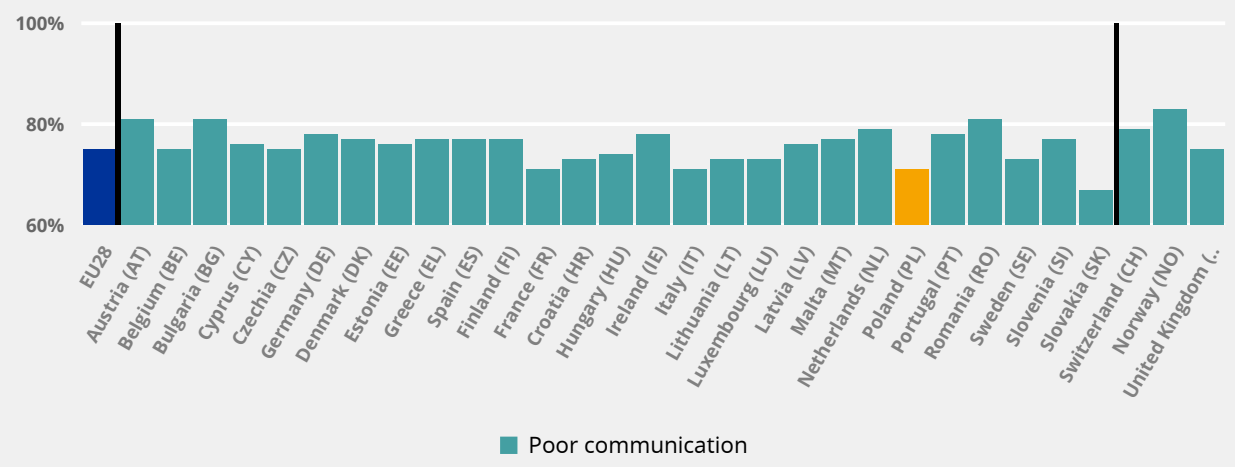
Poor communication - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Poor communication or cooperation.”

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Poland (PL)	7.7	92.3

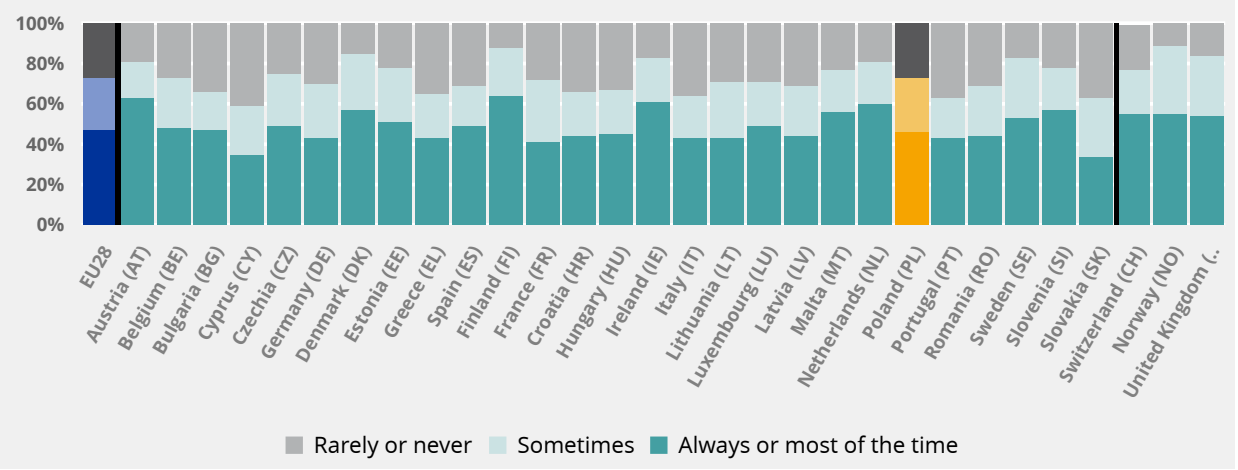
Poor communication - EWCS



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Poland (PL)	71

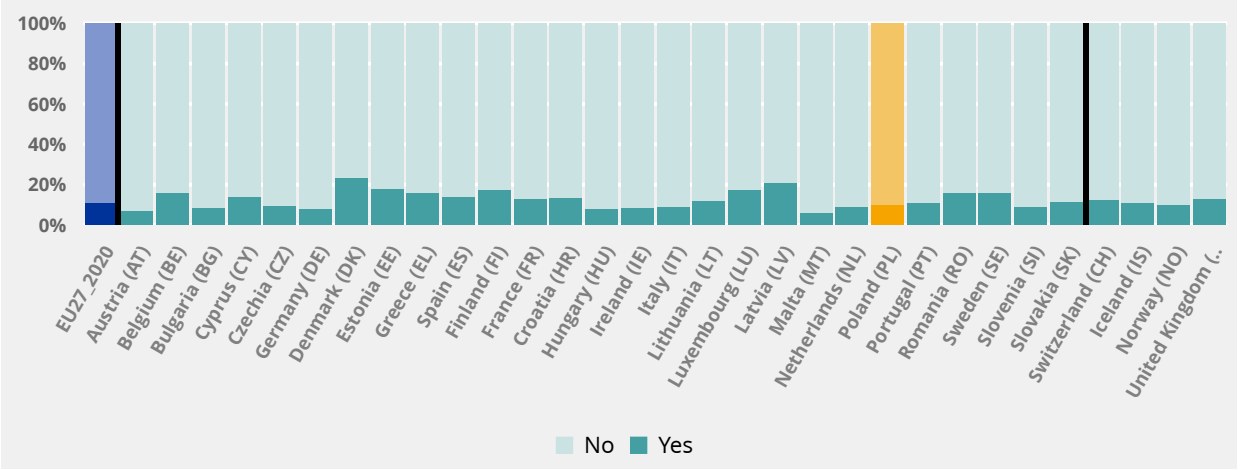
Influence



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Poland (PL)	27	27	46

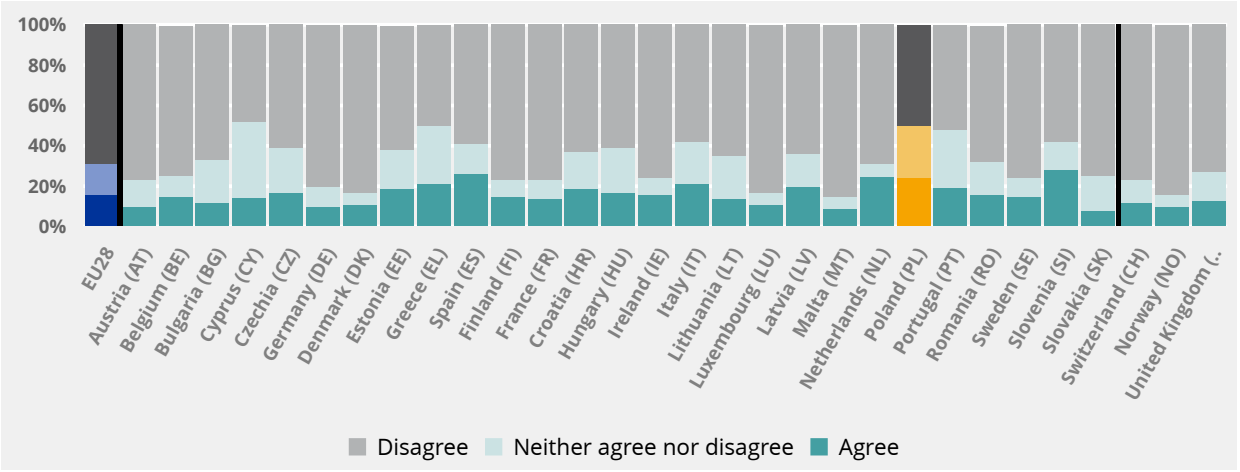
Fear of job loss - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Fear of job loss.”

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Poland (PL)	10.1	89.9

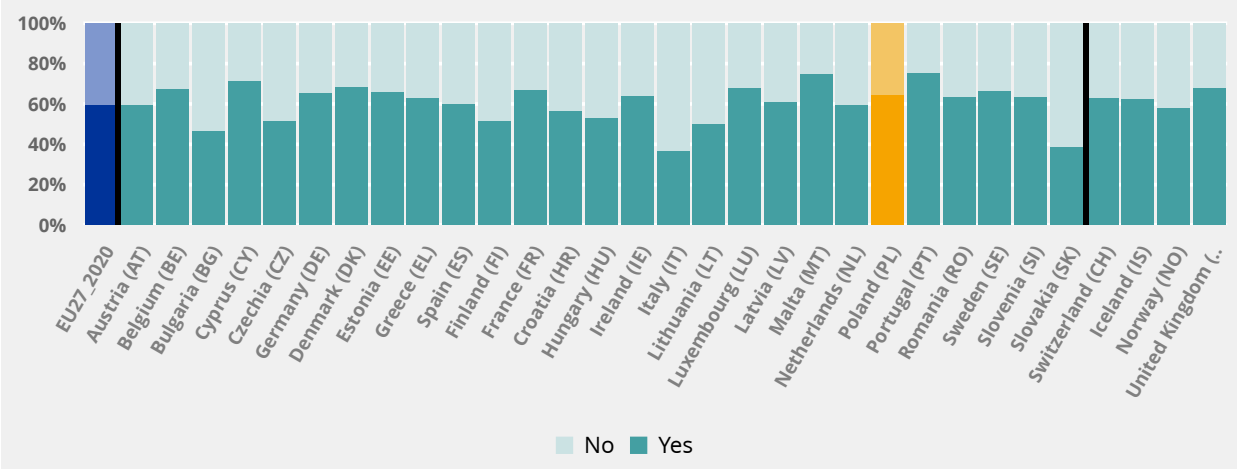
Fear of job loss - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “I might lose my job in the next 6 months”

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Poland (PL)	50	26	24

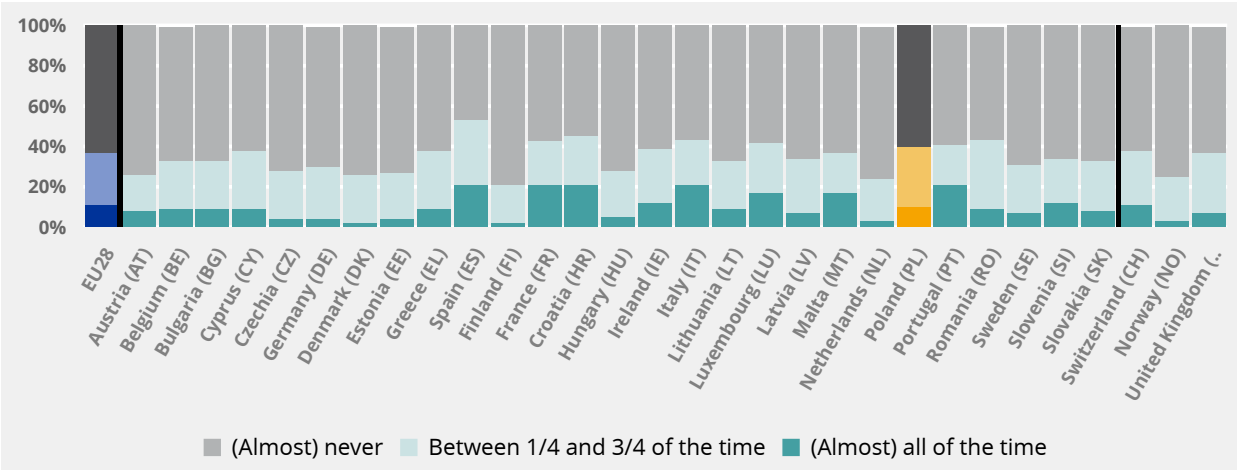
Difficult clients - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Having to deal with difficult customers, patients, pupils etc“.

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Poland (PL)	64.7	35.3

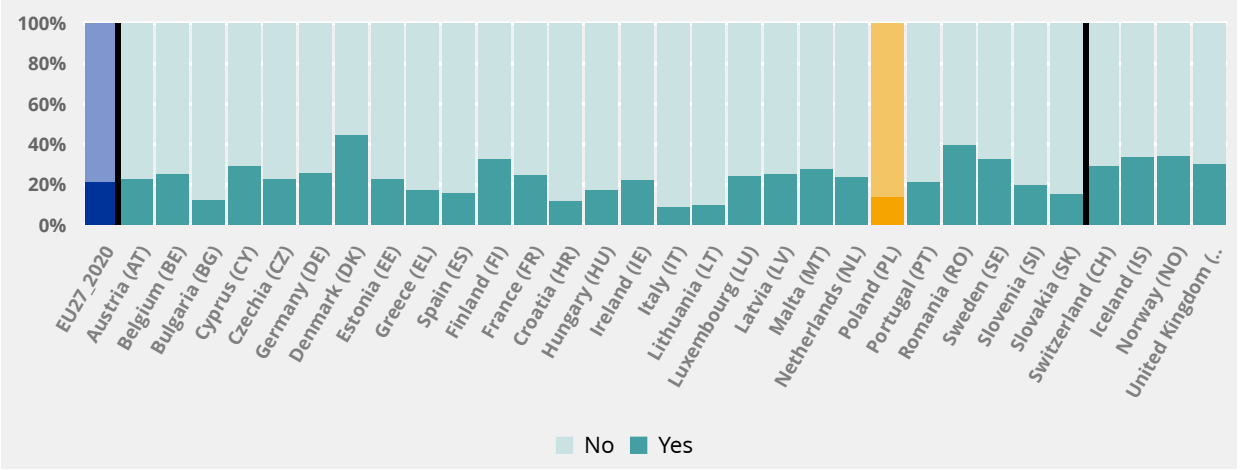
Difficult clients - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Does your work involve handling angry clients?”

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	63	26	11
Poland (PL)	61	30	10

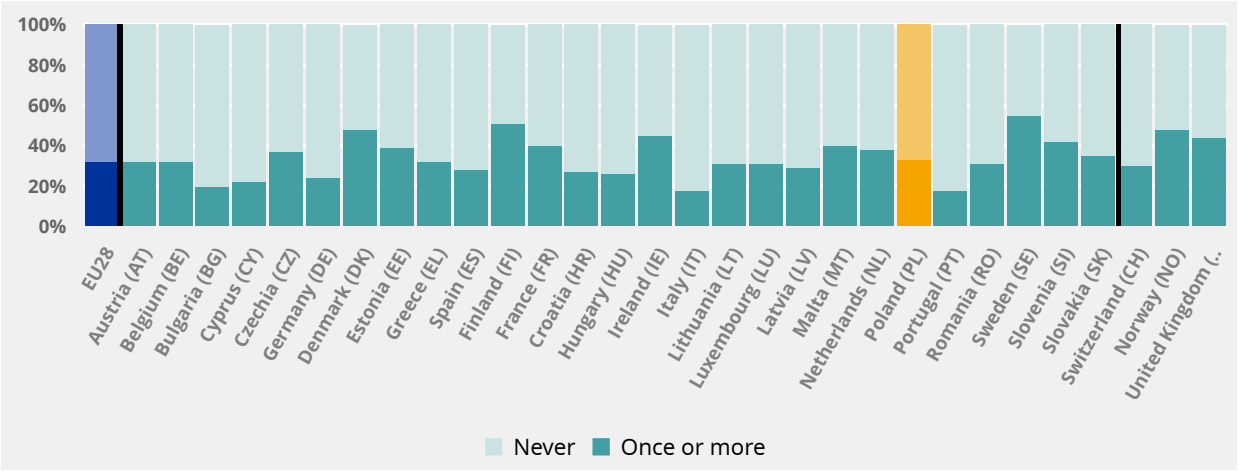
Working hours - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Long or irregular working hours.“

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Poland (PL)	14	86

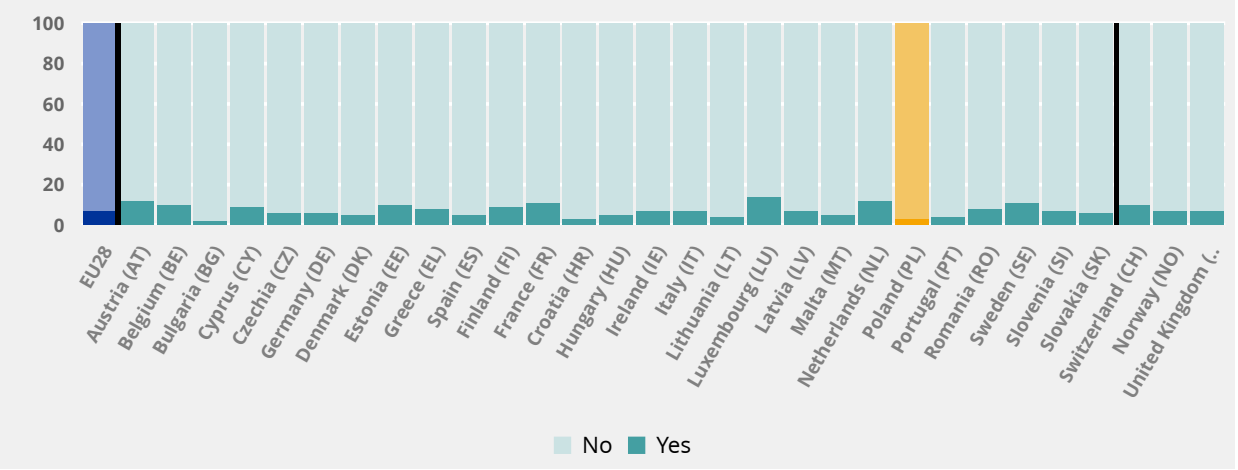
Working hours - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “How many times a month do you work more than 10 hours a day?”

Country	Yes (%)	No (%)
EU28	32	68
Poland (PL)	33	67

Discrimination



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Have you been subjected to discrimination at work in the last 12 months?”

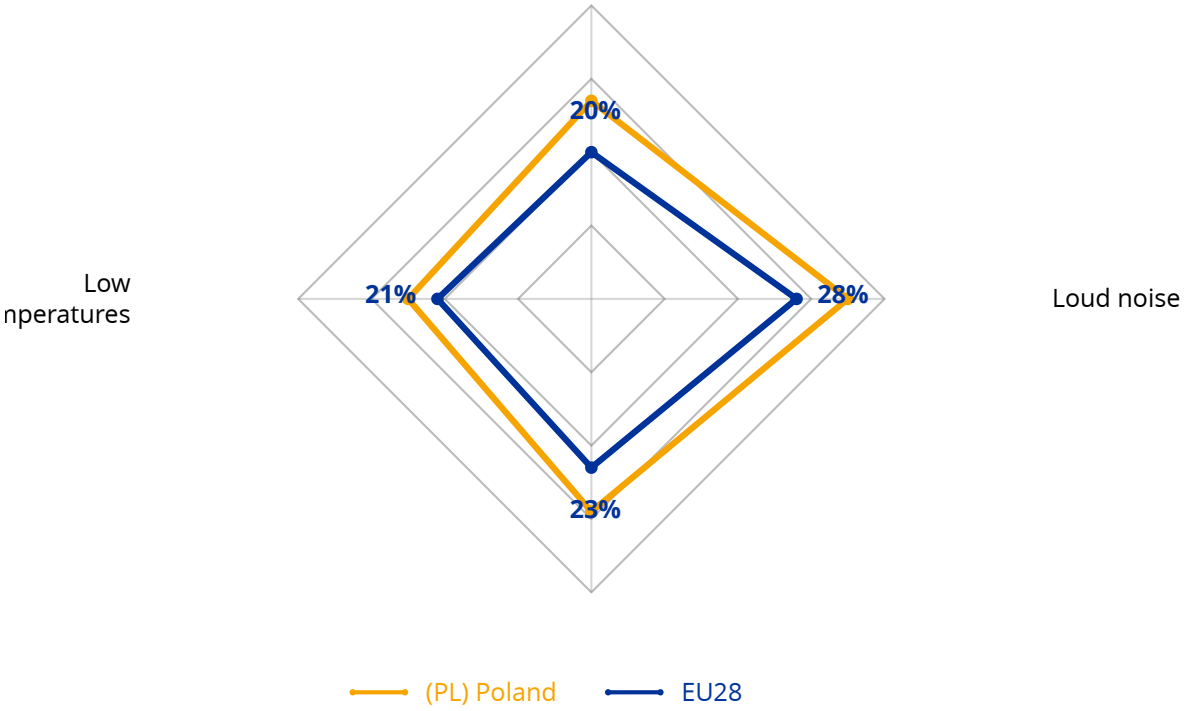
Country	*Yes (%)*	*No (%)*
EU28	7	93
Poland (PL)	3	97

Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

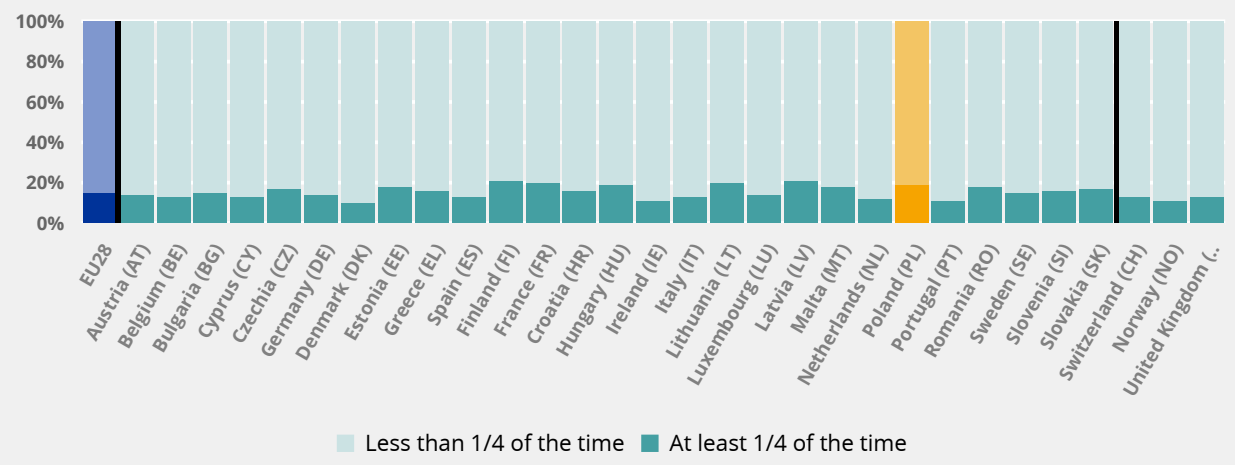
Vibrations, loud noise and temperature



Indicator	*Country*	*Value (%)*
Vibrations from tools or machinery	(PL) Poland	27
Loud noise	(PL) Poland	35
High temperatures	(PL) Poland	29
Low temperatures	(PL) Poland	25
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

Exposure to dangerous substances

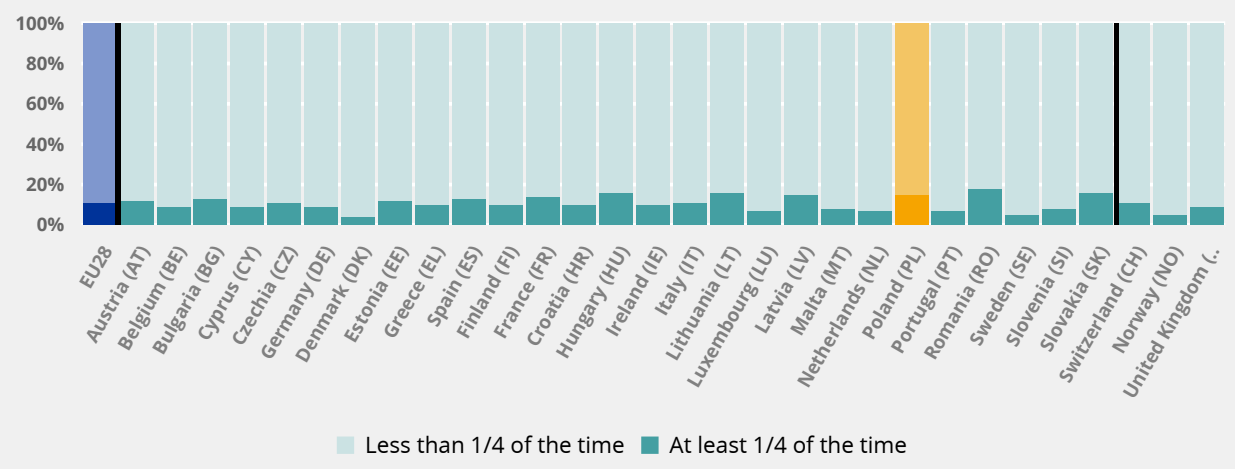
Smoke, powder or dust



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to breathing in smoke, fumes, powder or dust?”

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Poland (PL)	81	19

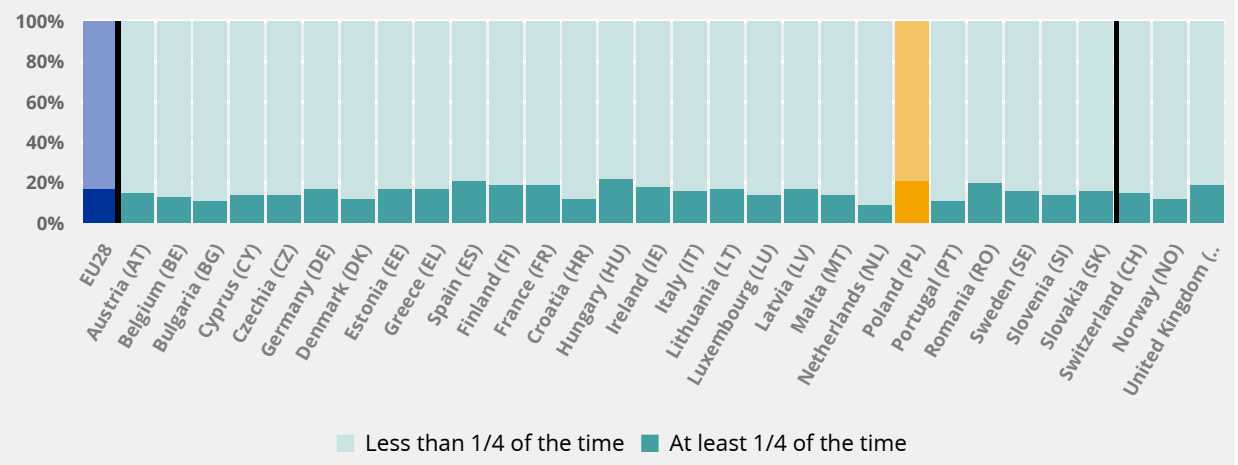
Vapours



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to breathing in vapours?”

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Poland (PL)	85	15

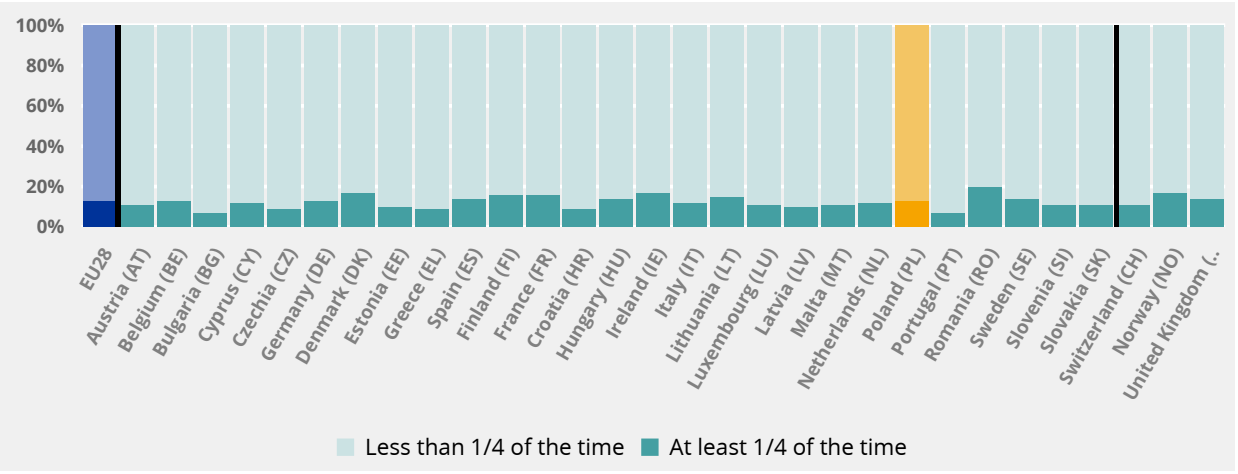
Chemical products



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to chemical products or substances?”

Country	Lees than ¼ of the time (%)	At leas ¼ of the time (%)
EU28	83	17
Poland (PL)	79	21

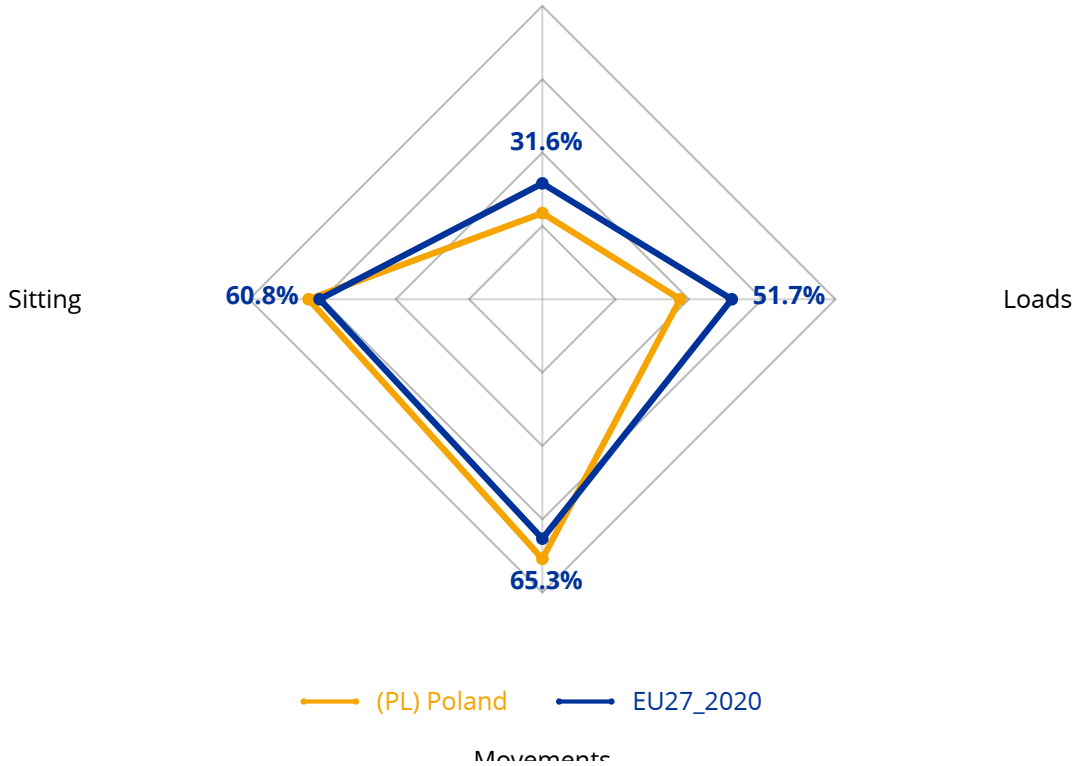
Infectious materials



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to materials which can be infectious?”

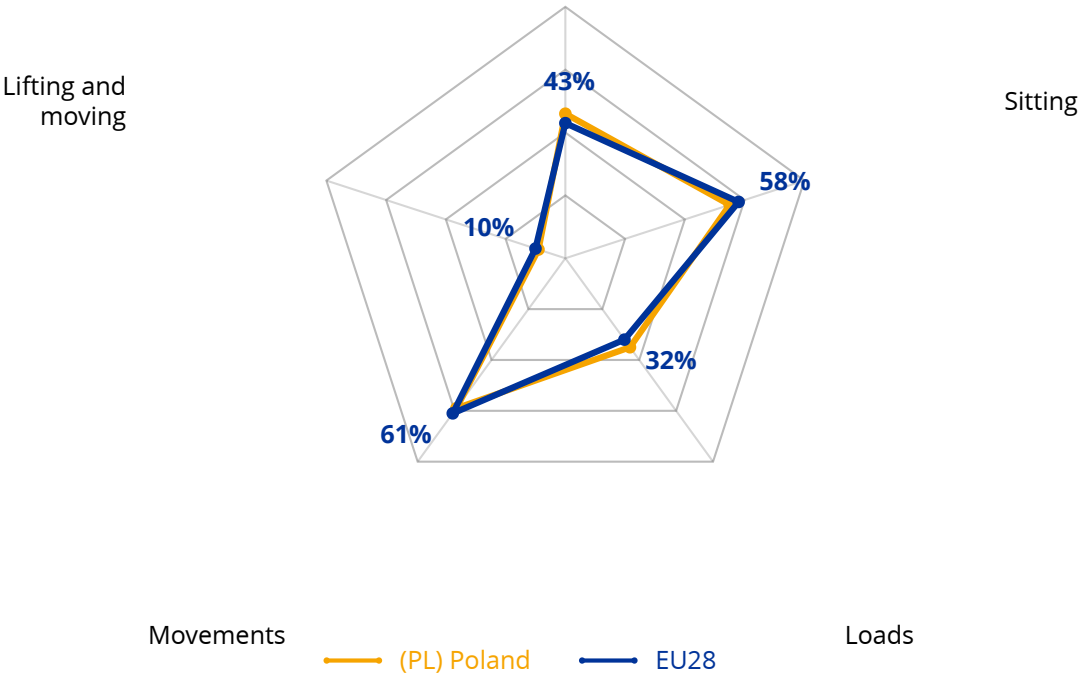
Country	Lees than ¼ of the time (%)	At leas ¼ of the time (%)
EU28	87	13
Poland (PL)	87	13

Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(PL) Poland	23.5
Loads	(PL) Poland	37.6
Movements	(PL) Poland	70.8
Sitting	(PL) Poland	63.8
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

Ergonomic risks - EWCS



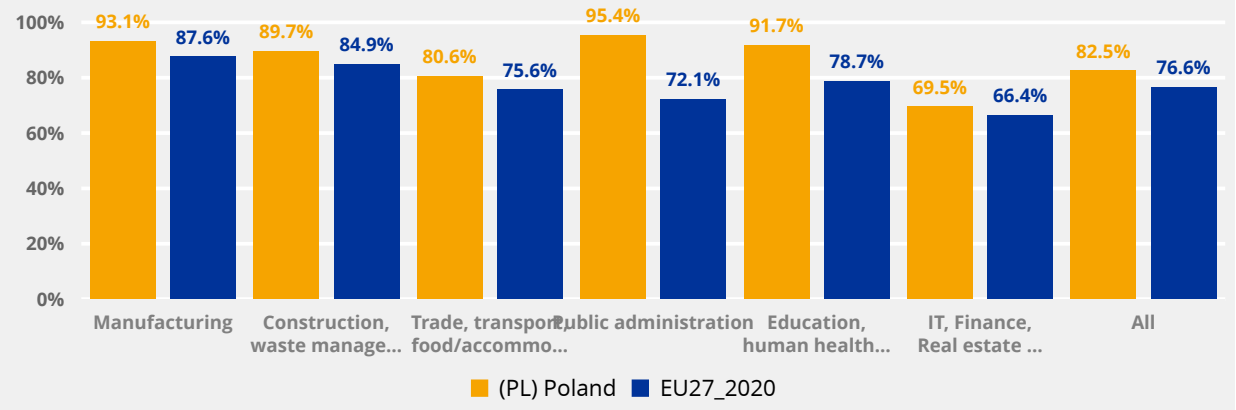
Indicator	*Country*	*Value (%)*
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(PL) Poland	46
Sitting	(PL) Poland	55
Loads	(PL) Poland	35
Movements	(PL) Poland	59
Lifting and moving	(PL) Poland	9

OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

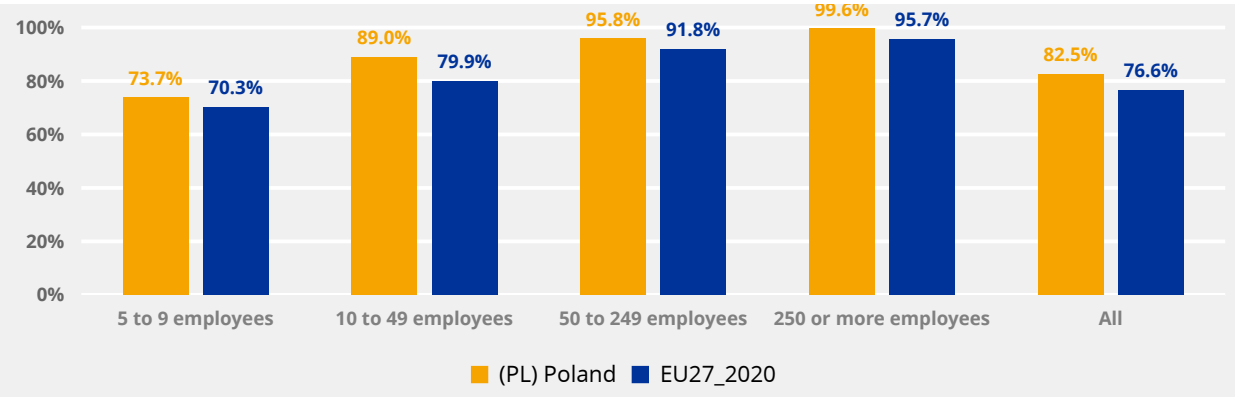
Risk Assessment - Sector



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	*Country*	*Value (%)*	*Country*	*Value (%)*
Manufacturing	(PL) Poland	93.1	EU27_2020	87.6
Construction, waste management, water and electricity supply	(PL) Poland	89.7	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(PL) Poland	80.6	EU27_2020	75.6
Public administration	(PL) Poland	95.4	EU27_2020	72.1
Education, human health and social work activities	(PL) Poland	91.7	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(PL) Poland	69.5	EU27_2020	66.4
All	(PL) Poland	82.5	EU27_2020	76.6

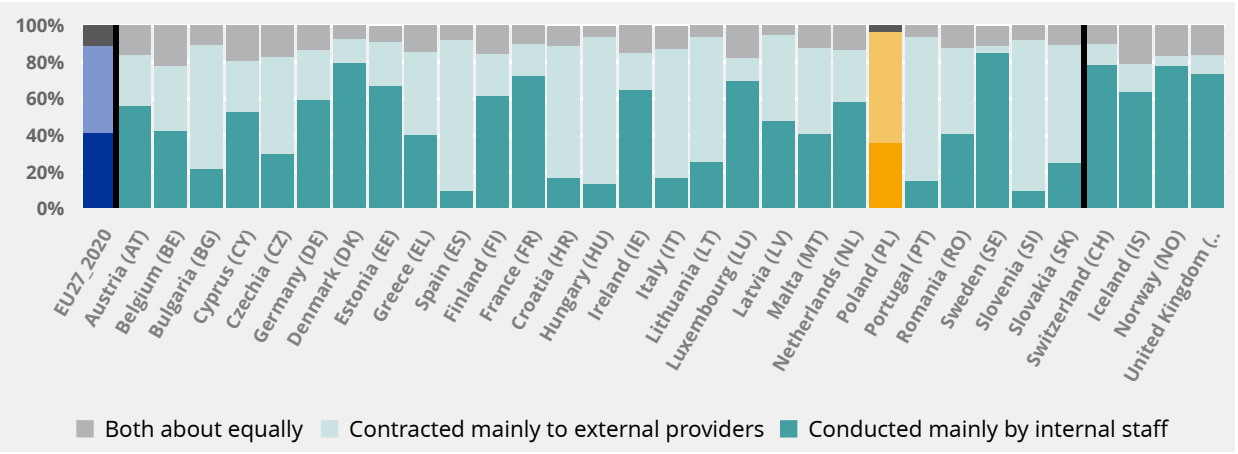
Risk Assessment - Establishment size



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(PL) Poland	73.7	EU27_2020	70.3
10 to 49 employees	(PL) Poland	89	EU27_2020	79.9
50 to 249 employees	(PL) Poland	95.8	EU27_2020	91.8
250 or more employees	(PL) Poland	99.6	EU27_2020	95.7
All	(PL) Poland	82.5	EU27_2020	76.6

Internal or external RA



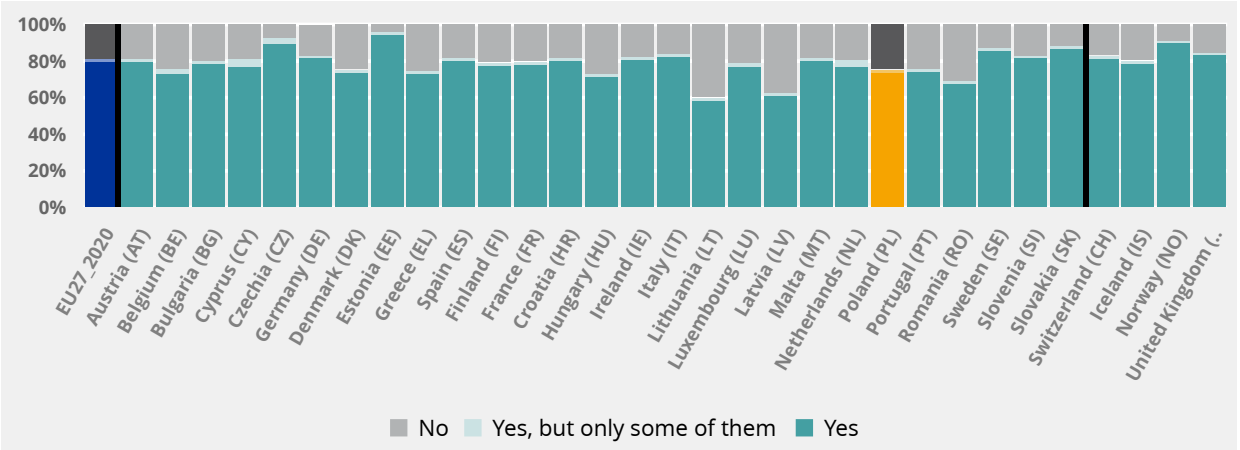
The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Poland (PL)	3.7	60.3	36

Evaluated aspects in risk assessments

Responses to Evaluated aspects can be found in ESENER 2014 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

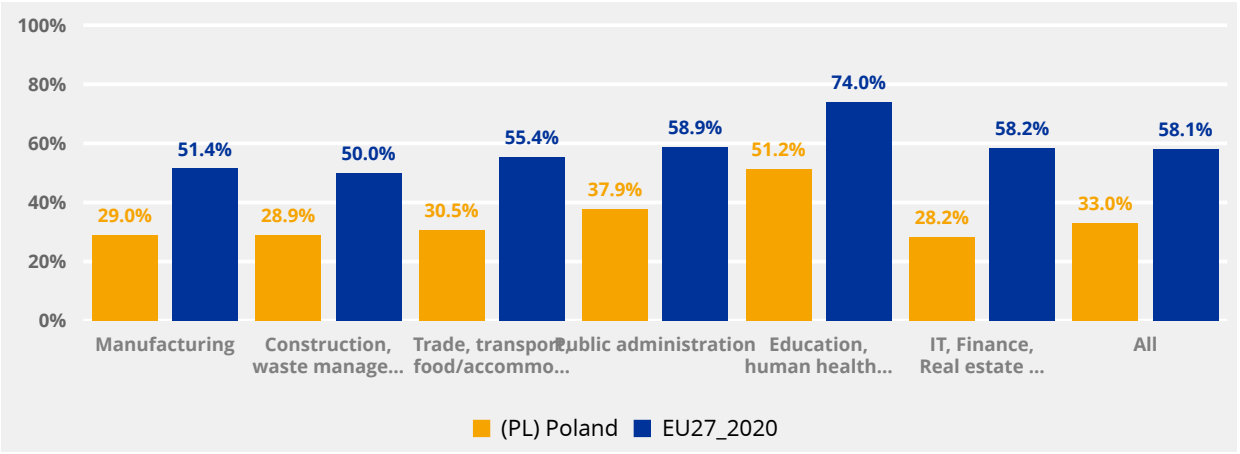
Training in OSH



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Poland (PL)	24.3	1.3	74.4

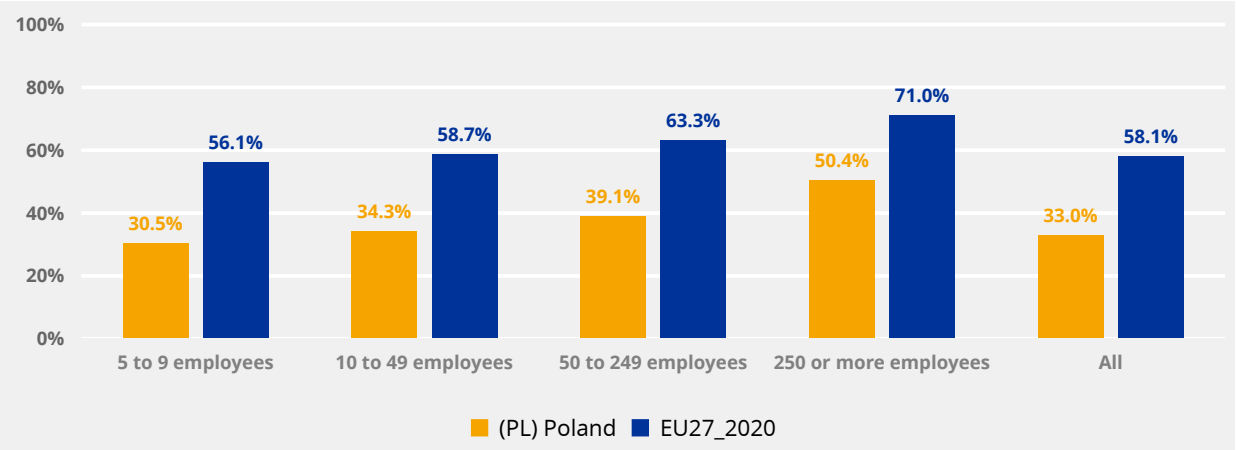
Employees participation in prevention - Sector



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : “Did the employees have a role in the design and set-up of measures to address psychosocial risks?”

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(PL) Poland	29	EU27_2020	51.4
Construction, waste management, water and electricity supply	(PL) Poland	28.9	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(PL) Poland	30.5	EU27_2020	55.4
Public administration	(PL) Poland	37.9	EU27_2020	58.9
Education, human health and social work activities	(PL) Poland	51.2	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(PL) Poland	28.2	EU27_2020	58.2
All	(PL) Poland	33	EU27_2020	58.1

Employees participation in prevention - Establishment size



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Did the employees have a role in the design and set-up of measures to address psychosocial risks?”

Sector	*Country*	*Value (%)*	*Country*	*Value (%)*
5 to 9 employees	(PL) Poland	30.5	EU27_2020	56.1
10 to 49 employees	(PL) Poland	34.3	EU27_2020	58.7
50 to 249 employees	(PL) Poland	39.1	EU27_2020	63.3
250 or more employees	(PL) Poland	50.4	EU27_2020	71
All	(PL) Poland	33	EU27_2020	58.1

OSH outcomes and working conditions Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

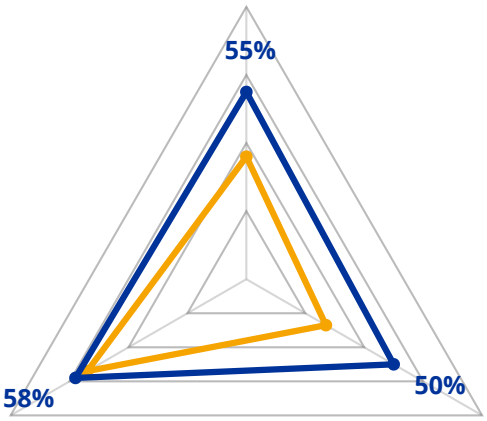
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Worker involvement

ESENER

Sector	Country	Value (%)

EWCS



Sector	Country	Value (%)
Employee meetings	(PL) Poland	36
Representation of employees	(PL) Poland	27
H&S delegate or committee	(PL) Poland	54
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

OSH infrastructure **Enforcement capacity**

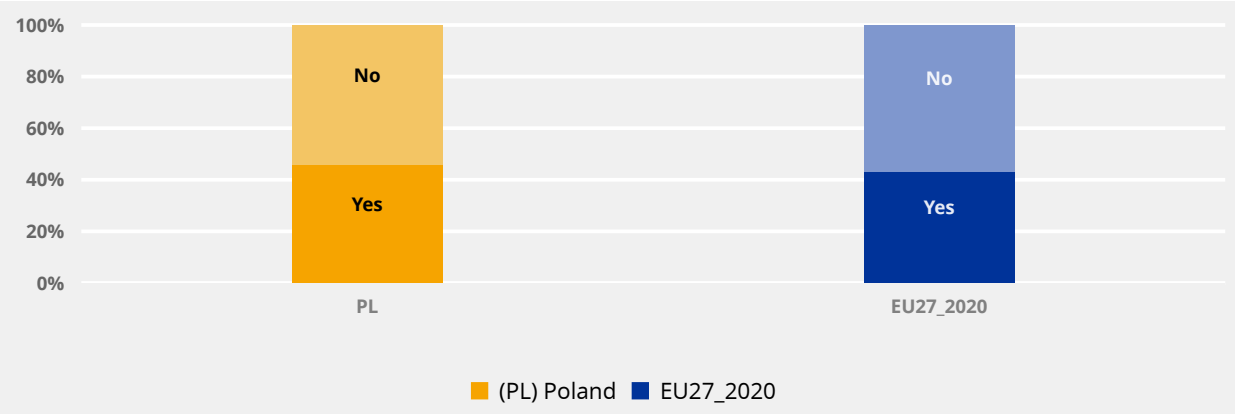
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

% of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(PL) Poland	46	54
EU27_2020	43.2	56.8

Authority

Link to the institute

Short abstract

The HSL — the national institute for occupational safety and health research — was originally set up as HSE's laboratory to minimise risks to people's health and safety at work. Today, while continuing to support the HSE, the HSL now works with a wide range of other public and private sector organisations, often conducting detailed and bespoke research and development work on their behalf. The HSL's primary role is to provide investigative work and services arising from HSE's day-to-day operations, which often require a rapid multidisciplinary response. The HSE maintains a dedicated horizon-scanning team, based at the HSL, to keep the health and safety consequences arising from new trends in science and technology under review. The HSL is also a World Health Organisation (WHO) Collaborating Centre in Occupational Health.

See more in OSHWiki

Scope of the Labor Inspection

Occupational diseases and work-related diseases in 2014, estonia

Inspector powers

Data holder:

Health Board of Estonia

Functionalities:

- Monitoring of work-related illness - annually

Strategy/Plan

The Work Environment

OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology

Poland

OSH statistics

Accidents at work in 2014

Data holder:

Central Statistical Office

Functionalities:

- Monitoring of work accidents - (2012-2014)

Accidents at work and occupational diseases in agriculture and preventive activities of Agricultural Social Insurance Fund in 2014

Data holder:

Agricultural Social Insurance Fund

Functionalities:

- Monitoring of work accidents - (2005-2014)
- Monitoring of occupational diseases - (2005-2014)

"Occupational Diseases in Poland in 2014" (in Polish: "Choroby zawodowe w Polsce w 2014r.)"

Data holder:

Instytut Medycyny Pracy im. Prof.. J. Nofera, Centralny Rejestr Chorób Zawodowych

Functionalities:

- Monitoring of occupational diseases - annually

Accidents at work and work-related health problems

Data holder:

Central Statistical Office

Functionalities:

- Monitoring of work-related illness

Surveys

Working conditions. Accidents at work

- Link to the survey
- **Time span**: annual since 2006
- **Contact person:** Central Institute for Labour Protection - National Research Institute

relevant information about working conditions in Poland is collected as a part of the Programme of ad hoc modules for the Labour Force Survey

- Link to the survey

Research Institutes

Central Institute for Labour Protection — National Research Institute (CIOP-PIB — Centralny Instytut Ochrony Pracy — Państwowy Instytut Badawczy)

Link to the institute

Short abstract

CIOP-PIB is the main scientific research institution in Poland that employs a comprehensive approach to improving working conditions according to human psychophysical abilities. The institute's main activity constitutes research and development tasks, which lead to new technical and organisational solutions in the fields of labour protection, occupational safety, health and ergonomics, as well as other tasks that are essential for realising the goals of the socio-economic policy in the OSH field. The institute is a legally, organisationally, economically and financially independent state body.

See more in OSHWiki

Nofer Institute of Occupational Medicine (IMP — Instytut Medycyny Pracy im. Prof. J. Nofera)

Link to the institute

Short abstract

IMP is a scientific research centre that has been active for over 50 years. It works on all aspects of occupational medicine, public health and environmental health. The scope of its activity has evolved over time, in line with national and global standards as well as the institute's goal of providing recommendations of the highest quality, to contribute to the improvement of life and working conditions. The institute is also the country's leading medical training centre, offering training courses to medical professionals.

See more in OSHWiki

Institute of Occupational Medicine and Environmental Health (IMPiZŚ — Instytut Medycyny Pracy i Zdrowia Środowiskowego)

Link to the institute

Short abstract

IMPiZŚ is a scientific research centre focused on occupational medicine and environmental health research as well as study, implementation, training, diagnostic and treatment activities. IMPiZŚ has been engaged in promoting public health and disease prevention awareness campaigns

See more in OSHWiki

Central Mining Institute (GIG — Główny Instytut Górnictwa)

Link to the institute

Short abstract

GIG is a scientific research and development organisation dedicated to the mining industry as well as other types of small and medium-sized enterprises (SMEs), national and local administration institutions and international partners.

See more in OSHWiki

Institute of Rural Health (Instytut Medycyny Wsi, IMW)

Link to the institute

Short abstract

The IMW is a scientific research and treatment services institution dedicated to a wide range of rural public health and environmental health issues. The institute's activities cover the following areas:

- assessing public health risks in rural areas;
- assessing environmental and working conditions in rural areas;
- influencing the rural healthcare policy.

See more in OSHWiki