



LATVIA

ANNUAL REPORT

2009

STATE LABOUR INSPECTORATE

## 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 Inspection), 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 inspection 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 Inspection 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 Inspection is to maintain the effective implementation, supervision and control of the state policy in the area of labour relations and protection.

The directions of activities of the Labour Inspection are defined on the basis of the main planning documents in the area of labour law and labour protection, which have been developed and approved at the national level - "The plan of activities for 2005-2009 in order to increase the administrative ability of the State Labour Inspection in relation to the reduction of illegal employment"(The plan of activities to reduce illegal employment), as well as the Basic statements for the development of the labour protection domain for 2008-2013 (Basic statements). The main aim of the activities of the Labour Inspection is to develop a legally organized, safe and health-friendly working environment at the enterprises, to reduce unregistered employment, the violations of normative acts in the sphere of labour law and labour protection, as well as the number of accidents at work.

At the core for the planning of the Labour Inspection activities is the principle of priorities. 4 main priorities have been brought forward for the accounting period:

1. the implementation of the policy for reduction of illegal employment;
2. the organization of inspection campaigns at the enterprises, which business activities are in the branches with increased risk of accidents and occupational diseases:
  - 2.1. in the woodworking and furniture manufacturing branch;
  - 2.2. in the construction branch;
  - 2.3. in the public catering branch;
3. The organization of the informative and inspection campaign of the Senior Labour Inspectors' Committee (SLIC) "Evaluation of the risks of chemical substances" within the framework of the European Union (EU) activities in the area of labour protection;
4. The organization of "Risk Assessment" - the informative campaign of the European Week.

### 1. The implementation of priorities of the Labour Inspection in 2009

**1.1** Pursuant to the Plan of activities for 2005-2009, 4500 inspections had to be performed in 2009 in order to reduce illegal employment. In 2009, the Labour Inspection has performed 4 996 inspections in relation to the reduction of illegal employment. During these inspections, 1 211 illegally employed persons have been established. After the analysis of the dynamics of the number of enterprise inspections and the number of revealed persons, who have been illegally employed, for the time period from 2007-2009 (see Figure 1), a conclusion can be drawn, that, starting from 2007, the number of inspections at the enterprises has increased; in its turn, the number of established persons with illegal employment has decreased at average by 20 – 35 % per year. The reduction of the number of established persons with illegal employment is

associated both with the reorganization of legislation in the separate branches with high risk of illegal employment (construction, forest exploitation) and with the general reduction of the number of working places in the state.

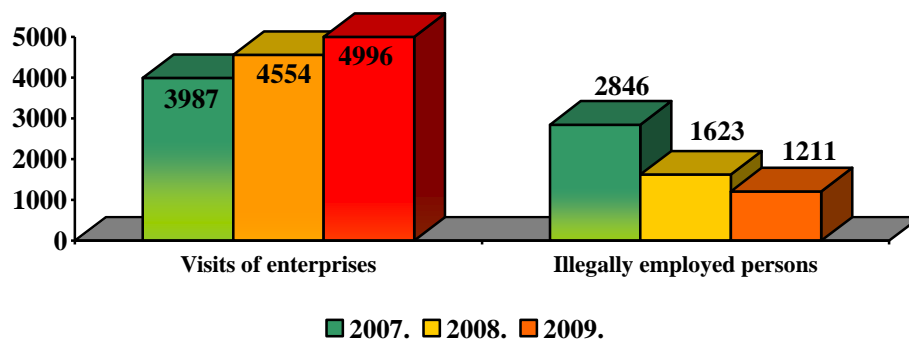


Figure 1: The dynamics of the number of inspections at the enterprises in relation to the reduction of illegal employment and the number of established persons with illegal employment (2007 – 2009)

Concerning the proportion of illegal employment in the specific branches of national economy, it should be pointed out that up till now, the highest number of established persons with illegal employment is in construction, manufacturing industry, agriculture/forestry, as well as in the personal service branch, thus indicating, that the enterprises of the abovementioned branches are considered risky in terms of illegal employment.

Concerning the reduction of illegal employment, the Labour Inspection effectively cooperates with the State Revenue Service (SRS), regional departments of the State Border Guard Service, the State and municipal police, as well as with other institutions. For instance, in cooperation with the State Employment Agency (SEA) the Labour Inspection implements the operative information exchange. The officials of the Labour Inspection inform the SEA of the established persons with illegal employment; in its turn, SEA checks, whether these persons are registered as unemployed and whether they receive an additional unemployment benefits from the state.

In 2009, the proportion of illegally employed persons, which at the same time have also been registered as unemployed persons, has amounted to 8 - 10% per month from all illegally employed persons revealed by the Labour Inspection. In 2009, the proportion of illegally employed persons, which are listed as unemployed, has actually tripled in comparison to 2008.

In order to limit the growing trend of illegal employment in Latvia, in 2009, the Labour Inspection has performed significant informative and educational activities: both by organizing informative campaigns, and by creating relations with media. Through intermediary of the media, the Labour Inspection has clarified the significance of legal labour relations to the society. With the assistance of the European Social Fund (ESF), an informative campaign named "Labour contract for safer future!" has been organized for employers and employees. A television broadcast named "8 hours" /„8 stundas”/ has been shown on Latvian television once a week in the second half of 2009. This broadcast has also featured stories about illegal employment, as well as about other issues, which are within the competence of the Labour Inspection. At average, each television broadcast "8 hours" /„8 stundas”/ has been viewed by 60 thousand people. Once a week, the problematics of labour relations and occupational safety has been reflected in one of the most popular radio broadcasts in Latvia named "How to live better?" /„Kā labāk dzīvot?”/.

At its home page in internet ([www.vdi.gov.lv](http://www.vdi.gov.lv)), the Labour Inspection publishes information about the enterprises, where illegally employed persons have been established.

**1.2.** It is the third year in succession, when the Labour Inspection organizes national campaigns in the sphere of labour protection at the enterprises of the specific branches. The branches, for which the inspection campaigns are being organized, are selected, basing on the

number of the occurred accidents in the corresponding branch (woodworking and construction), as well as through evaluation of the number of harmful risk factors of the work environment and their possible influence on the health of people working in the branch (public catering branch). When beginning the campaigns, the Labour Inspection first informs the society thereof.

In 2009, the special attention of the campaign organized by the Labour Inspection has been drawn to the assessment of the working environment risks, which is the basis for all further activities on labour protection - creation of the plan of activities on labour protection, implementation of activities in order to reduce or eliminate the risk factors. Similarly, the observance of other essential labour protection requirements at the enterprises has also been examined (the presence of a specialist in labour protection, the instructing and training of employees, the correspondence of equipment and working places to the requirements, the presence and usage of the personal protective equipment (PPE), the placement of safety signs, the conduction of mandatory health check-ups.

During the **woodworking campaign**, special attention has been paid to the work equipment of the woodworking enterprises, the instructing and training of employees, the assessment of the risk factors of the work environment, as well as to the issuance and usage of the PPE. During the woodworking campaign, 189 enterprises have been examined, 171 orders have been issued to employers to rectify 1 154 stated violations, as well as 21 administrative fines have been imposed.

When compared to 2008, the total number of accidents in the woodworking branch in 2009 has decreased by 42.3% (see Figure 2), which can be explained by the reduction of economical activity in the state, as well as by the fact, that during its examinations the Labour Inspection regularly checks the woodworking enterprises. The main reasons for the accidents, which have occurred in 2009 at the enterprises of woodworking branch, have been the following: non-observance of the regulations and rules concerning occupational safety, lack of attention, as well as unsatisfactory instructing and training of employees. 44% of the enterprises, which have been examined during the campaign, could not produce data on the technical maintenance of the machines and devices. The work equipment is often neither accordingly marked, nor labelled with warning inscriptions and signs (14%). The employed persons are not familiarized with the assessment of risks (46%), thus, they are unaware of the risk factors they are subject to. The employed persons do not realize the necessity of using the PPE, as well as the danger of the unauthorized removal of guard mechanisms. That is why stricter supervision on the part of the employer is a necessity.

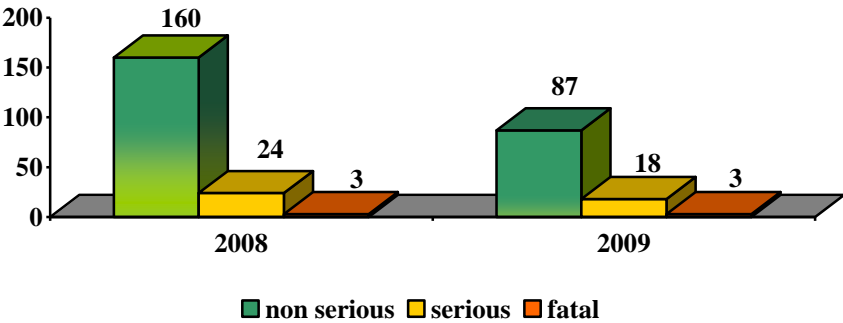


Figure 2: The dynamics of the number of accidents at work in the woodworking branch (2008 – 2009)

During the **construction campaign**, in 2009, increased attention has been paid to the reduction of illegal employment at the construction enterprises. The observance of the regulations of the Cabinet of Ministers No. 92 from 25 February 2003 "Labour protection requirements in performing construction work" has been checked with reference to the employees' certificates and lists; besides, checks have been performed concerning work

equipment, the provision and usage of the PPE, the work at height, the safety signs, as well as the assessment of the working environment risks. Before the campaign, e-mails containing information on the campaign have been sent to 4 861 employers.

During the campaign on construction branch, 281 construction objects have been examined and 89 orders have been issued to employers to rectify 326 stated violations, as well as 31 administrative fines have been imposed.

When compared to the results of the campaign in the construction branch, which has taken place in 2008, the violations with reference to the employees' certificates and lists have also been stated in 2009 (with reference to the lists - in 2008, the violations have been stated with 17% of the enterprises, while in 2009 - with 12% of the enterprises; (with reference to the certificates - in 2008, the violations have been stated with 15% of the enterprises, while in 2009 - with 9% of the enterprises); however, the amount of violations has decreased. In 2008, 6% of the construction enterprises have not used protection against falling objects, as well as the PPE for their personnel; in 2009, only 2% of such construction enterprises have been revealed. In 2008, 13% of the construction enterprises have not used full body protection means against falls; in 2009, only 5% of such construction enterprises have been revealed. In 2008, violations in the usage of safety helmets have been established with 11% of the construction enterprises; in 2009, only 7% of such construction enterprises have been revealed. The mentioned data allow to draw a conclusion, that in the enterprises of the construction branch there is now a stricter observance of the requirements of the normative acts.

According to the data of the Central Statistical Bureau, the amount of construction works in 2009 have decreased by 35%; in its turn, the number of the accidents, which have happened at the enterprises of the construction branch, has decreased by 48% (see Figure 3), which indicates, that the reduction in the amount of accidents is related not only to the reduction of construction amounts, but also to the increase of awareness among the employers and the employees, which is also facilitated by the regular check-ups on the part of the Labour Inspection.

The analysis of the campaign results in the construction branch indicates that the occupational safety condition at the bigger construction sites is better, than at the smaller ones. It depends on the quality level of work supervision on the part of the main building contractor and the coordinator of labour protection.

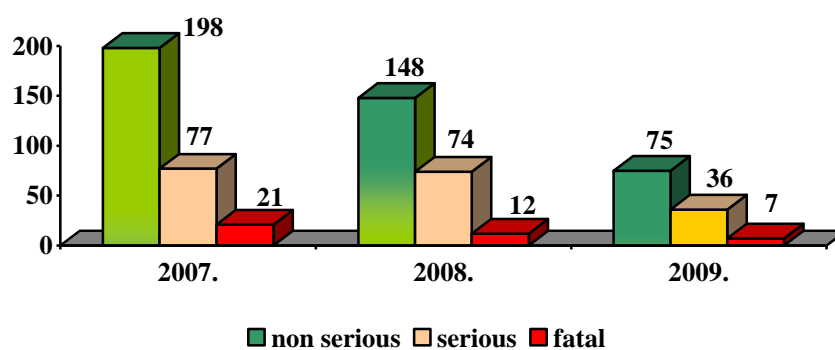


Figure 3: The dynamics of the number of accidents at work in the construction branch (2007 – 2009)

During the **campaign in the public catering branch**, 247 enterprises have been examined in a preventive manner. Actual working conditions at the enterprises have been evaluated. Attention has been paid to work equipment (roots and meat cutting machines, meat grinders, ovens, dish washing machines, dough kneading machines, foaming machines etc.), in order to establish the real situation in the branch, as well as to facilitate the understanding of the employers on the issues of labour protection. 1 144 violations have been established within the framework of the campaign; 205 orders have been consequently issued to employers to rectify the violations. In 10 cases, administrative fines have also been imposed.

The analysis of the campaign results in the public catering branch indicates that the enterprises of this branch regard the labour protection issues rather formally, as the working environment risks are not being adequately assessed. This is also confirmed by the major amount of the enterprises, which have not performed the risk assessment (around 30%).

**1.3.** The Labour Inspection of Portugal - the state, which has organized "The assessment of risks of chemical substances", the informative and inspection campaign of the Senior Labour Inspectors' Committee (SLIC), - has performed the preparatory activities for the campaign and asked the member states of the European Union on the branches, for which each state will perform the campaign. The organization time for the campaign has been deferred to September 2010.

#### **1.4. "Risk Assessment" - the informative campaign of the European Week**

In 2009, one of the priorities for the activities of the Labour Inspection has been the organization of the informative campaign of the European Week (EW) called "Risk Assessment", the topic of which has been the assessment of the working environment risks. The motto of the campaign has been the following: "Safe and health-friendly work places. A benefit for You. A benefit for Your enterprise". The main aim of the informative campaign of the European Week has been the facilitation of integrated approach towards the management of work environment risks, where the method of several steps in the process of risk assessment is taken into consideration. During two years (in 2008 and 2009), within the framework of the company "Risk assessment", it is explained to the society, that the assessment of the working environment risks is a systematic analysis of all aspects of the working environment, in order to determine, what may be the cause of traumas or health disorders, as well as whether it is possible to prevent dangers at the work place; in case this is impossible - what are the preventive or protection measures, or what should such measures be in order to control the risk factors. The explanations have also been provided in terms of the meaning of the involvement of employees in the risk assessment, which allows to identify the risks not only on the basis of the principles of knowledge, but also by evaluating the working conditions and the factors of unfavourable influence, which are felt by the employees themselves.

During the EW, within the time period from 19 October 2009 till 23 October 2009, three seminars, which have been dedicated to the topic of assessment working environment risks, have taken place free-of-charge in Riga, Valmiera and Liepāja. The representatives of the Labour Inspection, the Ministry of Welfare, the Employers' Confederation of Latvia, Free Trade Union Confederation of Latvia, the representatives of the Institute of Occupational Safety and Environmental Health of the Riga Stradins University, the heads of enterprises, the specialists in occupational safety, as well as other concerned parties, took part in these seminars. The seminars have been attended by a total of 200 people. The seminars have provided an opportunity to acquire information on the legal and practical aspects of assessment working environment risks - on the risk factors of working environment, which are new or which have been insufficiently evaluated, as well as on the violations of the internal supervision of the working environment, which are most commonly established. The participants of the seminar have had an opportunity to know about good practice in the sphere of labour protection at the various enterprises, to engage themselves into practical activities by identifying the risks of working environment at a construction object, as well as to discuss and ask questions to the experts concerning the progress of assessment of the working environment risks, and about other current events in the area of occupational safety in Latvia.

## **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 2009  
- No changes in the Labour Inspection Law in 2009.

**2.2.** The laws, rules, regulations, which have come into force in 2009, and the implementation of which is supervised by the Labour Inspection:

- The regulations No. 723 from 8 September 2008 of the Cabinet of Ministers of the Republic of Latvia "Regulations on the requirements towards competent institutions and specialists concerning the issues of labour protection, as well as the order, in which the competence is being evaluated" (has come into force on 1 January 2009).

The requirements towards competent institutions are defined in a more exact manner and supplemented; the certification process is stipulated; besides, the information, which is required to be sent to the Labour Inspection by the Personnel certification institution, is defined in a more exact manner.

- The regulations No. 219 from 10 March 2009 of the Cabinet of Ministers of the Republic of Latvia "The order, in which a mandatory health check-up is being performed" (has come into force on 1 April 2009).

The frequency of the mandatory health check-ups has been connected to the influence intensity of risk factors; the order, in which the mandatory health check-up card has to be filled out, has been defined; the number of mandatory medical examinations has been reduced; besides, an order has been established on how an employer should act depending on the statement about the employee's health condition, which is issued by the occupational doctor.

### 3. The personnel of the Labour Inspection

**3.1.** Within the time period from 1 January 2009 till 1 December 2009, the Labour Inspection has had 211 official work places. Due to the activities on consolidating the state budget, which have been defined by the government, as well as due to the policy of reduction of state budget institution resources, in December 2009, the list of the personnel of the Labour Inspection has been reduced by 42 official work places. Since 1 December 2009, there are 169 official work places in the Labour Inspection, including 117 inspectors.

**3.2.** Total number of inspectors till December 2009 – 139; since 1 December – 117, including:

- chief inspectors – 42 (since 1 December 2009 – 14);
- senior inspectors – 58 (since 1 December 2009 – 70);
- inspectors – 39 (since 1 December 2009 – 33).

**3.3.** Number of women inspectors – 77 (since 1 December 2009 – 74, of whom:

- chief inspectors – 14 (since 1 December 2009 – 11);
- senior inspectors – 42;
- inspectors – 21.

#### **3.4. The data on the geographical location of the structural subdivisions of the Labour Inspection (see Figure 4)**

During the accounting period, the changes and improvement of the structure of the Labour Inspection have continued.

Pursuant to the decision of the Cabinet of Ministers on the fulfilment of structural reforms, the number of the official work places in the Labour Inspection has been reduced by 20%. The reduction in the number of the official work places in headquarters of the Labour Inspection has amounted to 25%. At the same time, the reduction in the number of the official work places in the Regional Labour Inspections (hereinafter referred to as RLI) has ranged between 16% and 18%. In 2009, the offices in Tukums, Dobele and Jēkabpils have been closed down, and consultation points have been opened instead of the offices.

There are **5 RLI**, which operate within the country: **Kurzeme RLI - 17 inspectors** (the center - in Liepāja, an office in Ventspils, consultation points - in Saldus, Kuldīga and Talsi); **Latgale RLI - 16 inspectors** (the center - in Daugavpils, an office in Rēzekne, consultation

points - in Jēkabpils, Preiļi, Krāslava, Balvi and Līvāni); **Rīga RLI - 53 inspectors** (the center - in Rīga, 6 sectors - The sector for reduction of illegal employment, the sector for the supervision of Vidzeme district, the sector for the supervision of Central and Northern district, the sector for the supervision of Kurzeme and Zemgale district, the sector for the supervision of Latgale district, and the sector for the supervision of Rīga district and Jūrmala); **Vidzeme RLI - 14 inspectors** (the center - in Valmiera, an office in Cēsis, consultation point in Gulbene); **Zemgale RLI - 17 inspectors** (the center - in Jelgava, an office in Ogre, consultation points - in Tukums, Dobele, Bauska and Aizkraukle). The amount of inspectors in the districts is indicated after the changes, as well as after the reduction of personnel (beginning with 1 December 2009).

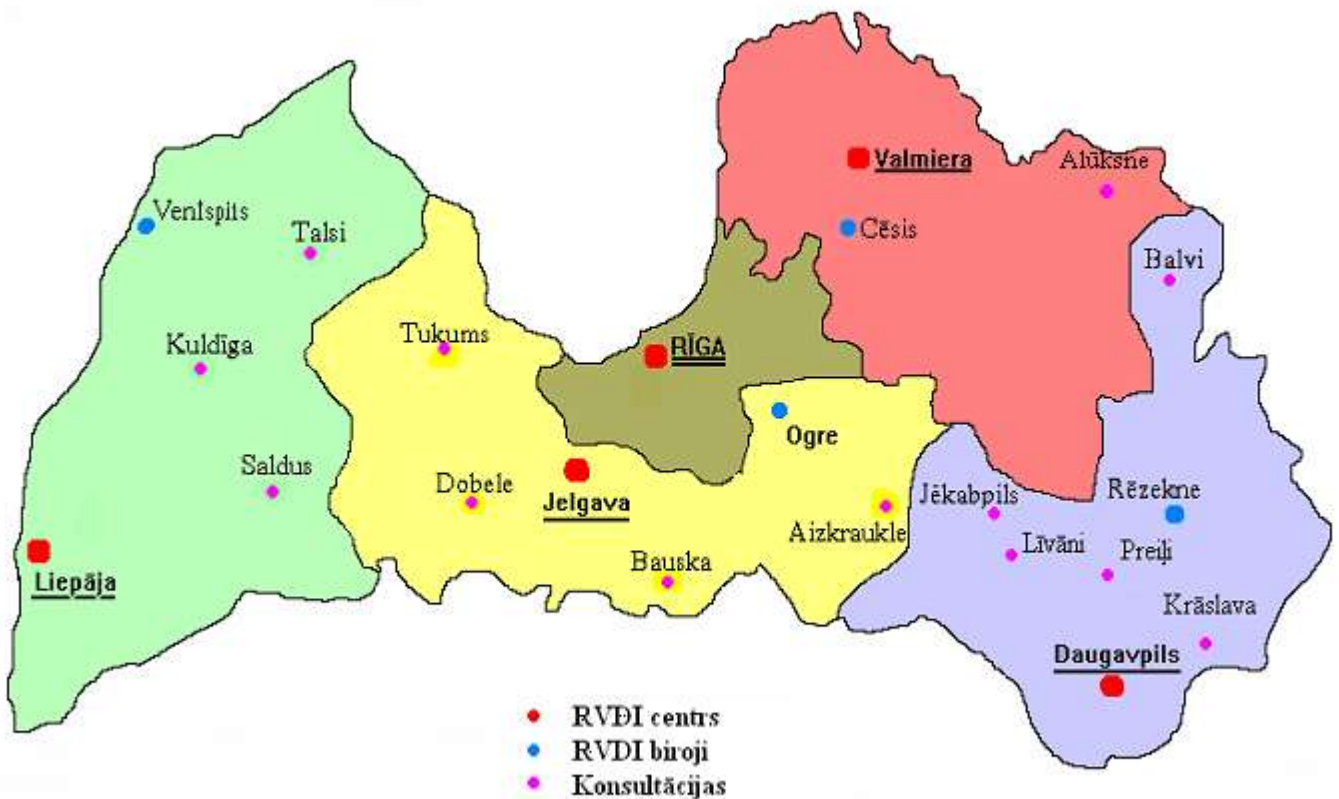


Figure 4. Geographical location of the structural subdivisions of the Labour Inspection

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

Number of companies under the control of the Labour Inspection – **93 234** (data of the Central Statistical Bureau for the 2008).

Number of employees in the companies under the Labour Inspection's supervision – **873 200**, of whom:

- Women – 462 500;
- Men – 410 700.

#### 5. Statistics of inspection visits

Number of companies inspected by the Labour Inspection in 2009 – **8 391**, of which



more than once a year – **1 696**;

The Labour Inspection in 2009 has carried out **12 189** inspections in companies.

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

**6.1.** In 2009, the inspectors of the Labour Inspection have imposed **6658** sanctions to employers for the violations of the normative acts on labour relations and labour protection. Particularly, **4 777** orders have been issued on a total of **26 610** established violations; of which there have been 4 058 violations relating to labour relations and 22 552 violations relating to labour protection; besides, **1 881 administrative fines** have been imposed.

### **6.2. 15,2% of violations relate to labour relations.**

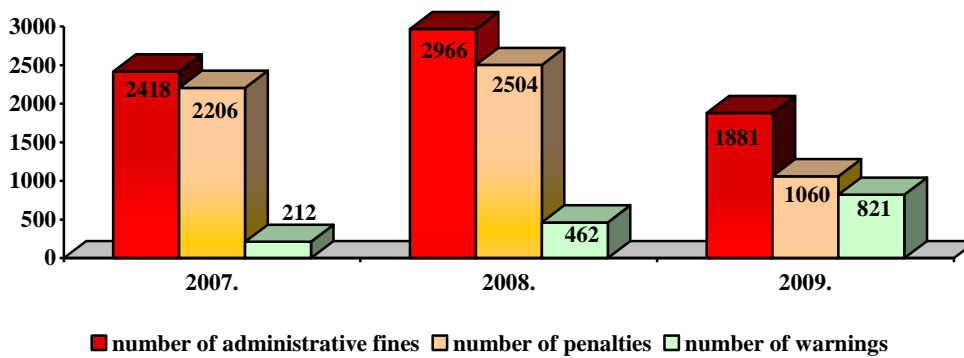
In return, almost half (48.4%) of all the violations, which relate to labour relations, refer to labour contracts - that is, incomplete filling out of labour contract, as well as non-observance of the written form of the labour contract. Most often, it is stated, that not all necessary information, which is defined by Article 40 of the Labour law, is included in the labour contracts. It most especially relates to the determination of working hours in labour contracts. 26.5% of the violations of labour relations are related to wage - mainly, to the non-payment of wage and factored leave compensations, or, to their partial payment; to the calculation and payment of wage, which is lower than the minimal wage defined by the state; to the payment of wage, which does not correspond to the wage defined by the labour contract etc. It should be noted, that, when compared to 2008, the violations related to wage payment have increased by more than 10%. This is mainly connected with the complicated financial condition of enterprises. 14,9% of the violations of labour relations are related to working and rest times - the labour contract or the working regulations do not define the start and end of working time, the duration of a break, no annual paid vacations are assigned, etc.

**84,8%** of all violations, which have been stated in 2009 by the officials of the Labour Inspection **are the violations of the normative acts, which regulate labour protection.** In the domain of labour protection, just like in 2008, most of the violations (37.5%) concern the order of the internal supervision of the working environment. Some employers do not accept the evaluation of the working environment risks at an enterprise as a basis for the creation of a really functioning labour protection system and a safe working environment. Often, after the evaluation of risks, the employees are not even familiarized with the risks they are subject to during the work. 16,2% of violations concern training on issues relating to labour protection. No introductory or repeated instructing is performed for employees. No instructing is performed for the person, which has suffered in a work accident, following his recovery. The fact of instructing is not registered pursuant to the requirements of the normative act. No risk factors of the working environment, as well as the activities on their evaluation and reduction, are included in the instructions on occupational safety.

As for the area of labour protection, in 2009, the overall correlation of organizational (84,8%) and technical (15,2%) violations have remained the same as in previous year (in 2008: organizational violations - 81,5%, technical violations - 18,5%). This allows drawing a conclusion, that employers consider the technical maintenance of work equipment as a much more essential matter. Insufficient and inadequate attention is paid to the creation and maintenance of a qualitative labour protection system, as well as to the instructing and training of employees.

### **6.3. The imposed sanctions and their types**

In 2009, 1 881 administrative fines have been imposed to the employers for the violations of the normative acts, which regulate labour relations and labour protection. This is 37% less, than in 2008. During the accounting period, the structure of the imposed administrative fines has also undergone significant change. Namely, in 2009, the amount of imposed warnings has grown by 77% (see Figure 5).



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Figure 5: The dynamics of the structure and number of the imposed administrative fines (2007 – 2009)

The growth in the number of warnings can be explained with the fact, that during the times of economic recession, inspectors apply such measures, as administrative fines, only when a direct threat to the life and health of employees can be established.

## 7. The statistical data on accidents at work

Although much has been done during the recent years to improve the situation in labour protection, in 2009, the statistics of the accidents, which have occurred at work places, is bitter - 32 people have died at their work places, and approximately 3 accidents happen every day. When compared to 2008, the total amount of accidents at work, which have happened in Latvia in 2009, has decreased by 33%. When compared to 2008, a significant decrease of the amount of serious and fatal accidents at work could also be observed during the accounting period: the number of serious accidents has decreased by 34.3%, while the number of fatal accidents has decreased by 27.3%. (see Figure 6).

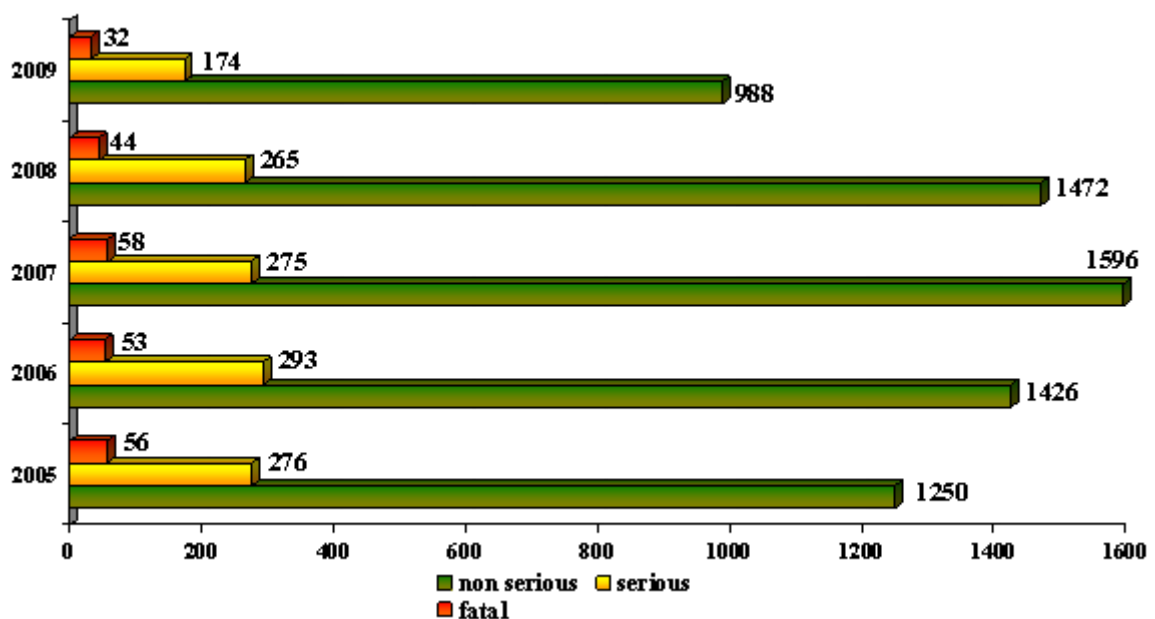
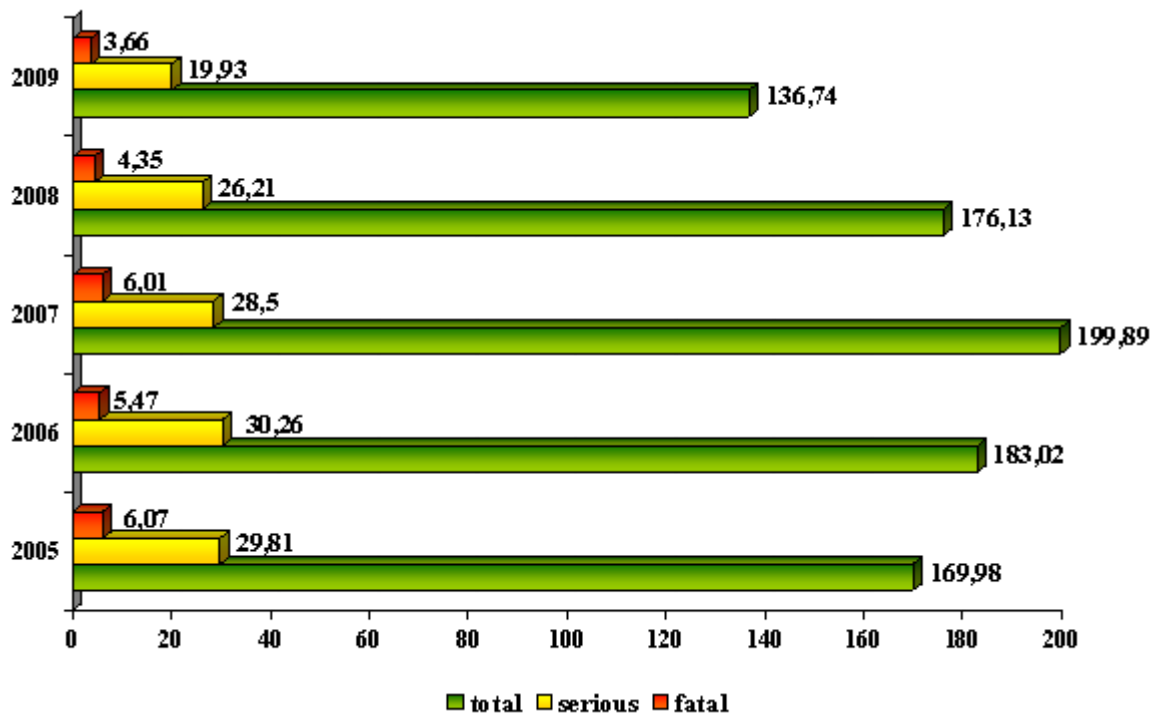


Figure 6. The dynamics of the accidents at work (2005 - 2009)



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Figure 7. The rate of accidents at work per 100 000 employees (2005 – 2009)

The analysis of the statistical data on the accidents, which have occurred at work, with a division into the types of economical activity of the enterprises, indicates (see Table 1), that in 2009, the most accidents have occurred in manufacturing industry – 276 (486 in 2008), in transport - 227 (271 in 2008), in health and social care - 136 (167 in 2008), and in construction - 119 (234 in 2008).

39% of the accidents in manufacturing industry have occurred in the woodworking branch. The cause of more than half of the accidents (69%) in the woodworking branch has been the non-observance of occupational safety regulations and rules - reckless actions in the disposal of stuck materials from a switched-on device, irresponsible non-exploitation or removal of safety equipment, as well as non-exploitation of the issued means of individual protection.

From the 227 accidents at work, which have occurred in the transport branch during the accounting period, 26 have been with serious consequences, and in 6 cases, the consequences have been fatal. 52% of the persons, which have been injured in serious accidents, have gained serious traumas when falling down the stairs during repair works, as well as when stumbling and falling in holes and hatches. This shows that the risk of traumatism for employees is facilitated by carelessness, by unsafe work environment, as well as by work places.

In comparison with 2008, one can observe, that the number of persons, which have suffered from the accidents in the health and social care branch, has been reduced by 19%. The reduction of the number of accidents in the branch can be explained with performed structural reforms in health and social care institutions, as well as with the reduction of personnel.

In comparison with 2008, a significant reduction in the number of accidents is observed, which can be explained by the reduction in production output and the number of employees, as well as by the inspection campaigns of the Labour Inspection at the enterprises of the dangerous branches. Regrettably, the employees still do not always adequately evaluate the possible consequences of the non-observance of occupational safety regulations, as well as the consequences of the non-exploitation of means of PPE and collective protective equipment. For

instance, the employers at the enterprises of the construction branch have mostly supplied their employees with helmets, anti-fall systems and ropes. However, the enterprises do not always ensure a fully-featured supervision of the work and the occupational safety.

*Table 1*

**Breakdown of accident victims by sectors (according to NACE classification)**

	Sectors	Total		Including			
				Serious		Fatal	
		2008	2009	2008	2009	2008	2009
<b>A</b>	AGRICULTURE, HUNTING AND FORESTRY	70	35	12	8	7	3
<b>B</b>	MINING AND QUARRYING	13	9	2	5	1	1
<b>C</b>	PROCESSING INDUSTRY	486	276	63	42	6	7
<b>D</b>	ELECTRIC ENERGY, GAS AND HEAT SUPPLY, AND AIR CONDITIONING	49	28	9	8	0	3
<b>E</b>	WATER SUPPLY; WASTE WATER, WASTE TREATMENT AND REHABILITATION	22	17	4	2	0	0
<b>F</b>	CONSTRUCTION	234	119	74	37	12	7
<b>G</b>	WHOLESALE TRADE AND RETAIL TRADE; REPAIR OF CARS, MOTOR-CYCLES	170	117	13	9	2	3
<b>H</b>	TRANSPORT AND STORAGE	271	227	33	26	9	6
<b>I</b>	LODGING AND CATERING SERVICES	28	17	2	0	0	0
<b>J</b>	INFORMATION AND COMMUNICATION SERVICES	15	12	5	2	0	0
<b>K</b>	FINANCIAL AND INSURANCE ACTIVITY	7	5	1	1	1	0
<b>L</b>	REAL ESTATE TRANSACTIONS	15	11	1	3	1	0
<b>M</b>	PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	7	4	0	1	0	0
<b>N</b>	ACTIVITY OF ADMINISTRATIVE AND SERVICE COMPANIES	46	37	6	3	2	0
<b>O</b>	STATE ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	74	71	13	7	1	1
<b>P</b>	EDUCATION	62	47	12	10	0	0
<b>Q</b>	HEALTH AND SOCIAL CARE	167	136	7	8	0	0
<b>R</b>	ARTS, ENTERTAINMENT AND RECREATION	23	15	5	1	0	1
<b>S</b>	OTHER SERVICES	22	11	3	1	1	0
	<b>Total</b>	<b>1781</b>	<b>1194</b>	<b>265</b>	<b>174</b>	<b>43</b>	<b>32</b>

After analyzing **the occupations of the persons, which have suffered in accidents at work** in 2009, a conclusion can be made that the persons, which have suffered the most injuries, have been the operators of equipment and machines, as well as the product assemblers (the drivers of self-propelled vehicles and equipment, the operators of elevating machines and equipment etc.); the qualified workers and craftsmen (workers of metalworking production, machinery manufacturing, allied industries, etc.); workers of ordinary professions (ordinary professions of mines, construction and transport etc.).

*Table 2*

## Breakdown of accident victims by occupations

(according to occupations classification)

	Occupations	Total		Including			
				Serious		Fatal	
		2008	2009	2008	2009	2008	2009
1	LAWMAKERS, STATE OFFICIALS, PUBLIC SERVANTS IN MANAGERS POSITION AND MANAGERS	46	28	11	4	2	1
2	SENIOR SPECIALISTS	88	85	9	4	1	0
3	SPECIALISTS	162	125	11	10	3	1
4	OFFICE WORKERS	88	79	5	5	3	0
5	SERVICE AND TRADE EMPLOYEES	222	163	14	8	1	3
7	QUALIFIED WORKERS AND CRAFTSMEN	408	242	90	55	11	14
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	417	247	65	45	15	8
9	ORDINARY PROFESSIONS	326	204	54	39	6	2
	<b>Total</b>	<b>1781</b>	<b>1194</b>	<b>265</b>	<b>174</b>	<b>43</b>	<b>32</b>

*Table 3*

## Breakdown of accidents by accident causes

	Accident causes	Total		Including			
				Serious		Fatal	
		2008	2009	2008	2009	2008	2009
1	Unsatisfactory conditions at workplace	142	89	47	28	9	5
2	Unsure human action (action/person)	1496	978	216	147	25	19
3	Labour organization and related shortcomings	266	129	123	57	26	13
4	Violation of road traffic rules	108	64	25	18	6	4
5	Violence (attacks)	105	82	3	2	2	2
6	Others	22	55	6	5	0	4
	<b>Total</b>	<b>2139</b>	<b>1397</b>	<b>420</b>	<b>257</b>	<b>68</b>	<b>47</b>

## 8. Statistical data on occupational diseases

When compared to 2008, in 2009, a growth has been observed both in the number of first-time confirmed persons suffering from occupational diseases (by 40%), and in the number of diagnosed occupational diseases (by 47%), (see Figure 8). The mentioned tendency is also facilitated by the demographic condition in Latvia: as the society in Latvia ages, just like in all European countries, the number of years, which people have spent working, is big, and various kinds of health problems are obtained during the long life of work. Besides, one should not forget about the high level of unemployment in Latvia in 2009, as a result of which, people have sought financial support within their possibilities. In 2009, the legislation has provided an opportunity to receive both the wage and the monthly benefits at the same time. In 2010, this statutory provision has been cancelled. The growth in the number of the persons suffering from occupational diseases can also be explained with the increase of employees being aware of the fact, that in case an occupational disease is confirmed, they have the right to receive additional financial assets.

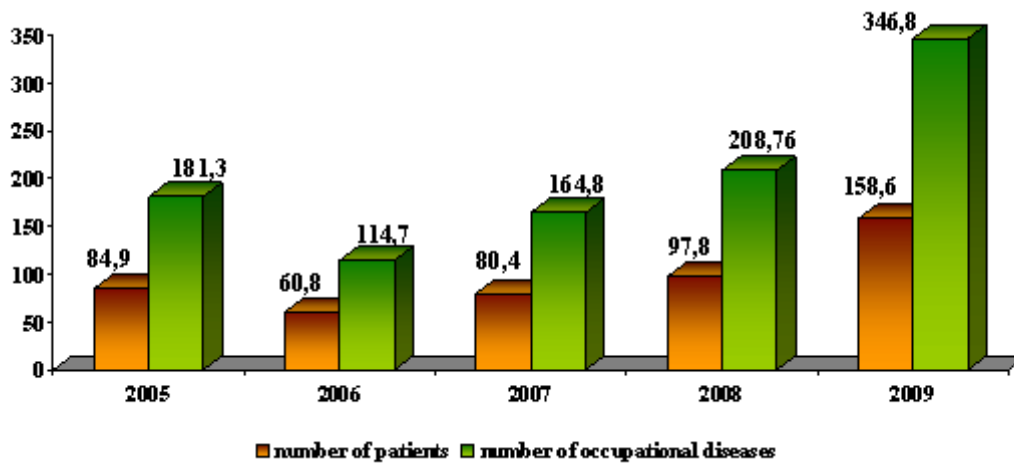


Figure 8. The dynamics of the first-time confirmed persons and occupational diseases per 100 000 employees (2005 – 2009)

Just like during the previous year, the leading branches of business activities, which in 2009 have had the greatest confirmed number of the persons suffering from occupational diseases, have remained the same: the manufacturing industry - 32.3% (447 persons suffering from occupational diseases); transport and storage - 19.4% (268 persons suffering from occupational diseases); health and social care - 16.2% (225 persons suffering from occupational diseases) (see Table 5).

Mainly, the first-time confirmed persons suffering from occupational diseases have been diagnosed the diseases of the musculoskeletal system and connective tissues (39%) (462 in 2008, 543 in 2009), the nervous system diseases (23%) (174 in 2008, 325 in 2009), as well as injuries, poisonings and other consequences of external influence (24%) (178 in 2008, 333 in 2009) (see Figure 9 and Table 4).

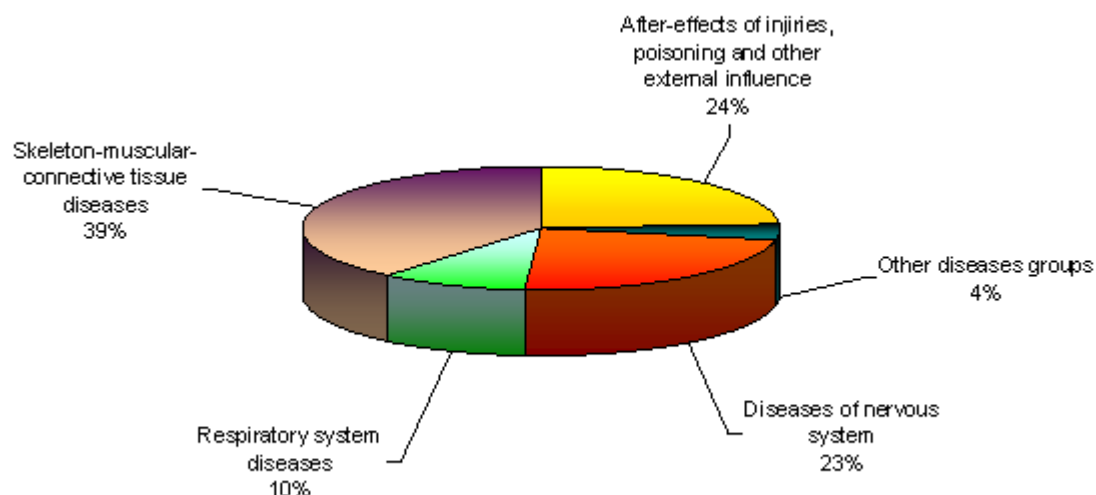


Figure 9. The first-time confirmed persons by groups of occupational diseases in 2009 according to the 10<sup>th</sup> International Classification of Diseases

More than a third of the first-time confirmed persons suffering from occupational diseases have diagnosed diseases of the musculoskeletal system and connective tissues, which indicates, that the major part of diseases is related to physical overload, weight movement and forced poses for working, as well as to physical factors (mainly noise and vibration). In comparison with 2008,

the number of occupational diseases due to injuries, poisonings and other consequences of external influence has almost doubled.

*Table 4*

**Groups of occupational diseases according to the 10<sup>th</sup> International Classification of Diseases**

<b>Code</b>	<b>Groups of occupational diseases</b>	<b>2008</b>	<b>2009</b>
A00-B99	Infectious and parasite diseases	20	11
C00–D48	Tumours (malignant and pre-cancer diseases)	8	3
F00–F99	Mental and behaviour disorders	2	2
G00-G99	Diseases of nervous system	174	325
H60-H95	Ear and ear knoll diseases	22	15
I00-I99	Blood circulation diseases	8	4
J00-J99	Respiratory system diseases	102	132
L00-L99	Skin and subcutaneous diseases	10	13
M00-M99	Skeleton – muscular – connective tissue diseases	462	543
R00-R99	Symptoms and anomalous clinical and laboratory findings not classified anywhere	3	4
S00-T98	After-effects of injuries, poisoning and other external influence	178	333
	<b>Total</b>	<b>989</b>	<b>1385</b>

Early diagnosis of the occupational and work-related diseases reduces the sickness rate in future, which is why the Labour Inspection pays special attention, whether the employers send their employees to the mandatory health check-ups. It should be emphasized, that positive tendencies can be observed and more and more employees are being sent to the mandatory health check-ups. The employers begin to pay more and more attention to the qualitative assessment of the risks of the working environment, as well as to the elimination or reduction of harmful risk factors. This positively influences the working conditions of the employees, as well as their health in general.

*Table 5*

**Breakdown of occupational patients by sectors (according to NACE Classification)**

	<b>Sectors</b>	<b>2008</b>	<b>2009</b>
<b>A</b>	AGRICULTURE, HUNTING AND FORESTRY	72	87
<b>B</b>	MINING AND QUARRYING	3	10
<b>C</b>	PROCESSING INDUSTRY	327	447
<b>D</b>	ELECTRIC ENERGY, GAS AND HEAT SUPPLY, AND AIR CONDITIONING	11	25
<b>E</b>	WATER SUPPLY; WASTE WATER, WASTE MANAGEMENT AND REHABILITATION	11	12
<b>F</b>	CONSTRUCTION	55	100
<b>G</b>	WHOLESALE TRADE AND RETAIL TRADE; REPAIR OF CARS, MOTOR-CYCLES,	28	47
<b>H</b>	TRANSPORT AND STORAGE	186	268
<b>I</b>	LODGING AND CATERING SERVICES	15	14
<b>J</b>	INFORMATION AND COMMUNICATION SERVICES	3	3
<b>L</b>	REAL ESTATE TRANSACTIONS	6	17

<b>M</b>	PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	3	3
<b>N</b>	ACTIVITY OF ADMINISTRATIVE AND SERVICE COMPANIES	4	4
<b>O</b>	STATE ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	28	43
<b>P</b>	EDUCATION	43	52
<b>Q</b>	HEALTH AND SOCIAL CARE	163	225
<b>R</b>	ARTS, ENTERTAINMENT AND RECREATION	7	4
<b>S</b>	OTHER SERVICES	24	23
<b>U</b>	ACTIVITY OF NON TERRITORIAL ORGANIZATIONS AND INSTITUTIONS	0	1
	<b>Total</b>	<b>989</b>	<b>1385</b>

After the occupation structure analysis for the persons, which are suffering from occupational diseases (see Table 6), a conclusion can be drawn, that the following groups have the most diseased persons therein: the operators of equipment and machines, as well as the product assemblers - 34,3%, and qualified workers and craftsmen - 21,8%.

*Table 6*

#### **Breakdown of occupational patients by occupations**

	<b>Occupations</b>	<b>2008</b>	<b>2009</b>
1	LAWMAKERS, STATE OFFICIALS, PUBLIC SERVANTS IN MANAGERS POSITION AND MANAGERS	11	31
2	SENIOR SPECIALISTS	87	122
3	SPECIALISTS	96	156
4	OFFICE WORKERS	21	43
5	SERVICE AND TRADE EMPLOYEES	99	112
6	QUALIFIED AGRICULTURE AND FISHERY WORKERS	33	52
7	QUALIFIED WORKERS AND CRAFTSMEN	218	302
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	339	475
9	ORDINARY PROFESSIONS	85	92
	<b>Total</b>	<b>989</b>	<b>1385</b>

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