

## National strategies mapping

### Country Overview

## LATVIA

COUNTRY	LATVIA
<b>1. Basic information</b>	<p>Par Darba aizsardzības politikas pamatnostādņēm 2016-2020 gadam<sup>1</sup></p> <p>Un-official translation: Labour Protection Policy Strategy for 2016-2020)<sup>2</sup></p> <p>Par Darba aizsardzības jomas attīstības plānu 2016.-2018. gadam (Labour Protection Policy Plan for 2016-2018)<sup>3</sup></p> <p>Former strategy:</p> <p>Par Darba aizsardzības politikas pamatnostādņēm 2008.-2013. gadam<sup>4</sup></p> <p>English version: Strategy for the Development of the Labour Protection Field 2008-2013)<sup>5</sup></p>
<b>2. Background and the perceived problem</b>	<p>Problems identified:</p> <p>Public information:</p> <ol style="list-style-type: none"> <li>1. Level of awareness of inhabitants regarding labour protection issues should be assessed as non-sufficient in general.</li> <li>2. The main risk groups include young people with a low level of education, as well as inhabitants who work in micro and small-sized enterprises.</li> <li>3. Lack of auxiliary materials for training and instructing of employees, non-sufficient understanding and performance of requirements of laws and regulations, lack of knowledge and unwillingness to obtain additional information, to learn and comply with the requirements, are possible causes of the low level of awareness of persons employed in small-sized and micro enterprises.</li> </ol> <p>Promoting efficient introduction of the labour protection requirements:</p> <ol style="list-style-type: none"> <li>1. A high number of accidents, especially a large proportion in hazardous sectors, due to an unsafe work environment in enterprises, related to a non-sufficient practical implementation of labour protection requirements in the enterprises.</li> <li>2. Especially high number of serious and fatal accidents, which in Latvia is higher than on average in the EU.</li> <li>3. Risk groups: <ol style="list-style-type: none"> <li>a. Small-sized and micro enterprises are a special risk group.</li> </ol> </li> </ol>

<sup>1</sup> Par Darba aizsardzības politikas pamatnostādņēm 2016 -2020 gadam. Available at: <https://likumi.lv/ta/id/279509-par-darba-aizsardzibas-politikas-pamatnostadnem-2016-2020-gadam>

<sup>2</sup> For the official English translation of the strategy see, <http://www.lm.gov.lv/text/1860>

<sup>3</sup> Par Darba aizsardzības jomas attīstības plānu 2016.-2018. gadam, available at <https://likumi.lv/doc.php?id=279819>

<sup>4</sup> Par Darba aizsardzības politikas pamatnostādņēm 2008-2013 gadam. Available at: <https://likumi.lv/doc.php?id=174152>

<sup>5</sup> Strategy for the Development of the Labour Protection Field 2008-2013, adopted by the Cabinet of Ministers on 17 April 2008. Available at: [http://www.lm.gov.lv/upload/legislation/leg\\_health\\_1.pdf](http://www.lm.gov.lv/upload/legislation/leg_health_1.pdf)

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	<ul style="list-style-type: none"> <li>b. Work places in the enterprises of manufacturing industry, transport and storage sector, construction, agricultural and forestry, as well as fishery, manufacturing of paper and paper products, printing and publishing, manufacturing of textile products and garments, manufacturing of metal and metal products.</li> <li>c. Enterprises of the private sector, enterprises where non-registered employment exists, i.e., where at least a part of the salary is paid in an envelope, as well as enterprises, which have been recently established.</li> <li>d. Enterprises which are located in Riga and Zemgale Region.</li> </ul> <p>Promoting health protection of employed persons:</p> <ul style="list-style-type: none"> <li>1. The large number of persons suffering from occupational diseases, occupational and work-related diseases, as well as development of occupational diseases among comparatively young people.</li> <li>2. Late diagnostics of occupational diseases when health disorders are progressing and cannot be prevented, but require a long-term medical treatment and cause significant expenditure for both the victim of an occupational disease himself or herself and the employer, and the public in general.</li> <li>3. Unhealthy and sedentary lifestyle.</li> <li>4. Changes in the structure of the most wide-spread occupational diseases, during the last years by the most rapid increase in the number of occupational diseases caused by physical overload.</li> <li>5. Ergonomic risk factors — repeated movements or body positions causing pain and lifting, carrying or moving of loads on an everyday basis.</li> <li>6. Stress is mentioned as the work environment risk encountered most often in Latvia.</li> </ul> <p>Supervision and control of the field of the labour protection:</p> <ul style="list-style-type: none"> <li>1. Necessity to obtain wider, deepened information regarding situation in enterprises, compliance with labour protection requirements and current labour protection issues.</li> <li>2. Non-sufficient knowledge and skills of SLI officials for preventive and deepened inspection of hazardous sectors, which is determined by the fast technological development and high turnover of SLI officials.</li> <li>3. Non-competitive remuneration, which hinders filling of vacant posts of inspectors with employees, who are competent and compliant with the requirements.</li> <li>4. Non-sufficiency of technological provision at the disposal of the SLI and depreciation of the present technologies, thus non-conformity with practical needs, as well as lack of IS application of the SLI for remote work. By working with depreciated office equipment and devices, provision of services for clients is burdened, work efficiency is reduced and costs for repair of devices are increased.</li> <li>5. Further training of inspectors, by attracting qualified lecturers, is required; the necessity to introduce new working methods in practice and pay more attention to preventive work.</li> </ul> <p>Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons:</p> <ul style="list-style-type: none"> <li>1. There is greater insecurity in respect to safety and health at work in non-standard forms of employment.</li> </ul>

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	<ol style="list-style-type: none"> <li>2. Low awareness of self-employed persons and interest in labour protection issues.</li> <li>3. Lack of first aid kits and other aid in work of self-employed persons, because they are not purchased at all, their purchase is delayed or their due maintenance is not carried out.</li> <li>4. Problems with improvement of accommodation conditions at workplaces of self-employed persons, for example, construction or repair of showers, rest rooms, toilets and purchase of work clothes and personal protective equipment.</li> <li>5. Self-employed persons by failing to pay sufficient attention to their safety and health protection at work, do not pay sufficient attention to ensuring of rest time either.</li> <li>6. Concurrently, specific information regarding labour protection issues at work of self-employed persons is not compiled and is not easy accessible.</li> </ol>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	The main objective of the labour protection policy is the creation of safe workplaces which also promote a prolongation of the working life of workers, improve the economic situation in the State and enterprises and increase the level of welfare of the whole society.
<b>4. Details of the strategy and activity plan</b> <b>Axis description</b>	
<b>Priorities</b>	<p>The following Action Directions have been set in order to achieve the policy objective and result:</p> <ul style="list-style-type: none"> <li>▪ Public information;</li> <li>▪ Promoting efficient introduction of the labour protection requirements;</li> <li>▪ Promoting health protection of employed persons;</li> <li>▪ Supervision and control of the field of the labour protection;</li> <li>▪ Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons.</li> </ul>
<b>Details of the activity plan</b>	
Action Direction	Task
Public information	<ul style="list-style-type: none"> <li>▪ To ensure increase in public awareness and level of understanding regarding labour protection issues, especially regarding working environment risk factors, and issues of labour rights, by facilitating the preventive culture.</li> <li>▪ To implement educating activities with a view to increase the level of knowledge of students of educational institutions regarding issues of labour protection and labour rights.</li> </ul>
Promoting efficient introduction of the labour protection requirements	<ul style="list-style-type: none"> <li>▪ To ensure support for enterprises in the implementation of the labour protection requirements.</li> <li>▪ To implement training for the persons involved in the compliance with the labour protection requirements: employers, employees, labour protection specialists.</li> </ul>

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Promoting health protection of employed persons	<ul style="list-style-type: none"> <li>▪ To facilitate improvement and updating the knowledge of physicians of occupational diseases and occupational health, general practitioners and other medical treatment persons regarding factors causing occupational diseases, timely diagnostics of occupational diseases and current issues in the field of occupational health.</li> <li>▪ To improve knowledge and skills of employees in the issues of health promotion at work.</li> <li>▪ To improve prevention, diagnostics and medical treatment of occupational diseases.</li> </ul>
Supervision and control of the field of the labour protection	<ul style="list-style-type: none"> <li>▪ To acquire additional information and data regarding the situation in the field of labour protection and labour rights.</li> <li>▪ To ensure efficient State supervision and control, by strengthening the capacity of the State Labour Inspectorate.</li> </ul>
Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons	<ul style="list-style-type: none"> <li>▪ To implement measures for ensuring of safety and health protection for the persons who perform the work within the framework of non-standard forms of employment (distance work, persons employed in households, etc.).</li> <li>▪ To promote ensuring safe work environment and working conditions for self-employed persons.</li> </ul>
<b>5. Actors and stakeholders</b>	<p>Requirements set by article 24 of the Labour Protection Law foresee that the Ministry of Welfare shall formulate state policy in the field of labour protection and coordinate its implementation. The labour protection policy strategy for 2016-2020 has been developed and adopted by the Cabinet of Ministers.</p> <p>The Ministry of Welfare is the responsible authority for the supervision of the tasks laid down in the Strategy.</p> <p>Other stakeholders involved in the implementation of the tasks laid down in the Strategy:</p> <ol style="list-style-type: none"> <li>1. Free Trade Union Confederation of Latvia</li> <li>2. Employers' Confederation of Latvia</li> <li>3. Latvian Association of Occupational Physicians</li> <li>4. Ministry of Education and Science</li> <li>5. Riga Stradins University Agency "Institute for Occupational Safety and Environmental Health"</li> <li>6. State Labour Inspectorate</li> </ol>
<b>6. Resources and timeframe</b>	<p>Granted State budget funds.</p> <p>Additional funds from the State budget for the implementation of the measures provided for the Strategy 2017 to 2020 shall be examined during the preparation process of the Cabinet draft law on the State budget for the current year and draft law on medium-term budget framework together with the proposals from all ministries and other central State institutions for new policy initiatives in conformity with the financial possibilities of the State budget.</p>
<b>7. Evaluation/lessons learned</b>	<p>"In the assessment of the implementation process it was concluded that the situation in the field of labour protection in general has improved. In order to ensure further improvement of the situation, it is necessary to continue implementation of appropriate measures for the reduction of</p>

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	<p>the number of accidents at work and occupational diseases, by taking into account the most current environmental problems in Latvia, the groups of employed persons most exposed to risk, as well as the groups of those enterprises, in which the laws and regulations governing the labour protection are often infringed, identified in the studies “<a href="#">Working Conditions and Risks in Latvia, 2012-2013</a>”</p> <p>The Ministry of Welfare shall draw up and submit to the Cabinet the following reports:</p> <p>7. by 30 September 2019 — an informative report on interim period assessment of the implementation of the Strategy;</p> <p>8. by 30 September 2021 — an informative report on final assessment of the implementation of the Strategy.</p>				
Ex ante indicators for the years 2012 to 2020	<b>Policy result (PR)</b> — Those working conditions have improved in enterprises of Latvia, which ensure safe and harmless work environment for employees				
	<b>Performance indicator (PI)</b>	<b>2013</b>	<b>2014</b>	<b>2018</b>	<b>2020</b>
	1. The number expressed as a percentage of inhabitants of all the surveyed inhabitants who are well informed about the labour protection requirements.  <i>Source: The study “Working Conditions and Risks in Latvia”</i>	<b>36.5 %</b>	<b>no data</b>	<b>38.5 %</b> <i>(increase of 5 % compared to 2013)</i>	<b>40 %</b> <i>(increase of 9.5 % compared to 2013)</i>
	2. The total number of persons suffered in serious accidents at work and died in fatal accidents at work per 100 000 employed persons.  <i>Source: SLI</i>	<b>33.02</b>	<b>32.46</b>	<b>31.37</b> <i>(decrease of 5 % compared to 2013)</i>	<b>29.72</b> <i>(decrease of 10 % compared to 2013)</i>
	3. The number of persons suffering from occupational diseases in the age group of up to 44 years expressed as a percentage of all the persons suffering from	<b>9.1 %</b>	<b>8.8 %</b>	<b>8.5 %</b> <i>(decrease of 6.5 % compared to 2013)</i>	<b>8.1 %</b> <i>(decrease of 11 % compared to 2013)</i>

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	<div data-bbox="571 277 1401 389"> <p>occupational diseases.</p> <p>Source: SLI</p> </div> <div data-bbox="571 416 1401 1442"> <p><b>Link-up:</b> Policy result and objective comply with the following documents:</p> <ul style="list-style-type: none"> <li>▪ EU Strategic Framework on Health and Safety at Work 2014-2020 (published on 6 June 2014);</li> <li>▪ Council conclusions “EU Strategic Framework on Health and Safety at Work 2014-2020: Adapting to New Challenges”;</li> <li>▪ National Development Plan of Latvia for 2014-2020 (Action direction “Decent Work”, Task 3 “Promotion of registered employment and socially responsible business, including elimination of hidden forms of employment, improvements in the workplace by strengthening the capacity of the Labour Inspectorate and the monitoring system, social dialogue, awareness-raising campaigns and support for the training of businesses and employees, including on various types of employment, matters relating to age diversity and workplace suitability. Involvement of the public in addressing social issues through facilitating the establishment and operation of social enterprises.”</li> <li>▪ In the situation description of the Strategy for Inclusive Employment 2015-2020 the quality of workplaces is referred to in Paragraph 1.5 as a significant problem.</li> <li>▪ the 4th defined sub-objective of the Strategy for Public Health 2014-2020: To facilitate healthy and safe life and work environment, to reduce injury and mortality due to external causes of death. Action direction: mitigation of injuries and impact of environmental risks on the public health, 4.10. To improve knowledge of medical practitioners (general practitioners, neurologists etc.) regarding factors causing occupational diseases and timely diagnostics of occupational diseases</li> </ul> </div>