

## Annual Report 2006

The year 2006 was a year of essential changes and significant events for the State Labour Inspectorate (SLI). Structural changes were launched in 2006 increasing the SLI capacity and ensuring improvement of work quality, as well as continuing perfection of supervision processes. Important SLI activities were related to participation in two international projects, the objective of which were to develop the SLI administrative capacity, to improve the inspectors' qualification growth and training process as well as to promote preventive activities in the field of occupational safety and health. Big input in the raising of SLI capacity was given by the implemented project "Improvement of occupational safety system and labour relation supervision" of the national programme of European Social Fund (ESF) "Support to the capacity strengthening in the institutions responsible for the introduction of labour market and gender equality, to information dissemination and awareness raising". In 2006 the SLI received a tripartite audit report of the Latvian Labour Inspectorate by the International Labour Organization which included evaluation of definite parts of the SLI system of activity and recommendations, which serve as a basis for the future improvement and development of SLI system of activity. During this period the SLI continued work on the implementation of the project "Occupational health and safety system (further development)" of the EU programme "Transition facilities for the strengthening of administrative capacity" that promoted SLI development.

In 2006 the SLI participated in EU level activities, it carried out the information campaign of European Week "*Youth and occupational and health protection*". The motto of the European week was "Safe start". Five workshops were organized within the framework of the above activity on the topic "Healthy Workplace Initiative – a better workplace for all". Workshops were carried out in five towns of Latvia and were attended by 375 managers and occupational safety specialists of small and medium companies. There were also distributed over 5000 informative materials on occupational and health protection.

An information and inspection campaign of the Senior Labour Inspectors Committee (SLIC) "*Asbestos-2006*" was organized during the reporting period, and within its framework nine workshops for employers and inspectors on work with asbestos containing materials were organized in the regions, and informative materials as well as "Guidelines for work with asbestos materials" developed by the SLIC were distributed.

During the reporting period the SLI implemented the priorities established by the Ministry of Welfare for 2006, and one of them was reduction of illegal employment. In 2006 the SLI got 7 additional staff positions, thus all in all 16 inspectors were appointed to work in the field of illegal employment reduction. To ensure reduction of illegal employment in 2006 the inspections were carried mainly in the companies of the sectors where business activity is related to the increased risk of illegal employment (construction, retail trade and wholesale trade, agriculture, health care). In its turn, to raise the awareness of the public about the reduction of illegal employment in the country information campaigns were organized and preventive activities carried out in the field of labour legal relations.

### **1. Laws and regulations related to the SLI activity**

**1.1.** Laws regulating SLI activity and took effect in 2006: none;

**1.2.** Laws, statutes and regulations the enforcement of which is supervised by the SLI and which took effect in 2006:

- Regulations of the Cabinet of Ministers No. 99 "Regulation on Types of Commercial Activities where Employer Involves Competent Institutions", 8 February 2005;
- Regulation of the Cabinet of Ministers, No. 101 "Regulation on Requirements Set Out to Competent Institutions and Competent

Specialists regarding Occupational Safety Issues and Competency Evaluation Procedure”, 8 February 2005;

- Regulations of the Cabinet of Ministers No. 124 “Sample of Dangerous Equipment Testing Sign”, 14 February 2006;
- Regulations of the Cabinet of Ministers No. 150 “Labour Protection Requirements in Mining of Mineral Resources”, 21 February 2006;
- Regulations of the Cabinet of Ministers No. 794 “Regulations on Prohibitions and Limitations Regarding Employment of Children when Carrying out Public Work”, 26 September 2006;
- Regulations of the Cabinet of Ministers No. 588 “Certification Procedure of Metal Material Welding Operators and Defect Identification Specialists in Regulated Field”, 18 July 2006;
- Regulations of the Cabinet of Ministers No. 332 “Regulation on Environment Pollution Created by Manufacturing Asbestos Products and Management of Asbestos Refuse”, 25 April 2006;
- Regulations of the Cabinet of Ministers No. 339 “Regulations on Requirements to Designing and Installation of Storing Reservoirs for Dangerous Chemical Substances and Chemical Preparations (Products), on Evaluation Procedure of their Compliance and Market Surveillance”, 25 April 2006.

## 2. SLI staff

2.1. In 2006 the SLI was granted additional 7 staff positions for the reduction of illegal employment, thus the SLI had in total 211 staff positions of which **180** were civil servants’ and **31** – employees’ positions. As of 31 December 2006 the SLI had 43 or 20,4% vacant staff positions.

2.2. Of all SLI inspectors:

- chief state labour inspectors – **65**;
- senior state labour inspectors – **25**;
- state labour inspectors – **41**;
- junior state labour inspectors – **25**.

2.3. Number of the SLI inspectors – women – **74**, of whom:

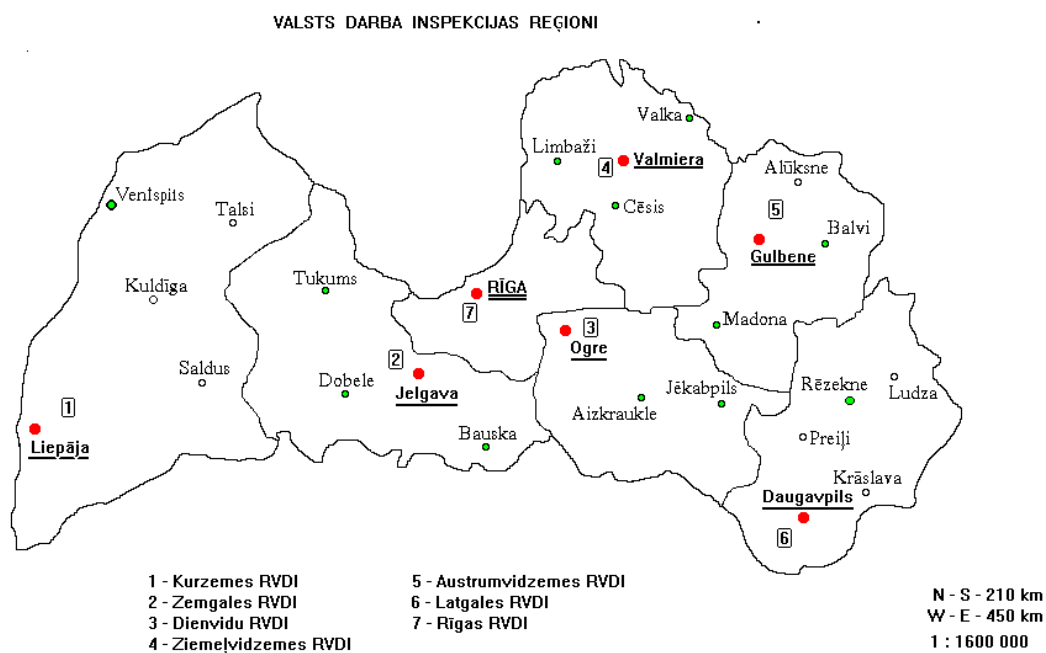
- chief state labour inspectors – **24**;
- senior state labour inspectors – **16**;
- state labour inspectors – **26**;
- junior state labour inspectors – **8**.

2.4. Information on the geographical location of SLI structural units

On the territory of Latvia there are functioning **7 Regional State Labour Inspectorates (RSLI)**. Each RSLI has its own supervision territory that is determined according to the division of Latvia into administrative territorial districts. Borders of each RSLI supervision territory coincide with the borders of respective districts of Latvia.

1. **Kurzeme RSLI** carries out supervision in Saldus, Kuldiga, Talsi, Ventspils and Liepaja districts. The centre of Regional Inspectorate is situated in Liepaja.

2. **Zemgale RSLI** carries out supervision in Bauska, Jelgava, Dobele and Tukums districts. The centre of Regional Inspectorate is situated in Jelgava.
3. **Southern RSLI** carries out supervision in Ogre, Aizkraukle and Jekabpils districts. The centre of Regional Inspectorate is situated in Ogre.
4. **Northern Vidzeme RSLI** carries out supervision in Limbaži, Valmiera, Valka and Cesis districts. The centre of Regional Inspectorate is situated in Valmiera.
5. **Eastern Vidzeme RSLI** carries out supervision in Balvi, Aluksne, Madona and Gulbene districts. The centre of Regional Inspectorate is situated in Gulbene.
6. **Latgale RSLI** carries out supervision in Rezekne, Ludza, Preiļi, Krāslava and Daugavpils districts. The centre of Regional Inspectorate is situated in Daugavpils.
7. **Rīga RSLI** carries out supervision in Rīga and Jūrmala town and Rīga district. The centre of Regional Inspectorate is situated in Rīga.



### 3. Statistical data on companies under the control of SLI and number of employees working in these companies

3.1. Number of companies under the control of the SLI – **135 027**.

3.2. Number of employees in the companies under the control of the SLI – **968 192**.

### 4. Statistical data on inspections

Number of companies inspected by the SLI in 2006 – **10 588**, of which more than once a year – **1 505**.

Number of companies identified by the SLI in year 2006 – **44 262**.

Number of employees in the identified companies – **872 343**, of which

- men – **468 491**,

- women - **385 469**,
- teenagers (15 – 18 years) – **383**.

## **5. Statistical data on discovered violations and applied sanctions**

**5.1.** In year 2006 the SLI inspectors have issued the employers altogether **3430 enforcement reports** on altogether **25 147 violations**, of which:

- in the field of labour legal relations – **4287**;
- in the field of labour protection – **20860**.

### **5.2. Applied sanctions and their types**

In 2005 **administrative penalties** were applied for the violation of regulating documents on labour, labour protection and operation of dangerous equipment:

- **1108 pecuniary penalties** (for the sum total of 108 087 LVL):
  - for the violation of labour legal relations – **850**;
  - for the violation of labour protection legislation **258** (among which, for the violation of technical supervision of dangerous equipment – **34**);
- **54 warnings to halt the company**.

In 2006 there were halted altogether **10 manufacturing bays and shops, 101 machines and equipment (including 75 pieces of dangerous equipment)**.

## **6. Statistical data about accidents at work**

According to the SLI information in 2006 in the country the number of employees that had suffered at accidents was 1716, including 53 fatal accidents and 286 severe injuries. In comparison with the data of 2005 the total number of persons that had suffered at accidents has grown by 134 cases (7,8 %), the number of severely injured by 10 cases (3,5%), in its turn the number of fatal accidents has fallen by 3 cases (5,7 %).

The growth of total number of accidents is caused mainly by the growth of economic activity in Latvia, as a result companies (particularly in processing sector and construction companies) hired the new staff members who were not sufficiently and qualitatively trained, their practical skills were not sufficient to carry out specific works, and working staff members were not given sufficient training and instruction in health and labour protection issues. It should be pointed out that one the reasons causing the increase of total number of accidents is related to the fact that the country has mainly small and medium size companies whose activity is temporary, and this group of companies is under constant changes – they are being liquidated and new ones are being organized. Thus in these companies there is no stable labour protection system, no working environment risk assessment is done, which is an essential accident cause.

In 2006 the SLI cooperated actively with the State Social Insurance Agency (SSIA), Compulsory Health Insurance State Agency (CHISA), the police and medical institutions that helped to discover under-reported accidents at work. During the reporting period, thanks to the active work of SLI inspectors and cooperation with the above institutions there were revealed 17 under-reported accidents. The SLI is of the opinion that these figures do not reveal the actual situation in the country, but it hopes that in the future through mutual cooperation information on under-reported accidents will increase.

The number of persons that have suffered at accidents per 100 000 employees in years 1995 – 2006 is given in Diagram 1.

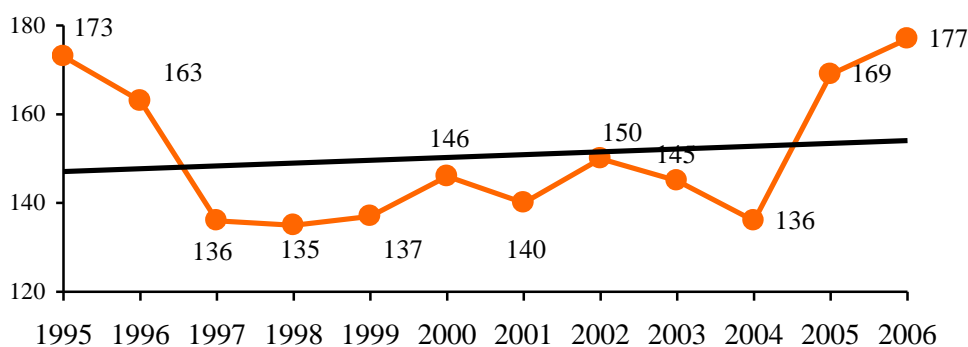


Diagram 1. Total number of persons that have suffered at accidents per 100 000 employees (1995 – 2006)

Table 1

**Breakdown of accident victims by sectors according to NACE classifier**

Sectors		Total		Including			
				Serious		Fatal	
		2005	2006	2005	2006	2005	2006
<b>A</b>	<b>AGRICULTURE, HUNTING AND FORESTRY</b>	82	78	19	20	3	8
<b>B</b>	<b>FISHERY</b>	4	3	0	2	1	0
<b>C</b>	<b>MINING AND QUARRYING</b>	9	10	5	1	0	1
<b>D</b>	<b>PROCESSING INDUSTRY</b>	534	587	83	86	9	16
<b>E</b>	<b>ELECTRIC ENERGY, GAS AND WATER SUPPLY</b>	40	36	6	3	6	1
<b>F</b>	<b>CONSTRUCTION</b>	172	217	67	65	15	10
<b>G</b>	<b>WHOLESALE TRADE AND RETAIL TRADE; REPAIR OF CARS, MOTOR-CYCLES, PERSONAL AND HOUSEHOLD GOODS</b>	107	147	15	21	2	0
<b>H</b>	<b>HOTELS AND RESTAURANTS</b>	20	13	1	0	0	1
<b>I</b>	<b>TRANSPORT, STORAGE AND COMMUNICATION</b>	261	285	39	33	10	8
<b>J</b>	<b>FINANCIAL INTERMEDIATION</b>	9	1	2	0	1	0
<b>K</b>	<b>REAL ESTATE TRANSACTIONS, RENTING, COMPUTER SERVICES, SCIENCE AND OTHER COMMERCIAL SERVICES</b>	24	24	1	7	1	3
	<b>Total</b>	<b>1582</b>	<b>1716</b>	<b>276</b>	<b>286</b>	<b>56</b>	<b>53</b>

When analysing **the accident victims by occupations** (according to the Occupation Classifier of the Latvian Republic) it can be concluded that most often the victims are qualified workers and craftsmen (building workers, locksmiths, electricians, mechanics, a.o); equipment and machine operators and article assemblers (operators of timber processing equipment, fitters, assemblers, transport drivers a.o), workers of ordinary occupations (salesmen, office cleaners,

auxiliary workers, street sweepers, a.o); (see Table 2). If compared with previous years the occupations of victims have not changed significantly.

Table 2

**Breakdown of accident victims by occupation**

	Occupation	Total		Including			
				Serious		Fatal	
		2005	2006	2005	2006	2005	2006
1	<b>LAWMAKERS, STATE OFFICIALS, MANAGERS</b>	40	34	14	11	3	3
2	<b>SENIOR SPECIALISTS</b>	91	65	5	7	2	0
3	<b>SPECIALISTS</b>	104	100	12	14	3	4
4	<b>CIVIL SERVANTS</b>	95	101	6	7	3	2
5	<b>SERVICE AND TRADE EMPLOYEES</b>	162	185	16	11	1	0
6	<b>QUALIFIED AGRICULTURE AND FISHERY EMPLOYEES</b>	23	26	6	7	1	1
7	<b>QUALIFIED WORKERS AND CRAFTSMEN</b>	411	442	85	89	21	11
8	<b>EQUIPMENT AND MACHINE OPERATORS AND ARTICLE ASSEMBLERS</b>	357	413	66	70	16	18
9	<b>ORDINARY PROFESSIONS</b>	299	350	66	70	6	14
	<b>Total</b>	<b>1582</b>	<b>1716</b>	<b>276</b>	<b>286</b>	<b>56</b>	<b>53</b>

The main causes of accidents (see Table 3) are non-compliance to labour safety requirements by the workers, among which, disregarding of labour safety instructions; insufficient attention when performing the work; choice of wrong working methods; non-observance of work technologies; disregarding of safety devices and personal protection equipment; shortcomings in staff discipline; working under alcoholic intoxication, shortcomings in work organization, including insufficient control over observance of labour safety instructions and work performance; unsatisfactory staff training and instruction on labour safety and health issues; wrong choice of work technologies; unsatisfactory arrangement of workplace; unsatisfactory working conditions, including lack of appropriate safety devices and personal protection equipment; poor order at workplace; damaged equipment, tools or instruments; violation of road traffic rules.

Table 3

**Breakdown of accidents by accident causes**

	Accident causes	Total		Including			
				Serious		Fatal	
		2005	2006	2005	2006	2005	2006
1	<b>Unsatisfactory conditions at workplace</b>	161	174	48	45	5	7
2	<b>Unsure human action (action/person)</b>	1281	1363	217	208	43	37
3	<b>Labour organization and related shortcomings</b>	248	221	101	114	21	18
4	<b>Violation of road traffic rules</b>	102	111	17	23	8	10

**7. Statistical data on occupational diseases**

In 2006 in Latvia there were identified **589 new occupational patients**. It is 195 (24,9%) cases less than in 2005. It was discovered that one patient has several diseases; therefore the number of recorded occupational diseases (1111 occupational diseases) is much bigger than the number of occupational patients.

In 2006 **569 occupational patients** were recorded in the companies **functioning** in the state, which is 172 cases less than in 2005.

The dynamics of occupational patients in years 2001 – 2006 see in Diagram 2.

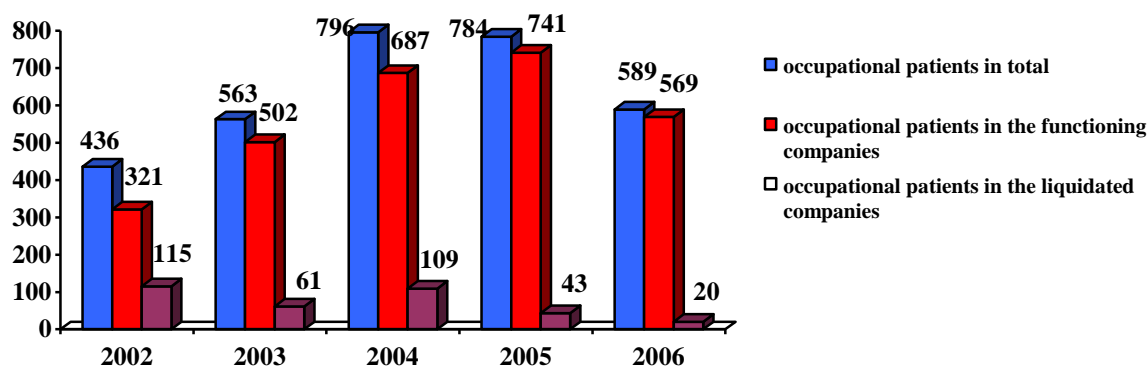


Diagram 2 . Occupational patients in years 2001 – 2006

Table 4

**Breakdown of occupational diseases by sectors according to NACE classifier**

	Breakdown of occupational diseases according to the type economic activity according to NACE classifier	Year 2006	Year 2005
<b>A</b>	Agriculture, hunting and forestry	54	61
<b>B</b>	Fishery	4	4
<b>C</b>	Mining and quarrying	5	5
<b>D</b>	Processing industry	186	226
<b>E</b>	Electric energy, gas and water supply	10	14
<b>F</b>	Construction	33	24
<b>G</b>	Wholesale trade and retail trade; repair of cars, motor-cycles, personal and household goods	24	31
<b>H</b>	Hotels and restaurants	5	9
<b>I</b>	Transport, storage and communication	98	161
<b>J</b>	Financial intermediation	2	0
<b>K</b>	Real estate transactions, renting, computer services, science and other commercial services	3	9
<b>L</b>	Public administration and defence; compulsory social insurance	16	15
<b>M</b>	Education	26	38
<b>N</b>	Health and social care	82	113
<b>O</b>	Public, social and individual services	20	31
<b>P</b>	Individual households with paid workforce	1	0
<b>Q</b>	Non territorial organizations and institutions	0	0
	<b>Total:</b>	<b>569</b>	<b>741</b>

When analysing cases of occupational diseases in the context of common structure of occupational patients' occupations (see Table 5), it can be concluded that the biggest number of patients is in the following groups: equipment and machine operators and article assemblers – 37,2%; qualified workers and craftsmen – 23,7% (6,2% increase); senior specialists – 9,1%; specialists – 8,4%; ordinary professions – 8,4%, service and trade employees – 7,2%. In the group of equipment and machine operators and article assemblers the biggest number of registered occupational patients in connection with the exposure period to work risk factors. It can be concluded that one half of occupational patients are connected with operation of technological equipment which is characterized by a forced position, monotonous work, tension of different muscle groups which is a cause of occupational diseases. Employers pay little attention to workers' physical loads, ergonomics and their training on how to lift weights correctly. It should be stressed that employees themselves often do not care about their health and visit doctors and respective institutions too late, when they want to receive compensation for damage caused to their health at work, and to improve working environment in the company. Similarly employees are unaware of the influence of hazardous work risks on their health to be able to avoid falling ill, they do not use provided personal protection equipment, disregard breaks envisaged during working process and correct working methods.

*Table 5*

**Breakdown of occupational diseases by occupations**

	Breakdown of occupational diseases by profession groups, according to occupation classifier	2006	2005
<b>1</b>	Lawmakers, senior state officials, managers	2	9
<b>2</b>	Senior specialists	52	62
<b>3</b>	Specialists	48	97
<b>4</b>	Civil servants	13	11
<b>5</b>	Service and trade employees	41	58
<b>6</b>	Qualified agriculture and fishery employees	18	18
<b>7</b>	Qualified workers and craftsmen	135	127
<b>8</b>	Equipment and machine operators and article assemblers	212	277
<b>9</b>	Ordinary professions	48	82
	<b>Total:</b>	<b>569</b>	<b>741</b>

When analysing occupational diseases according to the 10<sup>th</sup> International Classification of Diseases and Health Problems it can be concluded that their number has fallen in all disease groups, except in the group of respiratory diseases where there is an increase by 17 cases. These are chronic bronchitis and laryngitis. 40,5 % of respiratory tract diseases is asthma cases. Pneumoconiosis - asbestosis is registered for ships' repair workers. Pneumoconiosis is identified in four electro gas-welding operators. The biggest number of patients is in the following disease groups:

diseases of nervous system – 32,3%; musculoskeletal system diseases – 27,5%; after-effects of poisoning and other external influence – 21,7% (vibration disease); diseases of respiratory system – 12,1%.



Table 6

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

	<b>Groups and code of occupational diseases according to the 10<sup>th</sup> International Classification of Diseases</b>	<b>2006</b>	<b>2005</b>
A00 –B99	Infectious and parasite diseases	11	29
C00 –C97, D00 –D48	Tumours (malignant and pre-cancer diseases)	4	5
D50 –D89	Blood and blood producing organ diseases and immune system's disorders	0	0
E00 – E90	Endocrine, perception and metabolism diseases	0	0
F00 – F99	Psychic and behavioural disorders	0	0
G00 –G99	Diseases of nervous system	184	254
H00 –H59	Eye and auxiliary organ diseases	1	0
H60 –H95	Ear and ear knoll diseases	11	6
I00 – I99	Blood circulation diseases	1	3
J00 – J99	Respiratory system diseases	69	52
K00 –K93	Diseases of digestive apparatus	0	0
L00 – L99	Skin and subcutaneous diseases	7	7
M00 M99	Skeleton – muscular diseases	157	222
N00 –N99	Diseases of urology system	0	0
T36-T 78	After-effects of poisoning and other external influence	124	163
	<b>Total:</b>	<b>569</b>	<b>741</b>

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