



Valsts darba inspekcija

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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 2015 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 (National Development Plan) and the resources available to the Labour Inspectorate.

The Labour Inspectorate's priorities in 2015 were identified as:

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

√ Reducing 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;

√ Labour Inspectorate's participation in the Latvian Presidency of the EU Council in 2015.

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

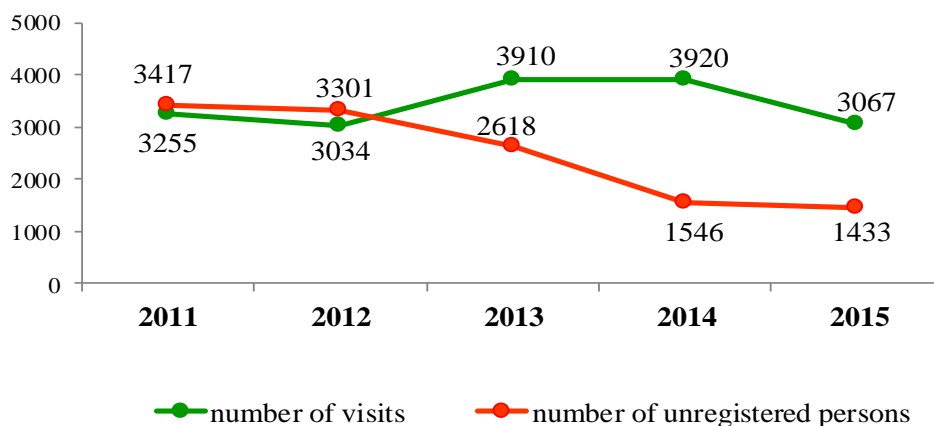
1. Visits to the enterprises where high risk of unregistered employment exists;
2. Preventive inspections on OSH, including thematic inspections of:
  - 2.1. the woodworking and forestry sector;
  - 2.2. the construction industry;
  - 2.3. the transport sector;
  - 2.4. small and medium-sized enterprises that had serious and fatal work-related accidents in the last five years;

- 2.5. European informative campaign „Healthy Workplace Manage Stress”;
3. Two events were organized with co-financing of the European Commission (*EaSI-PROGRESS Program 2015*):
- 3.1. Presidency OHS conference "From Strategic Framework towards Successful Implementation – OSH can be Simple and Entertaining”;
  - 3.2. SLIC Thematic Day "Effective Interaction of Labour Inspectorates - Control vs Advise" and a Plenary session.

## 1. The implementation of priorities of the Labour Inspection in 2015

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.

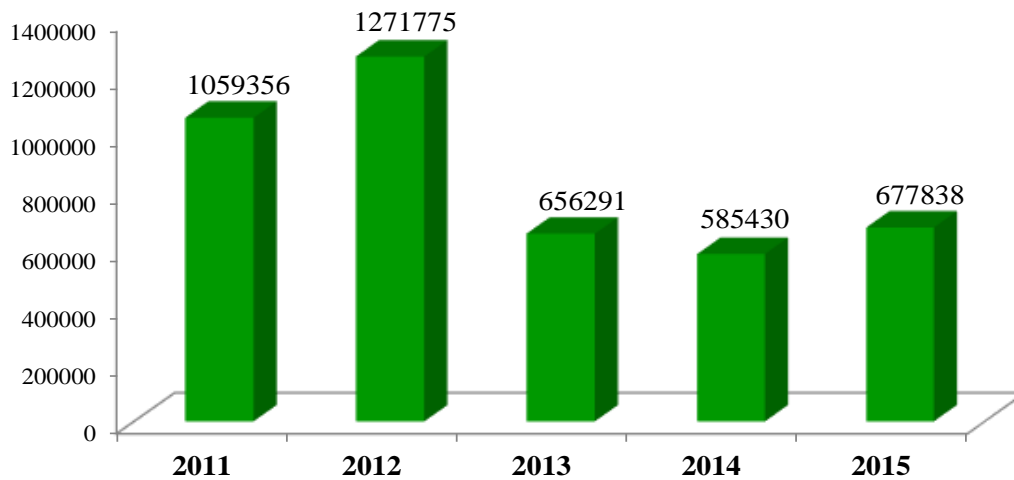
The Labour Inspection carried out 3 067 inspections aimed at the reduction of unregistered employment, of which 28% inspections were successful. It means that each fourth inspection helped to identify the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees. The companies with a high unregistered employment risk underwent 390 re-inspections, being 13% of all unregistered employment inspections (see *Graph 1*).



*Graph 1: Dynamics of the number visited enterprises and unregistered persons (2011 – 2015)*

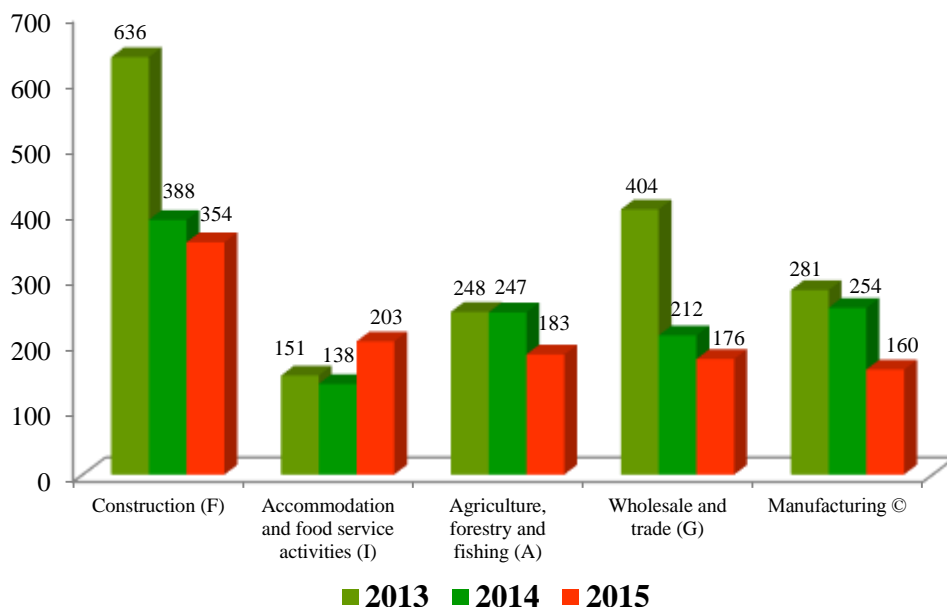
In 2015, there were identified 1 433 unregistered employees, of whom 906 persons had not signed written employment contracts and were not declared in SRS; 407 had written employment contracts, but were not registered in SRS, and 120 persons did not enter into written employment contracts, but were declared at SRS.

In 2015, discovering the employment without a written labour contract and /or declaration to the SRS, the officials of the Labour Inspectorate imposed 845 fines in the amount of EUR 677 838 on the basis of the Latvian Administrative Violations Code (LAVC) (see *Graph 2*).



*Graph 2: Dynamics of applied fines (EUROs) for unregistered employment (2011 - 2015)*

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 2015 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 in the branches (2013 – 2015)*

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. Nonetheless, it should be pointed out that the Labour Inspectorate increasingly discovers new types of unregistered employment invented by employers in an attempt to hide or legalize unregistered employment (self-employed persons, service providers, lessees, volunteer assistants, etc., or partly registered (recorded) hours worked by employees), thus making it more difficult and time-consuming to obtain evidence. The Labour Inspectorate effectively cooperates with SRS, the State and Municipal Police, and uses inspection materials and administrative statements issued by these authorities for proving unregistered employment.

In 2015, the Labour Inspectorate has participated in activities of the Council for Combating Shadow Economy, set up by the Minister of Finance. This council is composed of high-level academic experts, board members of the businesses, social and state administration institutions. The Labour Inspectorate has provided information to the Ministry of Finance on the current and planned measures for reducing shadow economy. The Labour Inspectorate has also participated in the elaboration of the plan prepared by the Ministry of Finance as the Secretariat of the Board for Combating Shadow Economy "State Authorities' Working Plan for Preventing Shadow Economy in 2016 - 2020" and expressed own proposals, supported further advancement of the plan which was approved in 2016.

It is of essential importance that the society renders actual assistance in identifying unregistered employment by informing the Labour Inspectorate of the cases of unregistered employment. In 2015, the Labour Inspectorate has received via an anonymous trust line and e-mail (e-mail: [nelegals@vdi.gov.lv](mailto:nelegals@vdi.gov.lv), website: [www.vdi.gov.lv](http://www.vdi.gov.lv)) 370 messages, informing of suspected unregistered employment. After creating the e-mail address [nelegals@vdi.gov.lv](mailto:nelegals@vdi.gov.lv) and the website of the Labour Inspectorate for anonymous reporting the cases of unregistered employment in 2010, the number of electronic messages has doubled.

**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 2015, the Labour Inspectorate performed four thematic inspections, with the total number of inspected companies being 621. The purposes of inspections included:

- ✓ Preventive checks of the working conditions at the companies;
- ✓ Assessment of actual activities of employers for creating safe working environment;
- ✓ Focusing of employers' attention on OSH issues;

Four thematic inspections were organised in companies whose business activity is associated with an increased risk of accidents - woodworking and forestry industry, construction, transport enterprises and small and medium-sized enterprises (up to 50 employees) that had suffered a serious or fatal accident in the past.

In 2015, there were 1 587 preventive inspections on OSH carried out (110% of the plan). The majority of inspections were performed in the wholesale and retail trade sector (G) - 372, accounting for 23% of the number of preventive inspections; manufacturing (C) - 263 (17%); agriculture, forestry and fishing (A) - 241 (15%). Increasing the number of preventive inspections of OSH has allowed to perform an assessment of the working environment and to initiate to put it in order in a many more companies than ever before.

As part of the informative campaign "Healthy Workplaces Manage Stress" in October 2015, winners of the good practice competition in OSH "Golden Helmet" were awarded at a special conference.

On 8 April 2014, the Labour Inspectorate in cooperation with the European Agency for Safety and Health (Agency) opened a European informative campaign "Healthy Workplaces Manage Stress". The campaign's aim is to encourage employers and employees to work together to eliminate or reduce work-related stress. The information campaign took place over the course of two years and

ended in November 2015 with a journalist's visit of the good practice logistics company SIA "DHL Latvia".

In 2015, 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.

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 this out in conjunction with the Corporate Sustainability and Responsibility Institute. There was great interest in the master class; therefore, in 2015 it was repeated two additional times. Another master class is also planned in 2016.

## **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 2015:**

No new laws came into force in 2015.

### **2.2. The laws, rules, regulations, which have come into force in 2015, and the implementation of which is supervised by the Labour Inspection:**

Amendments to the Cabinet of Ministers' Regulations "Procedure for the Performance of Internal Supervision of the Work Environment". The amendments included additional requirements in order to adapt them to the EC Regulation No. 1272/2008 on the Classification, Packaging and Labelling of Substances and Mixtures, and Directive 2010/32/EU regarding the Prevention form Sharp Injuries in the Hospital and Healthcare Sector.

✓ Amendments to the Cabinet of Ministers' Regulations "Labour Protection Requirements for Use of Safety Signs" and "Labour Protection Requirements when Coming in Contact with Chemicals at Workplaces." The amendments included additional requirements in order to adapt them to the EC Regulation No. 1272/2008 on the Classification, Packaging and Labelling of Substances and Mixtures.

✓ Amendments to the Cabinet of Ministers' Regulations "Labour Protection Requirements when Coming in Contact with Carcinogenic Substances at Workplaces." The amendments clarify what are carcinogenic substances and additional requirements are included in order to adapt to the EC Regulation No. 1272/2008 on the Classification, Packaging and Labelling of Substances and Mixtures.

✓ The Cabinet of Ministers' Regulations "The Classification, Packaging and Labelling Order for Chemicals and Chemical products" were cancelled.

✓ On 1 January 2015, substantive changes to the Labour Law took place which introduced changes to the existing labour relations framework for a wide variety of employment law matters. The amendments were necessary in order to ensure a labour relations framework that is more effective and more relevant to the current situation:

- ✓ Amendments to the Labour Law clarify the regulation regarding overtime, night work, aggregate working hours and rest time;
- ✓ The Labour law has been amended by an Article which regulates the dismissal notification procedures;
- ✓ Changes have been made in connection with the annual paid leave compensation procedure in case where at the time of termination of the employment, the annual vacation has not been used, stating that in such case the employer is obliged to pay for the entire leave period;
- ✓ The maximum term for a terminated contract has been extended to 5 years;

- ✓ Amendments prescribe for the employer to provide information on the conditions of employment contract to a foreigner who does not speak Latvian, in a language that he/she understands;
- ✓ Amendments were made for the employee who has a child, it was specified that additional breaks for breastfeeding can be granted for feeding the child until the age of two years;
- ✓ The amendments included a ban on the employer to employ the worker if he cannot perform his duties due to health reasons.

Overall, the Labour Law amendments establish new obligations, responsibilities and rights for both workers and employers.

### 3. The personnel of the Labour Inspection

3.1. In 2015, there were 184 (180 full-time) official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2015 – 130, including:

- ✓ chief inspectors – 17;
- ✓ senior inspectors – 45;
- ✓ inspectors – 68.

3.3. Number of women inspectors in 2015 – 87 (67% of total number of inspectors), of whom:

- ✓ chief inspectors – 9 (53% of total number of chief inspectors);
- ✓ senior inspectors – 32 (71% of total number of senior inspectors);
- ✓ inspectors – 46 (68% of total number inspectors).

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

In 2015, the structural changes were made in the Labour Inspectorate to optimally use human resources and ensure coordinated and efficient activities of the Zemgale Regional State Labour Inspectorate. Consultation Centre in Bauska was opened in August to better access to the Labour Inspectorate for employees, employers and other persons concerned. 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 Preili and Kraslava;
- **Riga RSLI** - the centre - in Riga, 4 sectors - Sector for Reduction of Unregistered Employment, Central Sector, Pardaugava Sector and Riga District Sector;
- **Vidzeme RSLI** - the centre - in Valmiera, a sector - in Gulbene, office - in Sigulda, consultation place - in Aluksne;
- **Zemgale RSLI** - the centre - in Jelgava, a sector in Ogre, office - in Tukums, Consultation Centre in Bauska, consultation places - in Dobeles, and Aizkraukle.

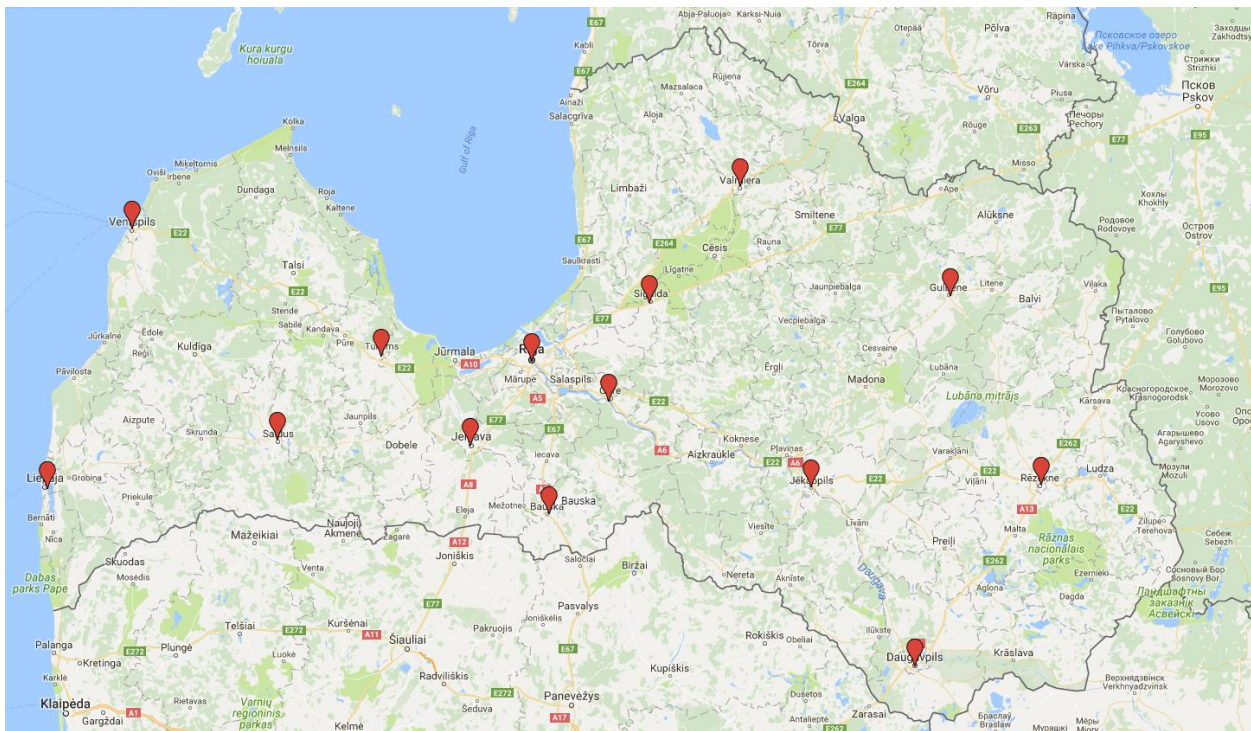


Figure 1: Geographical location of the structural divisions of the Labour Inspection

#### 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 – 119 022, including in agriculture – 13 086 (11% of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2014).

Number of employees in the companies under the Labour Inspectorate's supervision – **783 000** (data of the Central Statistical Bureau for the 2014), of whom:

- women – **409 100**, including in agriculture – 10 100.

#### 5. Statistics of inspection visits

Number of companies inspected by the Labour Inspectorate in 2015 – **7 914**, including in agriculture – 686 (8.7%) out of which:

more than once a year – **1 361**, including in agriculture – 130.

The Labour Inspection carried out **10 514** inspections in companies, including in agriculture – 816 (7.8%) in 2015.

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

**6.1.** In 2015, inspectors of the Labour Inspection issued to employers **3 105 orders** (in 2014 – 3 258), including in agriculture – 355 (11.4%) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **16 998 violations** (in 2014 – 16 252) were mentioned, including in agriculture – 1 834, of which:

- 11 602 (in 2014 – 10 815), including in agriculture – 1320 (11.4%), on OSH;
- 4 563 (in 2014 – 4 819), including in agriculture - 484 (10.6%), on labour legal relations;
- 833, including in agriculture - 30 (3.6%), on the State Labour Inspectorate Law.

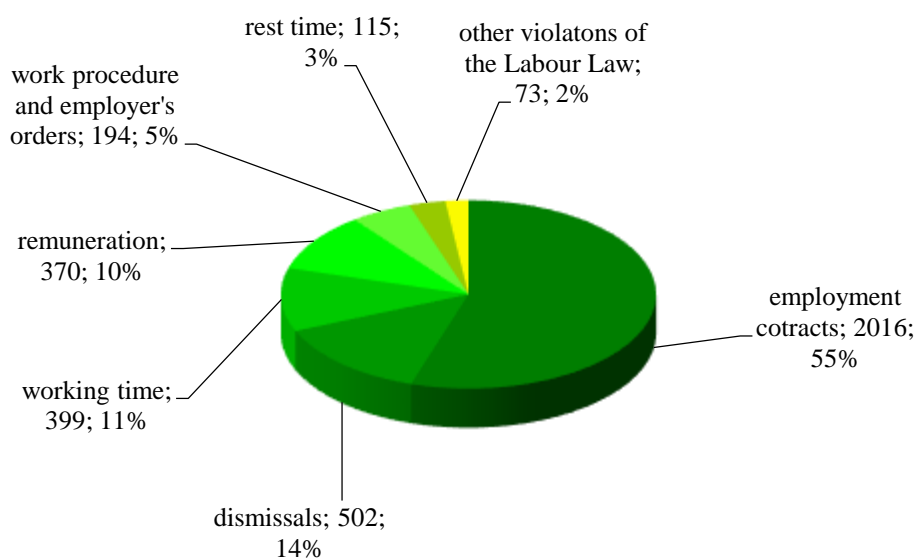
**6.2.** Violations of regulatory enactments regulating the **labour relations** make up 27% of all violations detected by the officials of the Labour Inspectorate in 2015. 96% of violations of the labour relations form violations of the Labour Law (80%) and Regulations on Registration of



Persons Making Mandatory State Social Insurance Contributions and Reports on Mandatory State Social Insurance Contributions and Personal Income Tax (13%).

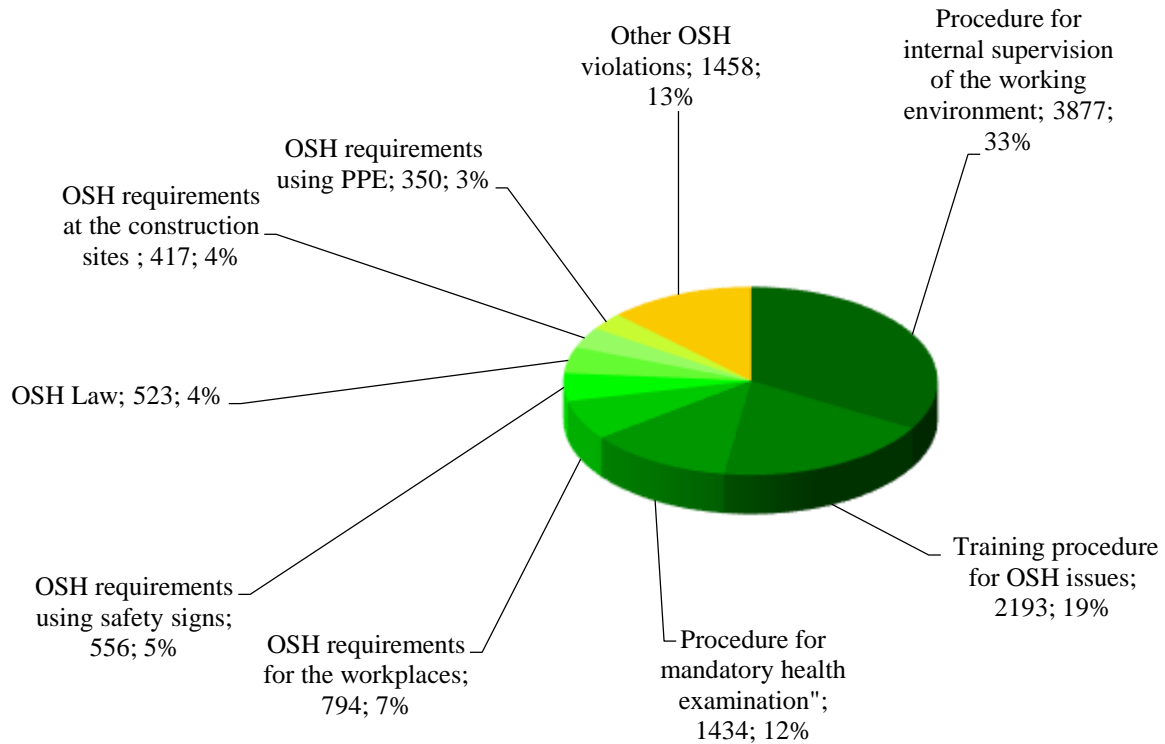
In 2015, as in previous years, most employers did not comply with labour law requirements of the Article relating to the employment contract, which accounts for 37% of all labour relations violations. The irregularities found are related to having a written employment contract and the content of the 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 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 (see Graph 4. ).



*Graph 4: Distribution of violations of labour legal relations in 2015*

Violations of regulatory enactments regulating **OSH** make up 68% of all violations discovered by officials of the Labour Inspectorate in 2015. Regulatory enactments in the sphere of OSH, which requirements are violated most often, have not been modified for seven years in succession (see *Graph 5*).



Graph 5: Distribution of violations of OSH in 2015

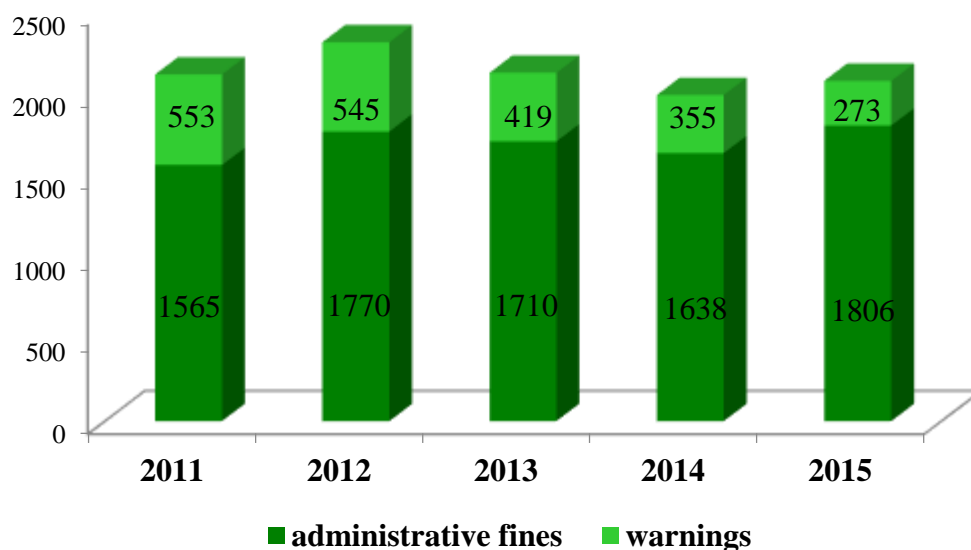
Violations of **the State Labour Inspectorate Law** make up 5% of all violations discovered by the officials of the Labour Inspectorate in 2015. They primarily comprise violations of the State Labour Inspectorate Law related to timely non-fulfilment of lawful requirements of officials of the Labour Inspectorate.

### 6.3. The applied penalties and their type

In 2015, **2 079** (in 2014 – 1 993) **administrative penalties**, including in agriculture - 166, were imposed on 4 663 violations of requirements in labour legal relations, OSH and failure to comply with legal requirements of the Labour Inspection officials in due time:

- **273 – warnings** (2014 – 355);
- **1 806 - fines** (2014 - 1 638), including in agriculture – 166 (9.2%), in total for **EUR 988 261**, out of which:
  - **1 019**, including in agriculture – 129 (12.7%) on violations of requirements in labour legal relations - EUR 712 519;
  - **137**, including in agriculture - 19 (13.9%) on violations of requirements in OSH - EUR 69 728;
  - **650**, including in agriculture – 18 (2.8%) - failure to comply with legal requirements of the Labour Inspectorate officials in due time – EUR 206 014.

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 2 709 administrative fines for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2015, with their percentage against the number of inspections being 20%. The number of administrative fines applied, compared with 2014, showed an increase of 4% (2014 - 1993), in turn, the number of warnings among applied administrative fines has decreased and accounts for only 13% (see Graph 6).



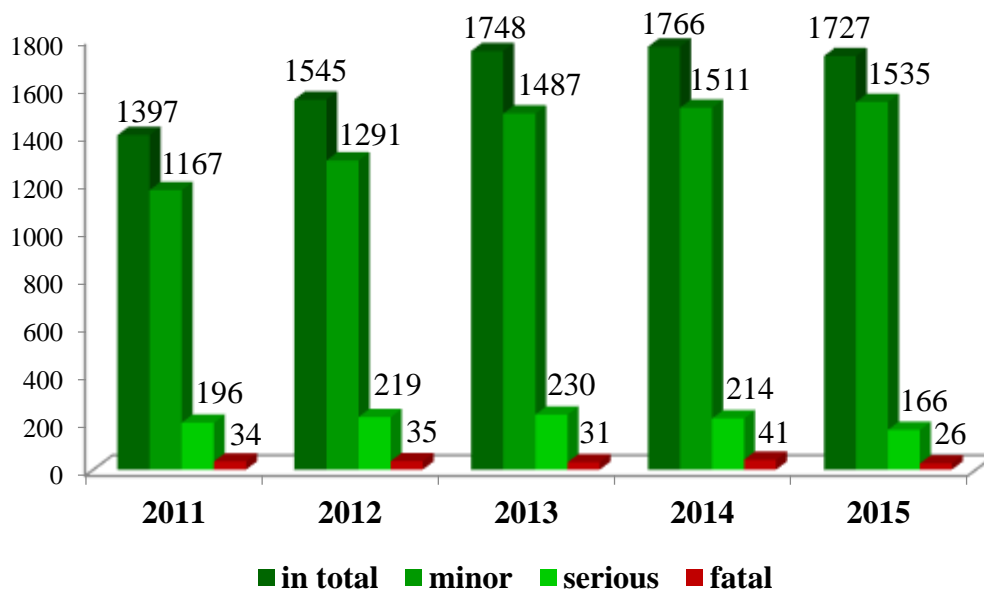
*Graph 6: Structure and number of the imposed administrative penalties (2011 – 2015)*

Upon discovering violations, which pose a direct threat to the life and health of employees, Labour inspection officials in year 2015 have issued 17 orders / decisions on the person's / object's suspension and 27 warnings on a person's / object's suspension.

In 2015, the number of warnings issued on a person's / object's suspension has doubled compared to 2014. Labour Inspectorate officials' practices have showed that this is a very effective way to make an employer, whose company has violated labour requirements by directly threatening the life and health of employees, resolve such issues immediately.

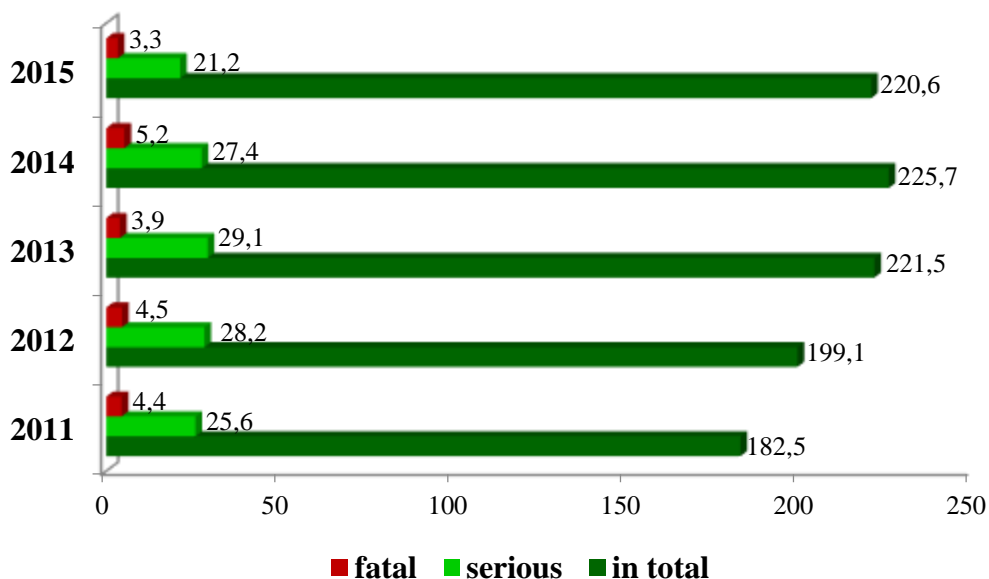
## **7. The statistical data on accidents at work**

According to the information available with the Labour Inspectorate, 1 727 employees suffered from accidents at work in Latvia in 2015, 26 of the workplace accidents were fatal and 166 were seriously injured. An analysis of statistical data shows that in 2015, compared with 2014, the total decrease in the number of accidents at work is small - 2.2%. However, there has been a significant decrease in the number of serious injuries (by 22.4%) and fatalities (36.6%). It should be noted that in 2015, the number of serious injuries and fatalities combined is the smallest in the last five years, and since 2011 it has decreased by 16.5% (see Graph 7).



Graph 7. The dynamics of the accidents at work (2011 – 2015)

In 2015, there has been a decrease in the total number of accidents at work, including serious injuries, per 100 000 employed persons, but the number of fatalities has decreased significantly - by 36.5% (see Graph 8).



Graph 8. The accidents rates per 100 000 employees (2011 – 2015)

Analysing accidents at work with sectoral breakdown, it should be concluded that like in 2014 most of accidents in 2015 took place in manufacturing industry – 30% of all accidents at work, in whole sale and retail trade – 14% and in transport and storage sector – 13% (see Table 1).

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

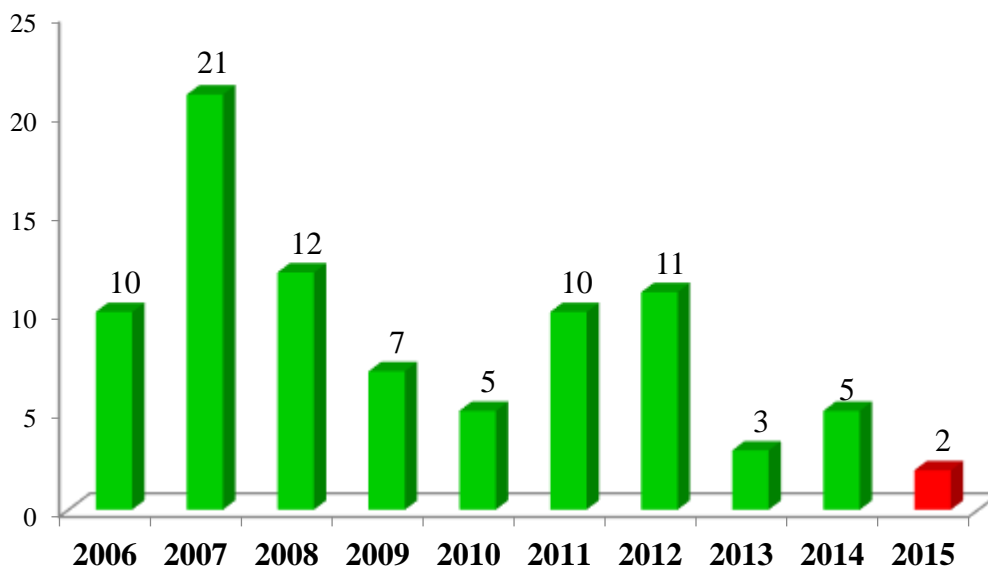
	Sector	Total		Including			
				Serious		Fatal	
		2014	2015	2014	2015	2014	2015
<b>A</b>	<b>AGRICULTURE, FORESTRY AND FISHING</b>	71	75	18	12	5	6
<b>B</b>	<b>MINING AND QUARRYING</b>	5	9	2	1	0	1
<b>C</b>	<b>MANUFACTURING</b>	548	514	56	42	6	6
<b>D</b>	<b>ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY</b>	23	18	4	3	3	1
<b>E</b>	<b>WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</b>	20	30	6	8	0	0
<b>F</b>	<b>CONSTRUCTION</b>	151	148	42	28	5	2
<b>G</b>	<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</b>	222	238	14	10	3	0
<b>H</b>	<b>TRANSPORT AND STORAGE</b>	251	228	35	24	10	8
<b>I</b>	<b>ACCOMMODATION AND FOOD SERVICE ACTIVITIES</b>	43	33	1	3	0	0
<b>J</b>	<b>INFORMATION AND COMMUNICATION</b>	10	8	1	0	0	0
<b>K</b>	<b>FINANCIAL AND INSURANCE ACTIVITIES</b>	9	4	0	0	2	0
<b>L</b>	<b>REAL ESTATE ACTIVITIES</b>	27	24	2	3	2	0
<b>M</b>	<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</b>	15	19	2	3	1	0
<b>N</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES</b>	58	56	8	3	2	2
<b>O</b>	<b>PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE</b>	152	121	8	12	2	0
<b>P</b>	<b>EDUCATION</b>	39	50	8	11	0	0
<b>Q</b>	<b>HUMAN HEALTH AND SOCIAL WORK ACTIVITIES</b>	96	116	4	1	0	0
<b>R</b>	<b>ARTS, ENTERTAINMENT AND RECREATION</b>	16	24	2	1	0	0
<b>S</b>	<b>OTHER SERVICES</b>	10	12	1	1	0	0
	<b>Total</b>	<b>1766</b>	<b>1727</b>	<b>214</b>	<b>166</b>	<b>41</b>	<b>26</b>

Although the health and social care sector had the sixth largest number of total accidents, it should be noted that compared to 2014, the total number of accidents at work in it has increased by 21%. Most of the accidents were related to falls (45%), the second most common type of injuries

was associated with work duties that require physical force in the skeletal - muscular system (16.4%). Violence was the third most common type of injury in the health and social care sector. In 2015, there were 13 accidents in which health and social care workers suffered because of a patient's or client's aggressive behaviour.

In 2015, the most fatal accidents at work occurred in the transport and storage sector (31%); agriculture, forestry and fishing (23%) and manufacturing (23%). It should be noted that over the past three years, the number of fatal accidents has increased significantly in the logging industry - in 2013 this sector had no recorded fatal accidents, but in 2015 - 5. The most common reason for fatal accidents at work in the logging sector was incomplete instruction of workers and lack of training on safe work practices, instruction failure, and often employees violated OSH regulations or instructions.

In the construction sector in 2015, ten years since regular thematic inspections of OSH have been carried out, the smallest number of work-related fatal accidents has been registered (see Graph 9).



Graph 9: Dynamics of the fatal accidents in construction (2006. – 2015.)

When comparing the number of fatal accidents in the construction sector over five-year periods, it is evident that the number of fatal accidents from 2011 - 2015 (31), has decreased by 44% compared to the period from 2006 - 2010 (55). This is an indicator of the positive effects of the Labour Inspectorate's activities over the past 10 years, which have raised the employers' and the employees' awareness on the importance of OSH requirements. Long-term employers in the construction sector have become more responsible in complying with OSH requirements, and trying different ways of motivate their employees also to comply with them (for example, use of personal protective equipment, etc.). Also, the Labour Inspectorate performs regular monitoring and control of compliance with OSH laws and regulations in the construction sector - not only during the thematic inspections, but also throughout the year, which also plays an important role in decreasing the number of fatalities in construction.

In 2015, most of accidents at work resulted from unsafe human actions (73%), which led to fatal outcome in 28% cases and serious injuries in 56% cases. Work organization and related shortcomings resulted in 8.7%% of accidents at work, of which - 20% serious injuries and 43.6% fatal. Unsatisfactory working conditions (lacking safety equipment, damaged equipment and tools,

insufficient order at workplaces, etc.) as a reason for accidents was identified in 4.8% cases, of which – 8% serious injuries and 7.7% fatal accidents (see *Table 2*).

*Table 2*

**Breakdown of accidents by accident causes**

Causes of accidents at work		Total		Including			
				Serious		Fatal	
		2014	2015	2014	2015	2014	2015
1	Unsatisfactory conditions at workplace	117	98	21	19	6	3
2	Unsafe human action (action/person)	1507	1510	177	133	21	11
3	Work organization and related shortcomings	190	179	80	48	16	17
4	Violation of road traffic rules	84	78	16	12	10	3
5	Violence (attacks)	109	83	6	5	3	1
6	Others	88	109	9	19	4	4
<b>Total</b>		<b>2095</b>	<b>2057</b>	<b>309</b>	<b>236</b>	<b>60</b>	<b>39</b>

Analysing occupations of accident victims, it may be concluded, that qualified workers and craftsmen (metalworking, timber processing workers, builders), equipment and machine operators and article assemblers (self-propelled vehicle and equipment operators, lifting machine and equipment operators, industrial equipment operators) and ordinary professions workers (construction, production and transport workers) suffered primarily in accidents at work in 2015 (see *Table 3*).

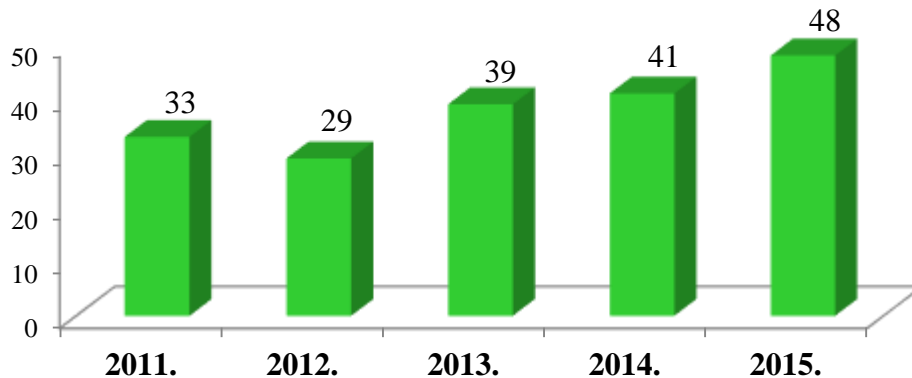
*Table 3*

**Breakdown of accident victims by occupations classification**

Occupation		Total		Including			
				Serious		Fatal	
		2014	2015	2014	2015	2014	2015
1	<b>MANAGERS</b>	42	37	6	5	3	1
2	<b>SENIOR SPECIALISTS</b>	108	126	8	15	0	0
3	<b>SPECIALISTS</b>	148	137	16	11	3	0
4	<b>OFFICE WORKERS</b>	91	74	8	4	1	1
5	<b>SERVICE AND TRADE EMPLOYEES</b>	209	217	8	8	2	2
6	<b>QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS</b>	31	33	7	5	3	3
7	<b>QUALIFIED WORKERS AND CRAFTSMEN</b>	427	399	56	41	11	6
8	<b>EQUIPMENT AND MACHINE OPERATORS</b>	357	326	54	39	16	9

	<b>AND ARTICLE ASSEMBLERS</b>						
<b>9</b>	<b>ORDINARY PROFESSIONS</b>	353	378	51	38	2	4
	<b>Total</b>	<b>1766</b>	<b>1727</b>	<b>214</b>	<b>166</b>	<b>41</b>	<b>26</b>

In 2015, the Labour Inspectorate investigated 55 fatal accidents at work that were not related to working conditions and environmental factors, 48 (87%) of which were so-called “natural deaths”. The number of “natural deaths” has been showing a stable increase over four consecutive years. Compared to 2012, the number of “natural deaths” in 2015 has increased by 65% (see Graph 10).



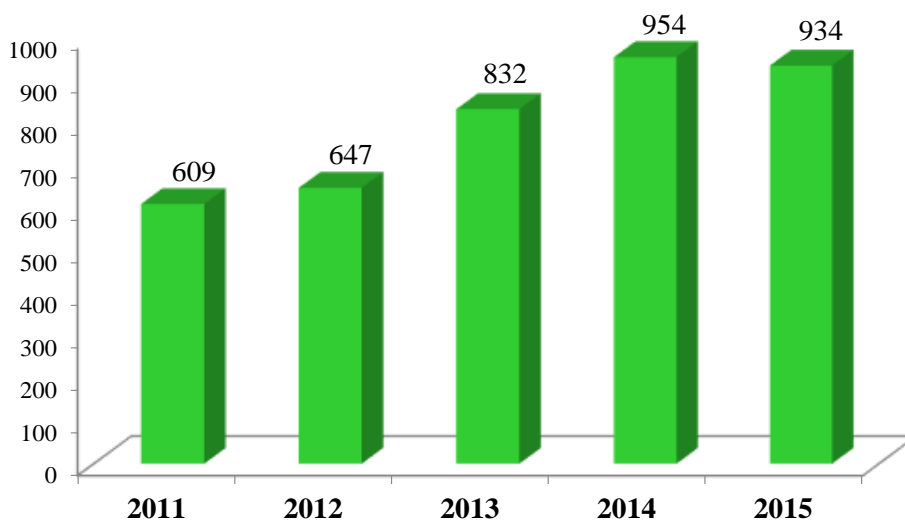
Graph 10: Dynamics of “natural deaths” (2011 – 2015)

When analysing the data on “natural deaths” in 2015, it is evident that in most cases the victims of workplace deaths were drivers (truck drivers, tractor driver, etc.), accounting for more than one-fifth, or 23% of all the “natural deaths” in the workplace. The following factors can be considered as possible causes of “natural deaths” in the workplace: over-exhaustion, working overtime, and the employee's own general health problems that contribute to a sudden deterioration of health which can lead to a person's death. The most common cases of “natural death” in the workplace have occurred in the transport and storage sector (26%), manufacturing (18%), construction (13%), in agriculture and forestry (9%).

### 8. The statistical data on occupational diseases

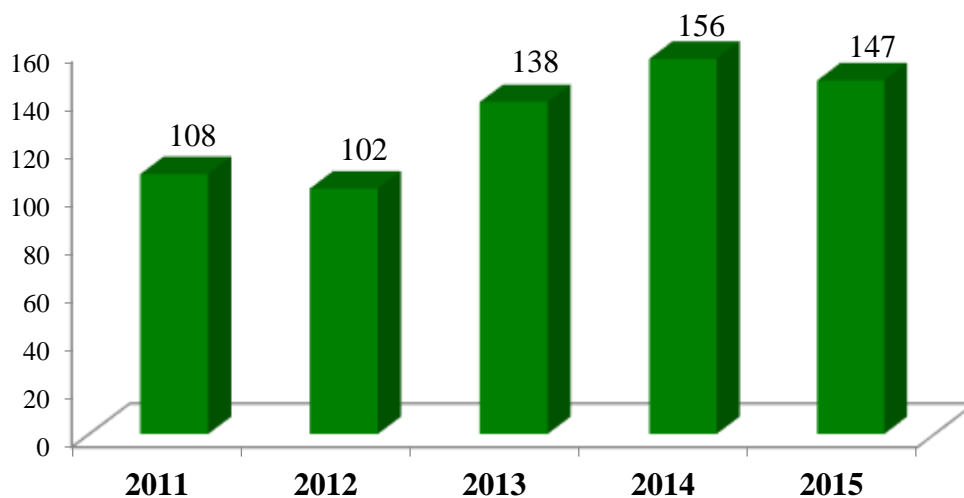
The Labour Inspectorate participates in the investigation of cases of occupational diseases, preparing workplace hygienic descriptions (WHD) at the enterprises with business activities. In 2015, the Labour Inspectorate's officials have prepared 934 WHD on the inquiries of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital and from doctors of occupational diseases. The number of WHD made in 2015 decreased by 2% compared with 2014 (see Graph 11).





*Graph 11: Prepared of workplaces hygienic descriptions (2011 – 2015)*

In 2015, compared to 2014, the number of new patients suffering from occupational diseases, per 100 000 employed persons, has decreased by 6% (see Graph 12).



*Graph 12: Dynamics of the first-time approved occupational disease patients per 100 000 employees (2011 - 2015)*

According to the data on first-time confirmed occupational disease patients, an average age of occupational disease patient was 53 and length of service – more 24 years. 68% of all first-time registered occupational disease patients were women.

In 2015 like in 2014 first-time confirmed occupational disease patients most often suffered from diseases of nervous system. The most commonly diagnosed nervous system disease was carpal tunnel disease (55%) which also ranks first in Europe. The second most common occupational diseases were skeletal - muscle - connective tissue diseases (29%), 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 (see Table 4).

*Table 4*

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

Code	Group of occupational diseases	2014	2015
A00-B99	Certain infectious and parasitic diseases	6	3
C00–D48	Neoplasms (malignant and pre-cancer diseases)	2	3
F00–F99	Mental and behavioural disorders	12	8
G00-G99	Diseases of the nervous system	613	631
H60-H95	Diseases of the ear and mastoid process	21	16
I00-I99	Diseases of the circulatory system	18	12
J00-J99	Diseases of the respiratory system	46	27
L00-L99	Diseases of the skin and subcutaneous tissue	18	11
M00-M99	Diseases of the musculoskeletal system and connective tissue	332	329
R00-R99	Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified	3	8
S00-T98	Injury, poisoning and certain other consequences of external causes	146	105
	<b>Total</b>	<b>1217</b>	<b>1153</b>

Sectors with the highest number of first-time registered occupational disease patients in 2015 like in previous years include manufacturing sector (27%), transport and storage sector (14%), health and social care (12%). Diseases related to injuries, poisoning and other external causes were found often in the transport and storage sector. Workers, mainly drivers, suffered from diseases caused by vibration .

Manufacturing industry is a large sector (with 24 sub-sectors), thus being a leader in the number of first-time registered occupational disease patients. Most of first-time registered occupational disease patients in manufacturing industry identified in 2015 were employed in food product manufacturing sector (93), wood working (63) and clothing manufacturing sector (31) (see Table 5).

*Table 5*

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

	Sector	2014	2015
<b>A</b>	<b>AGRICULTURE, FORESTRY AND FISHING</b>	63	40
<b>B</b>	<b>MINING AND QUARRYING</b>	11	10
<b>C</b>	<b>MANUFACTURING</b>	293	306
<b>D</b>	<b>ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY</b>	11	4
<b>E</b>	<b>WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</b>	18	20

	<b>Sector</b>	<b>2014</b>	<b>2015</b>
<b>F</b>	<b>CONSTRUCTION</b>	49	60
<b>G</b>	<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</b>	127	113
<b>H</b>	<b>TRANSPORT AND STORAGE</b>	208	161
<b>I</b>	<b>ACCOMMODATION AND FOOD SERVICE ACTIVITIES</b>	40	53
<b>J</b>	<b>INFORMATION AND COMMUNICATION</b>	9	7
<b>K</b>	<b>FINANCIAL AND INSURANCE ACTIVITIES</b>	7	3
<b>L</b>	<b>REAL ESTATE ACTIVITIES</b>	25	14
<b>M</b>	<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</b>	7	7
<b>N</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES</b>	14	17
<b>O</b>	<b>PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE</b>	60	70
<b>P</b>	<b>EDUCATION</b>	63	76
<b>Q</b>	<b>HUMAN HEALTH AND SOCIAL WORK ACTIVITIES</b>	188	165
<b>R</b>	<b>ARTS, ENTERTAINMENT AND RECREATION</b>	4	11
<b>S</b>	<b>OTHER SERVICES</b>	20	16
	<b>Total</b>	<b>1217</b>	<b>1153</b>

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 (drivers, dock workers, the manufacturing machine operators, assemblers, etc.);
- √ skilled workers (plumbers, locksmiths, electricians, and confectioners, dressmakers, etc.);
- √ service and sales workers (cooks, hairdressers, shop assistants, etc.);
- √ workers in ordinary professions (cleaners, street sweepers, auxiliary workers, wrappers, pickers, etc.);
- √ specialists (doctors, teachers, etc.) (*see Table 6*).

*Table 6*

**Breakdown of occupational patients by occupations classification**

	<b>Occupation</b>	<b>2014</b>	<b>2015</b>
1	<b>MANAGERS</b>	21	24
2	<b>SENIOR SPECIALISTS</b>	121	106
3	<b>SPECIALISTS</b>	115	111
4	<b>OFFICE WORKERS</b>	44	31
5	<b>SERVICE AND TRADE EMPLOYEES</b>	177	200
6	<b>QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS</b>	15	13
7	<b>QUALIFIED WORKERS AND CRAFTSMEN</b>	234	241
8	<b>EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS</b>	302	253
9	<b>ORDINARY PROFESSIONS</b>	188	173
10	<b>NACIONAL ARMED FORCES OCCUPATIONS</b>	0	1
	<b>Total</b>	<b>1217</b>	<b>1153</b>

Director

Renars Lusiš