



Valsts darba inspekcija

LATVIA

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Introduction

On 4 May 1993, the operation of the law from 1939 "On State Labour Inspection" has been resumed in Latvia. This law has become the legal foundation for the renewal of the activities of the State Labour Inspection (hereinafter in text referred to as the Labour Inspectorate), as well as for the creation of the unified system of state control and supervision in the area of labour relations and protection. The Law on the State Labour Inspection has been adopted on 13 December 2001 and has come into force on 1 January 2002. This law has defined the legal status, function and tasks of the Labour Inspectorate till 10 July 2008, when the Law on the State Labour Inspection, which has been adopted on 19 June 2008, has come into force. Presently, this law defines the legal status, function, tasks, as well as the operational procedure of the Labour Inspection.

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 subject to the supervision and control of the Labour Inspection.

The main 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 2016 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 Labour Inspectorate activities is based on the principle of priority. Priorities are set based on analysing the current situation in the areas 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, OSH Development Plan 2018 – 2020, National Development Plan) and the resources available to the Labour Inspectorate.

The Labour Inspectorate's priorities in 2016 were identified as:

√ Implementation of the unregistered employment reduction policy through inspections of companies whose economic activities show an increased risk of unregistered employment;

√ Reduction the number of fatal accidents at work and accidents at work that led to the victim's serious illness, by organizing thematic inspections on OSH, as well as a substantial increase in the number of preventive inspections on OSH.

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

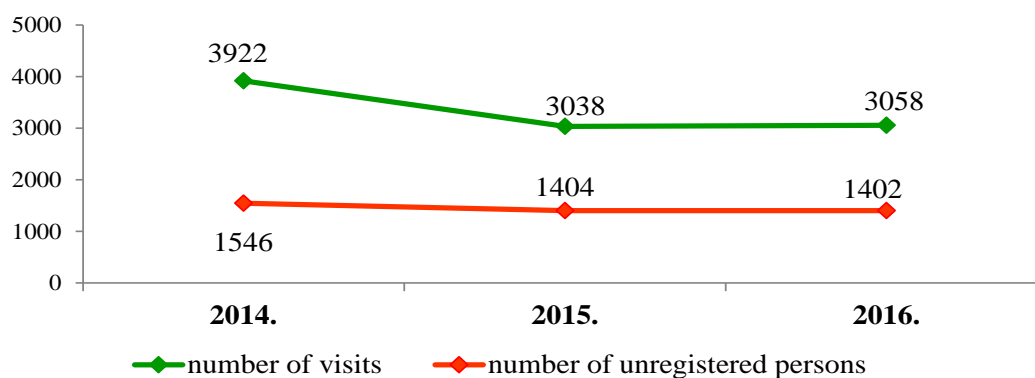
1. Visits to the enterprises where high risk of unregistered employment exists;
2. Preventive inspections on OSH, including thematic inspections of:
 - 2.1. woodworking and furniture production enterprises;
 - 2.2. construction enterprises;
 - 2.3. state un municipal institutions;
 - 2.4. labeling, storage of chemical substances and mixtures and use of safety data sheets in different branches enterprises;

3. European informative campaign „Healthy Workplaces for All Ages” was organized.

1. The implementation of priorities of the Labour Inspection in 2016

1.1. Implementing the policy of unregistered employment reduction is a priority for the Labour Inspectorate, which by creating the most effective control mechanism, aims at reducing the amount of unregistered employment in Latvia, thus, reducing the likelihood of unfair competition, as well as informing the public about the negative consequences of unregistered employment, etc.

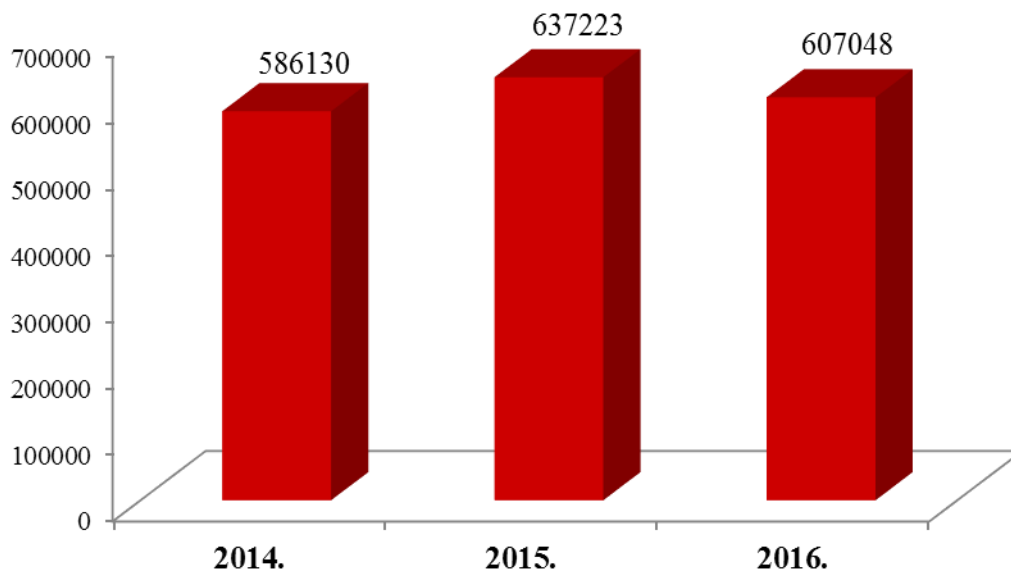
The Labour Inspection carried out 3 058 inspections aimed at the reduction of unregistered employment, of which 28 % inspections were successful. It means that more than each fourth inspection helped to identify the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees. The companies with a high unregistered employment risk underwent 418 re-inspections, being 14 % of all unregistered employment inspections (see *Graph 1*).



Graph 1: Dynamics of the number visited enterprises and unregistered persons (2014 – 2016)

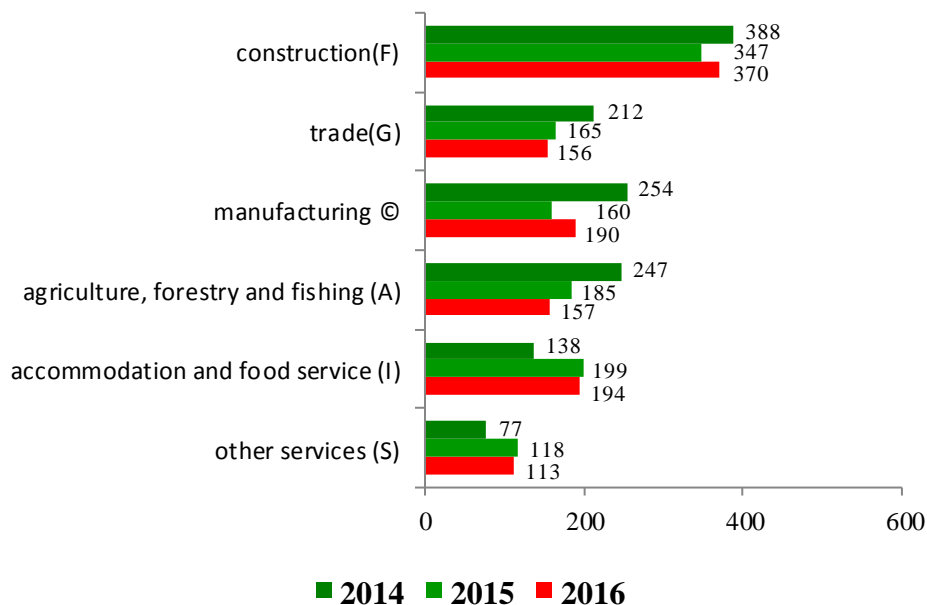
In 2016, there were identified 1 402 unregistered employees, of whom 897 persons had not signed written employment contracts and were not declared in SRS; 351 had written employment contracts, but were not registered in SRS, and 154 persons did not enter into written employment contracts, but were declared at SRS.

In 2016, discovering the employment without a written labour contract and /or declaration to the SRS, the officials of the Labour Inspectorate imposed 855 fines in the amount of EUR 607 048 on the basis of the Latvian Administrative Violations Code (LAVC) (see *Graph 2*).



Graph 2: Dynamics of applied fines (EUROS) for unregistered employment (2014- 2016)

Analysing unregistered employment discovered in the course of inspections in specific sectors of the national economy, it should be concluded that the highest unregistered employment ratio was observed in the construction sector as before. The number of unregistered employees identified in the sphere of construction in 2016 was equivalent to 25 % of the total number of unregistered employees found out by the Labour Inspectorate (see *Graph 3*).



Graph 3: Dynamics of defined unregistered persons by branches (2014 – 2016)

Analysing the unregistered employment statistics, it is evident that unregistered employment within its classical meaning tended to decline. It is indicative of the fact that still more companies operating up to now in the “shadow economy” started fully or partly formalize employment legal relations as laid down in the regulation included in regulatory enactments. This is also a strong indication that the Labour Inspectorate must continue work, focusing on the new types of employment (part-time working hours, self-employed persons, service providers, etc.).

The Labour Inspectorate cooperates effectively with the State Revenue Service, State Police, and Municipal Police as their inspection materials and prepared administrative protocols are used to prove undeclared work. Joint inspections are conducted also in collaboration with the State Border Guard.

In 2016, the Labour Inspectorate continued work as part of the Council for Tackling the Shadow Economy set up by the Minister for Finance. The Labour Inspectorate provided recommendations and supported the draft of “Action Plan for the State Institutions to Restrict Shadow Economy for 2016 - 2020” which was approved on 10 June 2016 at the meeting of Prime Minister with the Council for Tackling the Shadow Economy.

The officials of the Labour Inspectorate had a meeting with the representatives of the State Police and security sector and had a discussion about undeclared work in security sector. It is to be accented that the arrangement of a discussion for the purpose of finding solutions at the level of security sector to reduce undeclared work has been the good practice of the Labour Inspectorate already for several years. There was also a meeting with the representatives of the Ministry of Agriculture, State Revenue Service, Food and Veterinary Service and also agricultural sector. Undeclared work in agricultural sector was discussed during the mentioned meeting.

The Labour Inspectorate is actively participating in the work of the European Platform Tackling Undeclared Work (Platform). The Director of the Labour Inspectorate has been elected as one of the Co-Chairs of the Platform.

1.2. All activities of the Labour Inspectorate in the sphere of OSH are directly or indirectly aimed at the reduction of occupational fatalities and accidents resulting in serious health disorders. In 2016, the Labour Inspectorate performed four thematic inspections, with the total number of inspected companies being 623. The purposes of inspections included:

- √ evaluate the compliance of working conditions at an enterprise with the requirements laid down in the laws and regulations governing the field of OSH;
- √ 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;
- √ draw the attention of employers towards matters related to OSH;
- √ reduce the risks of occupational diseases and accidents at work;

An extensive information campaign was carried out alongside with establishment surveys within the scope of thematic inspections - press releases, *inter alia* in social networks, thematic inspections at woodworking and furniture production enterprises and also state and municipal enterprises. Within the scope of the campaign the employers of the aforementioned sectors received informative letters on the overall situation in the field of OSH in the relevant sector and also information on the purpose of such inspections.

In total 2 361 preventive inspections in the field of OSH were conducted in 2016 (112 % of the planned). The increased number of preventive inspections in the field of OSH has enabled assessment of the working environment and initiate arranging the working environment within a greater number of enterprises than ever.

A public awareness campaign on safe and healthy working conditions “Healthy Work at All Ages” was launched on 14 April 2016 and the duration of the campaign is two years. The objective of the campaign is to promote sustainable work and a healthy ageing process already from the start

of one's working life and also to accent the importance of preventive measures throughout the entire working life. The competition of good practice in the field of OSH entitled "Golden Helmet" was the main event organised within the scope of the informative campaign "Healthy Work at All Ages" in 2016. Enterprises which implement measures to preserve the capacity for work of employees and provide employees with a job suitable for their skills even until old age were searched within the scope of the event. The award of good practice "Golden Helmet" was presented during the national OSH conference "And they worked long and happily". Organisation of seminars was the other area of activities of the campaign. During the mentioned seminars (8), representatives of enterprises shared information on their good practice and experience in implementing such measures in the working environment which are focused on the preservation of the health of employees in a long-term perspective.

In 2016, the Labour Inspectorate continued to organize OSH film afternoon sessions. OSH film afternoon sessions is the unique idea of the Agency's Focal Point in Latvia, which as a separate part of the European information campaign was already implemented from 2012. OSH film afternoon sessions were offered to the companies, which have created or adapted to Latvian language various films covering OSH issues, to share their experience and to demonstrate films at cinemas to representatives of other companies. Apart from this, several seminars on the interactive risk assessment tool OiRA (Online interactive Risk Assessment) were organised in regions.

Already in 2014, a new forms of informative event was tried out - a master class. The master classes topic was "How to say it, so the employee hears it?", and the Labour Inspectorate carried out this in cooperation with the Corporate Sustainability and Responsibility Institute. There was great interest in the master class; therefore, in 2015 and in 2016 it was repeated two additional times.

In October 2016, the Labour Inspectorate started implementing a project of the European Social Fund entitled "Practical Application of Regulatory Enactments Regarding Employment Relationship and Occupational Safety" with a goal to improve occupational safety at enterprises, in particular, at enterprises representing the hazardous sectors. The implementation of the project in long-term perspective will promote the development of high-quality workplaces which consequently will contribute to improvement of the quality of life of the working population and economic situation of an enterprise. Activities arranged in seven focus areas are to be implemented within the scope of the project pursuant to the needs of a target group in order to reach improvement of occupational safety. Provision of assistance to enterprises will be the main project focus. Consultations on improving the working environment, assistance in assessing the risk of the working environment, a possibility to use laboratory measurements, participate in trainings, etc. will be offered to enterprises within the scope of the project. The remaining focus areas include performance of researches and implementation of pilot projects as the result of what certain recommendations concerning improvements within laws and regulations will be elaborated, the professional skills of the Labour Inspectorate will also be improved, preventive and informative educational events will be organised.

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 2016:

√ Section 276.¹ of the Latvian Administrative Violations Code became effective on 1 September 2016 which stipulated that an institution (an official), upon reviewing an administrative violation matter, is entitled to decide upon conditional partial release of a person from the payment of a penalty.

2.2. The laws, rules, regulations, which have come into force in 2016, and the implementation of which is supervised by the Labour Inspection:

√ Cabinet Regulation on OSH Requirements for Protecting Employees against Risks Caused by Electromagnetic Fields in the Working Environment, entered into force on 1 July 2016. This Regulation prescribes the minimum OSH requirements for protecting employees against risks caused

or that potentially could be caused by the impact of electromagnetic fields during working hours (all known direct biophysical and indirect effects).

√ Amendments to the Labour Law entered into force on 9 June 2016 in order to transpose Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and also Directive 2014/66/EU of the European Parliament and of the Council of 15 May 2014 on the conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer.

The definition of posting of an employee, obligations of an employer and also the responsibility of a contractor (a person who has directly transferred full or partial execution of contract obligations) concerning payment of remuneration in case of the posting of an employee were supplemented and updated along with the referred to amendments.

√ Cabinet recommendations have been prepared to define the action of the State administration institutions in the case of the posting within the scope of the provision of international services and also to ensure a uniform action in similar situations and to promote collaboration between various State administration institutions in introducing the legal framework of the posting.

3. The personnel of the Labour Inspection

3.1. In 2016, there were 184 (180 full-time) official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2016 – 135, including:

√ chief inspectors – 16;

√ senior inspectors – 46;

√ inspectors – 73.

3.3. Number of women inspectors in 2016 – 79 (59 % of total number of inspectors), of whom:

√ chief inspectors – 9 (56 % of total number of chief inspectors);

√ senior inspectors – 32 (70 % of total number of senior inspectors);

√ inspectors – 38 (52 % of total number inspectors).

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

Minor changes were introduced within the structure of the Labour Inspectorate in 2016 - a new structural unit – ESF Project - was established in May 2016 in order to implement the project “Practical Application of Regulatory Enactments Regarding Employment Relationship and Occupational Safety” (No. 7.3.1.0/16/I/001) within the scope of Operational Programme ESF 2014 - 2020 “Growth and Employment”.

The Labour Inspectorate structure comprises the Labour Inspectorate Headquarters and five Regional State Labour Inspectorates (SLIs).

RSLI which operate within the country:

- **Kurzeme RSLI** - the centre - in Liepaja, a sector - in Ventspils, office - in Saldus, consultation places – in Kuldiga and Talsi;
- **Latgale RSLI** - the centre - in Daugavpils, a sector - in Rezekne, office - in Jekabpils, consultation places - in Preiļi and Kraslava;
- **Rīga RSLI** - the centre - in Rīga, 4 sectors - Sector for Reduction of Unregistered Employment, Central Sector, Pardaugava Sector and Rīga District Sector;
- **Vidzeme RSLI** - the centre - in Valmiera, a sector - in Gulbene, office - in Sigulda, consultation place - in Alūksne;
- **Zemgale RSLI** - the centre - in Jelgava, a sector in Ogre, office - in Tukums, Consultation Centre in Bauska, consultation places - in Dobele, and Aizkraukle.

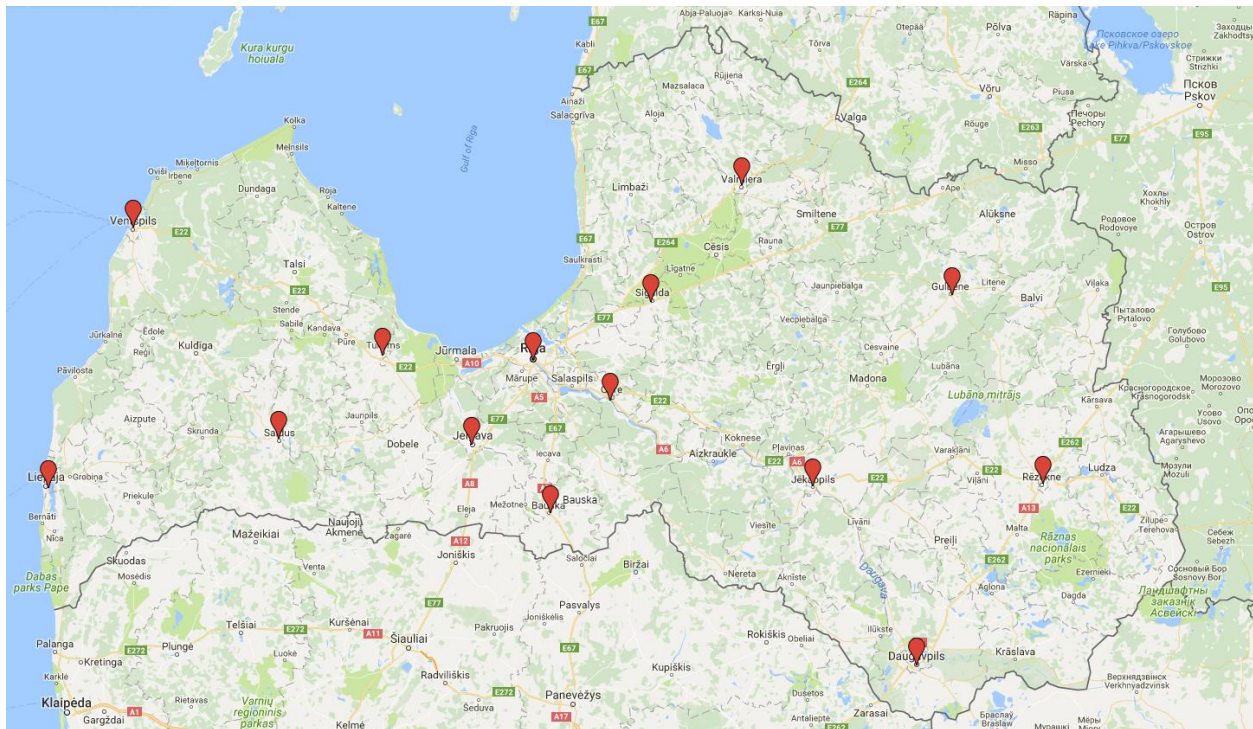


Figure 1: Geographical location of the structural divisions of the Labour Inspection

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 Inspection – 123 378, including in agriculture – 5 392 (4.3 % of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2016).

Number of employees in the companies under the Labour Inspectorate’s supervision – **778 200**, including in agriculture – 28 369 (3.7 % of the total number of employees, data of the Central Statistical Bureau for the 2016), of whom:

- women – 410 100, including in agriculture – 9 187.

5. Statistics of inspection visits

Number of companies inspected by the Labour Inspectorate in 2016 – **7 557**, including in agriculture – 473 (6.3 %) out of which:

more than once a year – **1 402**, including in agriculture – 78 (5.6 %).

The Labour Inspectorate carried out **10 516** inspections in companies, including in agriculture – 658 (6.3 %) in 2016.

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

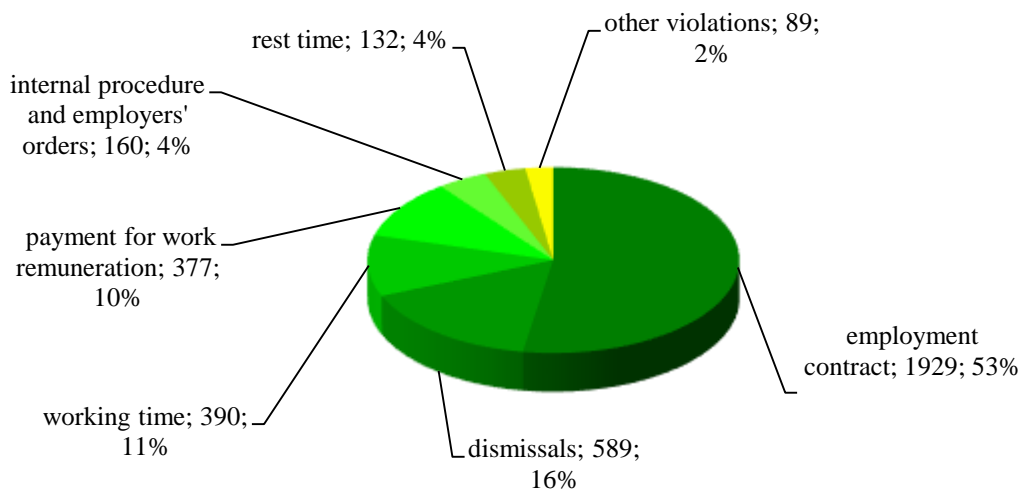
6.1. In 2016, inspectors of the Labour Inspectorate issued to employers **2 776 orders** (in 2015 – 3 197), including in agriculture – 258 (9.3 %, in 2015 - 355) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **15 547 violations** (in 2015 – 16 998) were mentioned, including in agriculture – 1 353 (8.7 %, in 2015 – 1 834) of which:

- 10 126 (in 2015 – 11 602), including in agriculture – 886 (8.7 %, in 2015 – 1 320), on OSH;
- 4 537 (in 2015 – 4 563), including in agriculture - 484 (9.3 %, in 2015 - 484), on labour legal relations;
- 884 (in 2015 – 833), including in agriculture - 43 (4.9 %, in 2015 - 30), on the State Labour Inspectorate Law.

6.2. Violations of regulatory enactments regulating the **labour relations** make up 29 % of all violations detected by the officials of the Labour Inspectorate in 2016. 97 % of violations of the labour relations form violations of the Labour Law (81 %) and Regulations on Registration of Persons Making Mandatory State Social Insurance Contributions and Reports on Mandatory State Social Insurance Contributions and Personal Income Tax (16 %).

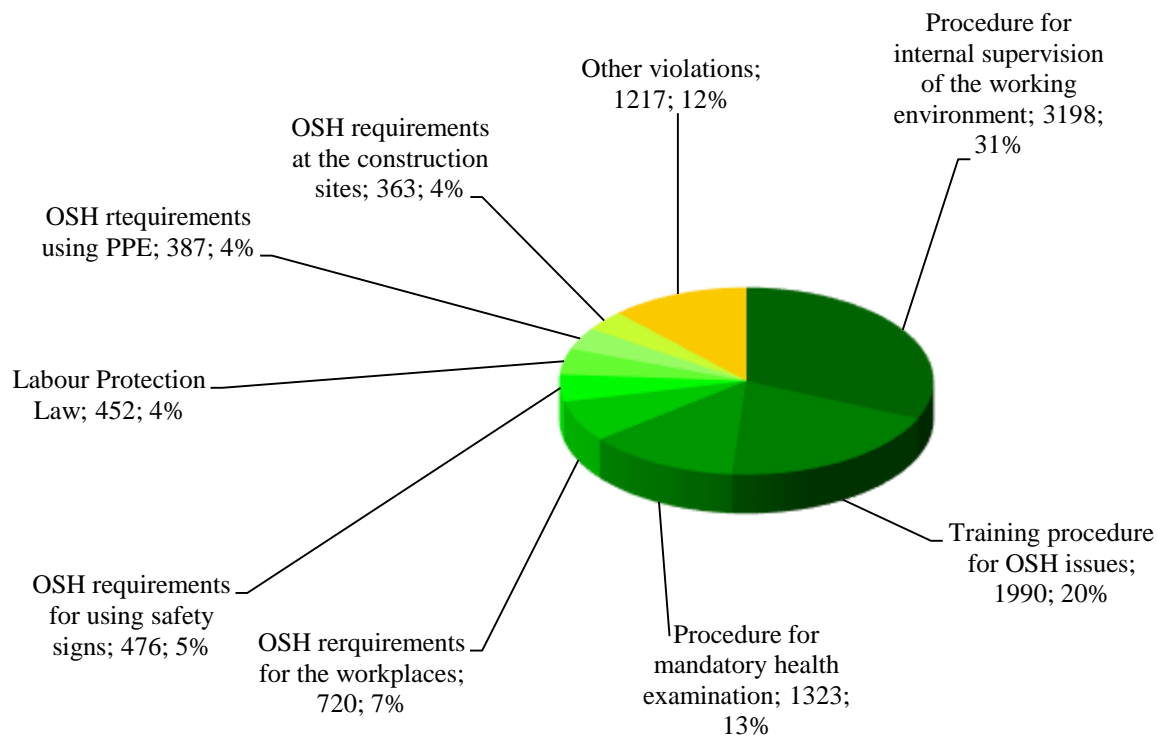
In 2016, as in previous years, most employers did not comply with labour law requirements of the Article relating to the employment contract, which accounts for 34 % of all labour relations violations. The irregularities found are related to having a written employment contract and the content of the contract - the contract is not signed at all or it does not contain all the information specified in the Labour Law, for example, does not specify the agreed daily or weekly working hours, the duration of the annual paid leave, etc. Employers commit 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 is related to the termination of the employment relationship - the statutory Labour Law dismissal procedure is not respected; all of the employee's wages are not paid on the day of dismissal, including compensation for unused leave. The mentioned violations have a growing tendency. Throughout a period of three years this rate has increased by 26 %. Overall 468 violations in relation to dismissal were identified in 2014, whereas 502 - in 2015 and 589 - in 2016 (see *Graph 4.*).



Graph 4: Distribution of violations on labour legal relations in 2016

Violations of regulatory enactments regulating **OSH** make up 65 % of all violations discovered by officials of the Labour Inspectorate in 2016. Regulatory enactments in the sphere of OSH, which requirements are violated most often see on *Graph 5.*



Graph 5: Distribution of violations on OSH in 2016

Violations of the **State Labour Inspectorate Law** make up 6 % of all violations discovered by the officials of the Labour Inspectorate in 2016. They primarily comprise 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

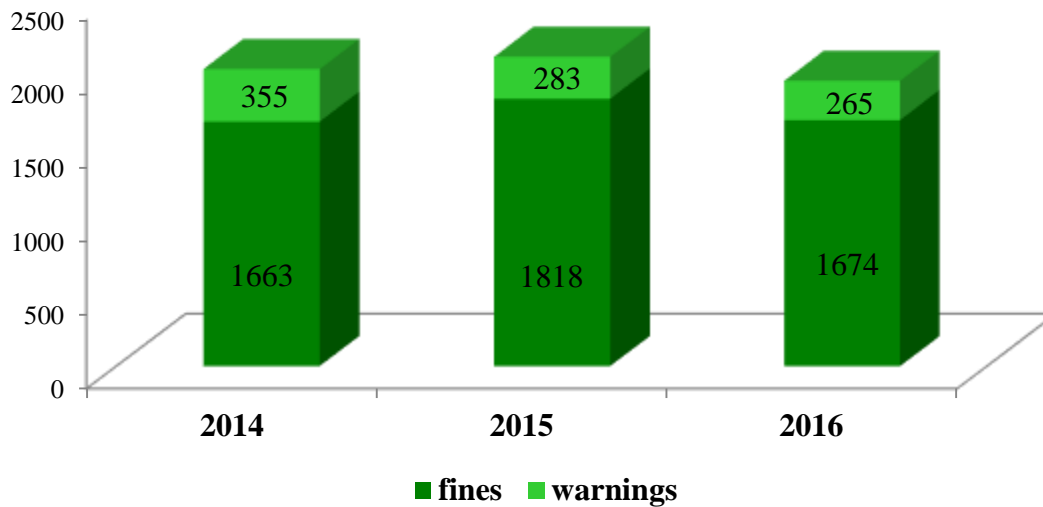
In 2016, **1 939** (in 2015 – 2 101) **administrative penalties**, including in agriculture - 146, were imposed on 4 663 violations, including in agriculture – 355, of requirements in labour legal relations, OSH and failure to comply with legal requirements of the Labour Inspectorate officials in due time:

- **265 – warnings** (2015 – 283), including in agriculture - 10;
- **1 674 - fines** (2015 - 1 818), including in agriculture – 136 (8.1 %), in total for **EUR 802 173**.

The following amount of fine were imposed for 4 663 violations:

- **EUR 592 191** for 2 705, including in agriculture – 235 (8.7 %) on violations of requirements in labour legal relations;
- **EUR 53 509** for 804, including in agriculture - 77 (9.6 %) on violations of requirements in OSH;
- **EUR 156 473** for 884, including in agriculture – 43 (4.9 %) on failure to comply with legal requirements of the Labour Inspectorate officials in due time.

Following the principle of commensuration between administrative offences, their consequences and the amount of imposed fines, officials of the Labour Inspectorate imposed on the employers 1 939 administrative fines for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2016, with their percentage against the number of inspections being 18 %. The number of administrative fines applied, compared with 2015, showed decrease of 8 % (2015 – 2 101, 2014 – 2 018) (see *Graph 6*).



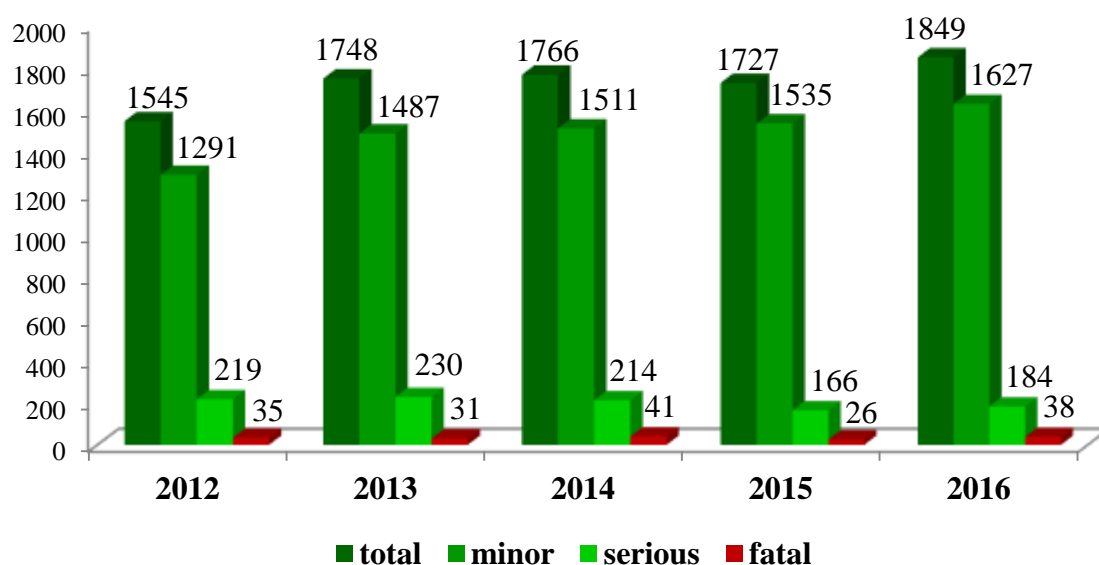
Graph 6: Structure and number of the imposed administrative penalties (2014 – 2016)

Upon discovering violations, which pose a direct threat to the life and health of employees, Labour Inspectorate officials in year 2015 have issued 10 orders / decisions on the person's / object's suspension and 25 warnings on a person's / object's suspension.

Out of 35 orders/decisions/warnings on suspension of the activity of a person/object 25 (71 %) were issued at construction sites. Most frequently (51 % of cases) works were suspended or a warning on suspension was issued due to unsafe work at a height, *inter alia* on unsafe or incompletely constructed scaffoldings and also during performance of work on the roof.

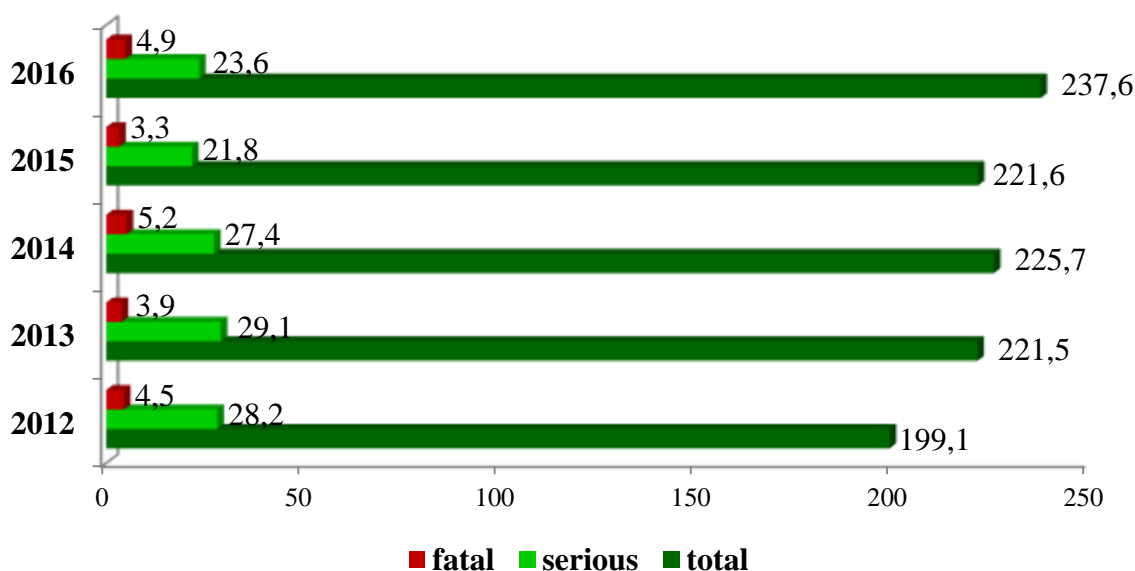
7. The statistical data on accidents at work

According to the information available with the Labour Inspectorate, 1 849 employees suffered from accidents at work in Latvia in 2016, 38 of the workplace accidents were fatal and 184 were seriously injured. Compared to 2015, the rate of accidents registered at work increased during 2016 in all types of health disorders, whereas during the past five years the overall number of victims of workplace accidents has increased by 20 % (see *Graph 7*).



Graph 7. The dynamics of the accidents at work (2012 – 2016)

A constantly increasing trend is observed in respect of the number of workplace accidents of minor severity which could also indicate to the possibility that such accidents are being less under-reported. It is to be noted that the number of accidents per 100 000 employed persons in all types of health disorders also increased in 2016 (see Graph 8).



Graph 8. The accidents rates per 100 000 employees (2012 – 2016)

Analysing accidents at work with sectoral breakdown, it should be concluded that like in 2015 the most of accidents in 2016 took place in manufacturing industry – 30 % of all accidents at work, in transport and storage sector – 23 % and in whole sale and retail trade – 13 % (see Table 1).

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

	Sector	Including					
		Total		Serious		Fatal	
		2015	2016	2015	2016	2015	2016
A	AGRICULTURE, FORESTRY AND FISHING	75	74	12	9	6	7
B	MINING AND QUARRYING	9	11	1	2	1	1
C	MANUFACTURING	518	556	44	32	6	5
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	18	20	3	4	1	1
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	30	21	8	0	0	2
F	CONSTRUCTION	148	124	28	39	2	5
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	238	238	10	17	0	1
H	TRANSPORT AND STORAGE	230	284	26	36	8	13
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	33	42	3	2	0	0
J	INFORMATION AND COMMUNICATION	9	9	1	2	0	0
K	FINANCIAL AND INSURANCE ACTIVITIES	4	2	0	0	0	0
L	REAL ESTATE ACTIVITIES	24	27	3	3	0	0
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	19	10	3	2	0	0
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	56	72	3	6	2	0
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	121	130	12	14	0	2
P	EDUCATION	50	54	11	5	0	0
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	116	136	1	8	0	1
R	ARTS, ENTERTAINMENT AND RECREATION	25	17	1	2	0	0
S	OTHER SERVICES	12	22	1	1	0	0
	Total	1735	1849	171	184	26	38

In 2016, compared to 2015, the number of fatalities increased by 46 %. The field of transport and storage was ranked in the first position as 34 % or a third of all fatalities having occurred at workplaces in Latvia have been recorded in the relevant sector. It is to be noted that during the past

three years the mentioned sector was in the leading position in terms of registered fatalities. In total, 7 fatalities at workplaces were recorded in the field of transport and storage in 2016. These casualties were related to sudden deterioration of the health condition of the employee resulting in the death of the person. Most of the mentioned employees passed away while fulfilling professional duties abroad. A total of 5 employees died as the result of road traffic accidents in the field of transport and storage. It is to be accented that mandatory health examination (MHE) had not been carried out to more than a half of deceased persons employed in the field of transport and storage. A negative trend - no referral of the employees to MHE - has been observed in the mentioned field already for several consecutive years.

The field of agriculture and forestry is ranked in the second place in 2016 in terms of the number of deceased (7 fatalities). The largest number of deceased was recorded in the sub-sector of crop farming and cattle breeding - 4 employees passed away at the same time after contamination with methane.

Two sectors took the third position in terms of fatalities recorded in 2016 - manufacturing industry and construction sector as overall 5 casualties were registered in each.

In 2016, the most of accidents at work resulted from unsafe human actions (73 %), which led to fatal outcome in 16 % cases and serious injuries in 60 % cases. Work organization and related shortcomings resulted in 8.8 % of accidents at work, of which – 39 % fatal and 20 % serious injuries. Unsatisfactory working conditions (lacking safety equipment, damaged equipment and tools, insufficient order at workplaces, etc.) as a cause for accidents was identified in 5.5 % cases, of which – 8.1 % fatal accidents and 6.2 % serious injuries (see *Table 2*).

Table 2

Breakdown of accidents by accident causes

Causes of accidents at work		Total		Including			
				Serious		Fatal	
		2015	2016	2015	2016	2015	2016
1	Unsatisfactory conditions at workplace	102	124	20	16	3	5
2	Unsafe human action (action/person)	1514	1638	134	157	11	10
3	Work organization and related shortcomings	182	200	51	51	17	24
4	Violation of road traffic rules	80	74	14	17	3	8
5	Violence (attacks)	84	91	5	1	1	1
6	Others	106	133	19	18	4	14
	Total	2068	2260	243	260	39	62

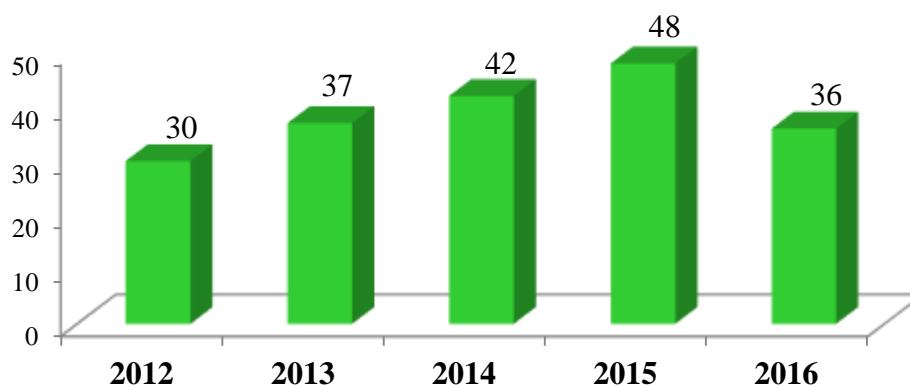
Analysing occupations of accident victims, it may be concluded, that qualified workers and craftsmen (metalworking, timber processing workers, builders), ordinary professions workers (construction, production and transport workers) and equipment and machine operators and article assemblers (self-propelled vehicle and equipment operators, lifting machine and equipment operators, industrial equipment operators) suffered primarily in accidents at work in 2016 (see *Table 3*).

Table 3

Breakdown of accident victims by occupations classification

Occupation		Total		Including			
				Serious		Fatal	
		2015	2016	2015	2016	2015	2016
1	MANAGERS	37	34	5	7	1	1
2	SENIOR SPECIALISTS	126	136	15	14	0	3
3	SPECIALISTS	137	122	11	8	0	1
4	OFFICE WORKERS	74	121	4	11	1	0
5	SERVICE AND TRADE EMPLOYEES	218	241	8	14	2	0
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	33	23	5	2	3	2
7	QUALIFIED WORKERS AND CRAFTSMEN	402	400	42	35	6	6
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	329	374	43	45	9	15
9	ORDINARY PROFESSIONS	379	398	38	48	4	10
Total		1735	1849	171	184	26	38

In 2016, the Labour Inspectorate investigated 39 fatal accidents at work that were not related to working conditions and environmental factors, 36 (92 %) of which were so-called “natural deaths”. Meanwhile the remaining 3 fatal accidents at work, which after investigation were declared non-associated with working conditions and the impact caused by the working environment factors, had direct relationship with the fact that the victim was under the influence of alcohol, committed a suicide and also such accidents which had occurred before or after working hours, including during the rest period. In 2016, compared to 2015, the rate of natural deaths has decreased by 25 % (see *Graph 9*).



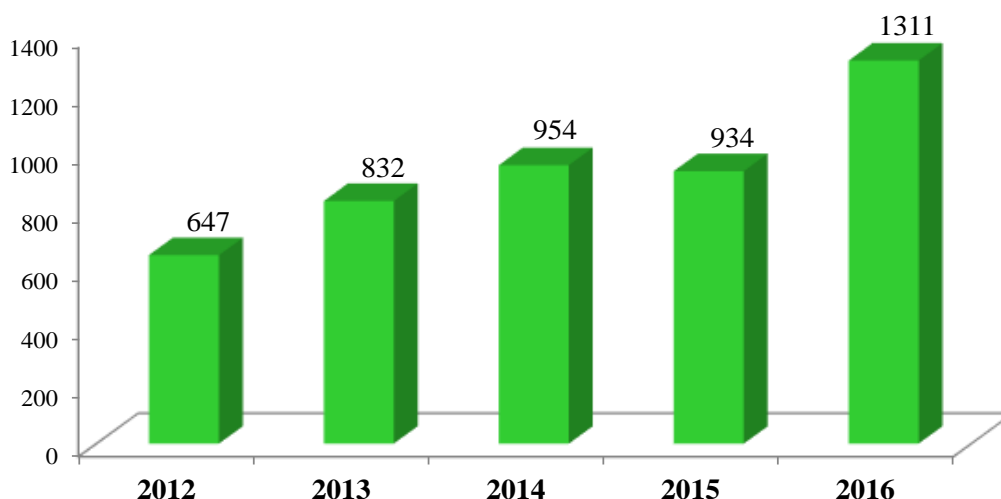
Graph 9. Dynamics of “natural deaths” (2012 – 2016)

Most frequently natural death cases have been registered in the area of simple professions (cleaning workers, loaders, unskilled workers of various work etc.), vehicle drivers and qualified

professions (builders, repairmen, mechanics etc.). Natural death cases at work have been recorded in manufacturing industry (19 %), transport and storage (19 %) and construction sector (8 %).

8. The statistical data on occupational diseases

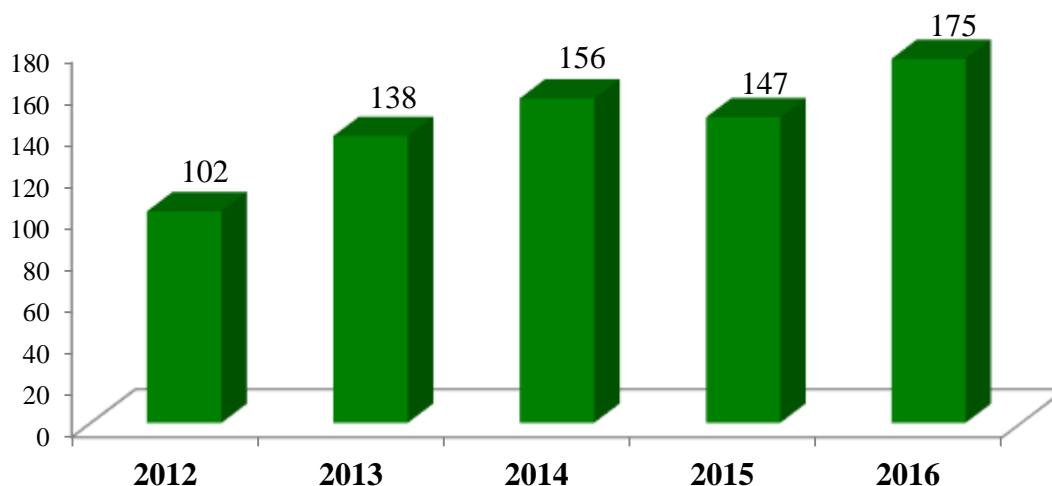
The Labour Inspectorate participates in the investigation of cases of occupational diseases, preparing workplace hygienic descriptions (WHD) at the enterprises with business activities. In 2016, the Labour Inspectorate's officials have prepared 1 311 WHD on the inquiries of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital and from doctors of occupational diseases. The number of WHD requested has been considerably increased in 2016. Compared to 2015, the number of WHD was prepared by 40 % more. It is to be added that the number of WHD prepared in 2016 was the highest rate throughout the period of the past five years. Moreover, compared to 2012, it has doubled (see *Graph 10*).



Graph 10. Prepared of workplaces hygienic descriptions (2012 – 2016)

According to the information provided by the Occupational and Radiation Medicine Centre, 1 364 of the first-time victims of an occupational disease were confirmed in 2016. In addition, not only compared to 2015, but also during the past five years, the number of the first-time victims of an occupational disease has increased significantly.

In 2016, compared to the data of 2015, the number of the first-time victims of an occupational disease per 100 000 employed persons increased by 19 % (see *Graph 11*).



Graph 11: Dynamics of the first-time approved occupational disease victims per 100 000 employees (2012 - 2016)

According to the data on the first-time confirmed occupational disease victims, an average age of occupational disease victim was 54 and length of service – more 29 years. Meanwhile the average length of service under the impact of harmful factors - more than 26 years, which is by 2 years more than in 2015. 64 % of all first-time registered occupational disease victims were women.

In 2016 like in 2015 the first-time confirmed occupational disease victims most often suffered from diseases of nervous system. The most commonly diagnosed nervous system disease was carpal tunnel disease (48 %) which also ranks first in Europe. The second most common occupational diseases were skeletal - muscle - connective tissue diseases (31 %), 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 %), such as noise and vibration generated diseases etc. – these causes most often found in the transport and storage sector (14 %) (see *Table 4*).

Table 4

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

Code	Group of occupational diseases	2015	2016
A00-B99	Certain infectious and parasitic diseases	3	2
C00–D48	Neoplasms (malignant and pre-cancer diseases)	3	3
F00–F99	Mental and behavioural disorders	8	10
G00-G99	Diseases of the nervous system	631	653
H00-H59	Diseases of the eye and adnexa	0	1
H60-H95	Diseases of the ear and mastoid process	16	4
I00-I99	Diseases of the circulatory system	13	28
J00-J99	Diseases of the respiratory system	27	37
L00-L99	Diseases of the skin and subcutaneous tissue	11	8

Code	Group of occupational diseases	2015	2016
M00-M99	Diseases of the musculoskeletal system and connective tissue	329	425
R00-R99	Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified	8	3
S00-T98	Injury, poisoning and certain other consequences of external causes	105	190
	Total	1154	1364

In 2016, most of the first-time victims of an occupational disease were confirmed in manufacturing industry (332 or 24 %), the field of transport and storage (234 or 17 %), the field of healthcare and social care (185 or 14 %), trade sector (143 or 10 %), and construction sector (83 or 6 %).

In the field of manufacturing industry for the first-time victims of an occupational disease were confirmed in the areas of manufacture of food products, woodworking and manufacture of wearing apparel. Out of all 24 sub-sectors of the manufacturing industry, in the mentioned three sub-sectors overall 181 or 55 % of the first-time victims of an occupational disease were confirmed; these persons had been occupied in such professions as meat processing equipment operator, dairy production and bottle filling equipment operator, fish processor, pastry-cook, product packer, a vehicle driver etc.

Persons employed in the field of manufacturing industry, who were confirmed as the first-time victims of an occupational disease, most frequently were diagnosed with the carpal tunnel syndrome, caused by the compression of the median nerve as it passes into the hand, and also various spinal diseases (radiculitis, spondylosis etc.). The mentioned medical problems in the most cases are caused by excessive physical activity and also repetitive movements.

In the field of transport and storage, the cases of the first-time victims of an occupational disease mostly were recorded in land transport sub-sector - 177 or 76 %. In most cases these were drivers of a vehicle and assemblers. Persons employed in both of the mentioned professions obtained occupational diseases by working for a long time under the impact of various physical factors (noise, vibration etc.). Vibration disease and also carpal tunnel syndrome and spinal diseases were among the most frequently diagnosed occupational diseases which, to a large extent, had been caused by biomechanical factors (forced body position at work, moving of loads, physical overload etc.).

In 2016, nervous system diseases (carpal tunnel syndrome etc.) and skeleton-muscle-connective tissue diseases (spinal diseases etc.) were among the most frequently diagnosed occupational diseases both in the field of healthcare and social care and also trade and construction sector (see *Table 5*).

Table 5

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

	Sector	2015	2016
A	AGRICULTURE, FORESTRY AND FISHING	40	47
B	MINING AND QUARRYING	10	8
C	MANUFACTURING	306	332
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	4	17

	Sector	2015	2016
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	20	17
F	CONSTRUCTION	60	83
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	113	143
H	TRANSPORT AND STORAGE	162	234
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	53	55
J	INFORMATION AND COMMUNICATION	7	5
K	FINANCIAL AND INSURANCE ACTIVITIES	3	10
L	REAL ESTATE ACTIVITIES	14	27
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	7	13
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	17	17
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	70	81
P	EDUCATION	76	60
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	165	185
R	ARTS, ENTERTAINMENT AND RECREATION	11	14
S	OTHER SERVICES	16	16
	Total	1154	1364

The diagnosed occupational diseases were mainly caused by biomechanical factors (too excessive physical load, improper and repetitive movements, awkward posture, manual handling, physical overload, etc.) and physical factors (vibration, noise etc.).

The occupational groups, which reported occupational diseases most often were:

- √ equipment and machine operators (26 % - drivers, dock workers, the manufacturing machine operators, assemblers etc.);
- √ skilled workers (18 % - plumbers, locksmiths, electricians, pastry-cook and dressmakers etc.);
- √ service and sales workers (17 % - cooks, hairdressers, shop assistants etc.);
- √ workers in ordinary professions (16 % - cleaners, street sweepers, auxiliary workers, wrappers, pickers etc.) (*see Table 6*).

Table 6

Breakdown of occupational patients by occupations classification

	Occupation	2015	2016
1	MANAGERS	24	39
2	SENIOR SPECIALISTS	106	113
3	SPECIALISTS	111	100
4	OFFICE WORKERS	31	43
5	SERVICE AND TRADE EMPLOYEES	200	227
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	13	17
7	QUALIFIED WORKERS AND CRAFTSMEN	241	247
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	254	360
9	ORDINARY PROFESSIONS	173	217
10	NACIONAL ARMED FORCES OCCUPATIONS	1	1
	Total	1154	1364

Director

Renars Lūsis