



Valsts darba inspekcija

LATVIA
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2019

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2020

Introduction

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 a subject to the supervision and control of the Labour Inspectorate.

Law on the State Labour Inspection, which has been adopted on 19 June 2008 and came into force on 10 July 2008, defines the legal status, function and tasks of the Labour Inspectorate.

The 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 2019 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 the Labour Inspectorate activities was based on the principle of priority. Priorities were set based on analysing the current situation in the area 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 2016 – 2018, National Development Plan 2014 – 2020), Guidelines on application of the “Consult First” principle in the work of the state authorities, the Labour Inspectorate’s activities strategy 2018 – 2019 and the resources available to the Labour Inspectorate.

The Labour Inspectorate's priorities in 2019 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 injured person's serious health disorders;
- √ Enacting the principle “Consult First”.

Implementation of the “Consult First” principle in practice in 2019 was the horizontal priority of the Labour Inspectorate penetrating completely all activity areas of the Labour Inspectorate: both when carrying inspections of companies and when performing a broad public information and education work.

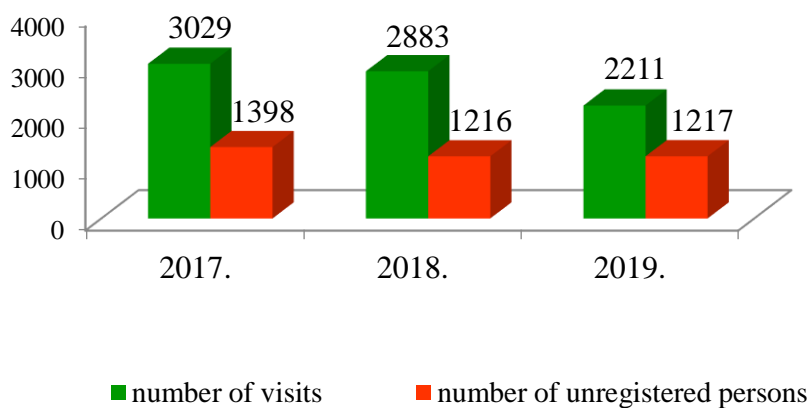
The following activities were implemented in the framework of the priorities:

1. Visits to the enterprises where high risk of unregistered employment existed;
2. Preventive inspections on OSH, including thematic inspections:
 - 2.1. on safety when working with work equipment;
 - 2.2. in construction companies;
 - 2.3. on psycho-emotional risks in the working environment;
 - 2.4. on safety on the internal and external routes in undertakings.
3. European healthy workplaces campaign „Manage Dangerous Substances”.

1. The implementation of priorities of the Labour Inspection in 2019

1.1. In 2019, as before, the implementation of measures to tackle undeclared work was the priority of the Labour Inspectorate in order to continue combating 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.

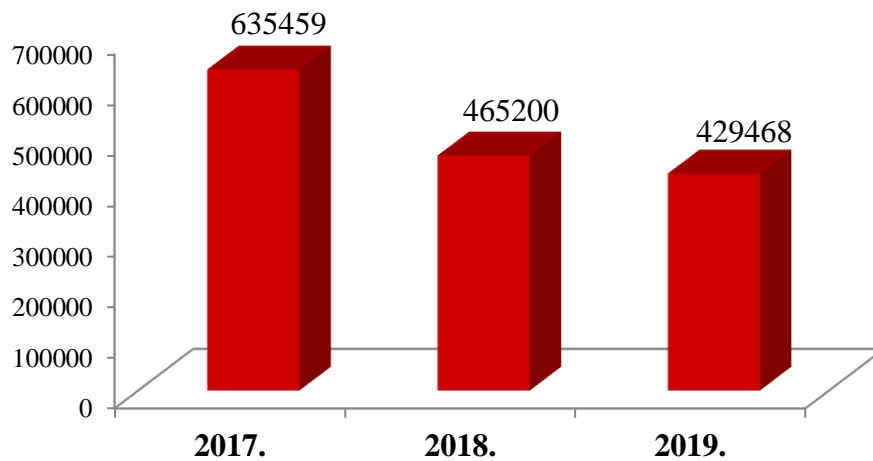
The Labour Inspectorate carried out 2 211 inspections (planned – 2 000) aimed at the reduction of unregistered employment, of which 35.0 % inspections were successful. It means that in every third inspection the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees, were identified. The companies with a high unregistered employment risk underwent 344 re-inspections, being 15.6 % of all unregistered employment inspections (see *Graph 1*).



Graph 1: Dynamics of the number visited enterprises and unregistered persons (2017 – 2019)

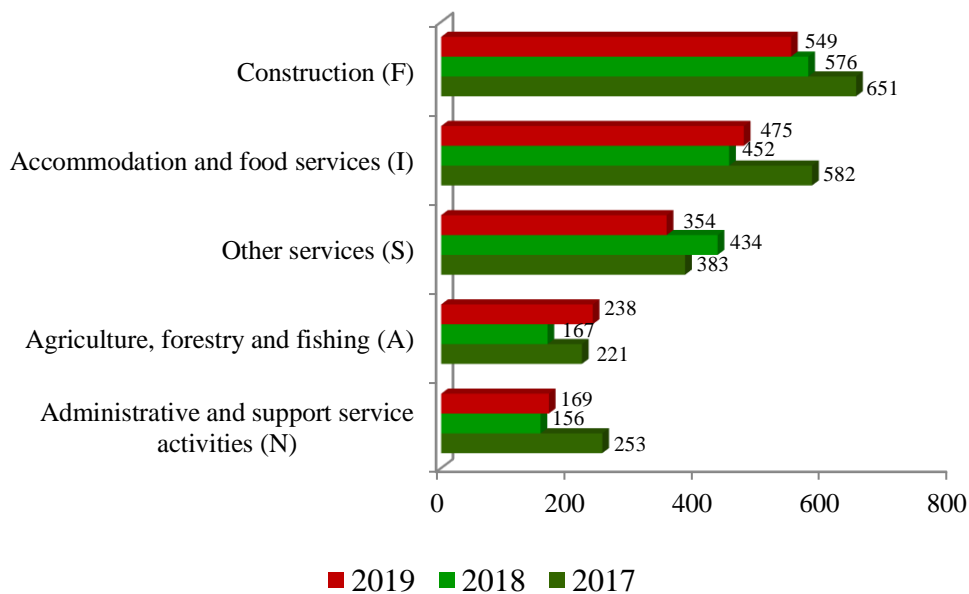
In 2019, 1 217 unregistered persons were identified, of whom 705 persons had not signed written employment contracts and were not declared at the SRS; 293 had written employment contracts, but were not registered at the SRS, and 219 persons did not enter into written employment contracts, but were declared at the SRS.

In 2019, discovering the employment without a written employment contract and /or declaration at the SRS, the officials of the Labour Inspectorate imposed 701 fines in the amount of EUR 429 468.00 on the basis of the Latvian Administrative Violations Code (LAVC) (see *Graph 2*).



Graph 2: Dynamics of applied fines (EUR) for unregistered employment (2017 – 2019)

Analysing unregistered employment discovered in the course of inspections in specific sectors of the national economy, it should be concluded that as well as in previous years the highest unregistered employment ratio was observed in the construction sector. The number of unregistered persons identified in construction in 2019 was equivalent to 37.0 % of the total number of unregistered persons found out by the Labour Inspectorate. The construction had the largest number of unregistered persons per 100 000 workers of the industry in 2019 as well (see *Graph 3*).



Graph 3: Dynamics of defined unregistered persons by branches per 100 000 workers (2017 – 2019)

At the same time, it must be noted that there was also a positive trend - after inspections conducted by the Labour Inspectorate, a written employment contract was concluded with 859 or 71.0 % of

persons discovered by the Labour Inspectorate that were subject to undeclared work and/or such persons were registered with the SRS in the status of an employee (2018 – 69.0 %. This means that the employer legalised employment legal relations in accordance with the requirements of laws and regulations.

The Labour Inspectorate effectively cooperated with the SRS, the State and Municipal Police in the implementation of unregistered employment control. As a result, both joint inspections were performed and the above-mentioned institutions handed over their inspection materials and prepared administrative protocols to the Labour Inspectorate.

In the field of combating unregistered employment, there is still a trend related to the organization of illegal cross-border flows of workers and increased illegal employment of third-country nationals in Latvia. In 2019, the Labour Inspectorate and the State Border Guard carried out 142 joint inspections to control the employment of third-country nationals.

As well as in 2018 in 2019, the Labour Inspectorate was actively participating in forums organised at the European and national level in the field of tackling undeclared work.

In 2019, the Labour Inspectorate continued to participate actively in the European Platform Tackling Undeclared Work (Platform). The aim of the Platform is to support EU member states tackling undeclared work, offering support and solutions to various problems related to undeclared work. In 2019, the concept of a joint information campaign on the issues of undeclared work was developed within the framework of the Platform, which is planned to be implemented in the autumn of 2020 in all EU and European Economic Area states.

In 2019, the Labour Inspectorate continued its work:

- ✓ In the Council for Combating the Shadow Economy, chaired by the Prime Minister, which consists of the heads of the state institutions and ministers involved in combating the shadow economy, as well as representatives of social partners and non-governmental organizations,
- ✓ In the working group of the Ministry of the Interior “Guidelines for the Prevention of Human Trafficking for 2014 – 2020”, within which a representative of the Labour Inspectorate also went to Ukraine to discuss issues of employment conditions of third-country nationals.

1.2. The other priority of the Labour Inspectorate is reducing the number of fatal accidents at work and those accidents at work due to which the injured person has serious health disorders. With this aim, four thematic inspection campaigns in OSH, 2 673 preventive visits, other public awareness and educational measures were organised in 2019. In addition, new modules for online interactive risk assessment (*OiRA* – Online interactive Risk Assessment tool) of the working environment were published.

In 2019, 612 company thematic inspections (visits) on OSH were conducted with the aim:

- ✓ 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;

Simultaneously with the survey of companies, various information events were organized during the thematic inspections. The form and content of which were specially adapted to each thematic inspection and sector, so that cooperation with entrepreneurs putting in order the working environment would be constructive and purposeful.

1.3. On 14 April 2018, the EU public awareness campaign on safe and healthy working conditions “Manage Dangerous Substances” was launched by a press conference taking place at the premises of SIA “Grindeks”. Campaign ended on 1 November 2019 with a conference organized by the Labour Inspectorate “Emergency Situation? Act Responsibly!”. Within the framework of the conference, the

winners of the good practice award “Golden Helmet” competition, which took place for the 14th time, were honored and awarded.

In 2019, SIA IKEA Latvia got a good practice award “Golden Helmet”. It is a relatively new retail company in Latvia, the specific of which is a large flow of visitors, including families with children. The example submitted by the company in the competition included long-term security solutions that operate systemically and aim was to reduce risks preventively and ensure uncompromising action in emergency situations.

In 2019, continuing the successful practice started in 2018, workshops were also organized with the aim to help companies prepare their applications for the good practice award “Golden Helmet” competition. Following these workshops, a number of very well-prepared applications were submitted to the competition.

Similarly, a number of workshops were organised within the framework of the “Manage Dangerous Substances” campaign, aimed at raising the level of public awareness on both chemical substances harmful to reproductive health in the working environment and on the requirements for the use of chemical substances to be taken into account in the procurement process and on the cleaning premises safely and not harmful for health.

In 2019, as in 2018, the key principle of the organised thematic campaign was safe work with chemical substances, especially focusing on STOP principle (S - Substitution, T - Technological Measures - Organisational Measures, P - Personal Protection Measures) in the selection of preventive measures.

In 2019, the Labour Inspectorate continued implementation of the project of the European Social Fund entitled “Practical Application of Regulatory Enactments Regarding Employment Relationship and Occupational Safety”. The aim of the project is to improve occupational health and safety at enterprises, in particular at enterprises operating in a high risk 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 2019:

No amendments.

2.2. The laws, rules, regulations, which have come into force in 2019, and the implementation of which is supervised by the Labour Inspectorate:

√ Amendments to the Labour Law:

- on the granting of leave to the adopter - the age of the adopted child was increased from 3 up to 18, with 10 calendar days leave being granted to one of the adopted persons

- on general agreement - employers shall be allowed to derogate from the amount of the premium set to date at 100.00 % of the fixed hourly or daily wage rate or piecework rate, with a premium of not less than 50.0 %, provided that a general agreement is entered into in the sector which provides for a substantial increase in the minimum wage or hourly salary rate at least 50.0 % above the national level of the minimum wage or hourly salary rates specified;

- for remuneration of a staff member who does not perform work in connection with the collective training of national guardsmen and military training of reserve soldiers;

- The Labour Law was supplemented with a section "Administrative Liability" with the aim of introducing codification of sectoral administrative violations. By integrating the administrative composition previously provided in the Latvian Administrative Violations Code into the relevant law of the sector. These amendments to the Labour Law established administrative liability in the field of labour relations, as well as penalties for violations.

√ Amendments to the Medical Treatment Law regarding overtime work for medical practitioners came into force on 1 January 2019. A restriction was specified in order to ensure the availability of a medical practitioner, on the initiative of a medical practitioner or a medical treatment institution.

Overtime work of the medical practitioners shall not exceed average 16 hours over a seven-day period and shall be calculated during a reporting period not exceeding four months;

√ The Law on Whistleblowing Law came into force on 1 May 2019. The purpose of this Law is to promote whistleblowing on violations in public interests and ensure the establishment and operation of whistleblowing mechanisms, as well as proper protection of whistle-blowers. A separate system for reporting violations has been established in the Labour Inspectorate, as well as the way in which protection of personal identity ensured. Competence of the Labour Inspectorate was set up to supervise violations in the field of labour legal relations and the state civil service in connection with the creation of unfavourable consequences for the whistle-blower or his / her relative.

√ Amendments to the Labour Protection Law came into force on 3 December 2019. In order to ensure a system for implementation of codification of sectoral administrative violations, the new chapter of the Labour Protection Law (Chapter VI) established administrative liability in the field of OSH, as well as penalties for violations regulated jurisdiction to impose penalties, which will come into force on 1 July 2020.

3. The personnel of the Labour Inspection

3.1. In 2019, there were 190 official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2018 – 123, including:

√ chief inspectors – 15;

√ senior inspectors – 51;

√ inspectors – 57.

3.3. Number of women inspectors in 2019 – 81 (66.0 % of total number of inspectors), of whom:

√ chief inspectors – 9 (60.0 % of total number of chief inspectors);

√ senior inspectors – 36 (70.0 % of total number of senior inspectors);

√ inspectors – 36 (63.0 % 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 place – in Preili;
- **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 places – in Aluksne and Cesis;
- **Zemgale RSLI** – the centre – in Jelgava, a sector in Ogre, office – in Tukums, Consultation Centre in Bauska, consultation place – in Aizkraukle.

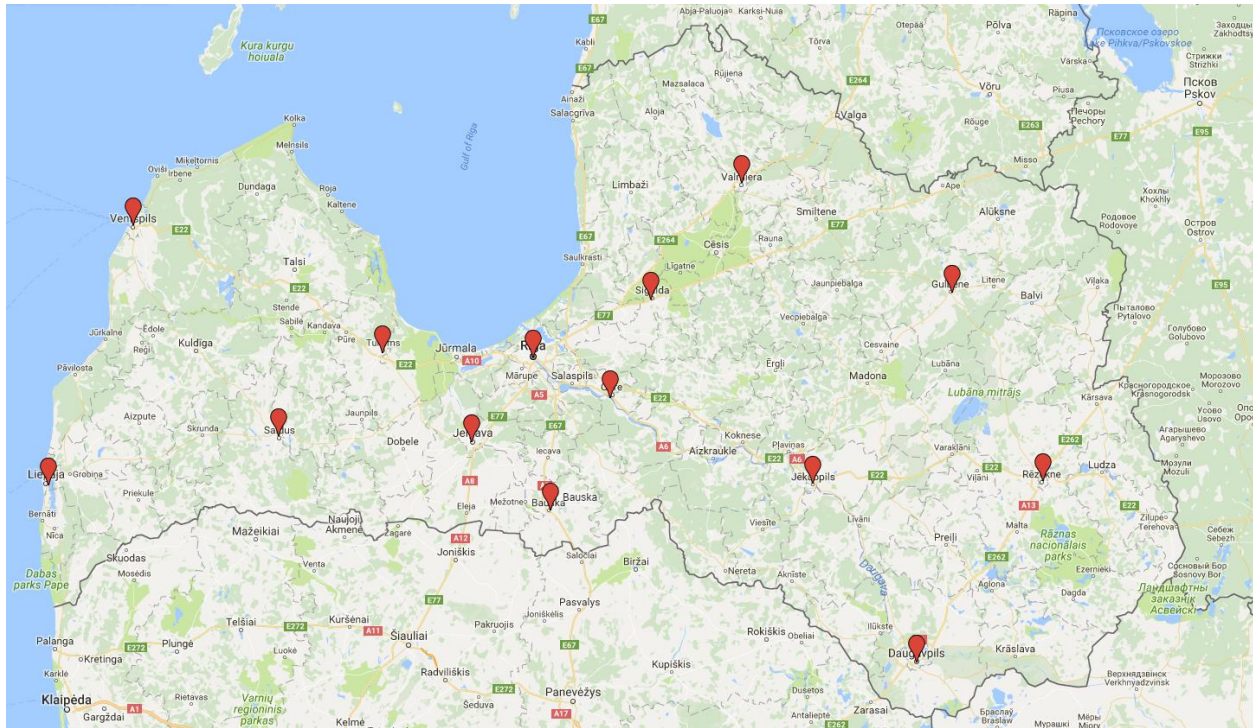


Figure 1: Geographical location of the structural divisions of the Labour Inspection

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 – **125 323**, including in agriculture – 6 791 (5.4 % of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2019).

Number of employees in the companies under the Labour Inspectorate’s supervision – **804 500**, including in agriculture – 31 105 (3.9 % of the total number of employees, data of the Central Statistical Bureau for the 2018), of whom women – 414 400, including in agriculture – 9 678 (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 2019 – **7 127**, including in agriculture – 511 (7.2 %) out of which:

more than once a year – **1 576**, including in agriculture – 65 (4.2 %).

The Labour Inspectorate carried out **10 384** inspections in companies, including in agriculture – 593 (5,7 %) in 2019.

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

6.1. In 2019, inspectors of the Labour Inspectorate issued to employers **1 776 orders** (in 2018 – 1 923), including in agriculture – 161 (9.1 %, in 2018 – 150) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **10 197 violations** (in 2018 – 11 281) were mentioned, including in agriculture – 786 (7.7 %, in 2018 – 779) of which:

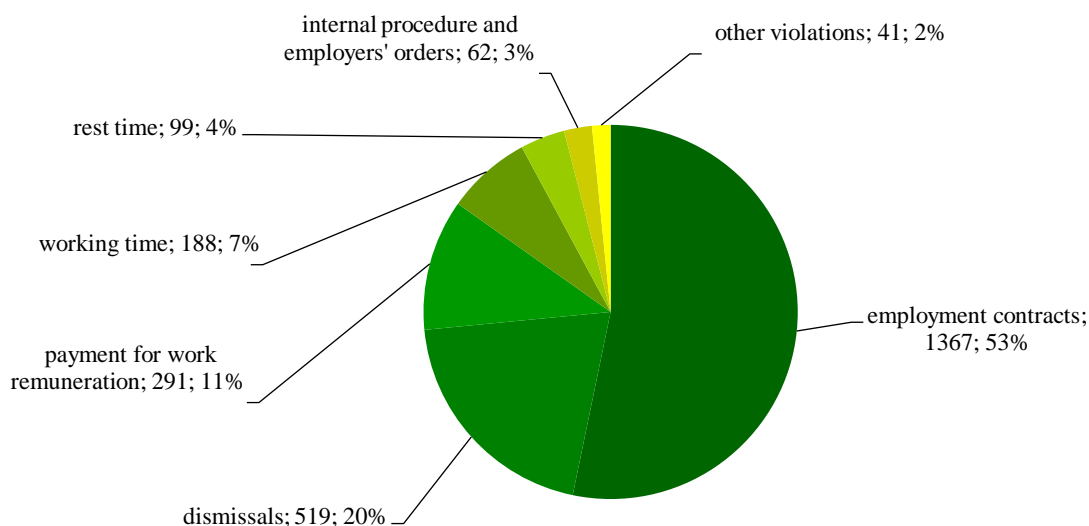
- 6 257 (in 2018 – 7 087), including in agriculture – 523 (8.4 %, in 2018 – 531), on OSH;
- 3 284 (in 2018 – 3 486), including in agriculture – 239 (7.3 %, in 2018 – 233), on labour legal relations;

- 656 (in 2018 – 708), including in agriculture - 24 (3.7 %, in 2018 – 15), on the State Labour Inspectorate Law.

6.2. Violations of regulatory enactments regulating the **labour relations** made up 32.0 % of all violations detected by the officials of the Labour Inspectorate in 2019. 97.0 % of violations of the labour relations formed violations of the Labour Law (78.0 %) and Regulations on Registration of Persons Making Mandatory State Social Insurance Contributions and Reports on Mandatory State Social Insurance Contributions and Personal Income Tax (19.0 %).

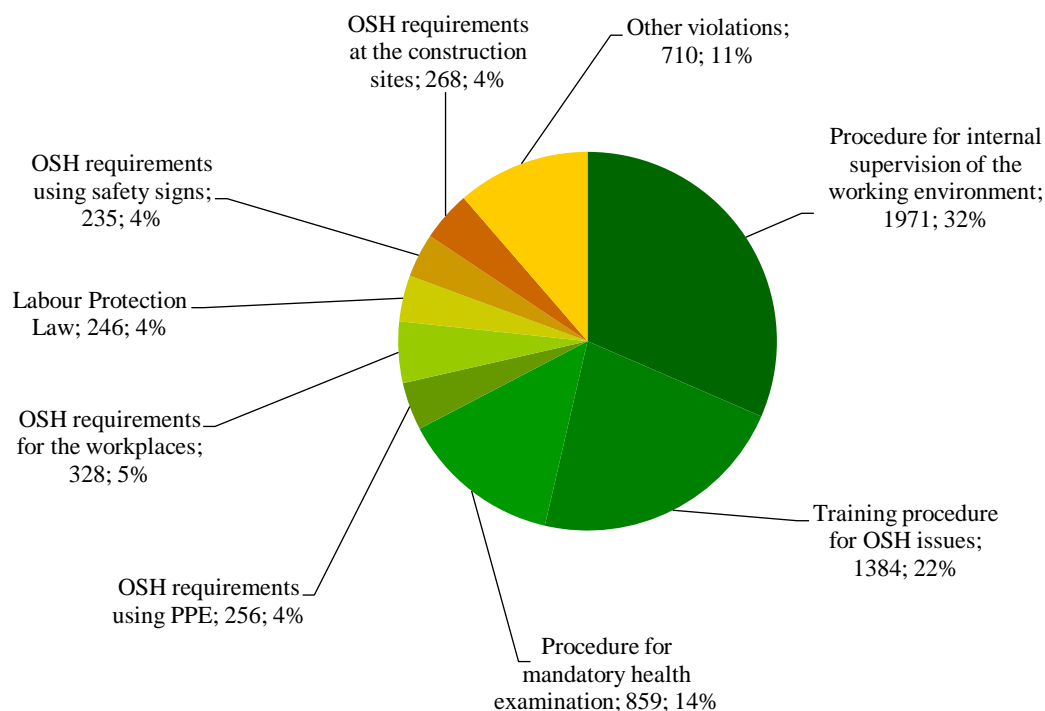
In 2019, as in previous years, most employers did not comply with requirements of the Labour Law regarding employment contract, which were 31.0 % of all labour relations violations. The violations found were related to having a written employment contract and the content of the contract - the contract 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 (16.0 %) - 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 2019

Violations of regulatory enactments regulating **OSH** made up 61.0 % of all violations discovered by officials of the Labour Inspectorate in 2019 (see on *Graph 5.*).



Graph 5: Distribution of violations on OSH in 2019

Violations of **the State Labour Inspectorate Law** made up 7.0 % of all violations discovered by the officials of the Labour Inspectorate in 2019. 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

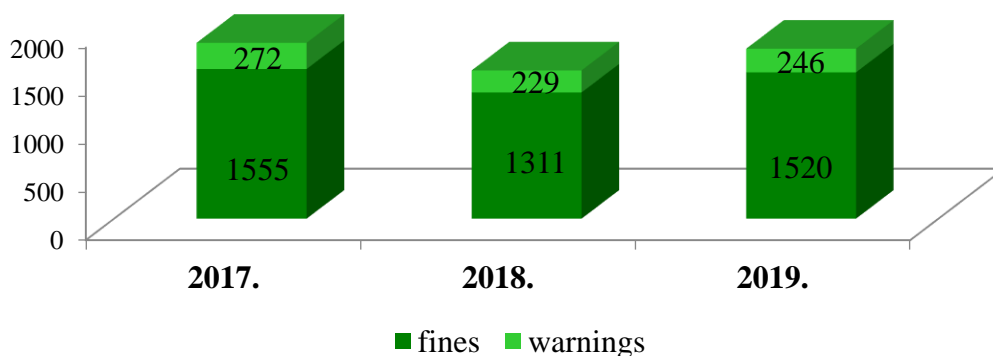
In 2019, **1 766** (in 2018 – 1 540) **administrative penalties**, including in agriculture – 161 (2018–74) were applied:

- **246 - warnings** (2018 – 229), including in agriculture – 10 (4.1%, 2018 – 5);
- **1 520 – fines** (2018 – 1 311), including in agriculture – 111 (7.3 %, 2018 – 69), in total for **EUR 697 035.50**, including in agriculture – 43 768.00 (6.3 %).

The following amount of fine was imposed:

- **EUR 477 045.50**, including in agriculture – 33 768.00 (7.1 %) on violations of requirements on labour legal relations;
- **EUR 68 035.00**, including in agriculture – 5 340.00 (7.9 %) on violations of requirements on OSH;
- **EUR 151 955.00**, including in agriculture – 4 660.00 (3.1 %) 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 1 766 administrative fines for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2019, with their percentage against the number of inspections being 17.0 % (see *Graph 6*).



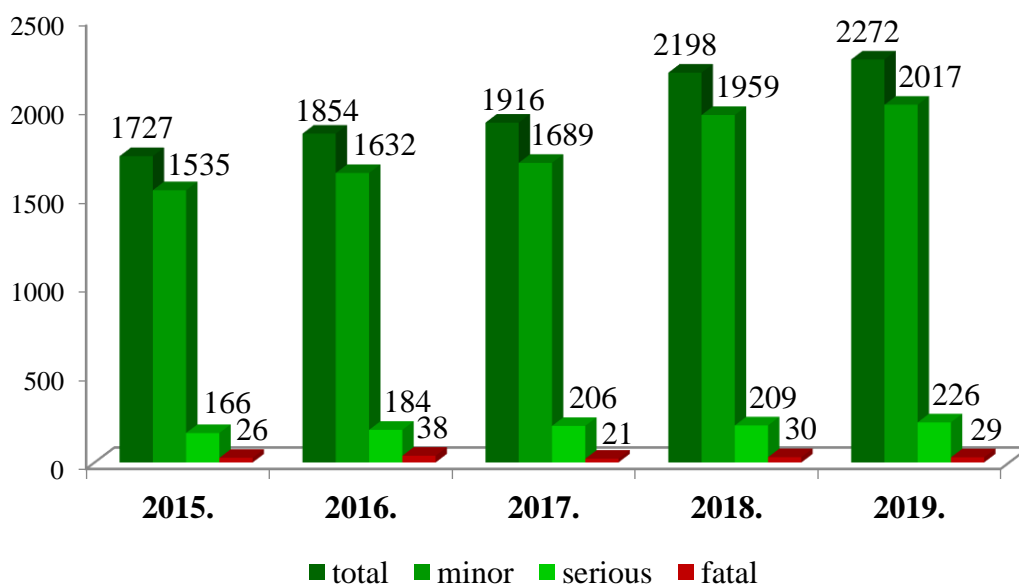
Graph 6: Structure and number of the imposed administrative penalties (2017 – 2019)

Upon discovering violations, which pose a direct threat to the life and health of employees, the Labour Inspectorate officials in year 2019 have issued 10 orders / decisions on the person's / object's suspension and 55 warnings on a person's / object's suspension.

Out of 65 orders / decisions / warnings on suspension of the activity of a person / object 37 (57.0 %) 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, during performance of work on the roof, unbounded openings in the floor, etc.

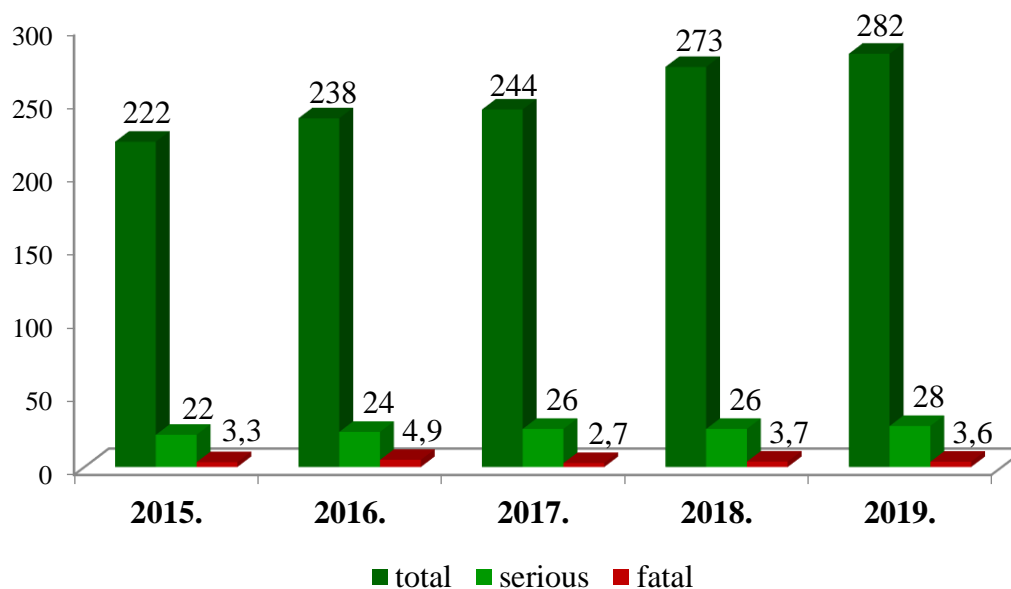
7. The statistical data on accidents at work

According to the information available within the Labour Inspectorate, 2 272 employees suffered in accidents at work in Latvia in 2019, 29 of the workplace accidents were fatal and 226 with seriously injured workers. In comparison with 2018, the total number of accidents at work increased by 3.4 % in 2019, whereas the number of serious injured – by 8.1 %. However, the number of fatalities decreased by 3.3 % (see Graph 7).



Graph 7. The dynamics of the accidents at work (2015 – 2019)

When analysing data on persons injured in accidents at work per 100 000 workers, it may be concluded that consequently it tends to grow. The total number of injured persons in accidents at work per 100 000 workers has grown by 3.3 %, serious – by 7.7 % and the number of fatalities decreased by 2.7 % (see *Graph 8*).



Graph 8. The accidents rates per 100 000 workers (2015 – 2019)

In 2019, just like before, more male than female workers were injured in accidents at work (66.0 %). Persons who had suffered in accidents at work most of all had injured arms, hands, fingers, head, legs and feet.

Analysis of the number of persons injured in accidents at work by industries (see *Table 1*) shows that the industries with the largest number of injured persons has not changed; and in 2019 as well in previous year it was manufacturing industry, transport and storage industry, retail trade and construction. Manufacturing industry had the most persons injured in accidents at work; 703 (30.9 %) accidents at work had taken place in 2019. In comparison with 2018, it is by 40 persons or 6.0 % more. The sub-sectors of the manufacturing industry in which the most accidents at work take place are woodworking (32.0 %), production of non-metallic mineral products (13.1 %) and food production (12.8 %).

The second highest number of accidents at work in 2019 was in transport and storage industry (14.7 %), in which the number of accidents in comparison with 2018 has increased – by 19 injured persons (6.0 %) more than last year.

Wholesale and retail trade had the third highest number of accidents at work (12.0 %)

The most fatalities due to accidents at work in 2019 were in construction (10); transport and storage industry (8) and agriculture, forestry and fishing (4); the total of 75.9 % of all fatal accidents at work have occurred in these industries.

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

	Sectors	Total		Including			
				Serious		Fatal	
		2018	2019	2018	2019	2018	2019
A	AGRICULTURE, FORESTRY AND FISHING	111	98	26	15	8	4
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	69	64	15	10	2	3
02	FORESTRY AND LOGGING	41	33	11	5	6	1
03	FISHING AND AQUACULTURE	1	1	0	0	0	0
B	MINING AND QUARRYING	11	12	3	2	2	0
C	MANUFACTURING	663	703	33	48	5	3
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	20	20	5	4	0	1
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	34	32	3	5	1	0
F	CONSTRUCTION	192	208	38	43	4	10
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	273	273	18	20	2	1
H	TRANSPORT AND STORAGE	315	334	38	38	7	8
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	50	75	1	2	0	0
J	INFORMATION AND COMMUNICATION	15	24	4	0	0	0
K	FINANCIAL AND INSURANCE ACTIVITIES	6	5	2	0	0	0
L	REAL ESTATE ACTIVITIES	25	39	3	9	0	0
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	21	14	1	1	1	0
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	59	69	4	5	0	1
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	144	128	13	9	0	1
P	EDUCATION	46	55	5	10	0	0
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	157	153	5	9	0	0
R	ARTS, ENTERTAINMENT AND RECREATION	31	12	5	4	0	0
S	OTHER SERVICES	24	16	2	2	0	0
T	ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES - PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	0	2	0	0	0	0
U	ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	1	0	0	0	0	0
	Total	2198	2272	209	226	30	29

In 2019, the most of accidents at work resulted from unsafe human actions (69.1 %), which led to fatal outcome in 29.6 % and serious injuries in 56.3 % cases. Work organization and related shortcomings resulted in 10.1 % of accidents at work, 34.1 % of fatal accidents and 22.5 % of serious

injuries. Unsatisfactory working conditions (lack of safety equipment, use of damaged equipment and tools, insufficient order at workplaces etc.) as a cause for accidents was identified in 5.8 % cases, 6.6 % - serious injuries and 11.4 % - fatal accidents (see *Table 2*).

Table 2

Breakdown of accidents by accident causes

	Causes of accidents at work	Total		Including			
		Total		Serious		Fatal	
		2018	2019	2018	2019	2018	2019
1	UNSATISFACTORY CONDITIONS AT WORKPLACE	154	152	37	20	11	5
2	UNSAFE HUMAN ACTION (ACTION/PERSON)	1862	1827	176	170	19	13
3	WORK ORGANIZATION AND RELATED SHORTCOMINGS	284	268	76	68	22	15
4	VIOLATION OF ROAD TRAFFIC RULES	99	84	20	13	2	7
5	VIOLENCE (ATTACKS)	114	108	3	4	1	0
6	OTHERS	185	204	17	27	7	4
	Total	2698	2643	329	302	62	44

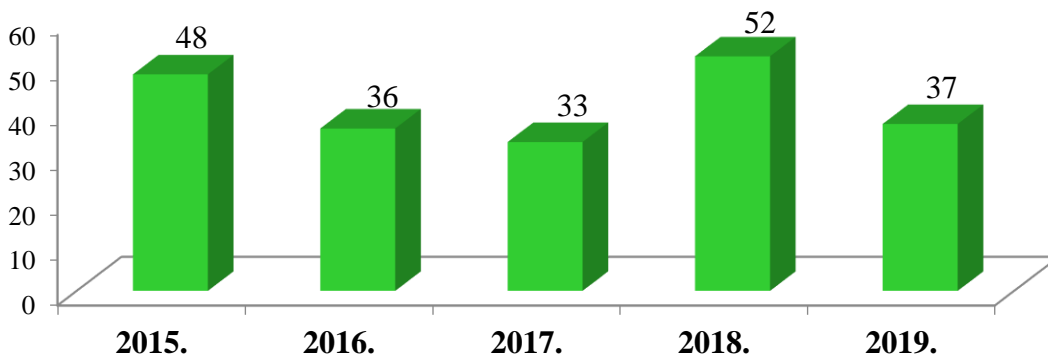
Analysing occupations of the injured persons, it may be concluded, that ordinary professions workers (construction, production and transport workers) qualified workers and craftsmen (metalworking, timber processing, food processing workers, builders etc.), and equipment and machine operators and article assemblers (self-propelled vehicle and equipment operators, lifting machine and equipment operators, industrial equipment operators) suffered primarily in accidents at work in 2019 (see *Table 3*).

Table 3

Breakdown of injured persons by occupations classification

	Occupations	Total		Including			
		Total		Serious		Fatal	
		2018	2019	2018	2019	2018	2019
1	MANAGERS	34	35	8	6	1	1
2	SENIOR SPECIALISTS	137	132	11	15	1	0
3	SPECIALISTS	202	191	14	11	3	1
4	OFFICE WORKERS	107	115	14	8	0	1
5	SERVICE AND TRADE EMPLOYEES	304	289	12	16	1	0
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	40	24	10	2	4	0
7	QUALIFIED WORKERS AND CRAFTSMEN	487	528	47	49	6	7
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	425	400	49	62	7	10
9	ORDINARY PROFESSIONS	462	558	44	57	7	9
	Total	2198	2272	209	226	30	29

In 2019, the Labour Inspectorate investigated 43 fatal accidents at work that were not related to the working conditions and environmental factors, 37 (86.1 %) of which were so-called “natural deaths”. Meanwhile the remaining six fatal accidents at work, which after investigation were declared non-associated with the working conditions and the impact caused by the working environment factors, e.g. committed a suicide, as a result of a dispute between employees or accidents had occurred outside working hours, including rest period. Compared with 2018, number of “natural deaths” decreased by 28.9 % (see *Graph 9*).



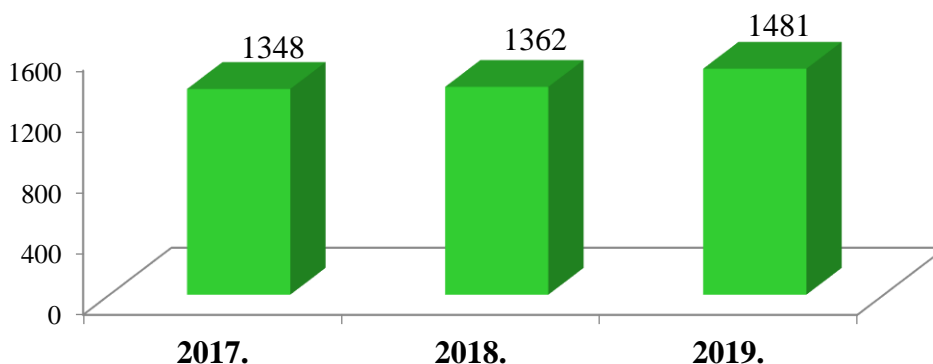
Graph 9. Dynamics of “natural deaths” (2015 – 2019)

While analysing the data by sex and age of persons who had died “naturally” at their workplace, it can be concluded that more men (94.6 %) have died, and the employees in the age group from 55 to 64 (37.8%).

In 2019, 57.0 % of “natural death” cases at workplaces were registered in three industries: transport and storage industry (9), manufacturing industry (8) and human health and social work activities (4).

8. The statistical data on occupational diseases

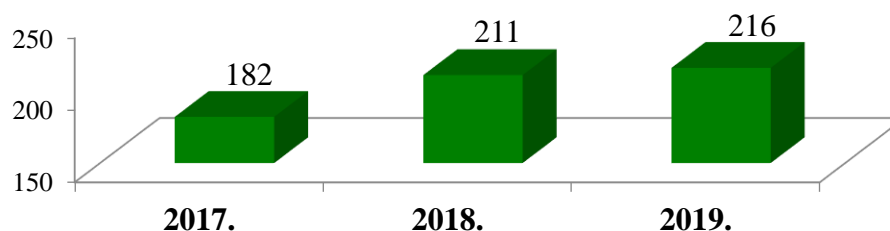
The Labour Inspectorate participated in the investigation of cases of occupational diseases by preparing workplace hygienic descriptions (WHD) at the enterprises. In 2019, the Labour Inspectorate’s officials have prepared 1 481 WHD on the requests of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital (Occupational and Radiation Medicine Centre) and from occupational physicians. In 2019, in comparison with 2018, the number of requests for WHD has increased by 8.7 % (see *Graph 10*).



Graph 10. Prepared hygienic descriptions of workplaces (2017 – 2019)

According to the information provided by the Occupational and Radiation Medicine Centre, 1 739 of the first-time patients of an occupational disease were confirmed in 2019. It is more by 2.4 % than in 2018.

In 2019, compared to the data of 2018, the number of the first-time patients of an occupational disease per 100 000 employed persons increased by 2.4 % (see *Graph 11*).



Graph 11: Dynamics of the first-time approved occupational disease patients per 100 000 workers (2017 - 2019)

In 2019 like in 2018, the first-time confirmed occupational disease patients most often suffered from diseases of nervous system – 961 (55.3 %). The second most common occupational diseases were musculoskeletal system and connective tissue diseases – 499 (28.7 %), 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 – 159 (9.1 %), such as noise and vibration generated diseases etc. (see *Table 4*).

Table 4

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

Code	Group of occupational diseases	2018	2019
F00 - F99	MENTAL AND BEHAVIOURAL DISORDERS	5	43
G00 - G99	DISEASES OF THE NERVOUS SYSTEM	929	961
H60 - H95	DISEASES OF THE EAR AND MASTOID PROCESS	3	1
I00 - I99	DISEASES OF THE CIRCULATORY SYSTEM	23	37
J00 - J99	DISEASES OF THE RESPIRATORY SYSTEM	12	29
L00 - L99	DISEASES OF THE SKIN AND SUBCUTANEOUS TISSUE	7	10
M00 - M99	DISEASES OF THE MUSCULOSKELETAL SYSTEM AND CONNECTIVE TISSUE	529	499
R00 - R99	SYMPTOMS, SIGNS AND ABNORMAL CLINICAL AND LABORATORY FINDINGS, NOT ELSEWHERE CLASSIFIED	2	0
S00 - T98	INJURY, POISONING AND CERTAIN OTHER CONSEQUENCES OF EXTERNAL CAUSES	188	159
	Total	1698	1739

In 2019, like in 2018 most of the first-time patients of an occupational disease were confirmed in manufacturing industry (21.2 %), transport and storage (20.0 %), healthcare and social care (12.5 %). More than half (53.7 %) of the total number of occupational patients confirmed for the first time has been in the mentioned industries (see *Table 5*).

Table 5

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

	Sectors	2018	2019
A	AGRICULTURE, FORESTRY AND FISHING	93	78
01	CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES	67	56
02	FORESTRY AND LOGGING	24	21
03	FISHING AND AQUACULTURE	2	1
B	MINING AND QUARRYING	16	9
C	MANUFACTURING	369	370
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	23	14
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	16	16
F	CONSTRUCTION	74	115
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	193	193
H	TRANSPORT AND STORAGE	334	348
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	58	54
J	INFORMATION AND COMMUNICATION	9	14
K	FINANCIAL AND INSURANCE ACTIVITIES	10	12
L	REAL ESTATE ACTIVITIES	26	25
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	11	14
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	21	28
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE	120	111
P	EDUCATION	86	95
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	206	217
R	ARTS, ENTERTAINMENT AND RECREATION	10	10
S	OTHER SERVICES	22	16
U	ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	1	0
	Total	1698	1739

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.).

Women comprised 66.2 % of the occupational patients confirmed for the first time in 2019. The largest number of cases of occupational disease confirmed for the first time was seen in two age groups. Namely, 49.9 % of new cases of occupational diseases were detected with employees in the age group

of 55 - 64, as well as new cases of occupational diseases were confirmed for employees aged 45 – 54 - 39.0 %.

The occupational groups with approved occupational diseases most often were (*see Table 6*):

- √ equipment and machine operators – 24.7 %;
- √ qualified workers and craftsmen – 15.9 %;
- √ services and trade workers – 15.8 %.
- √ workers of ordinary professions – 14.8 %.

Table 6

Breakdown of occupational patients by occupations classification

	Occupations	2018	2019
1	MANAGERS	45	46
2	SENIOR SPECIALISTS	145	177
3	SPECIALISTS	149	161
4	OFFICE WORKERS	89	87
5	SERVICE AND TRADE EMPLOYEES	271	276
6	QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS	22	27
7	QUALIFIED WORKERS AND CRAFTSMEN	288	277
8	EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS	414	430
9	ORDINARY PROFESSIONS	274	258
10	NACIONAL ARMED FORCES OCCUPATIONS	1	0
	Total	1698	1739