



Valsts darba inspekcija

LATVIA

ANNUAL REPORT

RĪGA
2018

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 Inspectorate.

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 2017 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 was based on the principle of priority. Priorities were set based on analysing the current situation in the areas of labour law and OSH, as well as taking into consideration the European Union (EU) policy planning documents (EU Strategic Framework on Health and Safety at Work 2014 - 2020; the Senior Labour Inspectors' Committee (SLIC) operational program), national policy planning documents (OSH Development Framework 2016 - 2020, OSH Development Plan 2018 – 2020, National Development Plan 2014 - 2020) and the resources available to the Labour Inspectorate.

The Labour Inspectorate's priorities in 2017 were identified as:

- √ Implementation of the unregistered employment reduction policy through inspections of companies whose economic activities show an increased risk of unregistered employment;
- √ Reduction the number of fatal accidents at work and accidents at work that led to the victim's serious health disorders;
- √ Realisation in practice the principle "Consult First".

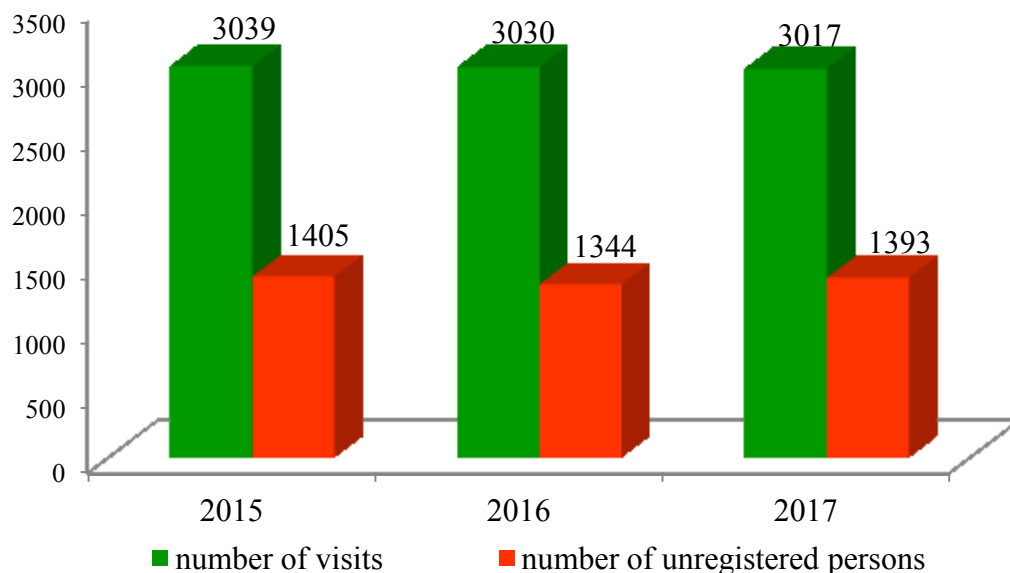
The following activities were implemented in the framework of the priorities:

1. Visits to the enterprises where high risk of unregistered employment existed;
2. Preventive inspections on OSH, including thematic inspections of:
 - 2.1. construction companies;
 - 2.2. agricultural companies;
 - 2.3. road transport companies;
 - 2.4. companies working in production of food products and beverages.
3. European informative campaign „Healthy Workplaces for All Ages”.

1. The implementation of priorities of the Labour Inspection in 2017

1.1. In 2017, as before, the implementation of measures to tackle undeclared work was the priority of the Labour Inspectorate in order to continue the combat of shadow economy and to ensure fair competition within the competence of the authority. The priority objective was to reduce the proportion of undeclared work in Latvia by making the control mechanism more effective and, therefore, also reducing potential occurrence of unfair competition, as well as to inform the society about the negative consequences of undeclared work etc.

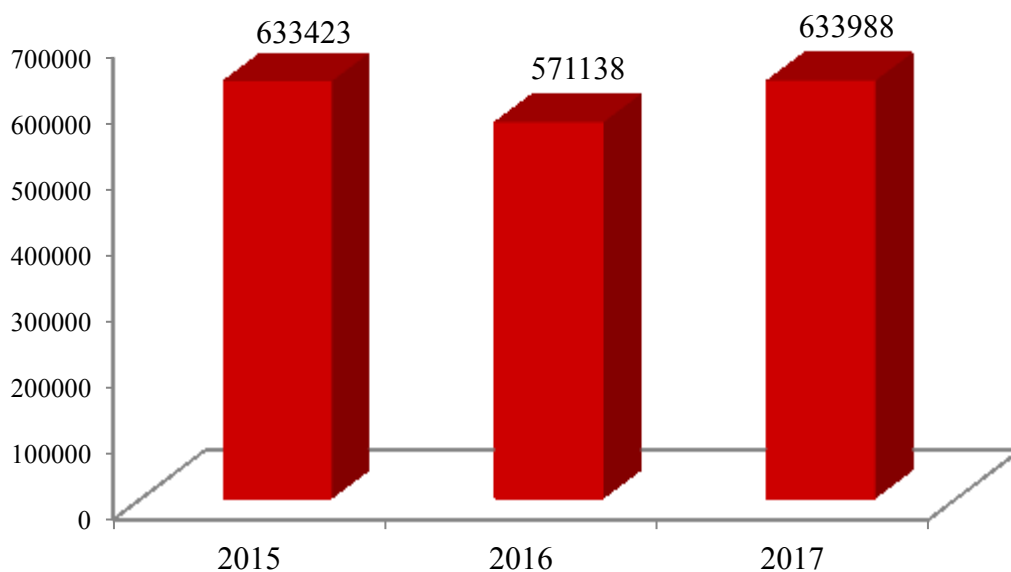
The Labour Inspectorate carried out 3 017 inspections aimed at the reduction of unregistered employment, of which 29.5 % inspections were successful. It means that more than every third inspection helped to identify the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees. The companies with a high unregistered employment risk underwent 408 re-inspections, being 13.5 % of all unregistered employment inspections (see *Graph 1*).



Graph 1: Dynamics of the number visited enterprises and unregistered persons (2015 – 2017)

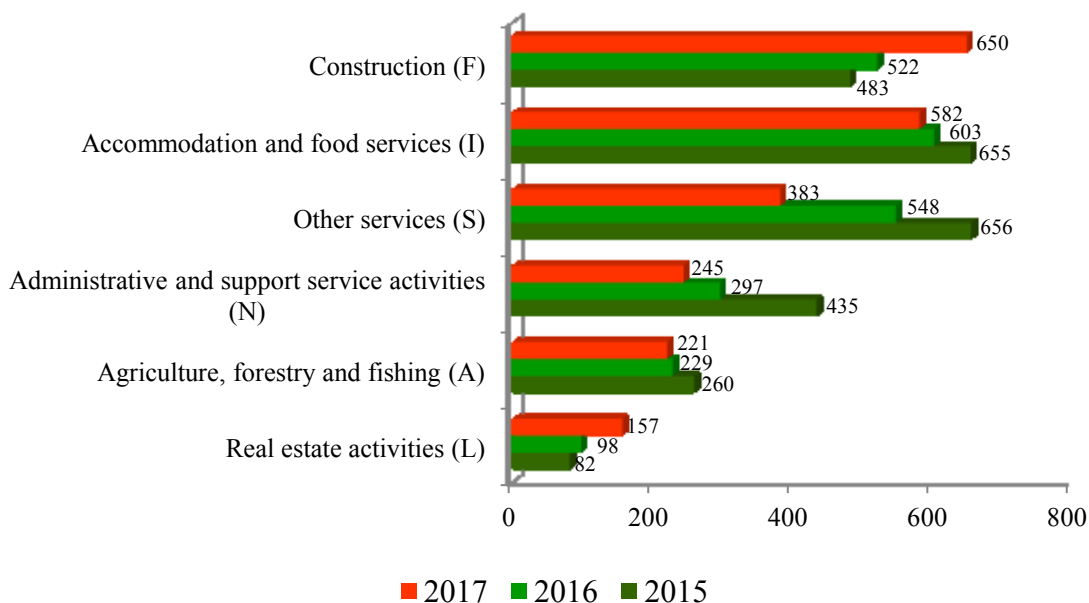
In 2017, 1 393 unregistered persons were identified, of whom 823 persons had not signed written employment contracts and were not declared at the SRS; 434 had written employment contracts, but were not registered at the SRS, and 136 persons did not enter into written employment contracts, but were declared at the SRS.

In 2017, discovering the employment without a written labour contract and /or declaration at the SRS, the officials of the Labour Inspectorate imposed 850 fines in the amount of EUR 633 988 on the basis of the Latvian Administrative Violations Code (LAVC) (see *Graph 2*).



Graph 2: Dynamics of applied fines (EUROs) for unregistered employment (2015- 2017)

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 persons identified in construction in 2017 was equivalent to 29.4 % of the total number of unregistered persons found out by the Labour Inspectorate (see *Graph 3*).



Graph 3: Dynamics of defined unregistered persons by branches per 100 000 workers (2015 – 2017)

The incidence of undeclared work discovered by the Labour Inspectorate has not decreased over the past three years. The Labour Inspectorate has been co-operating effectively with the State Revenue Service, State Police and Municipal Police, as well as State Border Guard. Joint inspections have been conducted within the scope of this co-operation and the above-mentioned authorities have also handed over their inspection materials and drawn-up administrative reports to the Labour Inspectorate that were used as evidence to prove the existence of undeclared work.

It must be noted that there was also a positive trend, namely in 2017, after inspections conducted by the Labour Inspectorate, a written employment contract was concluded with 853 or 61.0 % of persons discovered by the Labour Inspectorate that were subject to undeclared work and/or such persons were registered with the State Revenue Service in the status of an employee. This was the highest indicator over the past three years. This means that the employer legalised employment legal relations in accordance with the requirements of laws and regulations.

Also in 2017, the Labour Inspectorate was actively participating in forums organised at the European and national level in the field of tackling undeclared work.

The European Platform Tackling Undeclared Work (hereinafter – the Platform) organised several seminars regarding matters related to undeclared work, e.g. ways of identifying and tackling the so-called ‘letterbox’ enterprises, acquisition of data for more efficient monitoring etc. Latvia was the second country to apply for the support programme of the Platform which resulted in the assessment of the performance of the Labour Inspectorate in the field of undeclared work that was conducted in September 2017 by a group of experts of the Platform. In total, 14 recommendations were provided for further improvements. It is planned that the mentioned experts would visit Latvia in mid-2018 for the purpose of examining the progress achieved in implementing the mentioned recommendations.

The Council for Tackling the Shadow Economy headed by the Prime Minister had elaborated an action plan for the state institutions for the period 2016 - 2020. The Council for Tackling the Shadow Economy is composed of the heads of the State institutions and ministers involved in the combat of shadow economy, as well as representatives of social partners and non-governmental organisations. The officials of the Labour Inspectorate attended the meeting of the *Saeima* committee, as well as meetings organised by the State Revenue Service and the Ministry of the Interior. Major challenges in the security sector and potential solutions thereof were discussed at the meeting.

1.2. All activities of the Labour Inspectorate in the sphere of OSH were directly or indirectly aimed at the reduction of occupational fatalities and accidents resulting in serious health disorders. In 2017, the Labour Inspectorate carried out 2 215 preventive visits on OSH and performed four thematic inspections, with the number of inspected companies being 623. The purposes of the inspections included:

- to evaluate the compliance of working conditions at an enterprise with the requirements laid down in the laws and regulations governing the field of OSH;

- to evaluate the actual performance of employers in terms of creating a safe working environment, particularly focusing attention on enterprises with a previous record of accidents at work;

- to draw the attention of employers towards matters related to OSH;

- to reduce the risks of occupational diseases and accidents at work;

Extensive information activities were conducted alongside the survey of enterprises as a part of thematic inspections, inter alia, press releases, publication of information in social networks, informative letters to employers where the overall situation in the field of occupational safety and purpose of the thematic inspections were described, as well as assessment checklists.

The Memorandum of Understanding regarding the introduction of the “Consult First” principle in the work of supervisory institutions was signed in the Cabinet of Ministers on 15 June 2017 by the heads of 22 control authorities, inter alia, the Director of the Labour Inspectorate. The objective of

the 'Consult First' is to improve compliance with the requirements of laws and regulations through consultations, instead of punishments. "Consult First" is based upon three basic principles:

- ✓ client oriented state supervision and services;
- ✓ individual supervision strategy based on a risk assessment;
- ✓ advice to entrepreneurs to ensure compliance with requirements.

Already for several years the Labour Inspectorate has been focusing on attaining efficient, client oriented and motivating supervision and control in respect of compliance with the requirements of laws and regulations, while ensuring that administrative sanctions would be imposed only in situations where health and life of employees are posed to a threat or in the event of a serious breaches of labour rights. Such approach, on the merits, has been a horizontal priority which has been covered in all areas of activity of the Labour Inspectorate.

The Labour Inspectorate in co-operation with the European Agency for Safety and Health at Work already in 2013 developed a website-based interactive tool OiRA with the help of which the employer can assess risks of the working environment online and free of charge. New modules are added to OiRA every year. Currently 11 OiRA tool modules are developed and available in Latvian for the purpose of assessing workplace risks at offices, educational institutions, stores, agricultural enterprises, hotels and guest houses, beauty salons etc. The OiRA tool is especially designed for small-size enterprises where less than 20 people are employed. Furthermore, the Labour Inspectorate organised training seminars in computer rooms in order to promote the OiRA tool and to ensure practical training of employers in the use thereof. In 2017, the OiRA tool was used by 4 310 enterprises in Latvia which was by 31.0 % more than in 2016.

A public awareness campaign on safe and healthy working conditions Healthy Work at All Ages was launched on 14 April 2016 and the duration of the campaign was two years. The campaign completed on 3 November 2017 by the national conference "Coming back to work". The objective of the campaign was to promote sustainable work and healthy ageing process already from the start of one's working life and also to accent the importance of preventive measures throughout the entire working life.

The competition of good practice in the field of OSH entitled Golden Helmet was the main event organised within the scope of the informative campaign Healthy Work at All Ages in 2017. This included the search for enterprises those implement measures to support persons returning to the labour market after extended absence, to maintain the labour capacities of employees and to ensure work suitable to the abilities of an employee until old age. Organisation of seminars was the other area of activities of the campaign. In the mentioned eight seminars representatives of enterprises shared their good practice and experience while implementing measures focused on maintaining the health of the staff in the long term, as well as familiarised themselves with the working environment indicators used in other countries to assess the dynamics of progress in the working environment.

In 2017, the Labour Inspectorate continued implementing a project of the European Social Fund entitled "Practical Application of Regulatory Enactments Regarding Employment Relationship and Occupational Safety" with the aim to improve work safety at enterprises, in particular at enterprises operating in a high hazard industry.

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

2.1. Laws regulating the Labour Inspection's activity that has become effective in 2017:

No amendments.

2.2. The laws, rules, regulations, which have come into force in 2017, and the implementation of which is supervised by the Labour Inspection:

Certain amendments to the Labour Law came into force on 16 August 2017 whereby the legal framework regulating employment legal relationships was significantly improved. The relevant amendments were introduced with the aim to ensure more efficient legal framework regulating

employment legal relationships that would conform to the actual situation, revising and improving certain legal norms of the Labour Law, i.e.:

a new legal norm has been included in the Labour Law regarding the rights of the employer to terminate the employment contract while an employee has been suspended from work for the purpose of protecting the legitimate interests of the employer, as well as to balance the rights of the employer and employee within the context of suspension;

clarified legal framework in respect of granting an additional leave, procedures for the use thereof and reimbursement in cash, provided that the legal employment relationships are terminated;

possibility to replace remuneration for overtime work with a paid rest period;

clarified statutory provisions of the Labour Law which govern the restriction of competition after termination of a legal employment relationships. The aim is to restrict competition, taking into account the protected information of the employer which is at the disposal of the employee.

3. The personnel of the Labour Inspection

3.1. In 2017, there were 189 official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2017 – 131, including:

√ chief inspectors – 16;

√ senior inspectors – 51;

√ inspectors – 64.

3.3. Number of women inspectors in 2017 – 82 (63.0 % of total number of inspectors), of whom:

√ chief inspectors – 10 (62.0 % of total number of chief inspectors);

√ senior inspectors – 37 (73.0 % of total number of senior inspectors);

√ inspectors – 35 (55.0 % of total number inspectors).

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

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

RSLI which operated 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.

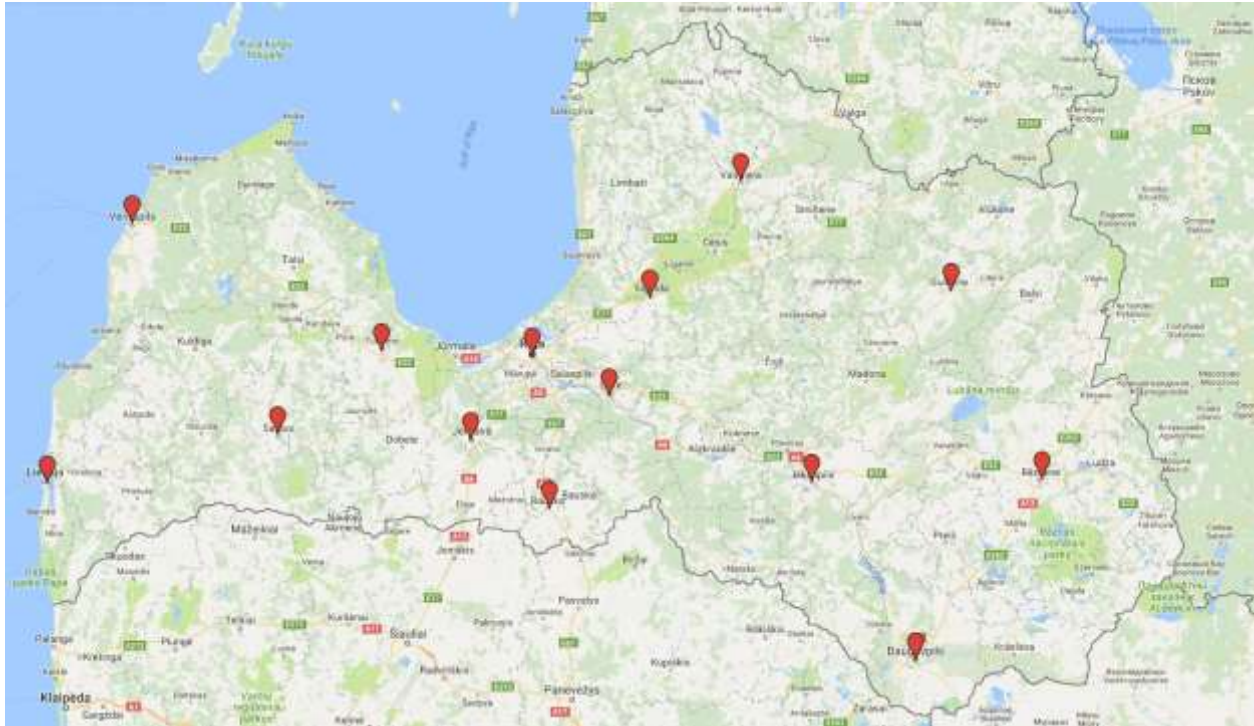


Figure 1: Geographical location of the structural divisions of the Labour Inspection

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

Number of companies under the control of the Labour Inspectorate – **127 111**, including in agriculture – 5 342 (4.2 % of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2017).

Number of employees in the companies under the Labour Inspectorate's supervision – **781 600**, including in agriculture – 28 310 (3.6 % of the total number of employees, data of the Central Statistical Bureau for the 2017), of whom:

- ✓ women – 406 700, including in agriculture – 9 199 (2.3 % of the total number of women under the control of the Labour Inspectorate).

5. Statistics of inspection visits

Number of companies inspected by the Labour Inspectorate in 2017 – **7 341**, including in agriculture – 580 (7.9 %) out of which:

- more than once a year – **1 525**, including in agriculture – 122 (8.0 %).

The Labour Inspectorate carried out **10 408** inspections in companies, including in agriculture – 667 (6.4 %) in 2017.

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

6.1. In 2017, inspectors of the Labour Inspectorate issued to employers **2 292 orders** (in 2016 – 2 777), including in agriculture – 237 (10.3 %, in 2016 - 258) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **13 334 violations** (in 2016 – 15 580) were mentioned, including in agriculture – 1 208 (9.1 %, in 2016 – 1 353) of which:

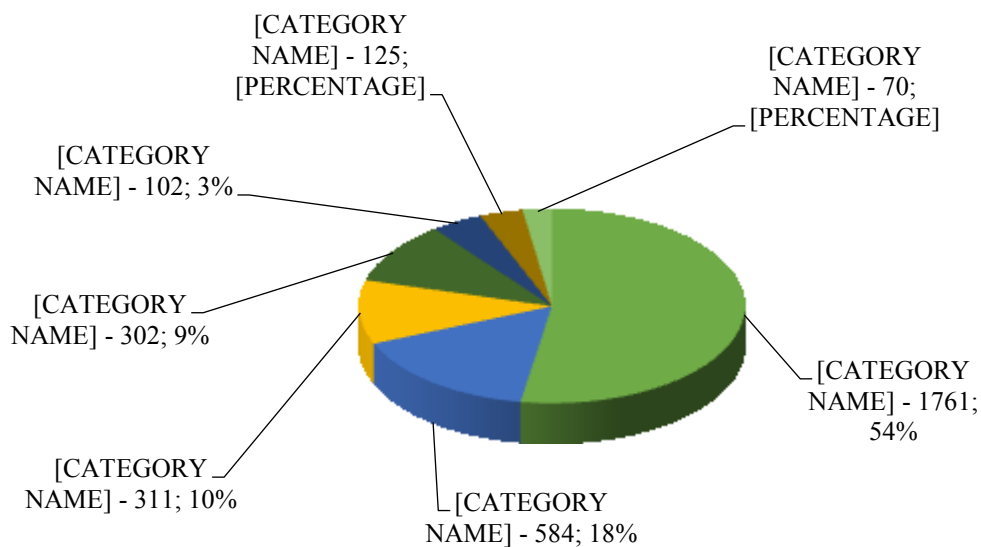
- 8 471 (in 2016 – 10 146), including in agriculture – 863 (10.2 %, in 2016 – 886), on OSH;
- 4 140 (in 2016 – 4 547), including in agriculture – 326 (7.9 %, in 2016 - 424), on labour legal relations;

- 723 (in 2016 – 887), including in agriculture - 19 (2.7 %, in 2016 - 43), on the State Labour Inspectorate Law.

6.2. Violations of regulatory enactments regulating the **labour relations** made up 31.0 % of all violations detected by the officials of the Labour Inspectorate in 2017. 97.0 % of violations of the labour relations formed violations of the Labour Law (79.0 %) and Regulations on Registration of Persons Making Mandatory State Social Insurance Contributions and Reports on Mandatory State Social Insurance Contributions and Personal Income Tax (18.0 %).

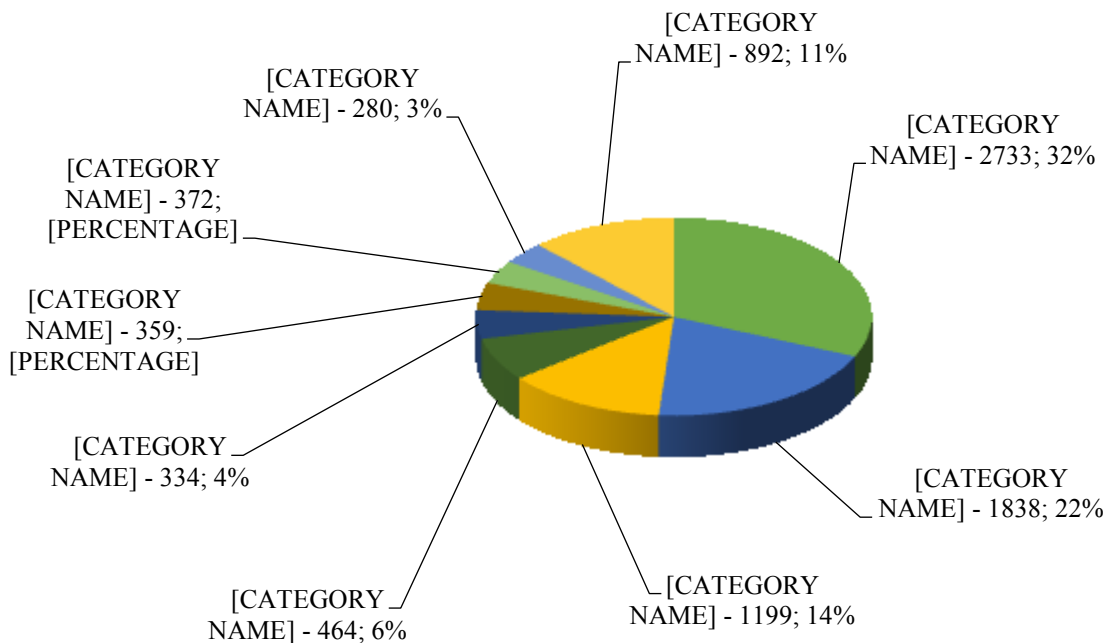
In 2017, as in previous years, most employers did not comply with labour law requirements of the Article relating to the employment contract, which were 33.0 % of all labour relations violations. The violations found were related to having a written employment contract and the content of the contract - the contract was not signed at all or it did not contain all the information specified in the Labour Law, for example, did not specify the agreed daily or weekly working hours, the duration of the annual paid leave etc. Employers committed such labour violations both due to ignorance or a desire to manipulate employees' working hours, record-keeping.

A significant part of the Labour Law violations was related to the termination of the employment relationships - the statutory Labour Law dismissal procedure was not respected; all of the employee's wages were not paid on the day of dismissal, including compensation for unused leave (see *Graph 4*).



Graph 4: Distribution of violations on labour legal relations in 2017

Violations of regulatory enactments regulating **OSH** made up 64.0 % of all violations discovered by officials of the Labour Inspectorate in 2017. Regulatory enactments in the sphere of OSH, which requirements were violated most often see on *Graph 5*.



Graph 5: Distribution of violations on OSH in 2017

Violations of the **State Labour Inspectorate Law** made up 5.0 % of all violations discovered by the officials of the Labour Inspectorate in 2017. They primarily comprised violations of the State Labour Inspectorate Law related to timely non-fulfilment of lawful requirements of officials of the Labour Inspectorate.

6.3. The applied penalties and their type

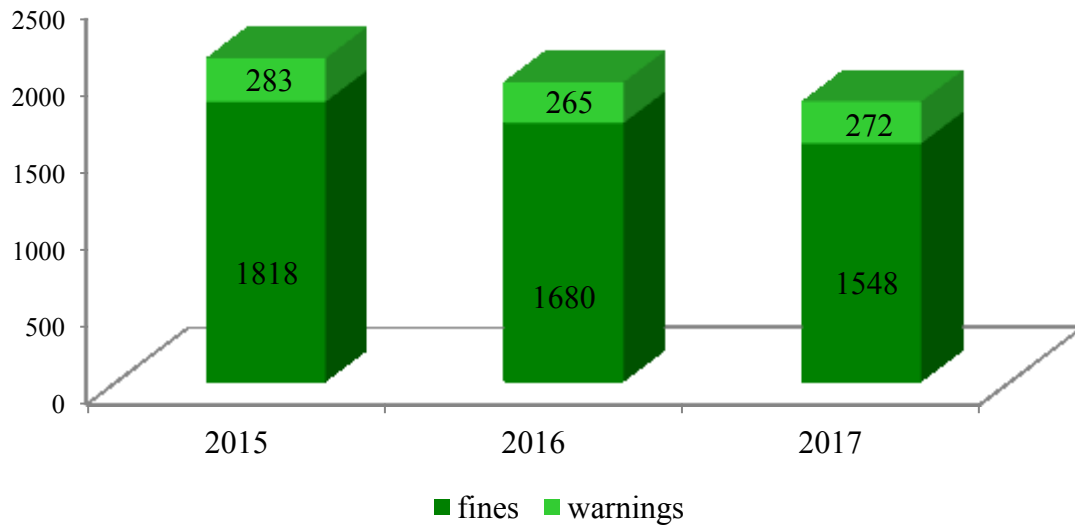
In 2017, **1 820** (in 2016 – 1 945) **administrative penalties**, including in agriculture - 110, were imposed on 4 225 violations, including in agriculture – 254, of requirements in labour legal relations, OSH and failure to comply with legal requirements of the Labour Inspectorate officials in due time:

- **272 – warnings** (2016 – 265), including in agriculture - 12;
- **1 548 - fines** (2016 - 1 680), including in agriculture – 98 (6.3 %), in total for **EUR 842 617.50**

The following amount of fine was imposed for 4 225 violations:

- **EUR 659 668** for 2 876, including in agriculture – 199 (6.9 %) on violations of requirements in labour legal relations;
- **EUR 45 159** for 626, including in agriculture - 36 (5.8 %) on violations of requirements on OSH;
- **EUR 137 790.50** for 723, including in agriculture – 19 (2.6 %) on failure to comply with legal requirements of the Labour Inspectorate officials in due time.

Following the principles of ‘Consult First’ and commensuration between administrative offences, their consequences and the amount of imposed fines, officials of the Labour Inspectorate imposed on the employers 1 820 administrative fines for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2017, with their percentage against the number of inspections being 17.0 %. The number of administrative fines applied, compared with 2016, showed decrease of 6.0 % (2016 – 1 945) (see *Graph 6*).



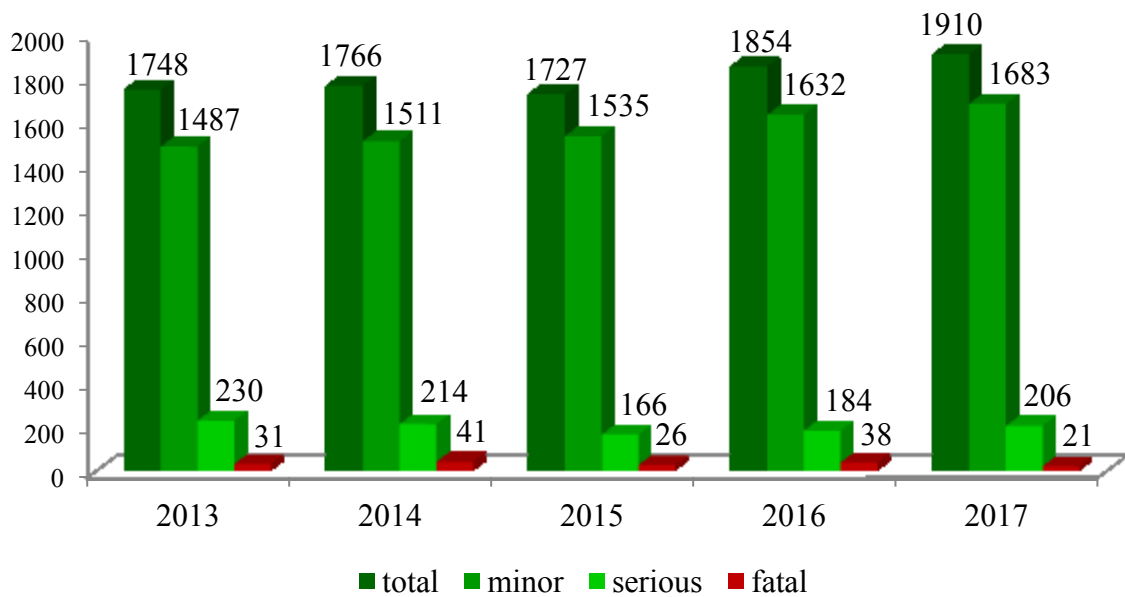
Graph 6: Structure and number of the imposed administrative penalties (2015 – 2017)

Upon discovering violations, which pose a direct threat to the life and health of employees, the Labour Inspectorate officials in year 2017 have issued 15 orders / decisions on the person's / object's suspension and 13 warnings on a person's / object's suspension.

Out of 28 orders / decisions/warnings on suspension of the activity of a person/object 17 (61.0 %) were issued at construction sites. Most frequently, activities were suspended or a warning on suspension was issued due to unsafe work at a height, *inter alia* on unsafe or incompletely constructed scaffoldings, also during performance of work on the roof (53.0 % of cases).

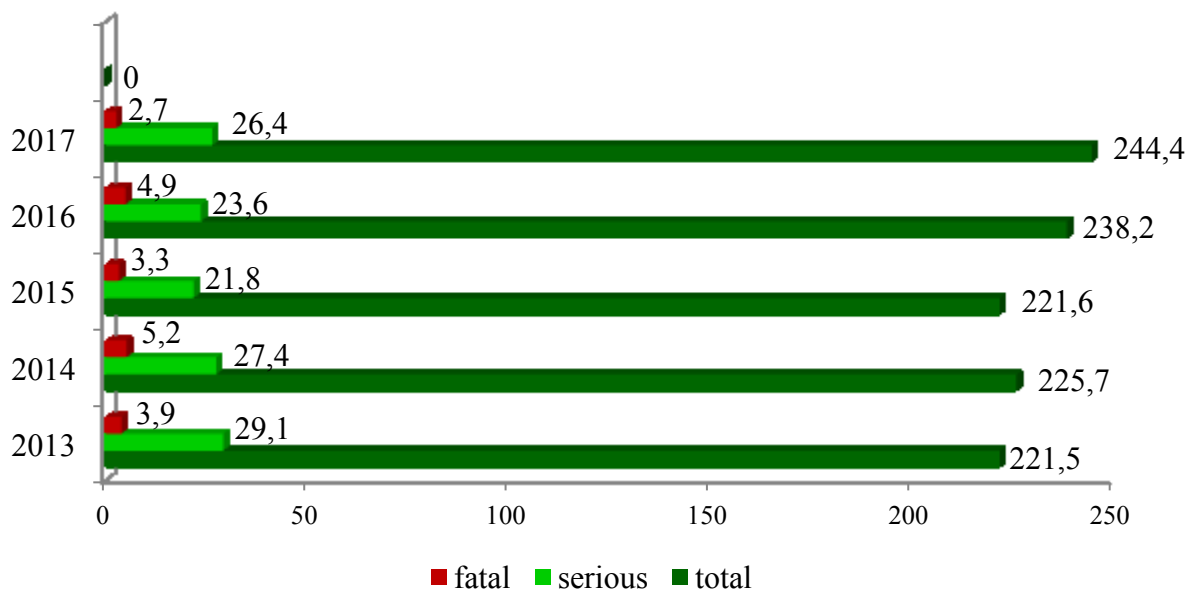
7. The statistical data on accidents at work

According to the information available within the Labour Inspectorate, 1 910 employees suffered from accidents at work in Latvia in 2017, 21 of the workplace accidents were fatal and 206 with seriously injured workers. In comparison with 2016, the total number of accidents at work increased by 3.0 % in 2017, whereas the number of serious injured – by 12.0 %. However, the number of fatalities dropped significantly – by 45.0 % (see *Graph 7*).



Graph 7. The dynamics of the accidents at work (2013 – 2017)

A constantly increasing trend was observed in respect of the number of accidents at work of minor severity which could also indicate to the possibility that such accidents are being less under-reported. It must be noted that, in consequence, the number of accidents at work per 100 000 employees therefore also increased in respect of the total number accidents and the number of serious accidents, whereas the number of fatalities per 100 000 employed people was the lowest in a five-year period (see Graph 8).



Graph 8. The accidents rates per 100 000 employees (2013 – 2017)

Analysing accidents at work with sectoral breakdown, it should be concluded that like in 2016 the most of accidents in 2017 took place in manufacturing industry – 34.0 % of all accidents at work, in transport and storage sector – 13.0 % and in whole sale and retail trade – 11.0 % (see Table 1).

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

	Sectors	Including					
		Total		Serious		Fatal	
		2016	2017	2016	2017	2016	2017
A	AGRICULTURE, FORESTRY AND FISHING	74	80	9	16	7	3
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	51	54	5	10	5	1
02	FORESTRY AND LOGGING	20	25	3	6	2	2
03	FISHING AND AQUACULTURE	3	1	1	0	0	0
B	MINING AND QUARRYING	11	15	2	3	1	0
C	MANUFACTURING	556	641	32	56	5	1
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	20	19	4	2	1	0
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	21	34	0	2	2	0
F	CONSTRUCTION	125	150	39	39	5	5
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	240	206	17	9	1	2
H	TRANSPORT AND STORAGE	285	255	36	27	13	8
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	42	43	2	1	0	1
J	INFORMATION AND COMMUNICATION	9	9	2	2	0	0
K	FINANCIAL AND INSURANCE ACTIVITIES	2	2	0	0	0	0
L	REAL ESTATE ACTIVITIES	27	14	3	0	0	0
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	10	13	2	3	0	0
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	73	68	6	4	0	0
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	130	131	14	18	2	0
P	EDUCATION	54	51	5	11	0	0
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	136	152	8	9	1	0
R	ARTS, ENTERTAINMENT AND RECREATION	17	13	2	2	0	0
S	OTHER SERVICES	22	14	1	2	0	1
	Total	1854	1910	184	206	38	21

Statistical data clearly reflect a gradual, but stable downward trend in the number of fatal accidents at work – on average the number of fatal accidents at work decreased nearly by half, compared to 2016. Industries where the most frequent number of fatal accidents was recorded have remained unchanged, i.e. transport and storage, construction, agriculture and forestry, manufacturing industry.

In 2017, the highest number of fatal accidents at work was recorded in transport and storage industry (8) and construction (5) which account for 62.0 % of all fatal accidents at work.

Also in 2016, transport and storage industry was in the leading position in terms of fatal accidents at work. The most frequent cause of death – sudden deterioration of the health condition and road traffic accidents. Meanwhile the most frequent cause of fatal accidents recorded in 2017 was related to the fulfilment of various professional duties, repair of trucks, during unloading works etc.

In 2017, the cause of 40.0 % of fatal injuries in construction was the fall from a height, as the employer had not provided the necessary personal protective equipment to the employee at all (no fall-prevention belt), or the employer had provided the necessary safety equipment, but the employee was not using it properly and fell from a height. The above-mentioned reaffirms the high importance of the provision of collective and personal protective equipment by the employer when working at height, as well as to control for correct and safe use of the equipment by the employees.

The third highest number of fatalities in 2017 was recorded in agriculture and forestry those account for 14.0 % of the total number of fatal accidents at work. It must be pointed out that, compared to 2016, the number of fatalities in agriculture and forestry decreased substantially in 2017 – by 57.0 %. Most frequent cause of fatal injuries is a fallen tree during logging.

In both 2017 and 2016, the second highest number of accidents at work was recorded in transport and storage industry, However, both the total number of accidents at work (255 – in 2017, 285 – in 2016) and the number of accidents resulting in serious trauma (27 – in 2017, 36 – in 2016) have decreased in the respective industry.

Wholesale and retail trade was the third industry accounting for the highest number of accidents at work. However, in 2017, compared to 2016, the total number of accidents at work (206 – in 2017, 240 – in 2016) and the number of serious accidents at work (9 – in 2017, 17 – in 2016) have decreased. In total, 56.0 % accidents resulting in severe trauma were slips, trips and fall-related accidents. The second most frequent cause of serious trauma was related to falling or flying objects.

In 2017, the most of accidents at work resulted from unsafe human actions (71.4 %), which led to fatal outcome in 39.0 % cases and serious injuries in 47.4 % cases. Work organization and related shortcomings resulted in 10.5 % of accidents at work, of which – 48.0 % fatal and 27.0 % serious injuries. Unsatisfactory working conditions (lacking safety equipment, damaged equipment and tools, insufficient order at workplaces etc.) as a cause for accidents was identified in 6.3 % cases, of which – 6.5 % fatal accidents and 13.0 % serious injuries (see *Table 2*).

Table 2

Breakdown of accidents by accident causes

	Causes of accidents at work	Total		Including			
				Serious		Fatal	
		2016	2017	2016	2017	2016	2017
1	UNSATISFACTORY CONDITIONS AT WORKPLACE	126	148	17	41	5	3
2	UNSAFE HUMAN ACTION (ACTION/PERSON)	1644	1679	159	148	10	18
3	WORK ORGANIZATION AND RELATED SHORTCOMINGS	200	247	51	83	24	22
4	VIOLATION OF ROAD TRAFFIC RULES	74	71	17	18	8	1
5	VIOLENCE (ATTACKS)	91	82	1	6	1	0
6	OTHERS	134	126	18	16	14	2
	Total	2269	2353	263	312	62	46

Analysing occupations of the accident victims, it may be concluded, that qualified workers and craftsmen (metalworking, timber processing workers, builders), ordinary professions workers

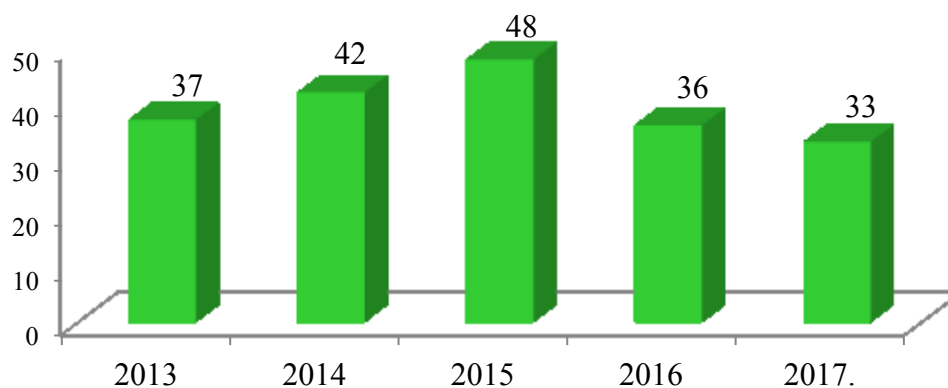
(construction, production and transport workers) and equipment and machine operators and article assemblers (self-propelled vehicle and equipment operators, lifting machine and equipment operators, industrial equipment operators) suffered primarily in accidents at work in 2017 (see *Table 3*).

Table 3

Breakdown of accident victims by occupations classification

	Occupations	Total		Including			
				Serious		Fatal	
		2016	2017	2016	2017	2016	2017
1	MANAGERS	34	43	7	11	1	0
2	SENIOR SPECIALISTS	138	131	14	10	3	0
3	SPECIALISTS	123	144	8	11	1	1
4	OFFICE WORKERS	122	69	11	4	0	0
5	SERVICE AND TRADE EMPLOYEES	241	228	14	13	0	0
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	23	19	2	9	2	1
7	QUALIFIED WORKERS AND CRAFTSMEN	401	481	35	51	6	4
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	374	375	45	49	15	8
9	ORDINARY PROFESSIONS	398	420	48	48	10	7
	Total	1854	1910	184	206	38	21

In 2017, the Labour Inspectorate investigated 37 fatal accidents at work that were not related to the working conditions and environmental factors, 33 (89.0 %) of which were so-called “natural deaths”. Meanwhile the remaining four fatal accidents at work, which after investigation were declared non-associated with the working conditions and the impact caused by the working environment factors. That accidents had direct relationship with the fact that the victim was under the influence of alcohol, committed a suicide or accidents had occurred before or after working hours, including during the rest period (see *Graph 9*).

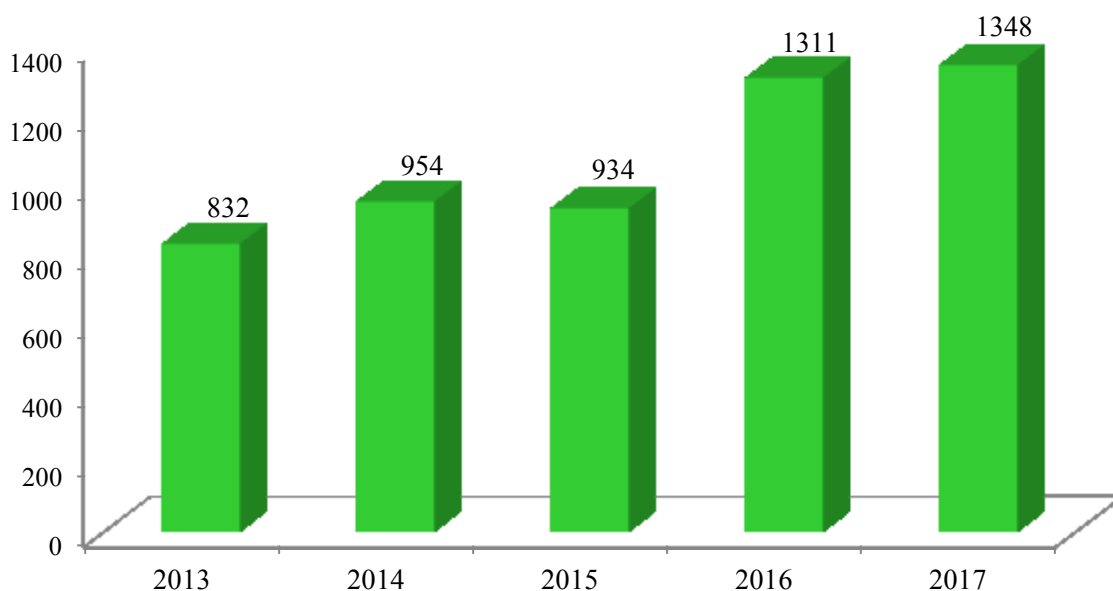


Graph 9. Dynamics of “natural deaths” (2013 – 2017)

Most frequently cases of natural death have been registered with vehicle drivers, workers of simple professions (guards, person on duty, unskilled workers of various work etc.), and qualified professions workers (builder, plumber, locksmith etc.). Cases of natural death at work have been recorded in construction (25.0 %), manufacturing industry (14.0 %), transport and storage (11.0 %), public administration (11.0 %), trade (11.0 %) etc.

8. The statistical data on occupational diseases

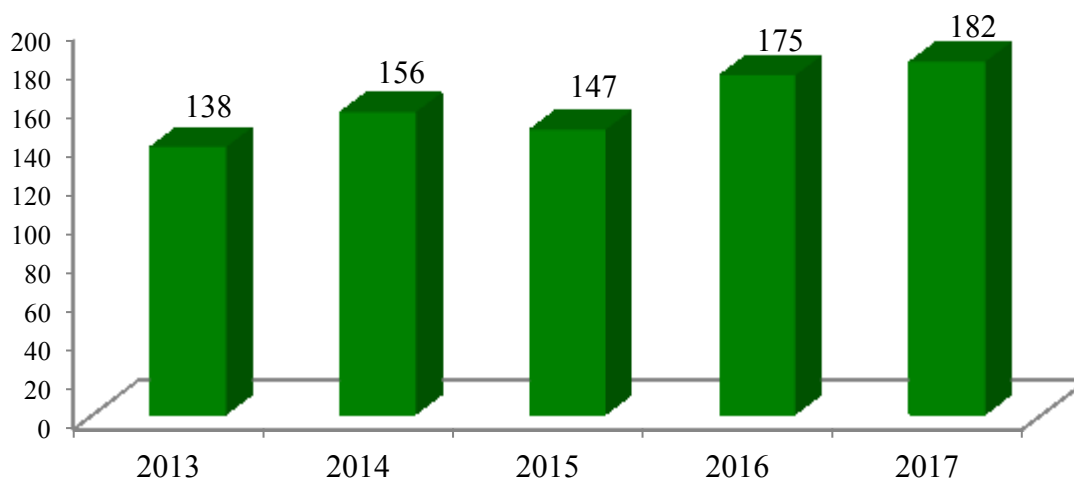
The Labour Inspectorate participated in the investigation of cases of occupational diseases by preparing workplace hygienic descriptions (WHD) at the enterprises. In 2017, the Labour Inspectorate's officials have prepared 1 348 WHD on the requests of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital (Occupational and Radiation Medicine Centre) and from doctors of occupational diseases. The requested number of WHD has substantially increased during the last five years. Compared to 2013, the number of WHD has increased by 62.0 % (see *Graph 10*).



Graph 10. Prepared of workplaces hygienic descriptions (2013 – 2017)

According to the information provided by the Occupational and Radiation Medicine Centre, 1 421 of the first-time victims of an occupational disease were confirmed in 2017. Statistics clearly demonstrate a gradual upward trend – in the period of five years the number of first-time patients of an occupational disease has increased by 30.0 %. This could be related to greater awareness of the employed people about their entitlements and rights to apply for adequate social guarantees if an occupational disease is confirmed. The aforementioned covers costs related to medical treatment, medicine, rehabilitation and other treatment-related costs.

In 2017, compared to the data of 2016, the number of the first-time victims of an occupational disease per 100 000 employed persons increased by 4.0 % (see *Graph 11*).



Graph 11: Dynamics of the first-time approved occupational disease victims per 100 000 employees (2013 - 2017)

According to the data on the first-time confirmed occupational disease victims, an average age of occupational disease victim was 54 and length of service – 31 years. Meanwhile the average length of service under the impact of harmful factors - 29 years. 66.0 % of all first-time registered occupational disease victims were women.

In 2017 like in 2016, the first-time confirmed occupational disease victims most often suffered from diseases of nervous system (51.0 %). The most commonly diagnosed nervous system disease was carpal tunnel disease. The second most common occupational diseases were musculoskeletal system and connective tissue diseases (31.0 %), 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 (13.0 %), 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 10th International Classification of Diseases (ICD-10)

Code	Group of occupational diseases	2016	2017
A00 - B99	CERTAIN INFECTIOUS AND PARASITIC DISEASES	2	0
C00 - D48	NEOPLASMS (MALIGNANT AND PRE-CANCER DISEASES)	3	1
F00 - F99	MENTAL AND BEHAVIOURAL DISORDERS	10	6
G00 - G99	DISEASES OF THE NERVOUS SYSTEM	653	727
H00 - H59	DISEASES OF THE EYE AND ADNEXA	1	0
H60 - H95	DISEASES OF THE EAR AND MASTOID PROCESS	4	8
I00 - I99	DISEASES OF THE CIRCULATORY SYSTEM	28	29
J00 - J99	DISEASES OF THE RESPIRATORY SYSTEM	37	13

Code	Group of occupational diseases	2016	2017
L00 - L99	DISEASES OF THE SKIN AND SUBCUTANEOUS TISSUE	8	4
M00 - M99	DISEASES OF THE MUSCULOSKELETAL SYSTEM AND CONNECTIVE TISSUE	425	441
R00 - R99	SYMPTOMS, SIGNS AND ABNORMAL CLINICAL AND LABORATORY FINDINGS, NOT ELSEWHERE CLASSIFIED	3	7
S00 - T98	INJURY, POISONING AND CERTAIN OTHER CONSEQUENCES OF EXTERNAL CAUSES	190	185
	Total	1364	1421

In 2017, like in 2016 most of the first-time victims of an occupational disease were confirmed in manufacturing industry (292 or 20.0 %), transport and storage (261 or 18.0 %), healthcare and social care (199 or 14.0 %) (see *Table 5*).

In 2017, first-time patients of an occupational disease confirmed in manufacturing industry most frequently were qualified workers (processors of various products, pastry cooks, bakers, wood workers, etc.), operators of various equipment and machinery (drivers etc.) and persons engaged in ordinary occupations (cleaners, product assemblers and packagers, factory workers, assistant workers etc.). Persons employed in the field of manufacturing industry, who were confirmed as the first-time victims of an occupational disease, most frequently were diagnosed with the carpal tunnel syndrome, caused by the compression of the median nerve as it passes into the hand, also various spinal diseases (radiculitis, spondylosis etc.). The mentioned medical problems in the most cases were caused by excessive physical load, also repetitive movements.

In the field of transport and storage, the cases of the first-time victims of an occupational disease mostly were recorded of various vehicles drivers. Persons employed in the mentioned profession obtained occupational diseases by working for a long time under the impact of various physical factors (noise, vibration etc.) and biomechanical factors (forced body position at work, repetitive movements, physical overload etc.). Vibration disease and also carpal tunnel syndrome and spinal diseases were among the most frequently diagnosed occupational diseases.

In 2017 like in 2016, musculoskeletal - connective tissue diseases (various spinal diseases) and nervous system diseases (carpal tunnel syndrome) were among the most frequently diagnosed occupational diseases in the healthcare and social care sector (physicians - specialists, family doctors, medical assistants, nurses, carers etc.).

Table 5

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

	Sectors	2016	2017
A	AGRICULTURE, FORESTRY AND FISHING	47	67
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	30	52
02	FORESTRY AND LOGGING	16	15
03	FISHING AND AQUACULTURE	1	0
B	MINING AND QUARRYING	8	4

	Sectors	2016	2017
C	MANUFACTURING	332	292
D	ELECTRICITY, GAS, STEM AND AIR CONDITIONING SUPPLY	17	19
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	17	18
F	CONSTRUCTION	83	76
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	143	180
H	TRANSPORT AND STORAGE	234	261
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	55	46
J	INFORMATION AND COMMUNICATION	5	9
K	FINANCIAL AND INSURANCE ACTIVITIES	10	7
L	REAL ESTATE ACTIVITIES	27	22
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	13	12
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	17	23
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	81	96
P	EDUCATION	60	62
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	185	199
R	ARTS, ENTERTAINMENT AND RECREATION	14	11
S	OTHER SERVICES	16	17
	Total	1364	1421

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

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

- √ equipment and machine operators - 24.0 %;
- √ services and sales workers – 17.0 %;
- √ skilled workers - 16.0 %;
- √ workers of ordinary professions – 15.0 % (see Table 6).

Table 6

Breakdown of occupational patients by occupations classification

	Occupations	2016	2017
1	MANAGERS	39	30
2	SENIOR SPECIALISTS	113	151
3	SPECIALISTS	100	122
4	OFFICE WORKERS	43	75
5	SERVICE AND TRADE EMPLOYEES	227	240
6	QUILIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	17	23

	Occupations	2016	2017
7	QUALIFIED WORKERS AND CRAFTSMEN	247	232
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	360	338
9	ORDINARY PROFESSIONS	217	210
10	NACIONAL ARMED FORCES OCCUPATIONS	1	0
	Total	1364	1421

Director

Renars Lysis