

Annual Report 2005

The year 2005 was significant and rich in events due to the participation in international projects aimed at the development of the State Labour Inspectorate (SLI) administrative capacity, improvement of the SLI inspectors' skills and efficiency and training process, as well as at the facilitation of preventive activities in the field of occupational safety and health.

During the reporting period the SLI proceeded with the implementation of **the project "Improving supervision of occupational safety and labour legal relations"** of the National Program "Support to the strengthening of capacity of institutions responsible for the implementation of labour market and gender equality, to the dissemination of information and awareness raising" of the **European Social Fund (ESF)**. The direct goal of the Project is to improve the supervision system over labour safety and labour legal relations in the country. Funding of the ESF allowed the employers, employees and society in general to participate actively in the organization of preventive work, as well as to improve the knowledge of SLI officials about labour protection issues.

The project "Integration of SLI information system into the state information system and implementation of basic principles of e-administration" of the National Program "Development and improvement of electronic administration infrastructure base" of the **European Regional Development Fund (ERDF)** was implemented successfully. The goal of the project was to align the safety of the SLI information system and staff competencies with the requirements of the Latvian legislation and the EU standards and make them appropriate for the development of electronic documents and circulation.

According to the Decree of the Cabinet of Ministers (CM) from 2 November 2004, and the SLI Activity Program in 2005 the first and **main priority** of the SLI was implementation of **illegal employment reduction policy**. The aim of this priority was to reduce illegal employment in the country and the basic tasks for the achievement of this aim was improvement of the SLI administrative capacity and company control as well as information of public and promotion of legal culture.

In order to fulfil the set out basic tasks during the accounting period the number of inspectors in the SLI was increased whose main duty is to coordinate in the SLI and its regions issues related to the reduction of illegal employment; the number of inspections in the companies of sectors having greater business activities and higher illegal employment risk was increased; professional qualification of the SLI staff was improved; and information campaign and preventive activities on labour law issues were organized.

The second priority of the SLI in year 2005 was **organization of information and inspection campaign of the EU Senior Labour Inspectors Committee (SLIC) in the construction sector in Latvia**. At the end of the campaign in November 2005 an experience exchange workshop was organized in Latvia on the course of the EU SLIC campaign in the Baltic countries. Representatives of the SLI of Latvia, Lithuania and Estonia participated at the workshop. They discussed the course of campaign in the Baltic States, its results and benefits the society gained in the whole from the organization of such campaign. When analysing the results it can be concluded that in order to attain radical improvements in labour safety on construction sites, explanatory activities and penalty sanctions are not sufficient, crucial supplements are needed to legislation (for example, **employers must be responsible for the appointment of coordinators on construction sites) and in insurance provisions**.

The third priority was **organization of information campaign of the European Week (EW)**. The information campaign of the European Week of year 2005 was on the issue of noise at work. In Latvia the Regulation on Noise at Work was developed simultaneously with the new EU Directive on Noise (2003/10/EK), therefore at present the legislation of Latvia is harmonized with the new EU Noise Directive. By accepting the Regulation on Noise (4 February 2003, CM Regulation No. 66 "Labour Protection Requirements for the Protection of Employees Against the Risk Arising from Work Environment Noise") a legal basis has been created for fight against noise at work and for its

limitation to the level not endangering the employee's health, but this is only the first step. It is clear that legislation alone will not improve working environment in companies and the noise created problem will not disappear, therefore the next step should be made, which surely is more difficult than the first one, namely, noise at work must be limited practically.

Within the framework of EW information campaign a Good Practice Prize Competition was announced in 2005. The Good Practice Prize was awarded to **SIA "Simeks"** for the example "*Separation of noisy premises from a lower noise premises by a partition wall*".

Within the framework of EW information campaign two questionnaires of employers and employees were carried out in those Latvian companies where noise constitutes a serious risk factor, to find out whether in these companies noise is assessed as working environment risk factor and how they meet the requirements set out in regulating documents for the protection of employees against the risk arising from working environment noise. Within the framework of the EW in cooperation with social partners and other stakeholders different workshops and conferences were organized, in cooperation with the youth organization "Avantis" a poster competition was organized for young people.

It should be emphasized that in 2005 the SLI, like in three previous years, was working with insufficient staff. Throughout the year the SLI had on the average 22-26 vacancies. Notwithstanding all this, quantitative and qualitative indices set out in the Activity Program for year 2005 were fulfilled completely, particular attention was paid to the organization of consultative and information activities oriented to employers and employees.

1. Laws and regulations related to the SLI activity

1.1. Laws regulating SLI activity:

- Regulation of the Cabinet of Ministers (CM) No. 431 “Procedure for Effective Exchange of Information”;

1.2. Laws, statutes and regulations whose enforcement is supervised by the SLI and which took effect in 2005.

- CM Regulation No. 284 “Labour Protection Requirements for the Protection of Employees from the Risk Caused by Vibration in the Working Environment” (01.07.2005);
- CM Regulation No. 434 “Labour Protection Requirements in Forestry” (30.06.2005);
- CM Regulation No. 585 “Procedure for Investigation and Registration of Accidents at Work (12.08.2005).

2. SLI staff

2.1. In year 2005 the SLI had altogether **195 staff positions**, of which **157** were officials’ and **38** – employees’ positions. On December 31, 2005, only 171 **staff positions were filled**, of which total number of SLI inspectors - **121**. On 31 December 2005, the SLI had 12,3% or 24 vacant staff positions. Throughout the year the SLI had on the average 22 – 26 vacant staff positions.

2.2. Of all SLI inspectors:

- chief state labour inspectors – **54**;
- senior state labour inspectors – **25**;
- state labour inspectors – **21**;
- junior state labour inspectors – **21**.

2.3. Number of the SLI inspectors – women – **68**, of whom:

- chief state labour inspectors – **26**;
- senior state labour inspectors – **11**;
- state labour inspectors – **15**;
- junior state labour inspectors – **16**.

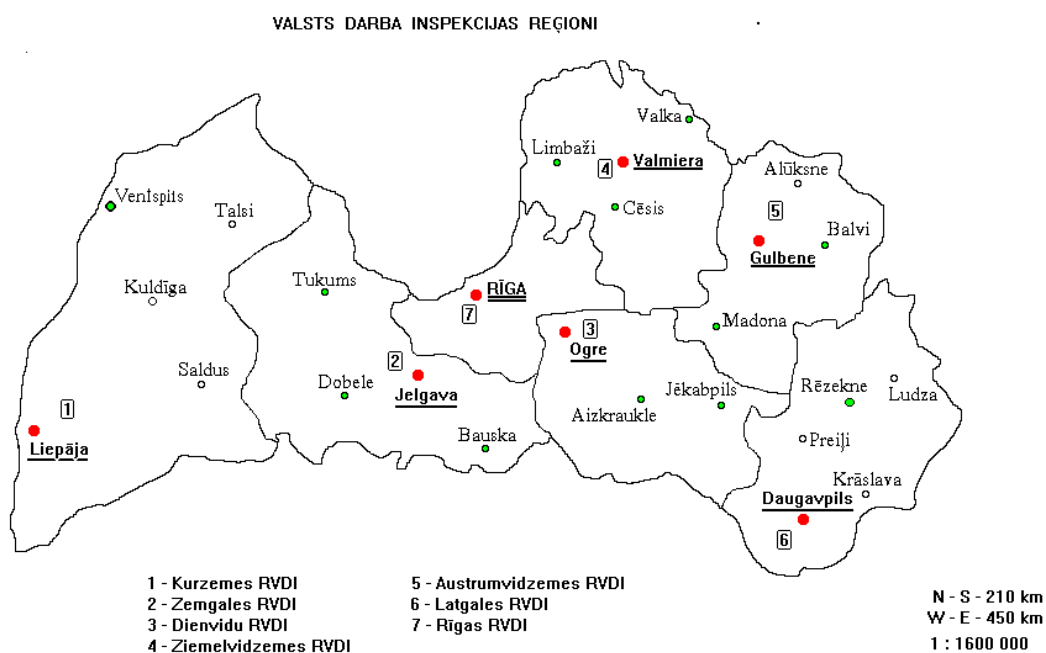
2.4. Information on the geographical location of SLI structural units

7 Regional State Labour Inspectorates (RSLI) are functioning on the territory of Latvia. Each RSLI has its own supervision territory that is determined according to the division of Latvia into administrative territorial districts. Borders of each RSLI supervision territory coincide with the borders of respective districts of Latvia.

1. **Kurzemes RSLI** carries out supervision in Saldus, Kuldīga, Talsi, Ventspils and Liepāja districts. The centre of Regional Inspectorate is situated in Liepāja.
2. **Zemgale RSLI** carries out supervision in Bauska, Jelgava, Dobele and Tukums districts. The centre of Regional Inspectorate is situated in Jelgava.
3. **Southern RSLI** carries out supervision in Ogre, Aizkraukle and Jekabpils districts. The centre of Regional Inspectorate is situated in Ogre.
4. **Northern Vidzeme RSLI** carries out supervision in Limbazi, Valmiera, Valka and Cēsis districts. The centre of Regional Inspectorate is situated in Valmiera.

5. **Eastern Vidzeme RSLI** carries out supervision in Balvi, Aluksne, Madona and Gulbene districts. The centre of Regional Inspectorate is situated in Gulbene.
6. **Latgale RSLI** carries out supervision in Rezekne, Ludza, Preili, Kraslava and Daugavpils districts. The centre of Regional Inspectorate is situated in Daugavpils.
7. **Riga RSLI** carries out supervision in Riga un Jurmala town un Riga district. The centre of Regional Inspectorate is situated in Riga.

STATE LABOUR INSPECTORATE'S REGIONS



3. Statistical data on companies under the control of SLI and number of employees working in these companies

3.1. Number of companies under the control of the SLI – **125 412**.

3.2. Number of employees in the companies under the control of the SLI – **922 439**.

4. Statistical data on inspections

Number of companies inspected by the SLI in year 2005 - 8111, of which more than once a year – **2042**.

Number of companies identified by the SLI in year 2005 – **41 495**.

Number of employees in the identified companies – **759 442**, of which

- men – **415 125**,
- women - **343 875**,
- teenagers (15 – 18 years) – **442**.

5. Statistical data on discovered violations and applied sanctions

5.1. In year 2005 the SLI inspectors have issued the employers altogether **3313 enforcement reports**, with altogether **25 754 violations**, of which:

- in the field of labour legal relations – 4512;
- in the field of labour protection – 21 242.

5.2. Classification of violations discovered in 2005

The analyses of discovered violations that are listed in the enforcement reports allow concluding that:

- **17,5% of violations is in the field of labour legal relations.** Percentage ratio of the Labour Law violations and violations of documents regulating occupational safety has not changed essentially within a period of several years (for comparison: in 2004 Labour Law violations amounted to 18,5%, in 2003 – 18,4%, in 2002 – 16,4%). Main violations of labour legislation are as follows:
 - **34,3% of violations in the field of labour law are related to employment contracts;**
 - **19% are related to work payment.** Different payment to men and women for similar work was not discovered in the inspected companies.
- **82,5% of violations is in the field of labour protection.** In comparison with 2004 the number of the above violations in absolute figures has diminished by 7965 violations, however the percentage ratio has not changed essentially. Of all labour protection violations:
 - **81% have organizational nature;**
 - **19% have technical nature.**

From the ratio of organizational and technical violations of labour protection regulations one can conclude that employers are paying much more attention to the procurement, service and maintenance of production equipment, machine tool benches, apparatuses and other technical equipment, which means considerable investments, and disregards development and introduction of labour protection system in the company to ensure employees' safety, health and well-being at work. Therefore the often expressed excuses of employees that they lack financial resources for the organization of labour protection system in the company is not fully substantiated.

Stable ratio between the percentage of violations of regulating documents of labour legal relations and labour protection demonstrates that situation has not been changing within several years. Considerable superiority of violations of labour protection regulations can be explained both by a very broad and complicated legislation base that employers have to fulfil and in which they do not orientate very well and do not notice made changes, as well as by sometimes reckless and superfluous attitude of the employees themselves to their own safety and health at work.

5.3. Applied sanctions and their types

In year 2005 **757 administrative penalties** were applied for the violation of regulating documents on labour, labour protection and operation of dangerous equipment:

- **681 pecuniary penalties** (for the sum total of 59 369 LVL):
 - for the violation of labour legal relations – **496**;

- for the violation of labour protection legislation **185** (among which, for the violation of technical supervision of dangerous equipment – **34**);
- **76 warnings to halt the company.**

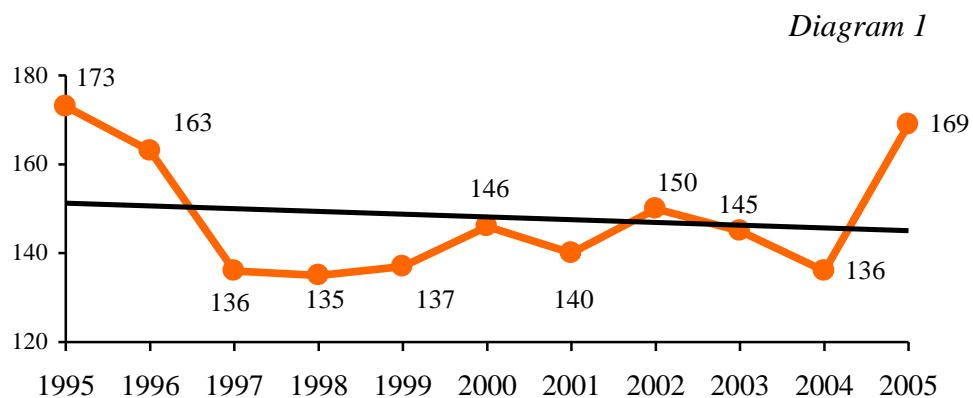
In 2005 there were halted altogether **8 manufacturing bays and shops, 114 machines, equipment, including 77 pieces of dangerous equipment.**

6. Statistical data about accidents at work

According to the SLI information in 2005 in the country the number of employees that had suffered at accidents was 1568, including 56 fatal accidents and 275 got severe injuries. In comparison with the data of 2004 the total number of persons that had suffered accidents has grown by 166 cases (11,8 %), the number of severely injured by 21 case (8 %), in its turn the number of fatal accidents has fallen by 5 cases (8,2 %).

The increase of total number of accidents was influenced by the heavy workload of the SLI inspectors for the reduction of illegal employment in 2005, as a result they could pay less attention to the preventive inspections of companies; it was also caused by the active work of the SLI in the reporting period when they discovered concealed accidents. It should be noted also that in many companies no working environment risk factor assessment was carried out, the new staff members were not sufficiently and qualitatively trained, their practical skills were not sufficient to carry out specific works.

The number of persons that have suffered at accidents per 100 000 employees in years 1995 - 2005 is given in Diagram 1.



The biggest number of **accidents has taken place** in timber, wood and cork product manufacturing; in construction sector; land transport and pipeline transport companies; in health and social care, foodstuff and beverage production (see Table 1). When analysing accidents in timber production sector the main reason for the high number of accidents is low staff qualification, insufficient professional skills, which result from high staff turnover, as well as monotonous work (work at milling machine, rip saw, etc.) performing which most accidents occur.

Table 1

Breakdown of accident victims by sectors according to NACE classifier

| | Sectors | Total | | Including | | | |
|----------|---|-------|------|-----------|------|-------|------|
| | | | | Serious | | Fatal | |
| | | 2004 | 2005 | 2004 | 2005 | 2004 | 2005 |
| A | AGRICULTURE, HUNTING AND FORESTRY | 88 | 82 | 21 | 19 | 3 | 3 |
| B | FISHERY | 9 | 4 | 0 | 0 | 7 | 1 |
| C | MINING AND QUARRYING | 9 | 9 | 4 | 5 | 0 | 0 |
| D | PROCESSING INDUSTRY | 482 | 528 | 72 | 83 | 18 | 9 |
| E | ELECTRIC ENERGY, GAS AND WATER SUPPLY | 26 | 40 | 5 | 6 | 1 | 6 |
| F | CONSTRUCTION | 167 | 172 | 58 | 67 | 11 | 15 |
| G | WHOLESALE TRADE AND RETAIL TRADE; REPAIR OF CARS, MOTOR-CYCLES, PERSONAL AND HOUSEHOLD GOODS | 106 | 105 | 17 | 15 | 5 | 2 |
| H | HOTELS AND RESTAURANTS | 11 | 19 | 1 | 1 | 0 | 0 |
| I | TRANSPORT, STORAGE AND COMMUNICATION | 206 | 255 | 37 | 38 | 10 | 10 |
| J | FINANCIAL INTERMEDIATION | 3 | 9 | 1 | 2 | 0 | 1 |
| K | REAL ESTATE TRANSACTIONS, RENTING, COMPUTER SERVICES, SCIENCE AND OTHER COMMERCIAL SERVICES | 29 | 24 | 6 | 1 | 3 | 1 |
| L | PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE | 80 | 59 | 3 | 5 | 1 | 1 |
| M | EDUCATION | 38 | 88 | 6 | 17 | 0 | 1 |
| N | HEALTH AND SOCIAL CARE | 84 | 110 | 5 | 6 | 0 | 0 |
| O | PUBLIC, SOCIAL AND INDIVIDUAL SERVICES | 63 | 64 | 18 | 10 | 2 | 6 |
| Q | NON TERRITORIAL ORGANIZATIONS AND INSTITUTIONS | 1 | 0 | 0 | 0 | 0 | 0 |
| | Total | 1402 | 1568 | 254 | 275 | 61 | 56 |

When analysing **the accident victims by professions** according to the Profession Classifier of the Latvian Republic it can be concluded that most often the victims are qualified workers and craftsmen (building workers, locksmiths, electricians, mechanics, ao); equipment and machine operators and article assemblers (operators of timber processing equipment, fitters, assemblers, transport drivers ao), workers of ordinary professions (salesmen, office cleaners, auxiliary workers ao); see Table 2.

If compared with previous years the professions of victims have not changed significantly.

Table 2

Breakdown of accident victims by occupation

| | Occupation | Total | | Including | | | |
|---|--|-------|------|-----------|------|-------|------|
| | | | | Serious | | Fatal | |
| | | 2004 | 2005 | 2004 | 2005 | 2004 | 2005 |
| 1 | LAWMAKERS, SENIOR STATE OFFICIALS, MANAGERS | 41 | 41 | 9 | 15 | 3 | 3 |
| 2 | SENIOR SPECIALISTS | 75 | 88 | 5 | 5 | 4 | 2 |
| 3 | SPECIALISTS | 102 | 103 | 14 | 11 | 3 | 3 |
| 4 | CIVIL SERVANTS | 69 | 95 | 10 | 6 | 2 | 3 |
| 5 | SERVICE AND TRADE EMPLOYEES | 128 | 160 | 12 | 16 | 3 | 1 |
| 6 | QUALIFIED AGRICULTURE AND FISHERY EMPLOYEES | 16 | 23 | 4 | 6 | 2 | 1 |
| 7 | QUALIFIED WORKERS AND CRAFTSMEN | 403 | 406 | 86 | 85 | 14 | 21 |
| 8 | EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS | 327 | 354 | 62 | 65 | 23 | 16 |
| 9 | ORDINARY PROFESSIONS | 241 | 298 | 52 | 66 | 7 | 6 |
| | total | 1402 | 1568 | 254 | 275 | 61 | 56 |

The main reasons of accidents (see Table 3) are non-compliance of labour safety requirements by the workers, including, disregarding of labour safety instructions; insufficient attention when performing the work; choice of wrong working methods; non-observance of work technologies; disregarding of safety devices and individual protection equipment; shortcomings in staff discipline; working under alcoholic intoxication (in 2005 – 43 cases, in 2004 – 28); shortcomings in work organization, including insufficient control of observance of labour safety instructions and work performance; unsatisfactory staff training and instruction on labour safety and health issues; wrong choice of work technologies; unsatisfactory arrangement of workplace; unsatisfactory working conditions, including lack of appropriate safety devices and personal protection equipment; poor order at workplace; damaged equipment, tools or instruments; violation of road traffic rules (in 2005 – 104 cases, in 2004– 78 cases).

Based on the results of analyses of accident causes in 2006 the SLI has planned to focus more on the organization of labour protection system in enterprises and motivation of workers to take care of their own safety and health.

Table 3

Breakdown of accidents by accident causes

| | Accident causes | Total | | Including | | | |
|---|--|-------|------|-----------|------|-------|------|
| | | | | Serious | | Fatal | |
| | | 2004 | 2005 | 2004 | 2005 | 2004 | 2005 |
| 1 | Unsatisfactory conditions at workplace | 126 | 160 | 37 | 48 | 2 | 5 |
| 2 | Unsure human action (action/person) | 1070 | 1269 | 178 | 216 | 45 | 43 |
| 3 | Labour organization and related shortcomings | 269 | 248 | 116 | 101 | 23 | 21 |
| 4 | Violation of road traffic rules | 78 | 104 | 17 | 17 | 9 | 8 |
| 5 | Violence (attacks) | 59 | 59 | 7 | 5 | 2 | 4 |
| 6 | Others | 49 | 48 | 8 | 3 | 7 | 4 |
| | total | 1651 | 1888 | 363 | 390 | 88 | 85 |

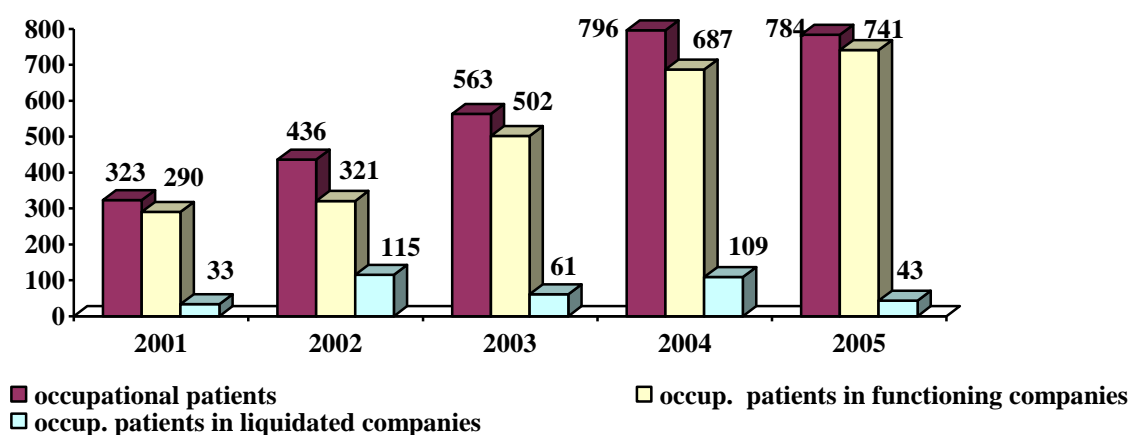
7. Statistical data on occupational diseases

In 2005 in Latvia there were identified **784 new occupational patients**. It is 12 cases less than in 2004. It was discovered that one patient had several diseases; therefore the number of recorded occupational diseases is much bigger than the number of occupational patients.

In year 2005 741 occupational patients were recorded in the companies functioning in the state, which is 8% cases more than in 2004. The Medical Commission of Health and Working Capacity Expertise has recognized that 219 occupational patients are disabled; the loss of workability in percentage was recognized for 530 occupational patients.

The dynamics of occupational patients in years 2001 – 2005 see in Diagram 2.

Diagram 2.



When analysing occupational diseases by sectors (see Table 4) it can be concluded that in 2005 the number of occupational patients has grown among the employees of transport sector who have been exposed to physical and ergonomic risks for a long period. No health examination had been done for the most transport drivers. The number of occupational diseases has grown also in processing sector – the employees of textile, foodstuff, dressmaking production and timber processing industries. Among the employees of dressmaking companies occupational diseases were discovered during the compulsory health examination. At the same time the number of occupational diseases of the employees of health care institutions has diminished (in 2005 – 60 cases, in 2004 – 81 case).

Table 4

Breakdown of occupational diseases by sectors according to NACE classifier

| Breakdown of occupational diseases according to the type economic activity according to NACE classifier | | 2005 | 2004 |
|---|---|------|------|
| A | Agriculture, hunting and forestry | 61 | 45 |
| B | Fishery | 4 | 4 |
| C | Mining and quarrying | 5 | 2 |
| D | Processing industry | 226 | 205 |
| E | Electric energy, gas and water supply | 14 | 14 |
| F | Construction | 24 | 35 |
| G | Wholesale trade and retail trade; repair of cars, motor-cycles, personal and household goods | 31 | 20 |

| | | | |
|----------|--|------------|------------|
| H | Hotels and restaurants | 9 | 8 |
| I | Transport, storage and communication | 161 | 146 |
| J | Financial intermediation | 0 | 2 |
| K | Real estate transactions, renting, computer services, science and other commercial services | 9 | 8 |
| L | Public administration and defence; compulsory social insurance | 15 | 15 |
| M | Education | 38 | 36 |
| N | Health and social care | 113 | 126 |
| O | Public, social and individual services | 31 | 19 |
| P | Individual households with paid workforce | 0 | 1 |
| Q | Non territorial organizations and institutions | 0 | 1 |
| | Total: | 741 | 687 |

When analysing cases of occupational diseases in the context of common structure of occupational patients' professions (see Table 5), it can be concluded that in 2005, if compared to year 2004, the number of equipment and machine operators and article assemblers fallen ill has been increased considerably (by 18%) and the number of ill qualified workers and craftsmen has also increased (by 10%). It can be explained by the fact that technical devices and workbenches are being used intensively until their complete deterioration, disregarding increased effect of local and general vibration on the workers' health. Only very few companies have got auxiliary devices for moving heavy loads. Workplaces and work tools are not adjusted ergonomically to a concrete worker. There is observed a regular long lasting physical overload of workers and monotonous load on definite muscle groups. Employers pay little attention to workers' physical loads, ergonomics and their training how to lift weights correctly. It should be stressed that employees themselves often do not care about their health and visit doctors and respective institutions too late, when they want to receive compensation for damage caused to their health at work, and to improve working environment in the company. Similarly employees are unaware of the influence of hazardous work risks on their health to be able to avoid falling ill, they do not use provided personal protection equipment, disregard breaks envisaged during working process and correct working methods.

Table 5

Breakdown of occupational diseases by occupations

| | Breakdown of occupational diseases by occupation groups, according to occupation classifier | 2005 | 2004 |
|----------|--|-------------|-------------|
| 1 | Lawmakers, senior state officials, managers | 9 | 6 |
| 2 | Senior specialists | 62 | 86 |
| 3 | Specialists | 97 | 107 |
| 4 | Civil servants | 11 | 15 |
| 5 | Service and trade employees | 58 | 41 |
| 6 | Qualified agriculture and fishery employees | 18 | 19 |
| 7 | Qualified workers and craftsmen | 127 | 115 |
| 8 | Equipment and machine operators and article assemblers | 277 | 235 |
| 9 | Ordinary professions | 82 | 63 |
| | Total | 741 | 687 |

When analysing occupational diseases according to the 10th International Classification of Diseases and Health Problems (see Table 6) it can be concluded that in year 2005, in comparison with year 2004, there has been a considerable growth in number of patients suffering from nervous system illnesses (by 29%), as well as after-effects of poisoning and other external influence (by 31%). It is characteristic in cases of occupational diseases that often it is impossible to identify separate risk factors that have caused the disease because during the long working life the employees have been exposed to several working environment risks.

Table 6

Groups of occupational diseases according to the 10th International Classification of Diseases

| | Groups and code of occupational diseases according to the 10th International Classification of Diseases | 2005 | 2004 |
|-----------------------|---|-------------|-------------|
| A00 –B99 | Infectious and parasite diseases | 29 | 33 |
| C00 –C97, D00 –D48 | Tumours (malignant and pre-cancer diseases) | 5 | 4 |
| D50 –D89 | Blood and blood producing organ diseases and immune system's disorders | 0 | 0 |
| E00 – E90 | Endocrine, perception and metabolism diseases | 0 | 1 |
| F00 – F99 | Psychic and behavioural disorders | 0 | 0 |
| G00 –G99 | Diseases of nervous system | 254 | 198 |
| H00 –H59 | Eye and auxiliary organ diseases | 0 | 0 |
| H60 –H95 | Ear and ear knoll diseases | 6 | 4 |
| I00 – I99 | Blood circulation diseases | 3 | 4 |
| J00 – J99 | Respiratory system diseases | 52 | 62 |
| K00 –K93 | Diseases of digestive apparatus | 0 | 0 |
| L00 – L99 | Skin and subcutaneous diseases | 7 | 5 |
| M00 M99 | Skeleton – muscular diseases | 222 | 252 |
| N00 –N99 | Diseases of urology system | 0 | 0 |
| T36-T 78 | After-effects of poisoning and other external influence | 163 | 124 |
| | Total: | 741 | 687 |

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