



Valsts darba inspekcija

LATVIA
ANNUAL REPORT
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RĪGA
2019

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 2018 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 2018 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 2018 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.

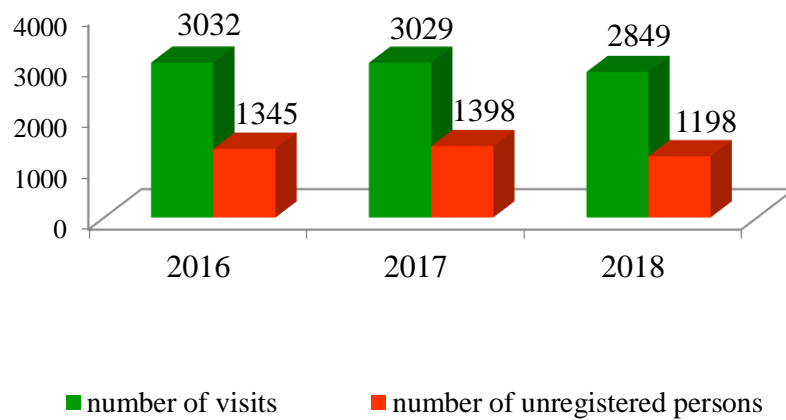
The following activities were implemented in the framework of the priorities:

1. Visits to the enterprises where high risk of unregistered employment existed;
2. Preventive inspections on OSH, including thematic inspections of:
 - 2.1. woodworking companies;
 - 2.2. construction companies;
 - 2.3. mandatory health examination in companies;
 - 2.4. safe handling of chemicals, mixtures in social care companies.
3. European healthy workplaces campaign „Manage Dangerous Substances”.

1. The implementation of priorities of the Labour Inspection in 2018

1.1. In 2018, 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.

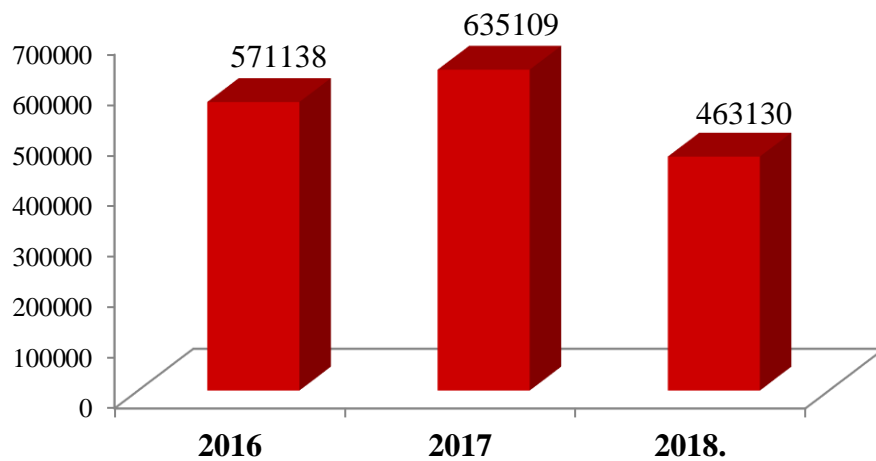
The Labour Inspectorate carried out 2 849 inspections (planned – 3 000) aimed at the reduction of unregistered employment, of which 27.0 % inspections were successful. It means that in every fourth inspection the persons, who had not signed written employment contracts and/or whom the employer did not register in the State Revenue Service (SRS) as employees, were identified. The companies with a high unregistered employment risk underwent 420 re-inspections, being 14.7 % of all unregistered employment inspections (see *Graph 1*).



Graph 1: Dynamics of the number visited enterprises and unregistered persons (2016 – 2018)

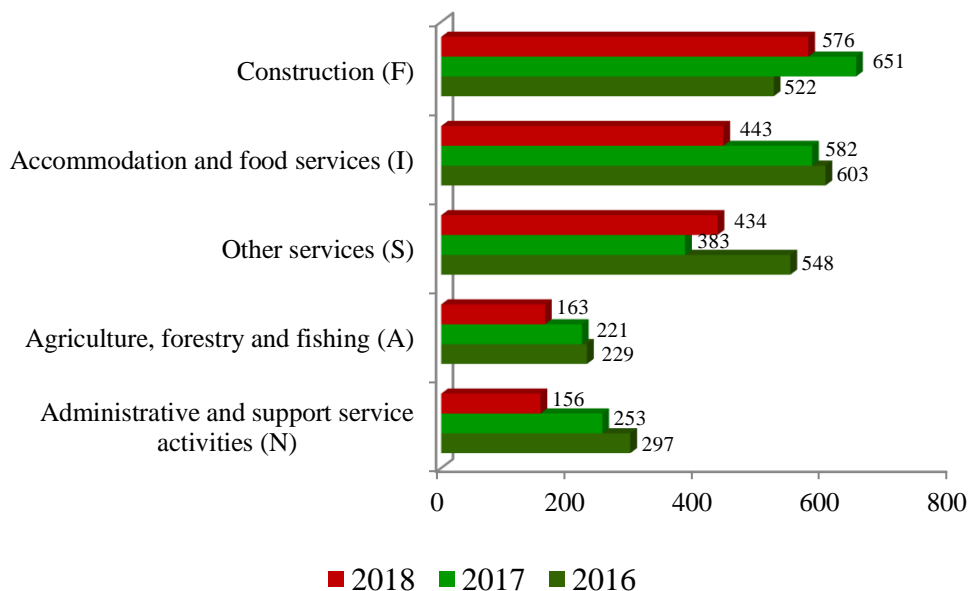
In 2018, 1 198 unregistered persons were identified, of whom 666 persons had not signed written employment contracts and were not declared at the SRS; 362 had written employment contracts, but were not registered at the SRS, and 170 persons did not enter into written employment contracts, but were declared at the SRS.

In 2018, discovering the employment without a written employment contract and /or declaration at the SRS, the officials of the Labour Inspectorate imposed 707 fines in the amount of EUR 463 130 on the basis of the Latvian Administrative Violations Code (LAVC) (see *Graph 2*).



Graph 2: Dynamics of applied fines (EUROs) for unregistered employment (2016 – 2018)

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 2018 was equivalent to 36.0 % of the total number of unregistered persons found out by the Labour Inspectorate. The construction had the largest number of unregistered employees per 100,00 employees of the industry in 2018 as well (see *Graph 3*).



Graph 3: Dynamics of defined unregistered persons by branches per 100 000 workers (2016 – 2018)

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 832 or 69.0 % 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. This means that the employer legalised employment legal relations in accordance with the requirements of laws and regulations.

Combating the flow of undeclared employees from third countries is not the competence of a separate state authority in Latvia. On initiative of the Labour Inspectorate several meetings with the representatives of the Office for Citizenship and Migration Affairs, the State Border Guard and the Ministry of the Interior took place. The problems related to employment of third country nationals in the context of posting of employees were discussed.

A new trend has been discovered in the area of combating unregistered employment which is related to organisation of cross-border illegal employee flows and illegal employment of the third country nationals in Latvia. Within the framework of examining the mentioned cases, the Labour Inspectorate cooperated both with the State Border Guard, SRS and other authorities in Latvia, and relevant authorities in other countries. It is a complicated and time-consuming process. It is also one of the key reasons why all inspections in relation to reduction of unregistered employment were not performed in 2018.

In order to increase the administrative capacities of the Labour Inspectorate, to improve control mechanisms, to coordinate and to analyse the activity in the area of reducing unregistered employment, as well as to develop cooperation between the structural units of the Labour Inspectorate, the Working Group of Unregistered Employment Coordinators of the Labour Inspectorate continued its work. In 2018 criteria for identification of risk companies in the sector of construction and accommodation and catering services were developed.

As well as in 2017 in 2018, the Labour Inspectorate was actively participating in forums organised at the European and national level in the field of tackling undeclared work.

The Labour Inspectorate was working for the European Platform Tackling Undeclared Work (the Platform) which has the aim to support the EU Member States in combating the undeclared labour, to initiate changes at the national level, as well as to promote better labour conditions and employment in accordance with the requirements of the regulatory enactments. In 2018, the Platform organised several seminars on various topics related to unregistered employment, in which the representatives of the Labour Inspectorate took part. A repeated visit of the Platform experts to Latvia took place in order to assess the progress made in terms of recommendations for improvements received during the first visit in September 2017. In total, the experts evaluated in a very positive and favourable manner the achievements of the Labour Inspectorate in relation to the strategy of the institution, review of the operational processes, determination of the performance indicators and public awareness activities. At the same time, repeated remarks were made in relation to necessity of strengthening the cross-institutional cooperation and enhancement of involvement of the social partners.

The Labour Inspectorate participated in the Council for Combating Shadow Economy headed by the Prime Minister, where the report on implementation of proposals and recommendations of the Platform experts was presented. In 2018, implementation of the Working Plan of the State Authorities for Restriction of Shadow Economy 2016 - 2020 was continued.

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, 1788 preventive visits, other public awareness and educational measures were organised in 2018. In addition, new modules for online interactive risk assessment (*OiRA* – Online interactive Risk Assessment tool) of the working environment were published.

In 2018, 623 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;

As a part of thematic inspections information activities were conducted alongside the visits to the enterprises, including press releases, information in social media, informative letters to employers where the overall situation in the field of occupational safety and purpose of the thematic inspections were described, industry specific self-assessment checklists for employers.

1.3. The Labour Inspectorate in co-operation with the European Agency for Safety and Health at Work already in 2013 developed a web-based interactive tool *OiRA* which helps the employer to assess workplace risks and plan the most suitable OSH measures online and free of charge. New industry specific tools are added to *OiRA* every year. The *OiRA* tool is especially designed for small-size enterprises where less than 20 people are employed. In 2018, two new *OiRA* tools were developed with the financial aid of the Agency – for small doctor practices and pharmacies. Already 13 *OiRA* tools are available in Latvia which can be used by employers without specific preliminary knowledge. Various public awareness events were organised in order to promote *OiRA* tool and to teach how to use it: free of charge regional seminars and social media posts, as well as a press conference with the involvement of influencers and a sponsored advertising campaign in the social media. In total, *OiRA* tool had been used by 5 405 users in 2018, and 6 787 assessments had been made (in 2017 – 4 310 users and 5 359 assessments).

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 in the premises of the JSC “Grindeks”. The campaign is held for two years. In 2018, within the framework of the campaign, two conferences, several seminars and company visits for sharing experience took place in three best practice companies which had been recognised as the winners in the best practice award competition “Golden Helmet” in 2018. The key principle of all those events was safe work with chemical substances, especially focusing on STOP principle (*Substitution, Technological measures, Organisational measures, Personal protection measures*) in selection of preventive measures. Attention was also paid to work organisation in dealing with cancerogenic substances, and reproductive health when working with toxic substances, as well as work in an explosive environment and confined premises.

In 2018, the main event of the public awareness campaign “Manage Dangerous Substances” was the best practice award competition in OSH “Golden Helmet”. The purpose of this event was to show clearly the advantages of a good OSH system, to provide a possibility for the companies to exchange their experience and to honour the companies that actively and effectively prevent the risks caused by dangerous substances in workplaces. SIA “Ventspils Nafta” termināls” received the best practice award “Golden Helmet” in 2018.

In 2018, during the national conference when the winners of the best practice award competition were announced, a new nomination of the competition was introduced – the best example selected by the conference participants in which the winner was AS “Grindeks”.

In 2018, 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 2018:

No amendments.

2.2. The laws, rules, regulations, which have come into force in 2018, and the implementation of which is supervised by the Labour Inspectorate:

√ On 11 November 2018, amendments to the Labour Law came into force where 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.:

- salary range amplitude should be specified in vacancy advertisements;
- employer shall not be entitled to request skills of particular foreign language if such is not necessary for work;
- before giving a notice of termination of an employment contract to an employee who is a member of a trade union, the employer shall coordinate it with the trade union.

√ Cabinet Regulations “Labour Protection Requirements when Coming in Contact with Chemical Substances at Workplaces” were supplemented by the informative reference of the directives of the European Union, as well as amendments and additions made to the annexes of the regulations.

√ The wording has been amended in several paragraphs of the Cabinet Regulations “Regulations Regarding the Requirements for Competent Authorities and Competent Specialists in Labour Protection Issues and the Procedures for Assessing Competence”, and the regulations have been supplemented in relation to competence assessment of the competent authority.

3. The personnel of the Labour Inspection

3.1. In 2018, there were 190 official positions in the Labour Inspectorate.

3.2. Total number of inspectors in 2018 – 127, including:

- √ chief inspectors – 15;
- √ senior inspectors – 57;
- √ inspectors – 55.

3.3. Number of women inspectors in 2018 – 82 (65.0 % of total number of inspectors), of whom:

- √ chief inspectors – 9 (60.0 % of total number of chief inspectors);
- √ senior inspectors – 35 (61.0 % of total number of senior inspectors);
- √ inspectors – 38 (69.0 % 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 Liepāja, a sector – in Ventspils, office – in Saldus, consultation places – in Kuldīga and Talsi;
- **Latgale RSLI** – the centre – in Daugavpils, a sector – in Rezekne, office – in Jekabpils, consultation places – in Preiļi and Kraslava;
- **Rīga RSLI** – the centre – in Rīga, 4 sectors – Sector for Reduction of Unregistered Employment, Central Sector, Pārdaugava Sector and Rīga District Sector;
- **Vidzeme RSLI** – the centre – in Valmiera, a sector – in Gulbene, office – in Sigulda, consultation place – in Alūksne;
- **Zemgale RSLI** – the centre – in Jelgava, a sector in Ogre, office – in Tukums, Consultation Centre in Bauska, consultation places – in Dobeles, and Aizkraukle.

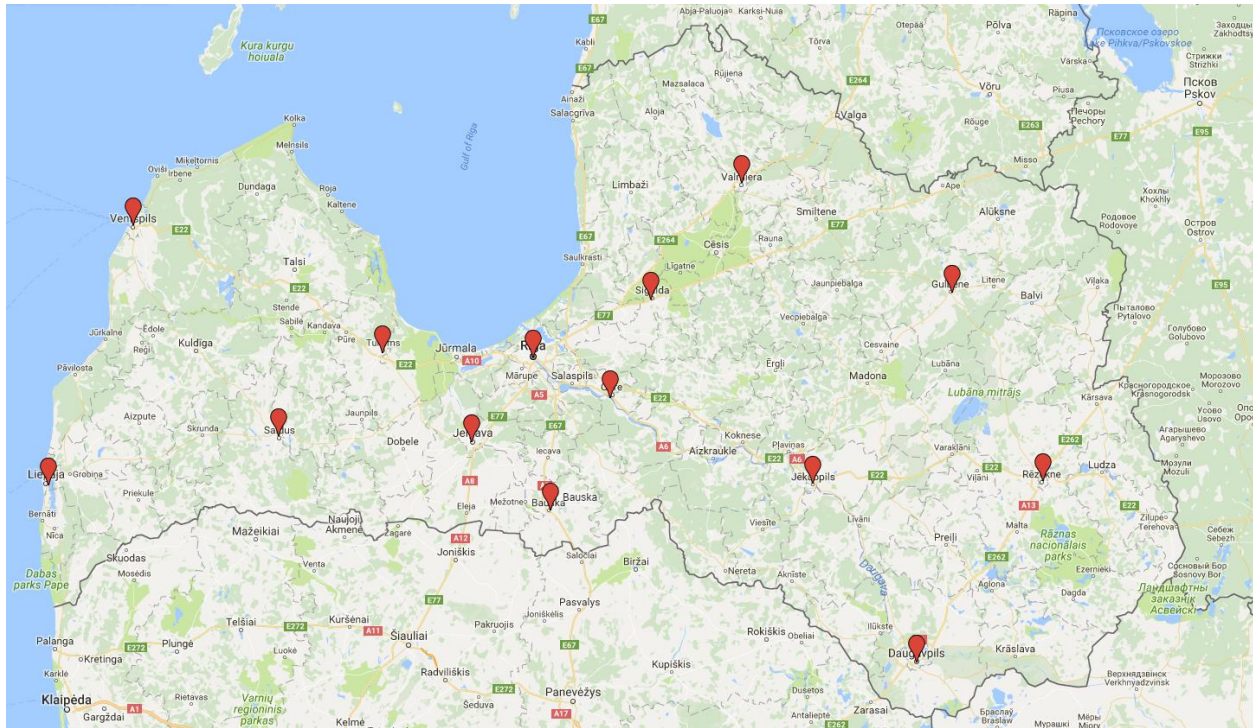


Figure 1: Geographical location of the structural divisions of the Labour Inspection

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 – **123 911**, including in agriculture – 6 274 (5.1 % of the total number of the companies under the control of the Labour Inspectorate, data of the Central Statistical Bureau for the 2018).

Number of employees in the companies under the Labour Inspectorate’s supervision – **804 600**, including in agriculture – 30 373 (3.8 % of the total number of employees, data of the Central Statistical Bureau for the 2018), of whom women – 416 100, including in agriculture – 9 594 (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 2018 – **7 272**, including in agriculture – 527 (7.3 %) out of which:

more than once a year – **1 506**, including in agriculture – 46 (3.1 %).

The Labour Inspectorate carried out **10 397** inspections in companies, including in agriculture – 588 (5.6 %) in 2018.

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

6.1. In 2018, inspectors of the Labour Inspectorate issued to employers **1 914 orders** (in 2017 – 2 337), including in agriculture – 150 (7.8 %, in 2017 – 237) due to violations of labour legal relations and OSH legislative enactments. In these orders in total **11 231 violations** (in 2017 – 13 406) were mentioned, including in agriculture – 779 (6.9 %, in 2017 – 1 208) of which:

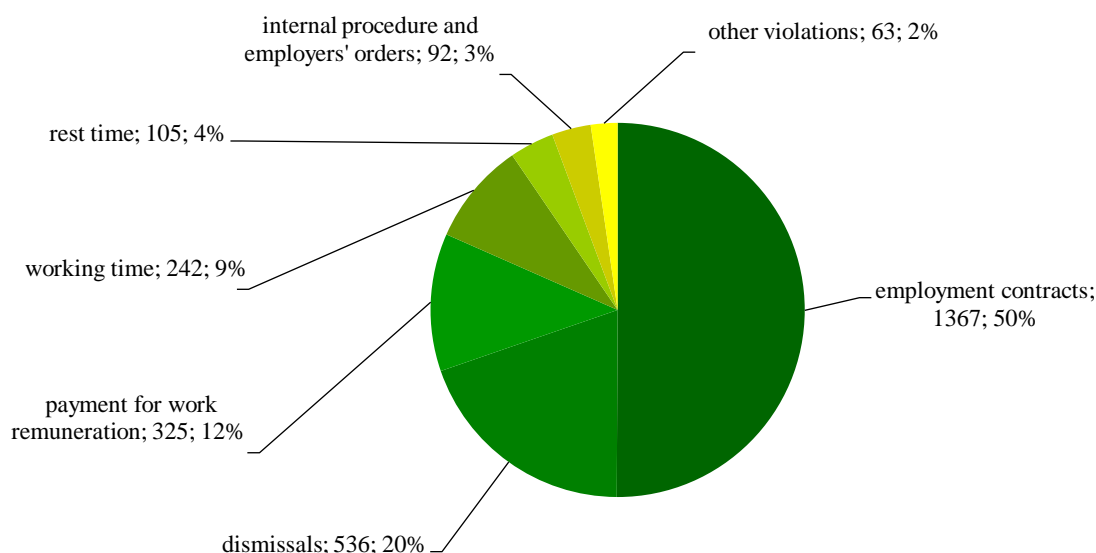
- 7 075 (in 2017 – 8 515), including in agriculture – 531 (7.5 %, in 2017 – 863), on OSH;
- 3 469 (in 2017 – 4 156), including in agriculture – 233 (6.7 %, in 2017 – 326), on labour legal relations;

- 687 (in 2017 – 735), including in agriculture - 15 (2.2 %, in 2017 – 19), 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 2018. 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 %).

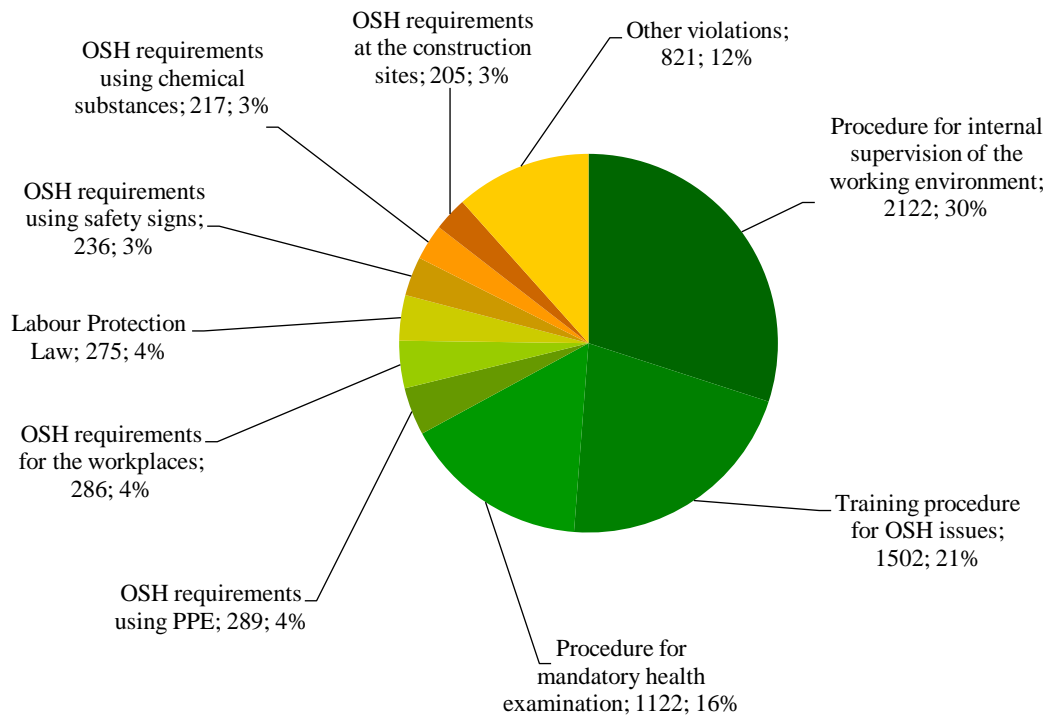
In 2018, as in previous years, most employers did not comply with requirements of the Labour Law regarding employment contract, which were 30.0 % of all labour relations violations. The violations found were related to having a written employment contract and the content of the contract - the contract 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 2018

Violations of regulatory enactments regulating **OSH** made up 63.0 % of all violations discovered by officials of the Labour Inspectorate in 2018 (see on *Graph 5.*).



Graph 5: Distribution of violations on OSH in 2018

Violations of **the State Labour Inspectorate Law** made up 6.0 % of all violations discovered by the officials of the Labour Inspectorate in 2018. 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

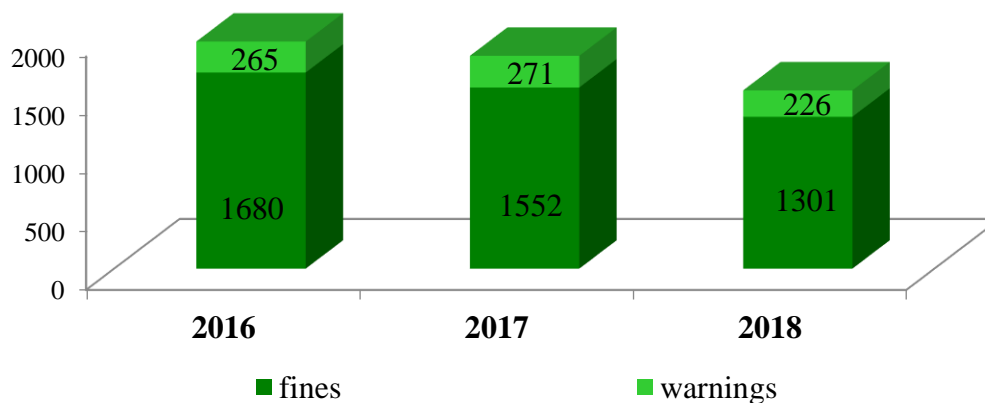
In 2018, **1 527** (in 2017 – 1 823) **administrative penalties**, including in agriculture – 74 (2017 – 110) were applied:

- **226 - warnings** (2017 – 271), including in agriculture – 5 (2.2%, 2017 – 12);
- **1 301 – fines** (2017 – 1 552), including in agriculture – 69 (6.3 %, 2017 – 98), in total for **EUR 655 972.50**, including in agriculture – 32 901.00 (5.0 %).

The following amount of fine was imposed:

- **EUR 505 217.00**, including in agriculture – 26 240.00 (5.2 %) on violations of requirements on labour legal relations;
- **EUR 49 671.50**, including in agriculture – 5 536.00 (11.1 %) on violations of requirements on OSH;
- **EUR 101 084.00**, including in agriculture – 1 125.00 (1.1 %) 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 1 527 administrative fines for violations of employment legal relations, OSH regulatory enactments and the State Labour Inspectorate Law in 2018, with their percentage against the number of inspections being 15.0 %. The number of administrative fines applied, compared with 2017, showed decrease of 16.2 % (2017 – 1 823) (see *Graph 6*).



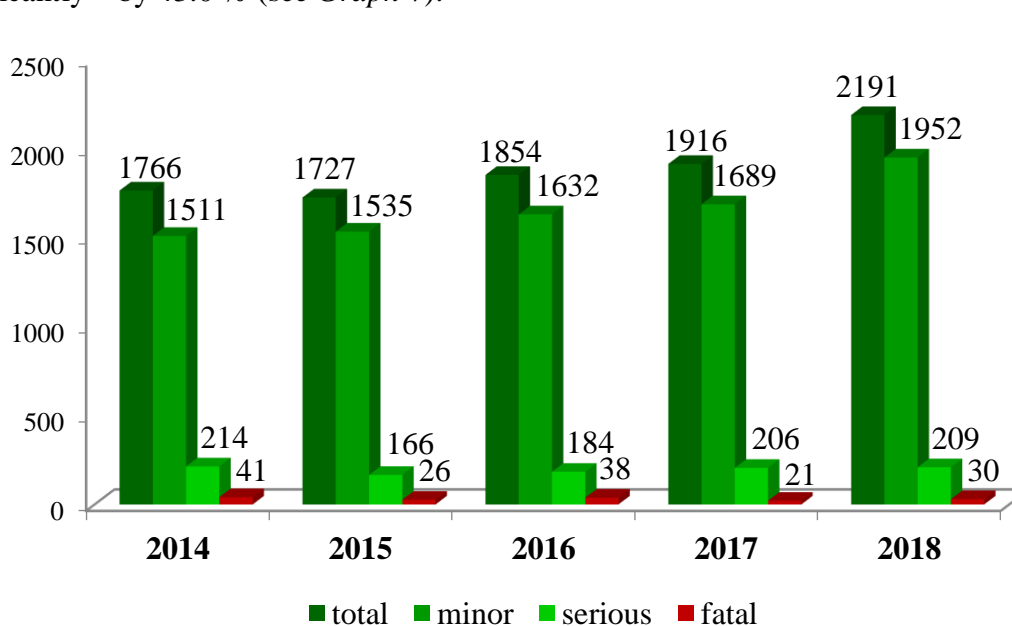
Graph 6: Structure and number of the imposed administrative penalties (2016 – 2018)

Upon discovering violations, which pose a direct threat to the life and health of employees, the Labour Inspectorate officials in year 2018 have issued 6 orders / decisions on the person's / object's suspension and 36 warnings on a person's / object's suspension.

Out of 42 orders / decisions / warnings on suspension of the activity of a person / object 31 (73.8 %) 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.

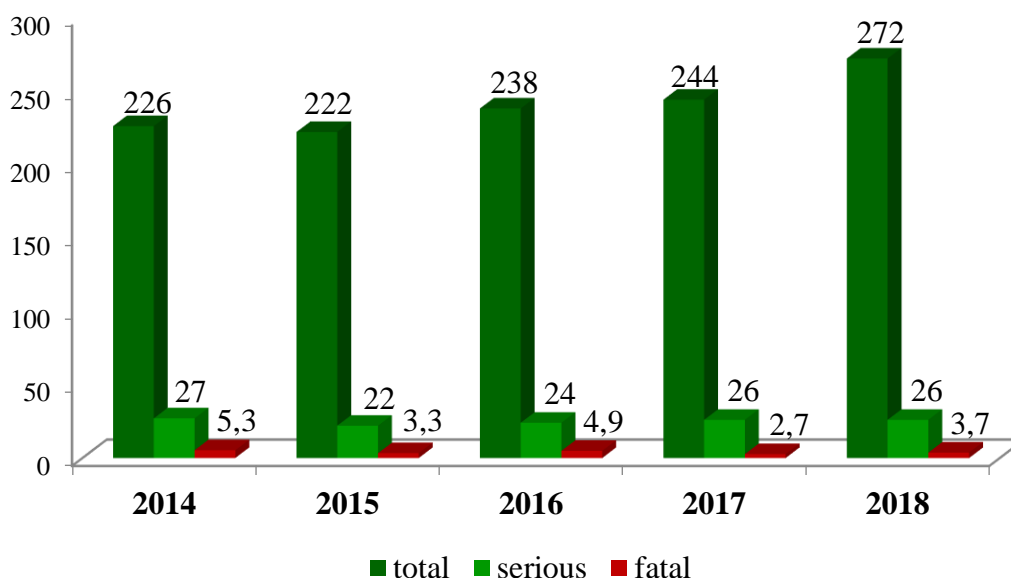
7. The statistical data on accidents at work

According to the information available within the Labour Inspectorate, 2 191 employees suffered in accidents at work in Latvia in 2018, 30 of the workplace accidents were fatal and 209 with seriously injured workers. In comparison with 2017, the total number of accidents at work increased by 14.4 % in 2018, whereas the number of serious injured – by 1.5 %. However, the number of fatalities increased significantly – by 43.0 % (see Graph 7).



Graph 7. The dynamics of the accidents at work (2014 – 2018)

When analysing data on persons injured in accidents at work per 100 000 employees, it may be concluded that consequently it tends to grow. The total number of injured persons in accidents at work per 100 000 employees has grown by 11.5 %, and the number of fatalities by 37.0 % (see *Graph 8*).



Graph 8. The accidents rates per 100 000 employees (2014 – 2018)

In 2018, 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 2018 as well in previous year it was manufacturing industry, transport and storage industry, construction, agriculture, forestry and fisheries. Manufacturing industry had the most persons injured in accidents at work; 663 accidents at work had taken place in 2018. In comparison with 2017, it is by 21 persons or 3.0 % 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 (15.0 %) and food production (14.0 %).

The second highest number of accidents at work in 2018 was in transport and storage industry, in which the number of accidents in comparison with 2017 has significantly increased – by 57 injured persons (22.0 %) more than last year.

Wholesale and retail trade had the third highest number of accidents at work. The total number of persons injured in accidents at work in this industry has also significantly grown – by 66 persons (32.0 %) more than last year.

The most fatalities due to accidents at work in 2018 were in agriculture, forestry and fisheries (8 fatalities); transport and storage industry (7 fatalities) and manufacturing industry (5 fatalities); the total of 66.0 % of all fatal accidents at work have happened in these industries.

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

| | Sectors | Total | | Including | | | |
|-----------|--|-------------|-------------|------------|------------|-----------|-----------|
| | | | | Serious | | Fatal | |
| | | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 |
| A | AGRICULTURE, FORESTRY AND FISHING | 80 | 111 | 16 | 26 | 3 | 8 |
| 01 | CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES | 54 | 69 | 10 | 15 | 1 | 2 |
| 02 | FORESTRY AND LOGGING | 25 | 41 | 6 | 11 | 2 | 6 |
| 03 | FISHING AND AQUACULTURE | 1 | 1 | 0 | 0 | 0 | 0 |
| B | MINING AND QUARRYING | 15 | 11 | 3 | 3 | 0 | 2 |
| C | MANUFACTURING | 642 | 663 | 57 | 33 | 1 | 5 |
| D | ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY | 19 | 20 | 2 | 5 | 0 | 0 |
| E | WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES | 34 | 34 | 2 | 3 | 0 | 1 |
| F | CONSTRUCTION | 151 | 190 | 39 | 38 | 5 | 4 |
| G | WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES | 206 | 272 | 9 | 18 | 2 | 2 |
| H | TRANSPORT AND STORAGE | 257 | 314 | 26 | 38 | 8 | 7 |
| I | ACCOMMODATION AND FOOD SERVICE ACTIVITIES | 44 | 50 | 1 | 1 | 1 | 0 |
| J | INFORMATION AND COMMUNICATION | 9 | 15 | 2 | 4 | 0 | 0 |
| K | FINANCIAL AND INSURANCE ACTIVITIES | 2 | 6 | 0 | 2 | 0 | 0 |
| L | REAL ESTATE ACTIVITIES | 15 | 25 | 0 | 3 | 0 | 0 |
| M | PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES | 13 | 21 | 3 | 1 | 0 | 1 |
| N | ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES | 68 | 57 | 4 | 4 | 0 | 0 |
| O | PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE | 131 | 143 | 18 | 13 | 0 | 0 |
| P | EDUCATION | 51 | 46 | 11 | 5 | 0 | 0 |
| Q | HUMAN HEALTH AND SOCIAL WORK ACTIVITIES | 152 | 157 | 9 | 5 | 0 | 0 |
| R | ARTS, ENTERTAINMENT AND RECREATION | 13 | 31 | 2 | 5 | 0 | 0 |
| S | OTHER SERVICES | 14 | 24 | 2 | 2 | 1 | 0 |
| U | ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES | 0 | 1 | 0 | 0 | 0 | 0 |
| | Total | 1916 | 2191 | 206 | 209 | 21 | 30 |

In 2018, the most of accidents at work resulted from unsafe human actions (69.1 %), which led to fatal outcome in 30.7 % and serious injuries in 38.3 % cases. Work organization and related shortcomings resulted in 10.5 % of accidents at work, 35.5 % of fatal accidents and 23.1 % 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 6.5 % cases, 11.3 % - serious injuries and 17.7 % fatal accidents (see *Table 2*).

Table 2

Breakdown of accidents by accident causes

| | Causes of accidents at work | Total | | Including | | | |
|---|--|-------------|-------------|------------|------------|-----------|-----------|
| | | | | Serious | | Fatal | |
| | | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 |
| 1 | UNSATISFACTORY CONDITIONS AT WORKPLACE | 149 | 154 | 41 | 37 | 3 | 11 |
| 2 | UNSAFE HUMAN ACTION (ACTION/PERSON) | 1682 | 1858 | 148 | 176 | 18 | 19 |
| 3 | WORK ORGANIZATION AND RELATED SHORTCOMINGS | 251 | 284 | 85 | 76 | 22 | 22 |
| 4 | VIOLATION OF ROAD TRAFFIC RULES | 72 | 99 | 17 | 20 | 2 | 2 |
| 5 | VIOLENCE (ATTACKS) | 82 | 114 | 6 | 3 | 0 | 1 |
| 6 | OTHERS | 127 | 182 | 16 | 17 | 2 | 7 |
| | Total | 2363 | 2691 | 313 | 329 | 47 | 62 |

Analysing occupations of the injured persons, it may be concluded, that qualified workers and craftsmen (metalworking, timber processing, food processing workers, builders etc.), 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 2018 (see Table 3).

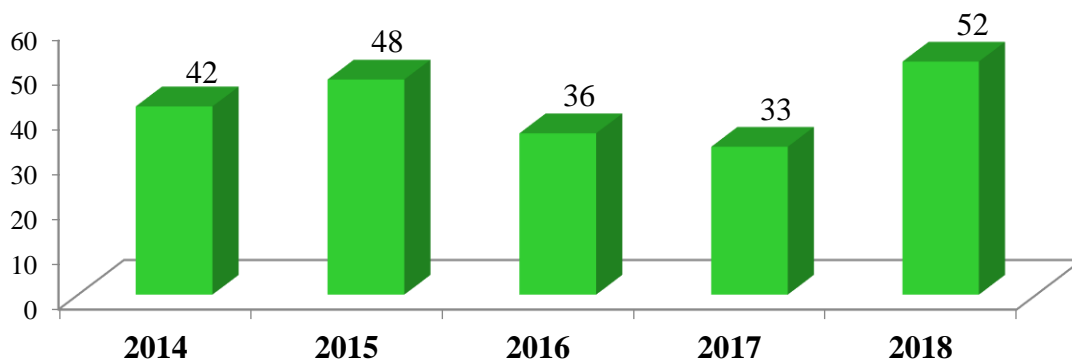
Table 3

Breakdown of injured persons by occupations classification

| | Occupations | Total | | Including | | | |
|---|--|-------------|-------------|------------|------------|-----------|-----------|
| | | | | Serious | | Fatal | |
| | | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 |
| 1 | MANAGERS | 43 | 34 | 11 | 8 | 0 | 1 |
| 2 | SENIOR SPECIALISTS | 131 | 137 | 10 | 11 | 0 | 1 |
| 3 | SPECIALISTS | 144 | 202 | 11 | 14 | 1 | 3 |
| 4 | OFFICE WORKERS | 70 | 107 | 4 | 14 | 0 | 0 |
| 5 | SERVICE AND TRADE EMPLOYEES | 229 | 303 | 13 | 12 | 0 | 1 |
| 6 | QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS | 19 | 39 | 9 | 10 | 1 | 4 |
| 7 | QUALIFIED WORKERS AND CRAFTSMEN | 481 | 486 | 51 | 47 | 4 | 6 |
| 8 | EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS | 376 | 424 | 48 | 49 | 8 | 7 |
| 9 | ORDINARY PROFESSIONS | 423 | 459 | 49 | 44 | 7 | 7 |
| | Total | 1916 | 2191 | 206 | 209 | 21 | 30 |

In 2018, the Labour Inspectorate investigated 61 fatal accidents at work that were not related to the working conditions and environmental factors, 52 (85.3 %) of which were so-called “natural deaths”. Meanwhile the remaining nine 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 to 2017, number of “natural deaths” increased by 57.6 % (see *Graph 9*).



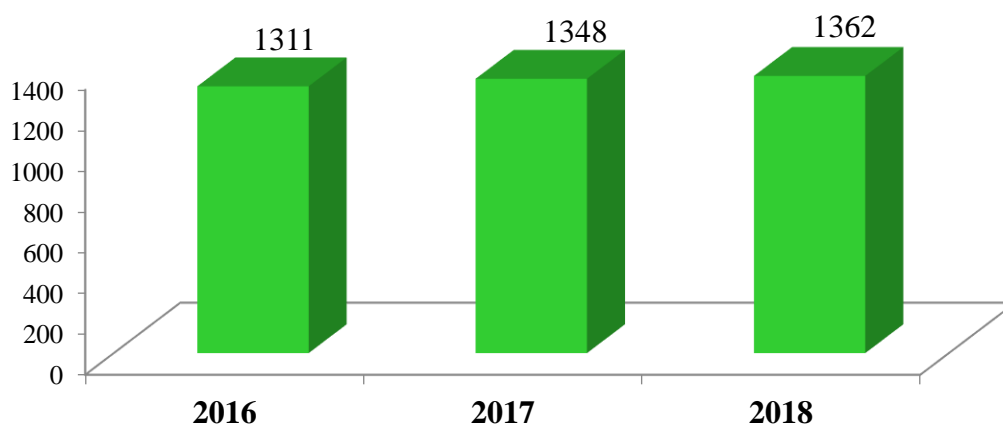
Graph 9. Dynamics of “natural deaths” (2014 – 2018)

While analysing the data by sex and age of persons who had died “naturally” at their workplace, it can be concluded that more men (87.0 %) have died, and the employees in the age group from 55 to 59 (27.0 %).

In 2018, 58.0 % of “natural death” cases at workplaces were registered in four industries: manufacturing industry (12), transport and storage industry (7), construction (6) and public administration and defence (5).

8. The statistical data on occupational diseases

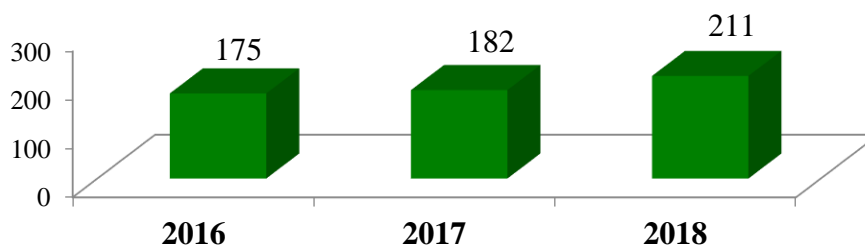
The Labour Inspectorate participated in the investigation of cases of occupational diseases by preparing workplace hygienic descriptions (WHD) at the enterprises. In 2018, the Labour Inspectorate’s officials have prepared 1 362 WHD on the requests of the Occupational Disease Medical Commission of the Occupational and Radiological Medicine Centre of Pauls Stradins Clinical University Hospital (Occupational and Radiation Medicine Centre) and from occupational physicians. In 2018, in comparison with 2017, the number of requests for WHD practically did not change (see *Graph 10*).



Graph 10. Prepared hygienic descriptions of workplaces (2016 – 2018)

According to the information provided by the Occupational and Radiation Medicine Centre, 1 697 of the first-time patients of an occupational disease were confirmed in 2018. It is more by 19.0 % than in 2017.

In 2018, compared to the data of 2017, the number of the first-time patients of an occupational disease per 100 000 employed persons increased by 16.0 % (see *Graph 11*).



Graph 11: Dynamics of the first-time approved occupational disease patients per 100 000 employees (2016 - 2018)

In 2018 like in 2017, the first-time confirmed occupational disease patients most often suffered from diseases of nervous system – 928 (54.7 %). The second most common occupational diseases were musculoskeletal system and connective tissue diseases – 529 (31.2 %), 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 – 188 (11.1 %), 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 | 2017 | 2018 |
|------------------|---|-------------|-------------|
| C00 - D48 | NEOPLASMS (MALIGNANT AND PRE-CANCER DISEASES) | 1 | 0 |
| F00 - F99 | MENTAL AND BEHAVIOURAL DISORDERS | 6 | 5 |
| G00 - G99 | DISEASES OF THE NERVOUS SYSTEM | 727 | 928 |
| H60 - H95 | DISEASES OF THE EAR AND MASTOID PROCESS | 8 | 3 |
| I00 - I99 | DISEASES OF THE CIRCULATORY SYSTEM | 29 | 23 |
| J00 - J99 | DISEASES OF THE RESPIRATORY SYSTEM | 13 | 12 |
| L00 - L99 | DISEASES OF THE SKIN AND SUBCUTANEOUS TISSUE | 4 | 7 |
| M00 - M99 | DISEASES OF THE MUSCULOSKELETAL SYSTEM AND CONNECTIVE TISSUE | 441 | 529 |
| R00 - R99 | SYMPTOMS, SIGNS AND ABNORMAL CLINICAL AND LABORATORY FINDINGS, NOT ELSEWHERE CLASSIFIED | 7 | 2 |
| S00 - T98 | INJURY, POISONING AND CERTAIN OTHER CONSEQUENCES OF EXTERNAL CAUSES | 185 | 188 |
| | Total | 1421 | 1697 |

In 2018, like in 2017 most of the first-time patients of an occupational disease were confirmed in manufacturing industry (368 or 21.7 %), transport and storage (334 or 19.7 %), healthcare and social

care (206 or 12.1 %). More than half (53.5 %) 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 | 2017 | 2018 |
|-----------|--|-------------|-------------|
| A | AGRICULTURE, FORESTRY AND FISHING | 67 | 93 |
| 01 | CROP AND ANIMAL PRODUCTION, HUNTING AND RELATED SERVICE ACTIVITIES | 52 | 67 |
| 02 | FORESTRY AND LOGGING | 15 | 24 |
| 03 | FISHING AND AQUACULTURE | 0 | 2 |
| B | MINING AND QUARRYING | 4 | 16 |
| C | MANUFACTURING | 292 | 368 |
| D | ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY | 19 | 23 |
| E | WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES | 18 | 16 |
| F | CONSTRUCTION | 76 | 74 |
| G | WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES | 180 | 193 |
| H | TRANSPORT AND STORAGE | 261 | 334 |
| I | ACCOMMODATION AND FOOD SERVICE ACTIVITIES | 46 | 58 |
| J | INFORMATION AND COMMUNICATION | 9 | 9 |
| K | FINANCIAL AND INSURANCE ACTIVITIES | 7 | 10 |
| L | REAL ESTATE ACTIVITIES | 22 | 26 |
| M | PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES | 12 | 11 |
| N | ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES | 23 | 21 |
| O | PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL INSURANCE | 96 | 120 |
| P | EDUCATION | 62 | 86 |
| Q | HUMAN HEALTH AND SOCIAL WORK ACTIVITIES | 199 | 206 |
| R | ARTS, ENTERTAINMENT AND RECREATION | 11 | 10 |
| S | OTHER SERVICES | 17 | 22 |
| U | ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES | 0 | 1 |
| | Total | 1421 | 1697 |

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 66.0 % of the occupational patients confirmed for the first time in 2018. The largest number of cases of occupational disease confirmed for the first time was seen in two age groups. Namely, 669 (or 39.4 %) new cases of occupational diseases were detected with employees in the age group of 45 - 54, as well as new cases of occupational diseases were confirmed for employees aged 55 - 64: 815 cases (or 48.0 %).

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

- √ equipment and machine operators – 24.4 %;
- √ qualified workers – 16.9 %;
- √ workers of ordinary professions – 16.2 %;
- √ services and trade workers – 16.0 %.

Table 6

Breakdown of occupational patients by occupations classification

| | Occupations | 2017 | 2018 |
|-----------|--|-------------|-------------|
| 1 | MANAGERS | 30 | 46 |
| 2 | SENIOR SPECIALISTS | 151 | 145 |
| 3 | SPECIALISTS | 122 | 149 |
| 4 | OFFICE WORKERS | 75 | 89 |
| 5 | SERVICE AND TRADE EMPLOYEES | 240 | 271 |
| 6 | QUALIFIED AGRICULTURE, FORESTRY AND FISHERY WORKERS | 23 | 22 |
| 7 | QUALIFIED WORKERS AND CRAFTSMEN | 232 | 287 |
| 8 | EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS | 338 | 414 |
| 9 | ORDINARY PROFESSIONS | 210 | 274 |
| 10 | NACIONAL ARMED FORCES OCCUPATIONS | 0 | 1 |
| | Total | 1421 | 1697 |