



Valsts darba inspekcija

LATVIA ANNUAL REPORT 2020

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Introduction

The Labour Inspectorate is the direct management authority, which is subordinated to the Minister of Welfare. Employers, businessmen, their authorized persons and enterprises, construction objects, including the construction objects belonging to a private individual during the time of construction works, as well as working areas and work equipment – all this is a subject to the supervision and control of the Labour Inspectorate.

Law on the State Labour Inspection, which has been adopted on 19 June 2008 and came into force on 10 July 2008, defines the legal status, function and tasks of the Labour Inspectorate.

The function of the Labour Inspectorate is to maintain the effective implementation, supervision and control of the state policy in the area of labour relations and occupational safety and health (OSH).

The Labour Inspectorate has set up two main directions of activity:

1. Effective supervision and control of the legal labour relations and OSH area;
2. Services provided to customers, including public information on current labour law and OSH issues.

The main objectives of the Labour Inspectorate in 2020 were:

1. Improving the inspection and the control process;
2. Improving the employees' skills and working conditions;
3. Improving the availability and quality of the services provided, as well as communication with the public.

The planning of the Labour Inspectorate activities was based on the principle of priority. Priorities were set based on analysing the current situation in the area of labour law and OSH, as well as taking into consideration the European Union (EU) policy planning documents (EU Strategic Framework on Health and Safety at Work 2014 – 2020, the Senior Labour Inspectors' Committee (SLIC) operational program), national policy planning documents (OSH Development Framework 2016 – 2020, National Development Plan 2014 – 2020), Guidelines on application of the “Consult First” principle in the work of the state authorities and the resources available to the Labour Inspectorate.

The Labour Inspectorate's priorities in 2020 were identified as:

- √ Implementation of the unregistered employment reduction policy through inspections of companies whose economic activities showed an increased risk of unregistered employment;
- √ Reduction the number of fatal accidents at work and accidents at work that led to the injured person's serious health disorders.

Implementation of the “Consult First” principle in practice in 2020, as in the past, was the horizontal priority of the Labour Inspectorate penetrating completely all activity areas of the Labour Inspectorate, both when carrying inspections of companies and when performing a broad public information and education work.

In the 2020 assessment on the implementation of the “Consultation First” principle in practice, creating an excellent business environment in Latvia, the Labour Inspectorate was included in the leadership group.

The following activities were implemented in the framework of the priorities:

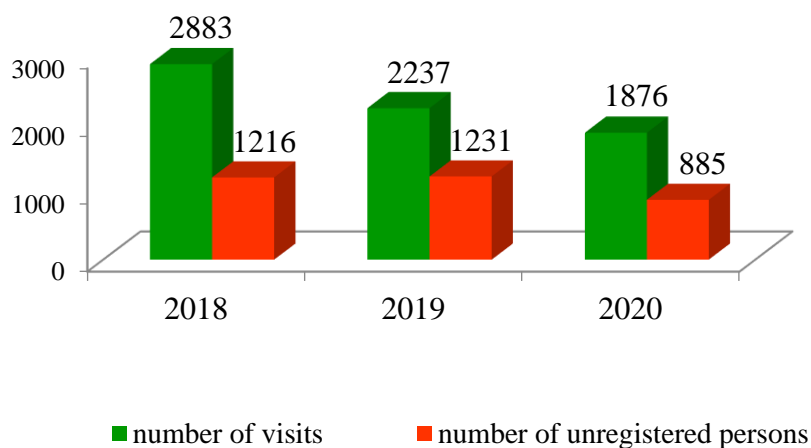
1. Visits to the enterprises where high risk of unregistered employment existed;
2. Preventive inspections on OSH, including thematic inspections:
 - 2.1. in woodworking companies;
 - 2.2. in construction companies;
 - 2.3. regarding the safe use of chemical substances and mixtures thereof in workplaces;
 - 2.4. in companies where the employees have been newly diagnosed with occupational disease in 2019.
3. European healthy workplaces campaign „Healthy Workplaces Lighten the Load”.

It should be pointed out that an unexpected challenge to the Labour Inspectorate in 2020 was the Covid-19 pandemic, which had twice been announced in Latvia: from 12 March to 9 June 2020 and from 9 November 2020 to 6 April 2021, which had a significant impact on the whole work of the institution. At the same time, as the unplanned main priority of the Labour Inspectorate in 2020 became ensuring continuity and quality of activity, taking into account all epidemiological safety measures including remote work.

1. The implementation of priorities of the Labour Inspection in 2020

1.1. In 2020, as before, the implementation of measures to tackle undeclared work was the priority of the Labour Inspectorate in order to continue combating shadow economy and to ensure fair competition within the competence of the authority. The priority objective was to reduce the proportion of undeclared work in Latvia by making the control mechanism more efficient and, therefore, also reducing potential occurrence of unfair competition, as well as to inform the society about the negative consequences of undeclared work etc. In 2020, both the number of labour inspection surveys carried out in the context of the reduction of undeclared work and their results were also significantly affected by measures to limit the Covid-19 pandemic and the restrictions imposed by the emergency.

The Labour Inspectorate carried out 1 876 inspections (planned – 2 000) aimed at the reduction of unregistered employment, of which 30.0 % inspections were successful. It means that in every third inspection the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees, were identified. The Labour Inspectorate officials shall re-examine the undertaking if, during the first survey, unregistered persons are not discovered, but when assessing the situation in the undertaking as a whole, there is reasonable suspicion that the employer could employ his or her employees unregistered. The companies with a high unregistered employment risk underwent 224 re-inspections, being 12.0 % of all unregistered employment inspections (see *Graph 1*).

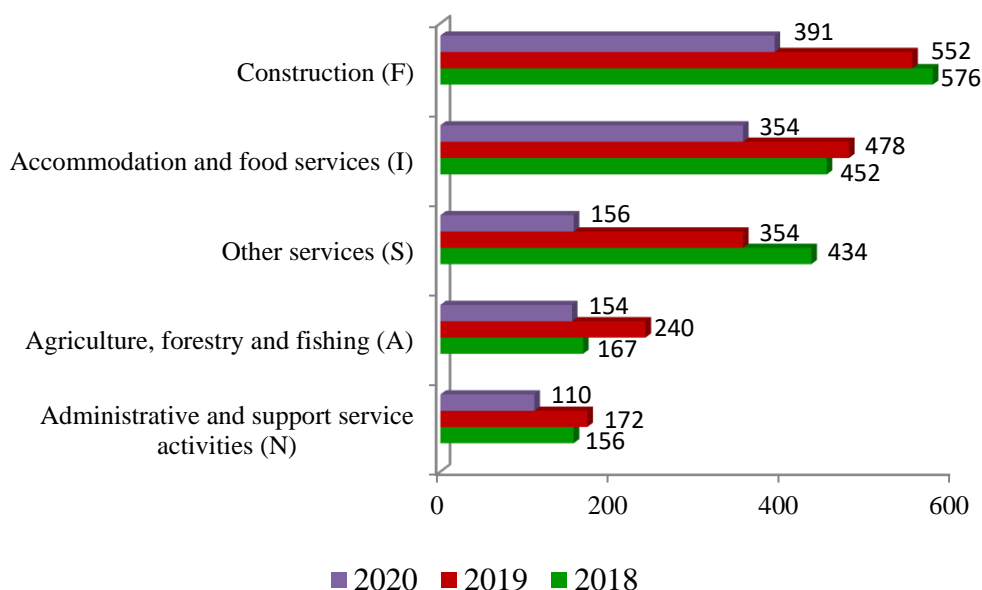


Graph 1: Dynamics of the number visited enterprises and unregistered persons (2018 – 2020)

In 2020, 885 unregistered persons were identified, of whom 520 persons had not signed written employment contracts and were not declared at the SRS; 245 had written employment contracts, but were not registered at the SRS, and 120 persons did not enter into written employment contracts, but were declared at the SRS.

In 2020, discovering the employment without a written employment contract and /or declaration at the SRS, the officials of the Labour Inspectorate imposed 288¹ fines in the amount of EUR 186 415.00.

Analysing unregistered employment discovered in the course of inspections in specific sectors of the national economy, it should be concluded that as well as in the previous years the highest unregistered employment ratio was observed in the construction sector. The number of unregistered persons identified in construction in 2020 was equivalent to 34.0 % of the total number of unregistered persons found out by the Labour Inspectorate. The construction had the largest number of unregistered persons per 100 000 workers of the industry in 2020 as well (see *Graph 2*).



Graph 2: Dynamics of defined unregistered persons by branches per 100 000 workers (2018 – 2020)

At the same time, it must be noted that there was also a positive trend - after inspections conducted by the Labour Inspectorate, a written employment contract was concluded with 630 or 71.0 % of persons discovered by the Labour Inspectorate that were subject to undeclared work and/or such persons were registered with the SRS in the status of an employee. This means that the employer legalised employment legal relations in accordance with the requirements of laws and regulations.

In the field of combating unregistered employment, there is still a trend related to the organization of illegal cross-border flows of workers and increased illegal employment of third-country nationals in Latvia. Within the framework of the examination of the mentioned cases, the Labour Inspectorate effectively cooperated with the State Border Guard, the SRS and other authorities in Latvia, as well as with the competent authorities in other countries.

As well as in 2019 in 2020, the Labour Inspectorate was actively participating in forums organised at the European and national level in the field of tackling undeclared work, improving skills and knowledge, sharing experience and developing more efficient models of cooperation with other countries.

¹ The data on the violations identified for which an administrative penalty has been imposed after 1 July 2020 are entered and stored in the Administrative Offence Proceedings Support System (APAS) maintained by the Information Centre of the Ministry of the Interior, therefore the collection of the mentioned data for the period from 1 July to 31 December 2020 is not at the disposal of the Labour Inspectorate at the moment.

In 2020, the Labour Inspectorate continued to participate actively in the European Platform Tackling Undeclared Work (Platform). The aim of the Platform is to support EU member states tackling undeclared work, offering support and solutions to various problems related to undeclared work. In 2020, the concept of a joint information campaign on the issues of undeclared work was developed within the framework of the Platform. In 2020, for the first time, a wide-ranging awareness raising campaign was launched across Europe to reduce undeclared work with the slogan “Europe for Fair Work!” (#EU4FairWork). The information campaign was organised with the support of the Platform. The campaign's leading organisation was the Labour Inspectorate, which involved both publishing information on social networks (Facebook and Twitter) and participating in an online discussion on employment at the “Lampa” festival and organising a workshop on the posting of workers, which was one of the most urgent problems in the context of undeclared work.

1.2. The other priority of the Labour Inspectorate is reducing the number of fatal accidents at work and those accidents at work due to which the injured person has serious health disorders. With this aim were organised four thematic inspection campaigns in OSH, 2 498 preventive visits carried out, other public awareness and educational measures took place. In addition, new modules for online interactive risk assessment (*OiRA* – Online interactive Risk Assessment tool) of the working environment were published.

In 2020, 615 company thematic inspections (visits) on OSH were conducted with the aim:

- ✓ to evaluate the compliance of working conditions at an enterprise with the requirements laid down in the laws and regulations governing the field of OSH;
- ✓ to evaluate the actual performance of employers in terms of creating a safe working environment, particularly focusing attention on enterprises with a previous record of accidents at work;
- ✓ to draw the attention of employers towards matters related to OSH;
- ✓ to reduce the risks of occupational diseases and accidents at work.

Simultaneously with the survey of companies, various information events were organized during the thematic inspections. The form and content of which were specially adapted to each thematic inspection and sector, so that cooperation with entrepreneurs putting in order the working environment would be constructive and purposeful.

1.3. The European information campaign "Healthy Workplaces Lighten the Load" in Europe was launched in autumn 2020. Considering the epidemiological safety, the opening of the campaign in Latvia with face-to-face publicity measures was not organized, but started with social networking activities.

The main activities in 2020 were the competition for the good practice award “Golden Helmet”, which was organized for the 15th time, and the annual conference on labour protection. The “Golden Helmet” competition looked for examples of good practice from Latvian companies, state and local government institutions in labour protection systems and processes that “healthy workplaces lighten the load”. This means that the company or institution has implemented various digital solutions for document circulation, working time records, organization of mandatory health examinations, issuance and registration of personal protective equipment, electronic employees training and knowledge testing, employees’ involvement in addressing occupational safety issues, reporting dangerous situations at working environment, etc.

The "Golden Helmet" competition ended on 30 October 2020 with a conference "Healthy Workplaces Lighten the Load" organized by the Labour Inspectorate. Within the framework of the conference, the winners of the good practice award "Golden Helmet" competition were also celebrated and awarded. The award was presented to two international companies - SIA Fortum Latvia, which was recognized as the best example among those companies that have not previously received the good practice award in labour protection, and SIA Schwenk Latvija, which received the award repeatedly. SIA Fortum Latvia received the award for the development of the integrated safety management tool FRIDA, which allows faster and easier registration and analysis of accidents and dangerous situations at work, as well

as learning from the experience of other countries in the field of labour protection. In turn, the example of SIA Schwenk Latvija included the introduction of e-instructions, the use of employee cards, employees' notification and communication, the monitoring of subcontractors, the use of drones and thermal cameras, etc. solutions.

In 2020, the Labour Inspectorate continued implementation of the project of the European Social Fund entitled "Practical Application of Regulatory Enactments Regarding Employment Relationship and Occupational Safety". The aim of the project is to improve occupational health and safety at enterprises, in particular at enterprises operating in a high risk industry.

2. Laws and decisions, which relate to the activities of the Labour Inspection

2.1. Laws regulating the Labour Inspection's activity that has become effective in 2020:

The Law on Administrative Liability came into force on 1 July 2020.

The purpose of the Law is to protect the existing legal system, including public legal interest, the established administrative order, public order, as well as to ensure efficient administrative offence proceedings in line with the fundamental rights of a person and to achieve just settlement of legal relations.

2.2. The laws, rules, regulations, which have come into force in 2020, and the implementation of which is supervised by the Labour Inspectorate:

✓ Amendments to the Labour Protection Law:

- administrative responsibility in the field of labour protection has been determined, as well as penalties for violations and regulatory competence in the application of penalties in order to ensure the system of implementation of codification of sectoral administrative violations;

- a definition of remote work and self-employed person was determined;

- requirement for the employer to hire or appoint at least two labour protection professionals in a high risk sector undertakings with 250 or more employees.

✓ Amendment to the Regulations "Procedures for the Investigation and Registration of Accidents at Work", which refers to an infectious disease and are considered to be an accident at work, where such a disease is associated with a specifically identifiable emergency event during the performance of work and this event is a direct cause in relation to the illness of the employee;

✓ Annex 1 list of occupational diseases in the Regulations "Procedures for the Investigation and Registration of Occupational Diseases" was amended with Covid-19 infectious diseases (diseases caused by biological factors resulting from performance of work duties in the health care, prevention and social work sector or other services);

✓ Amendments have been made to the Regulations "Labour Protection Requirements when Coming in Contact with Chemical Substances at Workplaces" for occupational exposure limit values for hardwood dusts, chromium VI compounds, as well as changes have been made to the list of carcinogenic substances.

3. The personnel of the Labour Inspection

3.1. In 2020, there were 190 official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2020 – 124, including:

✓ chief inspectors – 17;

✓ senior inspectors – 58;

✓ inspectors – 49.

3.3. Number of women inspectors in 2020 – 86 (69.0 % of total number of inspectors), of whom:

✓ chief inspectors – 8 (47.0 % of total number of chief inspectors);

✓ senior inspectors – 43 (74.0 % of total number of senior inspectors);

✓ inspectors – 35 (71.0 % of total number inspectors).

3.4. The data on the geographical location of the structural subdivisions of the Labour Inspectorate (see *Figure 1*).

The Labour Inspectorate structure comprised of the Labour Inspectorate Headquarters and five Regional State Labour Inspectorates (SLIs). In 2020, changes were made to the structure of the Labour Inspectorate in order to make optimal and targeted use the personnel resources, ensure effective external communication and promote the implementation of the objectives of the Labour Inspectorate:

- ✓ the Riga Regional SLI was reorganised, setting up four sectors, each with its specialisation: consideration of applications, promotion of social dialogue and mediation, monitoring labour protection and operational activities, prevention;
- ✓ two posts have been created under the direct management of the Director - the Head of Strategic Communication and the Head of the National Contact Point of the European Agency for Safety and Health at Work.

RSLI which operated within the country:

- **Kurzeme RSLI** – the centre – in Liepāja, a sector – in Ventspils, office – in Saldus, consultation places – in Kuldīga and Talsi;
- **Latgale RSLI** – the centre – in Daugavpils, a sector – in Rēzekne, office – in Jekabpils, consultation place – in Preiļi;
- **Riga RSLI** – the centre – in Riga, 4 sectors – Labour Protection Supervision Sector, Mediation and Compliance Sector, Labour Rights Supervision Sector and Prevention and Operational Activities Sector;
- **Vidzeme RSLI** – the centre – in Valmiera, a sector – in Gulbene, office – in Sigulda, consultation places – in Alūksne and Cēsis;
- **Zemgale RSLI** – the centre – in Jelgava, a sector in Ogre, office – in Tukums, Consultation Centre in Bauska, consultation place – in Aizkraukle.

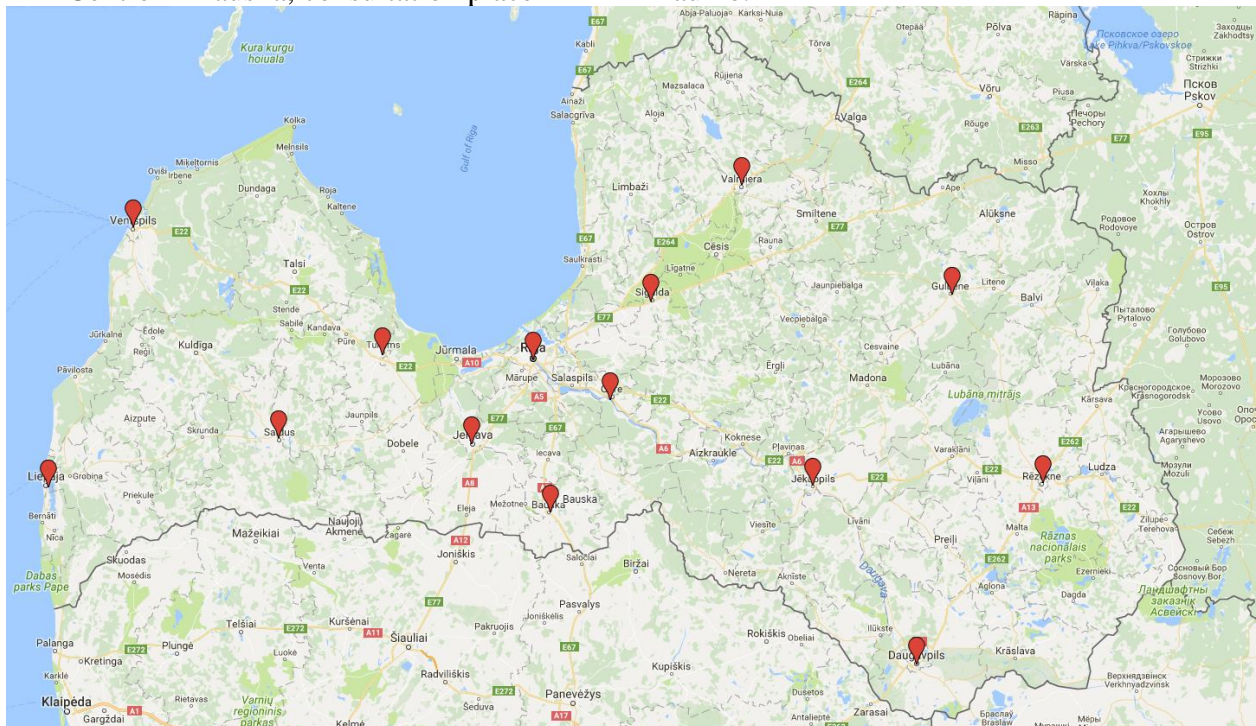


Figure 1: Geographical location of the structural divisions of the Labour Inspection

4. Data on companies under the control of the Labour Inspection and number of employees working in these companies

Number of companies under the control of the Labour Inspectorate – **114 122**, including in agriculture – 6 799 (5.9 % of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2019).

Number of employees in the companies under the Labour Inspectorate's supervision – **779 500**, including in agriculture – 30 646 (3.9 % of the total number of employees, data of the Central Statistical Bureau for the 2019), of whom women – 402 000, including in agriculture – 9 521 (2.4 % of the total number of women under the control of the Labour Inspectorate).

5. Statistics of inspection visits

Number of companies inspected by the Labour Inspectorate in 2020 – **6 373**, including in agriculture – 473 (7.4%) out of which:

The Labour Inspectorate carried out **9 423** visits to companies, including in agriculture – 450 (4.8 %) in 2020 - more than once a year – **1 440**, including in agriculture – 33 (2.3 %).

6. The statistical data on the established violations and imposed sanctions

6.1. In 2020, inspectors of the Labour Inspectorate issued to employers **1 402 orders** (in 2019 – 1 777), including in agriculture – 137 (10.0 %, in 2019 – 161) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **6 252² violations** (in 2019 – 10 197) were mentioned, including in agriculture – 624 (10.0 %, in 2019 – 786) of which:

- 4 493 (in 2019 – 6 257), including in agriculture – 511 (11.4 %, in 2019 – 523), on OSH;
- 1 467 (in 2019 – 3 284), including in agriculture – 109 (7.4 %, in 2019 – 239), on labour legal relations;
- 292 (in 2019 – 656), including in agriculture - 4 (1.4 %, in 2019 – 24), on the State Labour Inspectorate Law.

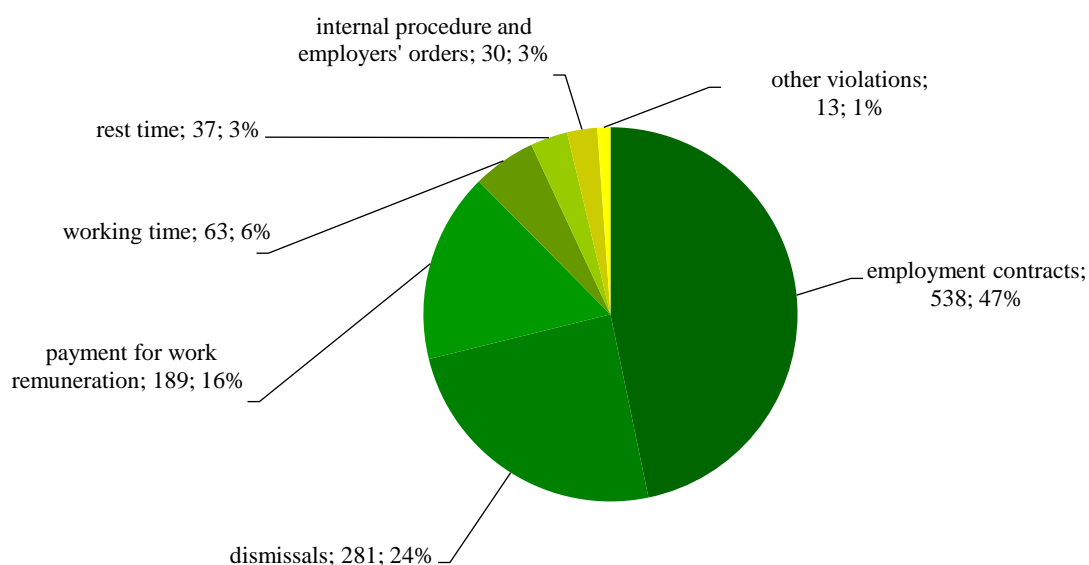
The reduction in the number of irregularities identified in 2020 compared to previous years was significantly affected by epidemiological safety measures to limit the Covid-19 pandemic, including total or partial downtime of companies in several sectors.

6.2. Violations of regulatory enactments regulating the **labour relations** made up 23.0 % of all violations detected by the officials of the Labour Inspectorate in 2020. 96.0 % of violations of the labour relations formed violations of the Labour Law (78.0 %) and Regulations on Registration of Persons Making Mandatory State Social Insurance Contributions and Reports on Mandatory State Social Insurance Contributions and Personal Income Tax (18.0 %).

In 2020, as in previous years, most employers did not comply with requirements of the Labour Law regarding employment contract, which were 35.0 % of all labour relations violations. The violations found were related to having a written employment contract and the content of the contract - the contract was not signed at all or it did not contain all the information specified in the Labour Law, for example, did not specify the agreed daily or weekly working hours, the duration of the annual paid leave etc. Employers committed such labour violations both due to ignorance or a desire to manipulate employees' working hours, record-keeping.

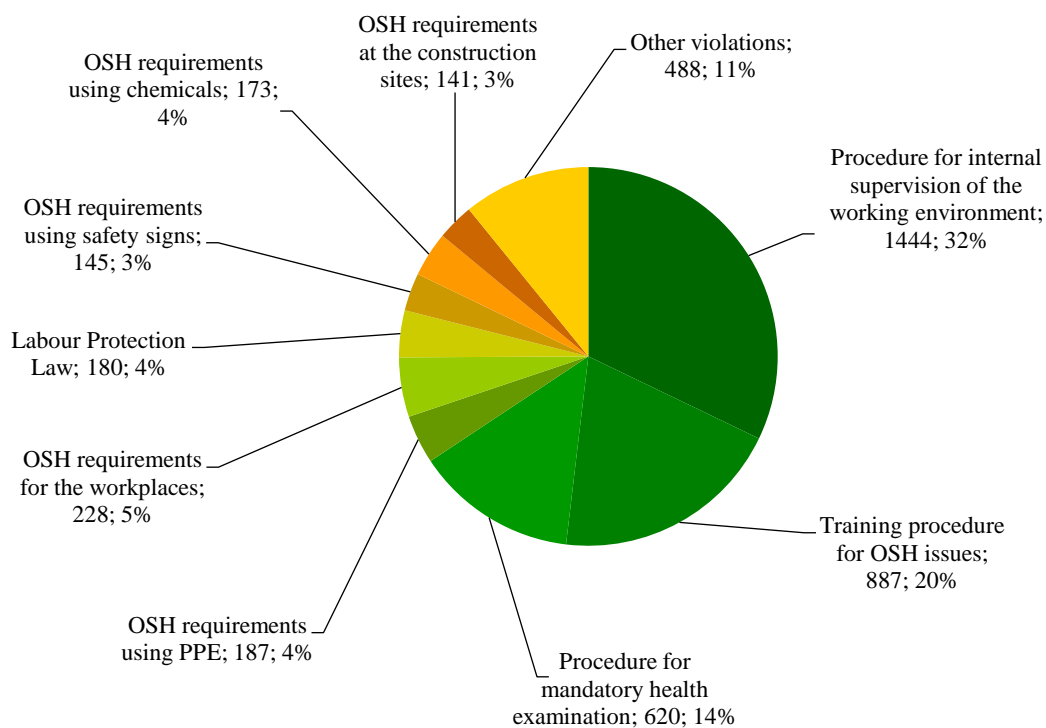
A significant part of the Labour Law violations was related to the termination of the employment relationships (24.0 %) - the statutory Labour Law dismissal procedure was not respected; all of the employee's wages were not paid on the day of dismissal, including compensation for unused leave (see *Graph 3*).

² As from 1 July 2020, all information on the violations identified by the Labour Inspectorate that have been subjected to an administrative penalty is entered into the APAS. It is not possible currently to compile and register in the Information System databases of the Labour Inspectorate data on the identified violations for which an administrative penalty has been imposed during the period from 1 July to 31 December 2020. Therefore, the statistical information on violations identified in 2020 contains violations for which an order has been issued to the employer and violations for which an administrative penalty has been imposed by 30 June 2020.



Graph 3: Distribution of violations on labour legal relations in 2020

Violations of regulatory enactments regulating **OSH** made up 72.0 % of all violations discovered by officials of the Labour Inspectorate in 2020 (see on *Graph 4*).



Graph 4: Distribution of violations on OSH in 2020

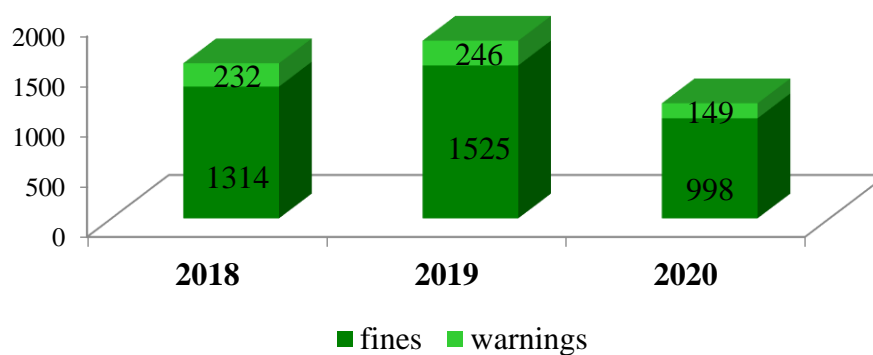
Violations of the **State Labour Inspectorate Law** made up 5.0 % of all violations discovered by the officials of the Labour Inspectorate in 2020. They primarily comprised violations of the State Labour Inspectorate Law related to timely non-fulfilment of lawful requirements of officials of the Labour Inspectorate.

6.3. The applied penalties and their type

In 2020, **1 147** (in 2019 – 1 771) **administrative penalties**, including in agriculture – 33 (2.9 %, 2019– 161) were applied:

- **149- warnings** (2019 – 246), including in agriculture – 3 (2.0 %, 2019 – 10);
- **998 – fines** (2019 – 1 525), including in agriculture – 30 (3.0 %, 2019 – 111), in total for **EUR 352 813.50**, including in agriculture – 21 450.00 (6.1 %).

The officials of the Labour Inspectorate imposed on the employers 1 147 administrative penalties for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2020 (see *Graph 5*).



Graph 5: Structure and number of the imposed administrative penalties (2018 – 2020³)

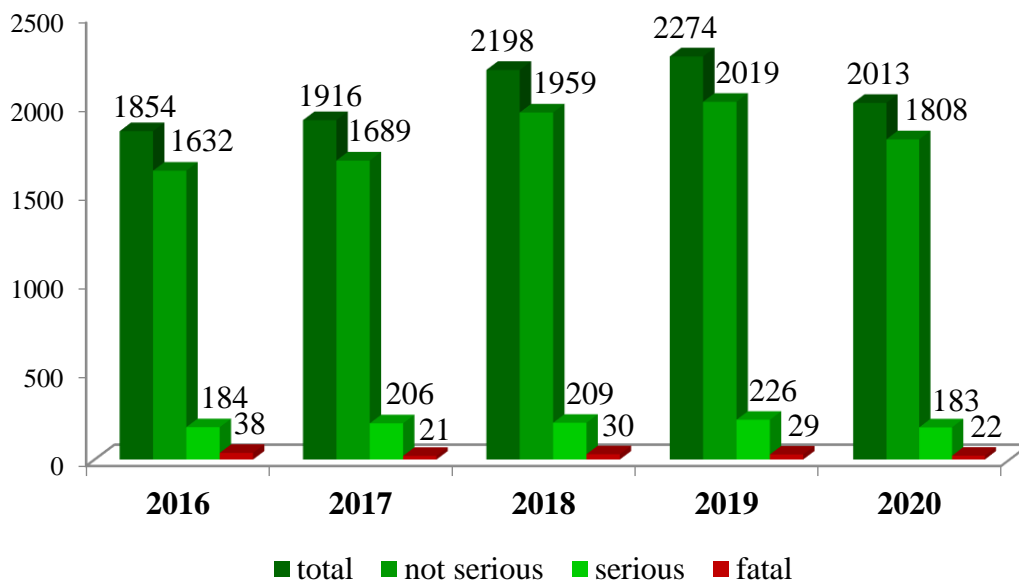
Upon discovering violations, which pose a direct threat to the life and health of employees, the Labour Inspectorate officials in year 2020 have issued 3 orders/decisions on the person's/object's suspension and 14 warnings on a person's/object's suspension.

Out of 17 orders / decisions / warnings on suspension of the activity of a person/object 13 (76.5 %) were issued at construction sites. Most frequently, activities were suspended or a warning on suspension was issued due to unsafe work at a height, *inter alia* on unsafe or incompletely constructed scaffoldings, during performance of work on the roof, unbounded openings in the floor, without anti-fall systems, for work in trenches without fixed side edges and for the use of saws without adequate guards.

7. The statistical data on accidents at work

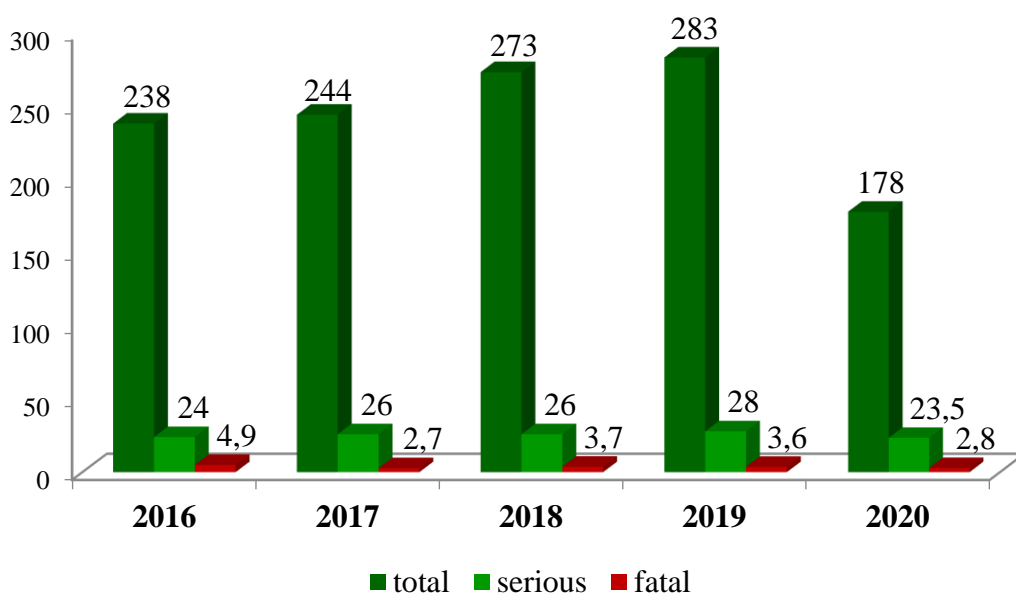
According to the information available within the Labour Inspectorate, 2 013 employees suffered in accidents at work in Latvia in 2020. 22 of the workplace accidents were fatal and 183 with seriously injured workers. In comparison with 2019, the total number of victims of accidents at work decreased significantly - by 11.5 %, the number of serious victims - by 19.0 %, but the number of fatalities - by 24.1 % (see *Graph 6*).

³ Data from APAS for the period from 1 July to 31 December 2020.



Graph 6: The dynamics of the accidents at work (2016 – 2020)

When analysing data on persons injured in accidents at work per 100 000 workers, it may be concluded that consequently it trends to grow, but in 2020 it declined naturally (see Graph 7).



Graph 7. The accidents rates per 100 000 workers (2016 – 2020)

Analysis of the number of persons injured in accidents at work by industries (see Table 1) shows that the industries with the largest number of injured persons has not changed; and in 2020 as well in previous year it was manufacturing industry, retail trade, transport and storage industry, construction and health and social care work activities. Manufacturing industry had the most persons injured in accidents at work (34.2 %) in 2020.

The second highest number of accidents at work in 2020 was in wholesale and retail trade (12.6%).

Transport and storage industry had the third highest number of accidents at work (10.9 %).

The most fatalities due to accidents at work in 2020 were in transport and storage industry (11) and manufacturing industry (4). The total of 68.0 % of all fatal accidents at work have occurred in these industries.

In 2020, just like before, more male than female workers were injured in accidents at work (68.0 %). Persons who had suffered in accidents at work most of all had injured hands, head and legs.

1 Table

Breakdown of accidents at work by sectors
(NACE Rev. 2 classification)

	Sectors	Total		Including			
				Serious		Fatal	
		2019	2020	2019	2020	2019	2020
A	AGRICULTURE, FORESTRY AND FISHING	98	97	15	13	4	2
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	64	59	10	7	3	0
02	FORESTRY AND LOGGING	33	37	5	6	1	2
03	FISHING AND AQUACULTURE	1	1	0	0	0	0
B	MINING AND QUARRYING	12	11	2	2	0	0
C	MANUFACTURING	703	689	48	47	3	4
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	20	18	4	2	1	0
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	32	32	5	1	0	0
F	CONSTRUCTION	208	196	43	37	10	3
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	274	254	20	15	1	2
H	TRANSPORT AND STORAGE	334	220	38	22	8	11
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	75	37	2	1	0	0
J	INFORMATION AND COMMUNICATION	24	15	0	0	0	0
K	FINANCIAL AND INSURANCE ACTIVITIES	5	6	0	1	0	0
L	REAL ESTATE ACTIVITIES	39	27	9	2	0	0
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	14	16	1	0	0	0
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	69	61	5	4	1	0
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	129	91	9	7	1	0
P	EDUCATION	55	56	10	7	0	0
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	153	162	9	17	0	0
R	ARTS, ENTERTAINMENT AND RECREATION	12	12	4	3	0	0
S	OTHER SERVICES	16	13	2	2	0	0
T	ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES - PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	2	0	0	0	0	0
	Total	2274	2013	226	183	29	22

In 2020, the most of accidents at work resulted from unsafe human actions (78.6 %), which led to fatal outcome in 31.0 % and serious injuries in 62.6 % cases. Work organization and related shortcomings resulted in 5.3 % of accidents at work, 24.1 % of fatal accidents and 18.3 % of serious injuries. Unsatisfactory working conditions (lack of safety equipment, use of damaged equipment and tools, insufficient order at workplaces etc.) as a cause for accidents was identified in 5.3 % cases, 13.8 % - fatal accidents and 7.1 % - serious injuries (see *Table 2*).

Table 2

Breakdown of accidents by accident causes

	Causes of accidents at work	Total		Including			
				Serious		Fatal	
		2019	2020	2019	2020	2019	2019
1	UNSATISFACTORY CONDITIONS AT WORKPLACE	153	125	20	17	5	4
2	UNSAFE HUMAN ACTION (ACTION/PERSON)	1829	1871	171	151	13	9
3	WORK ORGANIZATION AND RELATED SHORTCOMINGS	270	127	69	44	16	7
4	VIOLATION OF ROAD TRAFFIC RULES	84	63	13	11	7	1
5	VIOLENCE (ATTACKS)	108	72	4	1	0	0
6	OTHERS	202	122	26	17	4	8
	Total	2646	2380	303	241	45	29

Analysing occupations of the injured persons, it may be concluded, that qualified workers and craftsmen (24.5 % - metalworking, mechanical engineering and builders etc.), ordinary professions workers (23.0 % - construction, production and transport workers) and equipment and machine operators and article assemblers (19.6 % - self-propelled vehicle and equipment operators, lifting machine and equipment operators, industrial equipment operators) suffered primarily in accidents at work in 2020 (see *Table 3*).

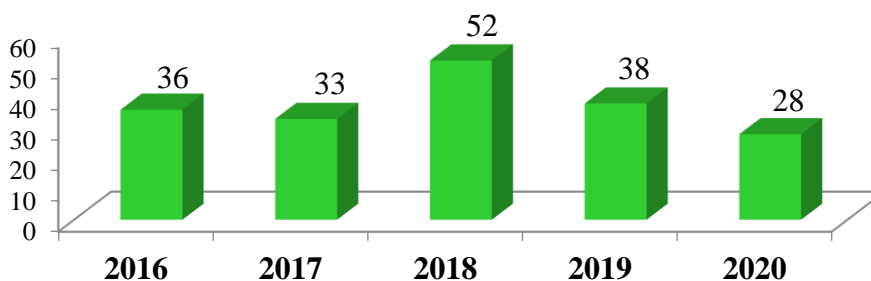
Table 3

Breakdown of injured persons by occupations classification

	Occupations	Total		Including			
				Serious		Fatal	
		2019	2020	2019	2020	2019	2020
1	MANAGERS	35	40	6	7	1	1
2	SENIOR SPECIALISTS	133	106	15	14	0	0
3	SPECIALISTS	191	179	11	10	1	1
4	OFFICE WORKERS	115	81	8	7	1	1
5	SERVICE AND TRADE EMPLOYEES	290	231	16	19	0	1
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	24	25	2	1	0	1
7	QUALIFIED WORKERS AND CRAFTSMEN	529	494	50	39	7	5
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	399	395	61	43	10	10

Occupations		Total		Including			
				Serious		Fatal	
		2019	2020	2019	2020	2019	2020
9	ORDINARY PROFESSIONS	558	462	57	43	9	2
	Total	2274	2013	226	183	29	22

In 2020, the Labour Inspectorate investigated 35 fatal accidents at work that were not related to the working conditions and environmental factors, 28 (80.0 %) of which were so-called “natural deaths”⁴. Meanwhile the remaining seven fatal accidents at work, which after investigation were declared non-associated with the working conditions and the impact caused by the working environment factors, e.g. committed a suicide, as a result of a dispute between employees or accidents had occurred outside working hours, including rest period. Compared with 2019, number of “natural deaths” decreased by 26.3 % (see *Graph 8*).



Graph 8. Dynamics of “natural deaths” (2016 – 2020)

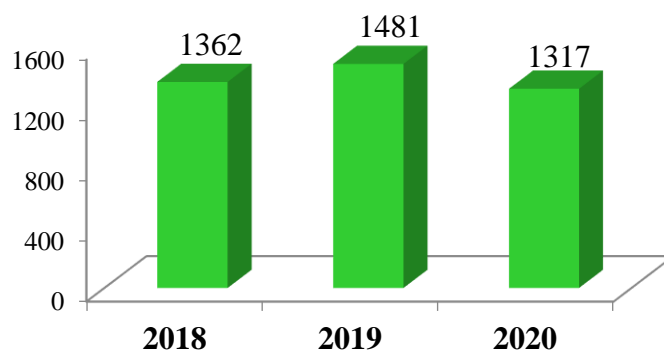
While analysing the data by sex and age of persons who had died “naturally” at their workplace, it can be concluded that more men (78.6 %) have died, and the employees in the age group from 45 to 64 (78.6 %).

In 2020, 64.3 % of “natural death” cases at workplaces were registered in three industries: manufacturing industry (7), construction (6) and public administration (5).

8. The statistical data on occupational diseases

The Labour Inspectorate participated in the investigation of cases of occupational diseases by preparing workplace hygienic descriptions (WHD) at the companies. In 2020, the Labour Inspectorate’s officials have prepared 1 317 WHD on the requests of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital (Occupational and Radiation Medicine Centre) and from occupational physicians. In 2020, in comparison with 2019, the number of requests for WHD has decreased by 11.1 % (see *Graph 9*).

⁴ The Accident at Work Act was prepared in accordance with the provisions of the Cabinet Regulations “Procedures for the Investigation and Registration of Accidents at Work”, which stipulates that the Labour Inspectorate, taking into account the opinion provided by the Medical Commission on Occupational Diseases of the Occupational and Radiation Medicine Centre, has evaluated that the cause of death of the injured person in the workplace is not the result of the exposure to the working environment factors.

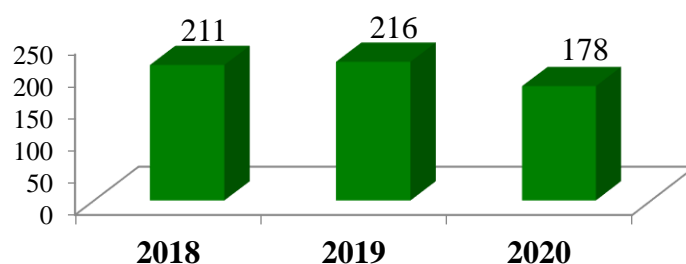


Graph 9: Prepared hygienic descriptions of workplaces (2018 – 2020)

According to the information provided by the Occupational and Radiation Medicine Centre, 1 389 of the first-time patients of an occupational disease were confirmed in 2020. It was less by 20.1 % than in 2019.

In 2020, compared to the data of 2019, the number of the first-time patients of an occupational disease per 100 000 employed persons decreased by 17.6 % (see *Graph 10*).

The reduction is due to measures to limit the Covid-19 pandemic in 2020. The provision of ambulatory services was temporarily suspended in the medical treatment establishments, which was subsequently allowed with significant restrictions.



Graph 10: Dynamics of the first-time approved occupational disease patients per 100 000 workers (2018 - 2020)

In 2020 like in 2019, the first-time confirmed occupational disease patients most often suffered from diseases of nervous system – 55.5 %. The second most common occupational diseases were musculoskeletal system and connective tissue diseases – 27.7 %, the most common of which being spinal diseases – spondylosis, arthrosis etc. The third largest group was injuries, poisoning and certain other consequences of external factors – (9.4 %), such as noise and vibration generated diseases etc. (see *Table 4*).

Table 4

Groups of occupational diseases according to the 10th International Classification of Diseases (ICD-10)

Code	Group of occupational diseases	2019	2020
C00-D48	NEOPLASMS (MALIGNANT AND PRE-CANCER DISEASES)	0	3
F00 - F99	MENTAL AND BEHAVIOURAL DISORDERS	43	48
G00 - G99	DISEASES OF THE NERVOUS SYSTEM	961	771
H60 - H95	DISEASES OF THE EAR AND MASTOID PROCESS	1	0
I00 - I99	DISEASES OF THE CIRCULATORY SYSTEM	37	29
J00 - J99	DISEASES OF THE RESPIRATORY SYSTEM	29	23
L00 - L99	DISEASES OF THE SKIN AND SUBCUTANEOUS TISSUE	10	1
M00 - M99	DISEASES OF THE MUSCULOSKELETAL SYSTEM AND CONNECTIVE TISSUE	499	384
S00 - T98	INJURY, POISONING AND CERTAIN OTHER CONSEQUENCES OF EXTERNAL CAUSES	159	130
	Total	1739	1389

In 2020, like in 2019 most of the first-time patients of an occupational disease were confirmed in transport and storage (23.9 %), manufacturing industry (19.7 %), healthcare and social care (12.3 %) and wholesale and retail trade (12.2 %) More than half (68.1 %) of the total number of occupational patients confirmed for the first time has been in the mentioned industries (see *Table 5*).

In the transport and storage sector, the first-time occupational disease was most commonly approved (45.0%) for drivers of various vehicles (lorry driver, excavator driver, bus, trolley or van driver, diesel locomotives, etc.). In the transport and storage sector, the most frequently diagnosed carpal tunnel syndrome (40.0%, a condition caused by nerve compression at the base of the hand), as well as spinal and hand diseases (21.0%, spondylosis, arthrosis, etc.), resulting from long-term work under the influence of biomechanical factors (awkward postures, repetitive movement work, physical overload, etc.).

Carpal channel syndrome was most commonly diagnosed in the manufacturing industry (58.0%) and in the health and social care sector (56.0%).

Table 5

**Breakdown of occupational disease patients by sectors
(NACE Rev. 2 classification)**

	Sectors	2019	2020
A	AGRICULTURE, FORESTRY AND FISHING	78	53
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	56	33
02	FORESTRY AND LOGGING	21	19
03	FISHING AND AQUACULTURE	1	1
B	MINING AND QUARRYING	9	4

	Sectors	2019	2020
C	MANUFACTURING	370	274
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	14	12
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	16	17
F	CONSTRUCTION	115	57
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	193	169
H	TRANSPORT AND STORAGE	348	332
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	54	47
J	INFORMATION AND COMMUNICATION	14	8
K	FINANCIAL AND INSURANCE ACTIVITIES	12	14
L	REAL ESTATE ACTIVITIES	25	15
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	14	7
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	28	21
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	111	91
P	EDUCATION	95	78
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	217	171
R	ARTS, ENTERTAINMENT AND RECREATION	10	10
S	OTHER SERVICES	16	9
	Total	1739	1389

Women comprised 61.7 % of the occupational patients confirmed for the first time in 2020. The largest number of cases of occupational disease confirmed for the first time was in two age groups. Namely, 52.3 % of new cases of occupational diseases were detected with employees in the age group of 55 - 64, as well as new cases of occupational diseases were confirmed for employees aged 45 – 54 - 36.6 %.

The occupational groups with approved occupational diseases most often were (*see Table 6*):

- ✓ equipment and machine operators – 27.1 %
- ✓ qualified workers and craftsmen – 15.6 %
- ✓ services and trade workers – 15.5 %
- ✓ workers of ordinary professions – 11.6 %.

Table 6

Breakdown of occupational patients by occupations classification

	Occupations	2019	2020
1	MANAGERS	46	43
2	SENIOR SPECIALISTS	177	140
3	SPECIALISTS	161	148
4	OFFICE WORKERS	87	72
5	SERVICE AND TRADE EMPLOYEES	276	216

	Occupations	2019	2020
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	27	16
7	QUALIFIED WORKERS AND CRAFTSMEN	277	217
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	430	376
9	ORDINARY PROFESSIONS	258	161
	Total	1739	1389