TÖÖINSPEKTSIOON

Work Environment 2014

March 2015

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Foreword

There is a human being behind every figure

Approximately 625 000 people of Estonia are employed either full or part time. More than half of one`s life a person spends doing work. Going to work is a part of a routine, creating security in a good sense. We go to work every morning in order to return home contented and healthy in the evening.
Unfortunately, this is not always the case.
In 2014, there were over 4,600 registered work accidents, 900 of them were serious.
Almost 700 times serious work accidents were caused by slips, trips or falls on the same level. As a result, a large part of workers had to stay away from work for 1-3 months, with a fracture as the diagnosis. However, it does not require large expenditures to avoid such accidents in the work environment. It is too often that an accident has been caused by a wire or a box left on the floor, unattached floor-covering, or an object dropped, wet floor or wearing inappropriate footwear for work - all these things that require particular care and perception, not a big wallet.

16 people were killed due to work accidents last year.
In order to have a true picture, it should be emphasized that these were not work areas where major risks may be assumed, as for example, in case of a military, police or firefighter-rescuer occupation. A teacher, a builder, a driver, a metal-worker, a farmer, an electrician, a coach, a bus driver and an assistant locomotive driver lost their lives.

Having a health damage and losing one`s life at work is not a mere statistical figure.
There is a person behind every figure together with his family and loved ones who are affected by this event. Therefore, we must do everything possible so that in the near future there would be far fewer of such families who have suffered as a result of an accident at work.

Employers, employees and the state, all parties have to contribute to a safe work environment.

Working conditions are pursuant to the Constitution of the Republic of Estonia, under the control of the state, and it is the duty of the state to carry out state supervision of work environment - to inform the social partners of workplace risks, and to advise them how to cope with these risks and be healthy.

The Labour Inspectorate will substantially expand inspection and advisory activities in 2015.

But what will be your contribution?

Maret Maripuu
Director General of the Labour Inspectorate
March 2015

Work Environment in 2014

The inspection activities in the field of health and safety at work are directly influenced both by the number of employed people and the number of enterprises in different fields of activity. The year 2014 can be characterized as a good one, when the number of employed persons showed a continuing upward trend. Compared to 2013 there were over 3 500 more persons employed.

Based on the data of the Statistics Estonia the labour market is under way towards structural changes, where the number of younger workers decreases and the number of older workers increases. Over the last ten years (2004-2014) the number of older employees grew (aged 50-74) by 39,000, while both the number of younger (15-24), as well as the number of middle-aged workers (25-49) fell by 8,000 in both cases.

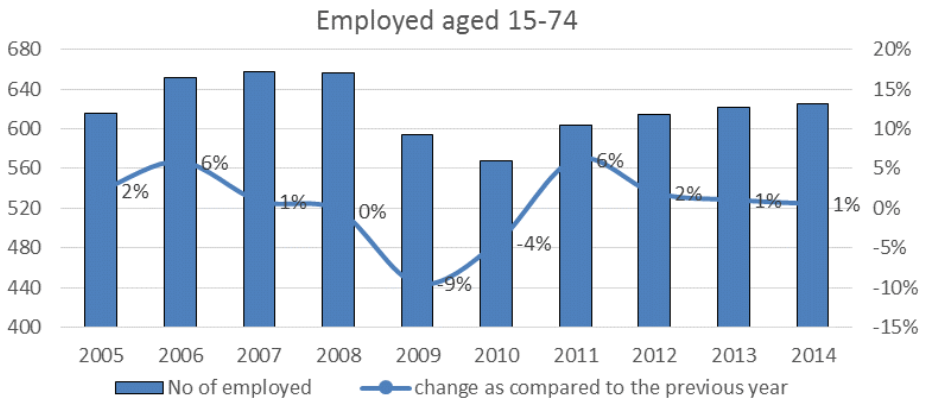
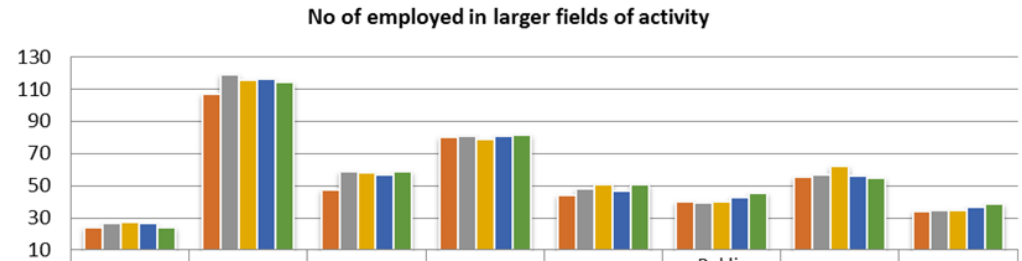


Figure 1. The No of employed (aged 15-74) and change as compared to the previous year

In addition to the economic growth, also depopulation, the uneven size of the population by age groups, the gradual increase in the retirement age, and many other factors contributed to the increase in the employment rate.

The employment rate of people aged 15-74 was 63.0% in 2014. Compared to the previous year, the employment rate rose by 0.9 percentage points. In addition to the economic growth, the decline in population, uneven size of population age groups, gradual increase in the retirement age, and many other factors contributed to employment rate.



	Agriculture	Manu-facturing	Construction	Trade	Transport, storage	Public admin., national defence	Education	Health care
2010	23,9	106,6	47,7	80	44,4	40,3	55,7	34,2
2011	26,6	119,1	58,9	81,1	48,3	39,3	56,5	34,6
2012	27,6	115,5	58,2	79,1	51	40,1	61,8	34,5
2013	26,5	116,4	56,6	81,1	46,9	43	56,1	36,4
2014	24,1	114	58,7	81,2	50,8	45,1	55	38,6

Figure 2. No of employed (aged 15-74) in larger fields of activities 2010-2014

In 2014 changes in employment were mostly affected by the increase in the number of employed, particularly in the information and communication, accommodation and catering activities, retail, healthcare, and

transportation and warehousing (postal and courier services), but also the decrease in the number of employed in agriculture, processing industry and the financial and insurance sectors.

The state of economic environment is characterized by the increase in the number of new companies. As it can be seen in Figure 3, the number of companies operating was the smallest in 2010. From 2011 to 2014 the number of enterprises has increased. As a positive aspect we can bring out the fact that it is not only the number of micro-enterprises (with one to two employees) is increasing, but also more and more workers are hired by the newly established companies. So, in 2014 there were nearly 500 companies more with more than 5 employees than in 2013 under the supervision of the Labour Inspectorate. 87% of companies, where supervision was carried out in 2014, had more than 5 employees, and the rest of enterprises inspected were micro-enterprises.

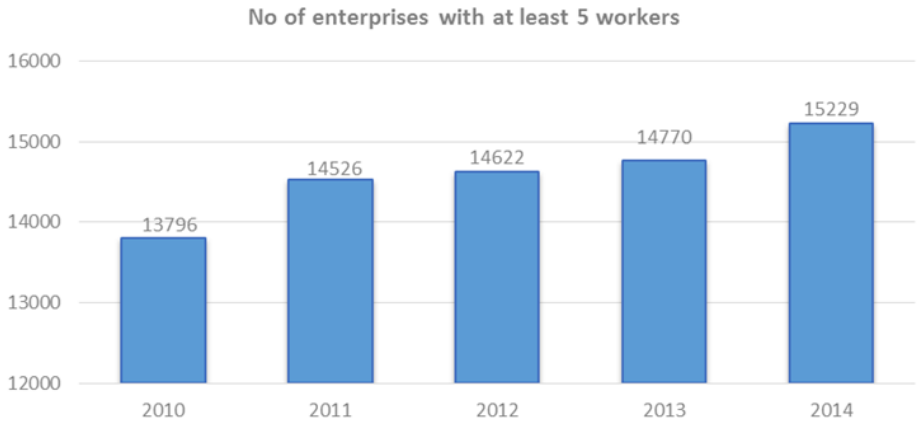


Figure 3. No of enterprises with more than 5 employees

Determining the extent of state supervision we take into account the following factors: change in the number of employed and the number of enterprises, change in the work environment through unemployment and employment rate, the rate of workforce and of young workers as well as changes in the financial soundness index. It is the rate of financial soundness index and the problems between workers and employers, including the ratio of the number of labour disputes that illustrates the fact that the higher the confidence in the general welfare of the economy, the less problems there are between employers and employees, and vice versa.

Conclusions of the year 2014

Based on the data of Statistics Estonia there were a little more employed on the labour market in 2014 than a year ago, as well as new businesses emerged. Labour Inspectorate with its inspection activity also covered/ involved somewhat more companies than in 2013. The proportion of thematic target inspections increased, enabling to better and specifically focus on problematic areas.

Taking for the basis the assessments of work environment the most common problems the Estonian companies face are training and instruction of workers, organization of health examination and selection and appointment of workers involved in occupational health and safety. All three of these activities are, however, crucial in order to avoid work accidents and health damage of workers. There are still problems with routes and handling of hazardous chemicals. In some sectors, the situation has improved in relation to manual handling of loads, but the risk factor still exists in agriculture and food industry.

There is a growing number of workplace-related complaints, which in turn means that both employees and fellow citizens, tend to inform of the problems in the work environment. Such an increase in awareness and

drawing attention to problems, affects in turn, in the long run, improvement of the work environment as a whole.

Although in the course of state supervision to some extent more violations were detected than a year before, but the proportion of enterprises regarding violations did not increase - violations were detected in 84% of the enterprises inspected.

In every third enterprise the infringements detected were either the absence or incorrectness of risk assessment and in every fourth enterprise there were shortcomings in the initial or in-service training or instruction of the staff.

It is the opinion of the labour inspectors there is a too significant number of employers who, before an inspector's visit do not contribute to their work environment, but it is good to note, that the follow-up inspection results show that the work environment improves significantly upon the labour inspector`s visits in the majority of enterprises. In 2014, 91% of labour inspectors notices were complied with on time, and thus the need for the implementation of sanctions has diminished.

The number of registered occupational accidents in absolute figures, the main indicator of work environment, increased by 452 cases as compared to that of 2013. 742 work accidents as a proportion per 100 000 employees took place in 2014 (in 2013 – 673). There were 16 fatal accidents at work.

One reason for the increase in the number of registered occupational accidents can be considered the significant increase in awareness of employers and workers on notification and registration of work accidents and the Labour Inspectorate plans to continue the communication and information activities of previous years aimed at reducing the proportion of concealed accidents at work.

The number of labour disputes was quite small in 2014, 2364 applications of labour disputes were submitted in all during the year and it is the lowest number of disputes in the last decade. However, still most of the applications concern construction, trade and transport sectors.

In the frames of communication and information activity and with the assistance of the European Social Fund, information days on work environment and labour relations and training of work environment specialists and managers of SMEs were carried out all over Estonia. The electronic Newsletter of the Labour Inspectorate was regularly issued and delivered to subscribers and information on labour relations and work environment was regularly published in local press and city websites. Collection and recognition of best practices is an ongoing activity, more information is available on the website of the Labour Inspectorate.

In the coming years the following fields of activity will be focused on:

- based on infringements of safety at work - construction sector, commerce, metallurgical industry, wood processing industry, catering, transport;
- based on the number of accidents at work – metallurgical industry, commerce, transport, wood processing industry and administration and auxiliary activities;
- based on work-related illnesses - metallurgical industry, wood processing industry, agriculture and food production;
- based on the number of labour disputes – construction, commerce, transport.

Health and Safety at Work

Inspection of Health and Safety at Work

In 2014 during inspection visits on health and safety at work 2970 enterprises were visited in all, covering 20% of enterprises with 5 or more employees in Estonia.

Figure 4. No of enterprises visited in the course of inspection of health and safety at work

The number of enterprises visited has increased by 305 during the year. In addition to the inspection of work environment as a whole, also target inspection was carried out in 1795 cases, the aim of which was to identify more detailed compliance with requirements of work environment and thereby raising the employers' awareness. It is good to note that the role of such thematic target inspections has become increasingly more important in the inspection activity and in the end, an in-depth analysis of target inspections is prepared and both the labour inspectors` and the general public's attention is drawn to the problems encountered during the target inspection activity.

The topics of national target inspections in 2014 were:

- target inspection on slips and trips;
- target inspection of wood and furniture industry;
- target inspection on investigations of work accidents;
- target inspection on health examination;
- target inspection on night work;
- target inspection of the public sector.

In addition to the above mentioned also target inspections on regional basis were carried out in 2014:

- safety of work equipment in food industry;
- manual handling of loads.

Conclusions of the target inspection results can be found on the website of the Labour Inspectorate in the Estonian language: http://www.ti.ee/est/meedia-trukised-statistika/statistika/tookeskkonna-ulevaated/2014/

Inspection of new premises and market control of PPE–s are also the responsibility of the Labour Inspectorate, and were performed at 185 and 28 enterprises respectively. Based on complaints enterprises were visited 159 times in 2014 (113 times in 2013) due to cases of occupational diseases or investigation of work accidents 349 times in all.

Inspection results of work environment

For the third year in succession planned inspection activities in the work environment were conducted on the basis of risk assessment of enterprises. The risk rate depends on the risk level of the activity of the enterprise, the last visit of the enterprise, inspection results, number of employees and the number of work accidents, cases of occupational diseases and work-related diseases in the enterprise. Based on these indicators a risk rate is formed for each enterprise, on the basis of which enterprises with higher risk rate are chosen to be inspected.

Work environment inspections together with assessment of the work environment and employer`s activity were performed at 1493 enterprises, i.e at 10% of enterprises with more than 5 employees [1] (in 2013 – 1634, i.e. 11%).

In 2014, enterprises of the following fields of activity were visited most and the subsequent selection of enterprises and proportions result from the risk rates of the enterprises:

- wholesale and retail trade - 291 enterprises (11% of enterprises of commerce);
- construction - 173 (10% of construction enterprises) and in addition 475 target inspections of constuction sites;
- transport and storage - 139 (12% of transport enterprises);
- accommodation and catering – 133 (13% of accommodation and catering enterprises);
- agriculture – 109 i.e. (15% agricultural enterprises).

In Figure 5 the activities inspected most during the past five years are listed. The biggest changes since the introduction of the risk rates system have taken place in the construction and education sectors. There is, however, an increase in the proportion of inspection of commercel sector, transportation and accommodation. Inspection of the construction sector was influenced rather by the change of control policy so that in the construction sector not so many general inspections of construction enterprises are conducted but rather specific construction sites are focused on, which allows to identify infringements that directly cause accidents at work.

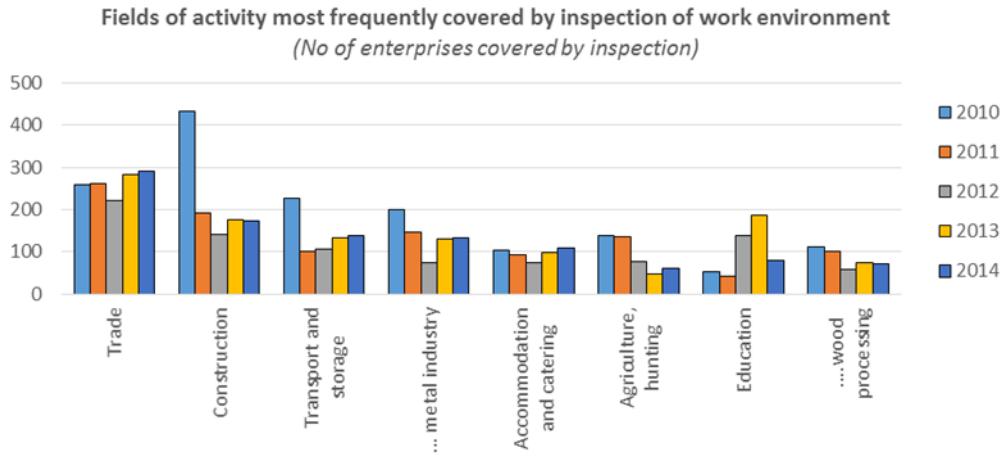


Figure 5. Fields of activities inspected most in Estonia in 2010-2014

[1] No of enterprises with more than 5 employees (14 769) based on the data of the information system (ITI) of the Labour Inspectorate

Assessments given to work environment risk factors and employers` activities at enterprises

Taking into account all factors, labour inspectors assessed work environment of enterprises during the first visit as follows:

Table 1. Assessments given during inspection of work environment

	2010	2011	2012	2013	2014
Good	53%	59%	58%	61%	59%
Rather good	26%	22%	23%	20%	21%
Rather bad	13%	11%	9%	10%	11%
Bad	8%	7%	10%	9%	9%

In conclusion we can say that, on average 80% of risk factors of enterprises and work environment activities were assessed as positive. This trend (80/20) has remained the same over the years. when we compare the results of the assessments of 2010 it shows some improvement, however, in the overall situation of the working environment and the past four years show a relatively similar situation. Thus, we can say that the majority of employers are interested themselves in establishing a safe work environment without the need for any prior inspection visit by a labour inspector at the enterprise, however, there are still employers who would rather not deal with safety at work without an intervention by a labour inspector. Some employers are still not aware that they need to provide employees with proper training and instruction, that employees must undergo a health examination or that a safe and healthy work environment must be established at the enterprise. All three of these activities, however, are crucial in order to prevent work accidents or occupational diseases.

Follow-up inspection activity reveals that the majority of employers, however, improve their work environment and bring it in compliance with requirements after a labour inspector` visit, however, there are about 6% of enterprises on an average where work environment activity was still assessed as bad or rather bad.

To illustrate the changes during the last five years, assessment on risk factors of enterprises has been brought out in the Figure below (Figure 6) and on employers` activities (Figure 7). The percentages brought out in the Figures are given on the basis of enterprises where the risk factor occurred or the activity was required. As it can be seen in Figure 6, assessments on risk factors in the work environment are relatively similar as compared to previous years. Activities that posed most of the problems five years ago already, are the most problematic also today and they are: handling of hazardous chemicals, risk of exposure to moving parts of equipment, risk of falling from height and problems concerning routes.

Looking at the changes, we can note the situation has improved in relation to manual handling of loads, and an effective communication and information activity can be regarded as a major cause of such a result. Indeed, in recent years there has been much talk about musculo-skeletal diseases and their causation. In the frames of information activities of the Labour Inspectorate a variety of information materials has been disseminated to enterprises on how to lift and handle loads so that it does not adversely affect the health of workers. Also, assessing a risk analysis it is always stressed that the risks associated with manual handling of loads must be evaluated and related risk factors must be taken into account at all times.

Still it cannot be said that the situation at enterprises assessed in 2014 was significantly worse compared to previous years, because the companies inspected differ and labour inspectors are increasingly paying more attention to risk factors. As a negative example inspectors bring out situations when at handling of hazardous chemicals it is not known to this day that the employee must have been presented information on the safety data sheet. There are only a few companies in which the handling of chemicals is really in order. In order to draw employers` and employees` attention to the problems related to handling of hazardous chemicals, target inspection visits are planned to be carried out in 2015 in such areas where workers are exposed to

hazardous chemicals most, as well as special attention is paid to the topics in communication and information activities of the Labour Inspectorate.

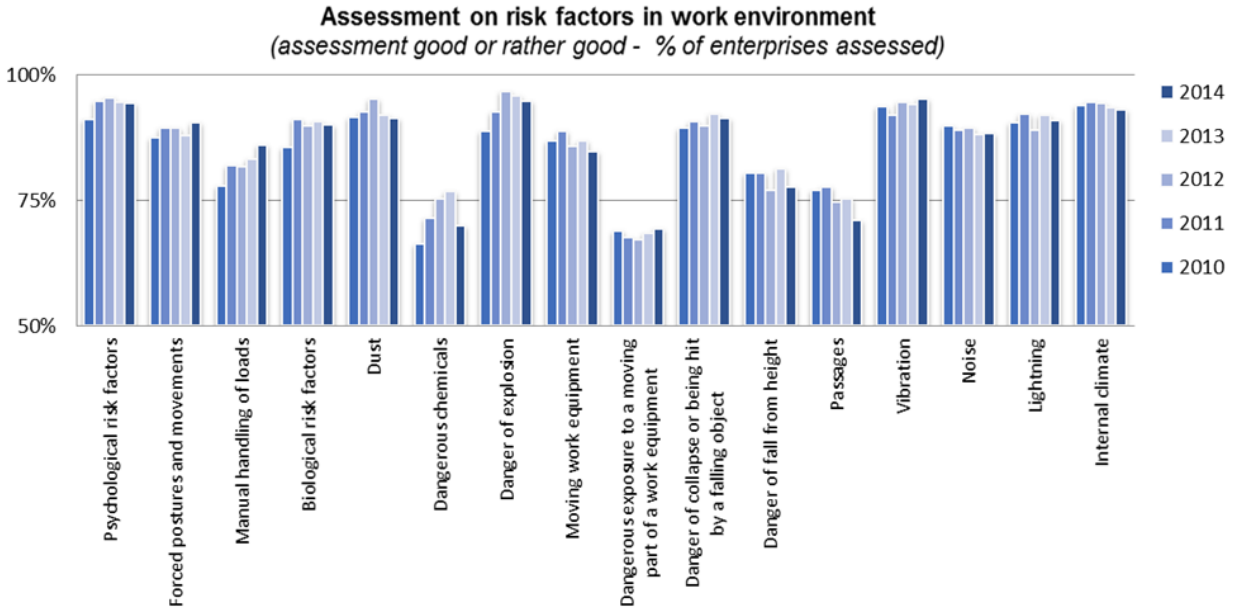


Figure 6. Assessments on risk factors in work environment 2010-2014

The aspect that can significantly affect the rate of certain risk factors is the enterprises visited. When compared to the previous year or previous years, a significantly greater number of such enterprises where the use of chemicals is an everyday activity have been inspected, then the results are also more critical too. For instance, nursing homes, hospitals, and even kindergartens where disinfectants are in constant use, but attention is paid rather not to harming clients but lesser extent, however, is paid to the workers' own safety. In wood processing enterprises various chemicals are also used, and if there are problems with ventilation, then the result is bad. In addition, enterprises where dangerous chemicals are handled are: dry-cleaning companies, laundries, dairy farming companies and companies engaged in the manufacturing of chemical products.

Labour inspectors continually identify too many problems related to the danger of falls and routes. There is a significant number of companies where there are no guard rails, there are loose openings that are not properly labelled or protection covers are missing, routes are unlabelled, etc. Such infringements as when hoses, cables, or other objects have been placed on routes, that may cause falls, have become less frequent. Hopefully this is not just due to the fact that the employer has been informed of the visit beforehand for a long enough time and thus the employer gets a chance to put his work environment to rights.

Inspectors are of the opinion that one of the reasons for changes of assessments is that they themselves are better prepared. In connection with the target inspections "Use of dangerous chemicals" and "Slips, trips, falls" inspectors have received comprehensive training and due to that they know significantly more how to notice and assess these risk factors.

Estimates on employers` activities (Figure7) show that also similarly to previous years problematic aspects and activities have remained the same. Training and instruction of employees was most frequently assessed as bad or rather bad. Negative assessment was given even to half of enterprises assessed in 2014 and compared to the previous year the assessment has become slightly worse. There is still insufficient training and instruction of employees which is one of the main causes of work accidents. We cannot be satisfied with provision of health examination to employees. When last year we could still say that employers` activities in relation to organisation of first-aid was getting better at enterprises, then in 2014 again, there were more such enterprises, where the first-aid provider had not been nominated or organisation of first-aid insufficient.

Unfortunately, it must be noted that most of the aspects assessed at employers` activity, have been estimated lower than during the previous year. On the one hand, we can say though, that the inspection activity has become more substantial, but on the other hand, it is also affected by the fact that, due to the risk assessment at enterprises, more and more such enterprises, where there are more problems, are visited.

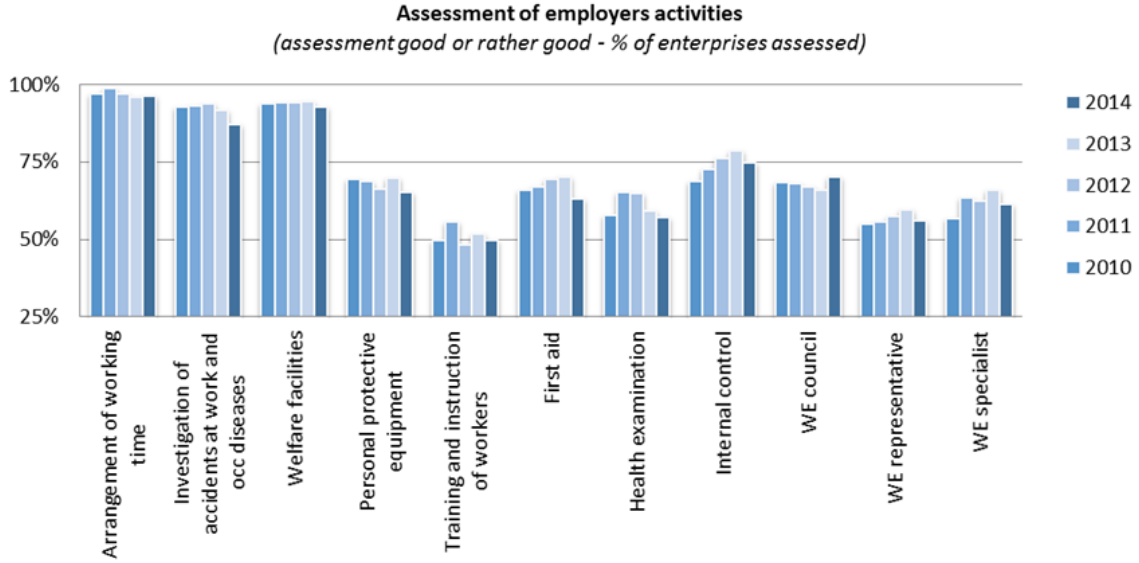


Figure 7. Assessments on employers`activity 2010-2014

Results of follow-up inspection activity

During the year follow-up inspection visits were carried out in 374 enterprises, i.e. 13% of enterprises visited before. The relative importance of follow-up inspections of all enterprise visits has been decreasing year by year, which is caused by the fact that the submitted requirements are met increasingly better by employers. The percentage of requirements complied with in time has increased. When in 2009, 67% of requirements submitted were complied with in time, then today already 91%. Thus, since employers have started to better comply with requirements, the Labour Inspectorate has less reason to conduct follow-up inspections.

In the course of follow-up inspections risk factors of the work environment and employers` activities were assessed as follows:

Table 2. Assessments given during follow-up inspection visits

	2010	2011	2012	2013	2014
Good	65%	71%	69%	70%	70%
Rather good	28%	23%	25%	25%	24%
Rather bad	4%	3%	4%	3%	4%
Bad	2%	2%	3%	2%	2%

Thus, based on the results of follow-up inspection visits we may say that at about 94% of enterprises work environment was assessed as good or rather good. Looking at the change of estimates over the years, improvements can be noticed - in 2010 work environment was assessed as good after follow-up inspection visits in 65% of cases, however, in 2014 already in 70% of cases.

Major changes made between an initial and follow-up inspection of enterprises concern employers` activities i.e. the organisational side, for instance, activities related to training and instruction of the staff have been better organised. When during an initial inspection we can be satisfied with the activities of only half of the enterprises, then during a follow-up inspection the activity is in compliance with legal requirements in most of them. Also, as a rule, employers have paid proper attention to the availability, use and control of personal protective equipment, have organised nomination of and training for first aid providers and improved organisation of health examination. It is also worthwhile to note that changes have been made concerning risk factors in the work environment – problems related to noise and lighting have been significantly improved, routes have been serviced, exposures to mobile work equipment/moving parts of work equipment have been reassessed, measures have been taken to prevent exposure to dangerous chemicals, etc. Thus, a the labour inspector`s visit will in any case lead to significant changes in the work environment of the enterprise.

However, some problematic activities can also be seen where some employers cannot cope with within a given time, for instance, organization of health examination and conduct of internal control could not be implemented by 25% an 13% of enterprises respectively, but labour inspectors continue to deal with them until the requirements are met.

Complaints

On the ground of complaints 159 enterprises were inspected in 2014 by labour inspectors (in 2013 - 113 inspection visits). The majority of complaints are submitted to the Labour Inspectorate on the construction and trade sectors, the work environment of which by its very nature, is noticed most by the general public. Behind the continuous rise in the number, we see an increasing awareness of fellow citizens and workers themselves. The complaint as a rule, is submitted by the workers themselves, who are not satisfied with their work environment, or observant citizens who perceive problems. Although there have been cases in which the complaint was not justified and no infringements were identified, such a prompt reaction gives an opportunity, for instance, to suspend work at a construction site quickly when the threat of someone's life or health is confirmed. The Labour Inspectorate is very grateful for this information, because that way we are able to respond quickly and to prevent accidents.

Infringements of health and safety at work

Infringements of requirements of different legal acts were identified in the course of inspection 13 822 times (in 2013 - 11 810), 65% of which were formalised in notices. As compared to the year 2013 the number of non-compliances discovered has numerically increased, but also the number of enterprises inspected has increased. Infringements were detected in 84% of the enterprises visited, as well as in 2013. Out of the 2970 enterprises visited during the year, only in 490 enterprises no infringements were formalized.

Employers eliminated 91% of the infringements detected on time, which is a very good result, for example, in 2009, the level of requirements complied with on time was only 67%. Thus, it is good to note that employers are beginning to pay more attention to complying with the requirements of safety at work and after detection of violations, requirements are complied with more accurately than before.

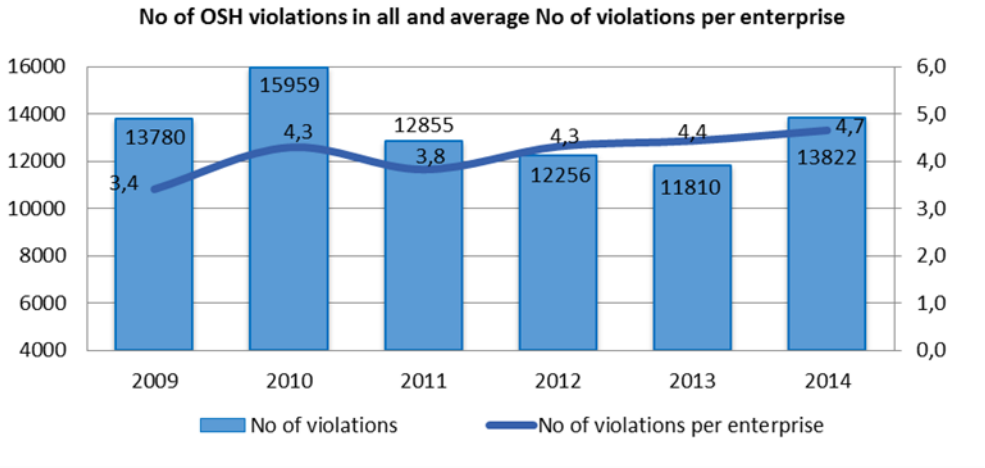


Figure 8. No of OSH violations and average No of violations per enterprise

The number of infringements detected also indicates more in depth inspection of enterprises. When in 2009 in the course of an enterprise visit 3,4 infringements were detected on an average, then last year the number was 4,7.

Analysis of infringements by legal acts reveals that over the past five years the number of infringements directly resulting from non-compliance of the Occupational Health and Safety Act has significantly decreased, however, the number of infringements of the requirements for work places has increased. Somewhat more than in previous years non-compliances with the use of personal protective equipment and safety signs have been identified. Figure 9 shows the most frequent infringements by legal acts.

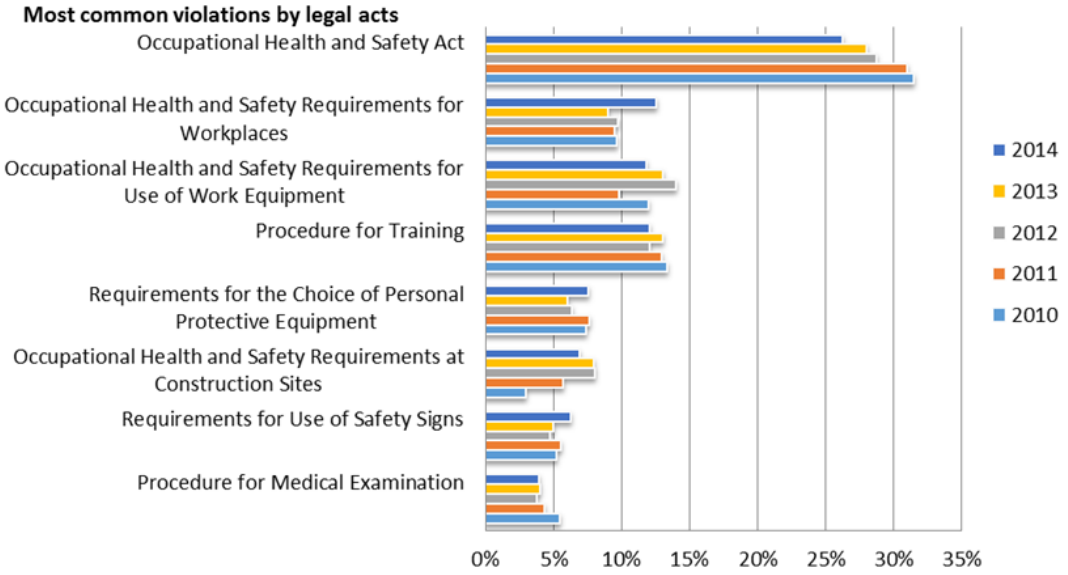


Figure 9. Most frequent infringements of safety at work by legal acts

Examining the violations resulting from legal acts in more detail, it is the organization of risk assessment of the work environment that mostly pose problems. Risk assessment either was not conducted at all or insufficiently performed or it needed to be improved. There were 880 enterprises in all where such violations were detected, i.e. in every third enterprise visited. It is good to note that the number and percentage of such enterprises, where risk assessment has not been conducted at all, is declining year by year, at the same time we can see more and more problems at those enterprises, where risk assessment has once been conducted, however, it is not up-to date and no longer in line with the changed work environment. Thus, risk assessment of an enterprise cannot be just a one-time written document on paper but it must be in line with

the development and changes of the enterprise and thus the risk assessment must be reviewed again and again and updated.

784 times, i.e. in every fourth enterprise it was identified that the initial or in-service training and instruction had not been properly carried out and recorded, but it is this inaction that is in direct relation to the occurrence of accidents at work.

The third largest group of infringements are related to unsatisfactory routes or pits for loading and a total of 731 violations were identified. Such a large number of violations of the detection is certainly related to the European campaign "Slips, trips on the same level" that was carried out in 2014, and in 426 institutions of the public sector a target inspection was carried out, where the main focus was just on routes and accidents due to falls. Non-compliances of requirements for workplaces concerned in addition to routes and their marking mainly problems related to windows and flooring, lightening, ventilation and conditions of welfare rooms.

The Figure below reveals most common OSH infringements regardless which legal act they are based on:

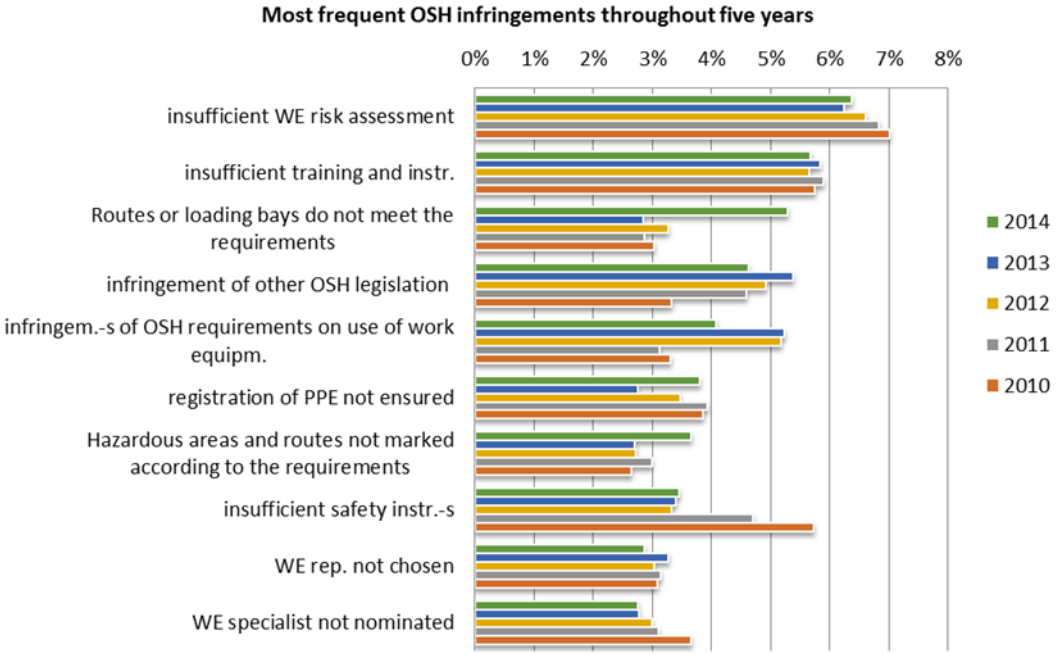


Figure 10. Most frequent OSH infringements

By fields of activity the largest number of infringements identified was in the construction sector - 2126 times (in 2013 -2061 times) the most frequent of which are: safety of work at heights is not guaranteed, personal protective equipment is not used, properly stored or maintained or there was no keeping of inventories over them, welfare facilities were not in conformity with the requirements of law. In trade 2009 infringements were identified (in 2013 – 1544), the most frequent of which were: insufficient initial or in-service training of the staff, lack of risk assessment of work environment or it had not been updated, routes were not in line with requirements. In metallurgical industry 975 infringements were identified (in 2013 – 1088), the most frequent of which were: failure to comply with the OSH requirements for the use of work equipment, non-compliance of routes and loading platforms with requirements and infringements related to the use and record keeping of personal protective equipment. A large number of non-compliances were also in wood industry, catering and transport sector.

With the aim to eliminate an infringement work was suspended 235 times and the use of work equipment was forbidden 420 times (in 2013 - 287 and 534 times, respectively). The use of work equipment was

forbidden mostly in cases when the devices ensuring safety of work equipment - lifting equipment or devices meant for temporary work at heights - did not meet requirements. It is good to note that in 2014 the need to suspend work was less frequent than during the previous years. The majority of the cases when work was suspended still took place at construction works, when safety of working at heights was not ensured or personal protective equipment was not used. In other fields of activity work was suspended when devices ensuring safety of work equipment did not meet requirements or protective covers had been removed.

Warnings of penalty payment for non-compliance of requirements were imposed 395 times, in the amount of 87 020 euros and the penalty payment was enforced 22 times, in the amount of 5 600 euros (in 2013- 59 times in the amount of 11 170 euros). The need to enforce penalty payment has significantly decreased, as compliance of requirements of notices issued by labour inspectors has improved.

Registered work accidents

The Labour Inspectorate was reported of 4635 work accidents in 2014, in 3725 cases of which employees suffered from a minor bodily injury, in 894 cases a serious bodily injury and in 16 cases the employee died as a result of the work accident. Compared to 2013 the number of registered accidents at work has increased by 452 cases.

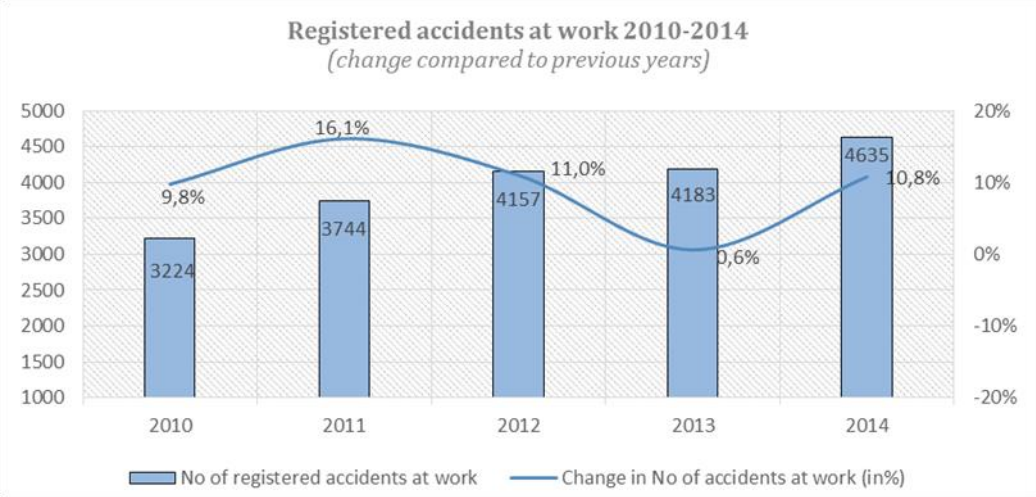


Figure 11. No of registered work accidents and change compared to the revious year

Please note that the statistics of work accidents prepared by the Labour Inspectorate is based on the official data of the reports submitted by employers. It is estimated that work accidents are officially registered somewhat less than they actually take place and therefore the Labour Inspectorate continues to deal with the fact that the awareness of both employers and employees of the importance of reporting on accidents at work must be increased.

By the level of severity of damage to health in 2014, 80% of work accidents were registered as minor work accidents. It is good to note that the percentage of minor accidents at work in the total number of work accidents has increased in the recent years, which indicates a reduction in concealment of work accidents. The number of serious accidents at work increased by 15% during the year, however, fatal accidents at work were registered 4 cases less than a year ago.

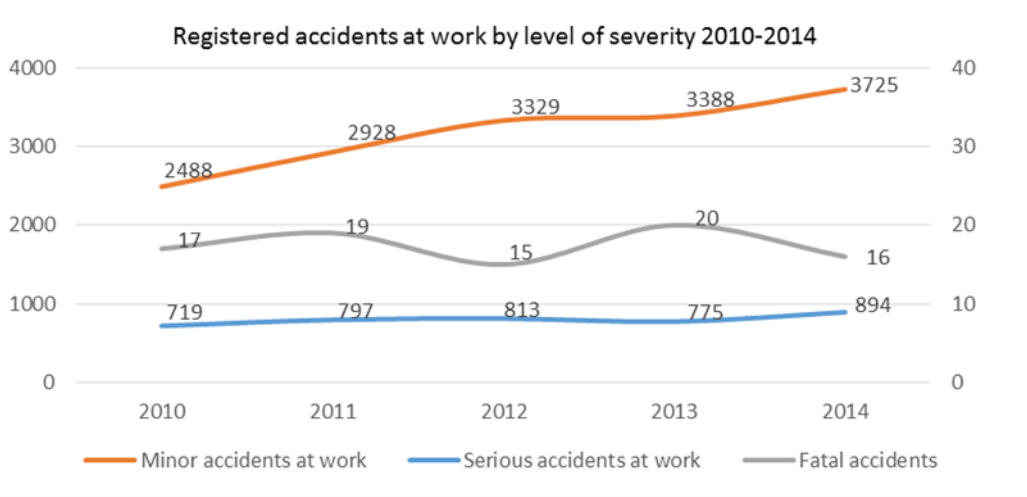


Figure 12. No of registered work accidents by level of severity

The ratio of work accidents per 100 000 employees grew by 10,2% during the year. The ratio is related to the number of employed aged 15-74. Based on the data on 2014 the number of employed in Estonia was 625 000 (in 2013 - 620 000). Consequently, 742 work accidents were registered per 100 000 employees. The ratio of minor work accidents was - 596, serious - 143 and fatal work accidents - 2 (in 2013- 673 work accidents per 100 000 employees, including 545 minor, 125 serious and 3 fatal work accidents). According to this indicator the probability has increased to get injured in the work environment.

Particular attention should be paid to new employees (whose length of employment is less than a year), as a large proportion of accidents at work just takes place with recruits with less than a year`s work experience. To avoid or reduce the occurrence of accidents at work, it is very important to provide training and instruction for new employees.

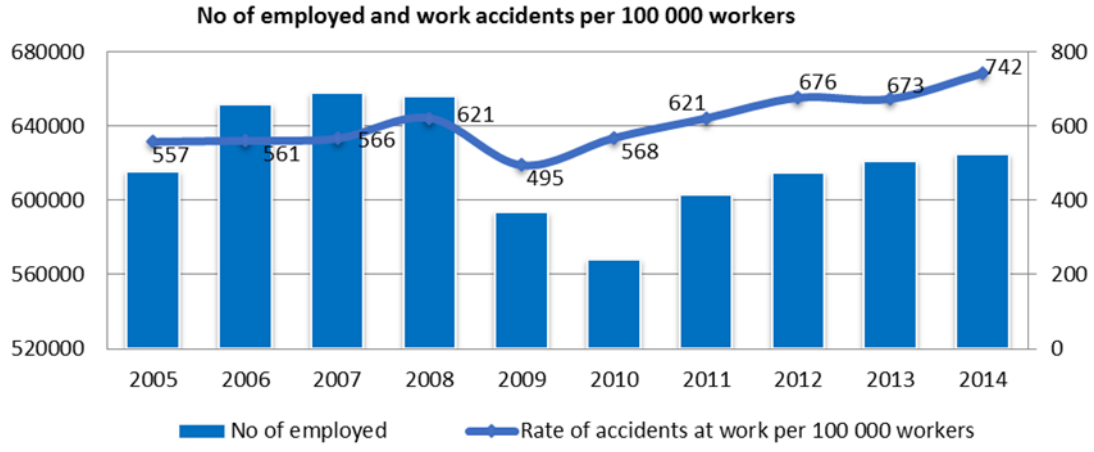


Figure 13. No of employed (aged 15-74) and wrk accidents per 100 000 employees

By counties, work accidents were registered mostly in Tallinn and Harju and Tartu County. The number of accidents at work has increased nearly in all counties, only in Hiiu, Viljandi and Järva County there have been a few work accidents less.

Table 3. Work accidents by counties of Estonia 2010-2014

No of work accidents by counties						
Toimumiskoha maakond	**2010**	**2011**	**2012**	**2013**	**2014**	**trend**
Tallinn	910	1063	1269	1209	1290	
Harju County	406	496	516	517	697	
Tartu County	375	500	587	601	630	
Lääne-Viru County	327	308	362	333	337	
Ida-Viru County	227	275	246	272	284	
Pärnu County	176	199	205	196	236	
Viljandi County	98	125	139	172	166	
Järva County	125	141	115	154	152	
Saare County	89	111	158	126	133	
Võru County	56	59	48	92	111	
Jõgeva County	73	102	81	67	105	
Valga County	50	45	52	51	86	
Rapla County	37	51	68	54	77	
Lääne County	55	57	49	55	70	
Põlva County	45	49	65	60	68	
Hiiu County	14	17	22	12	6	

As a ratio per 100 000 employees the largest number of work accidents is still Lääne-Viru County, the ratio being 1276, the lowest number of work accidents per 100 000 employees was registered in 2014 in Hiiu County, with a total of 162 cases. The cause of the large number of accidents in Lääne-Viru County can be considered a good cooperation with employers and doctors, who notify the Labour Inspectorate of work accidents taken place in their counties. Employers are used to inform also of minor work accidents. In 2014 based on the data of Statistics Estonia the number of employed in Lääne-Viru County was 26 400 people, however, 337 work accidents in all were registered in the county. Though the Lääne-Viru County is not a county with the largest number of employed in Estonia, but such large industries as food and wood industry are located there, where unfortunately more work accidents happen than in less dangerous fields of activity.

Compared to the year 2013 the number of work accidents per 100 000 employees has mainly increased in Jõgeva, Valga, Rapla and Lääne Counties. In all these counties more work accidents were registered, only in Rapla and Lääne Counties the ratio was influenced by the number of employed.

The number of accidents at work with Estonian employees taken place outside the Republic of Estonia has been increasing year by year. However, the year 2014 was better to some extent, when there were 23 work accidents less than during the previous year outside Estonia. There was one fatal work accident in 2014, when a coach, being on a business trip drove a minibus, had a traffic accident in the Republic of Latvia and was killed. The majority of accidents at work taken place with Estonian workers happen in Finland and mainly with construction workers. We were notified of work accidents taken place in Sweden which mainly concern cases happened to lorry drivers and crew members of different vessels. Work accidents taken place outside the EU Member States and reported to us throughout the years concern the national defense sector. Namely, accidents at work taken place with people in the peacekeeping force are also considered as work accidents in Estonia. In 2014, of the 25 work accidents outside the EU Member States 16 were registered in the national defense sector and most of the cases were minor work accidents.

Table 4. Work accidents outside the Republic of Estonia

Venue	2010	2011	2012	2013	2014
Finland	63	69	64	87	80
Outside EU MS (country not specified)	39	22	54	61	25
Sweden	21	9	18	15	26
Latvia	4	7	16	13	27
Norway	5	10	3	11	8
Germany	2	11	3	8	4
France	3	2	5	5	2
Poland	8	2	3	3	0
Lithuania	5	4	0	2	4
Denmark	3	3	3	1	2
Other EU MS	8	7	6	4	9
Total	**161**	**146**	**175**	**210**	**187**

By fields of activities the majority of work accidents were registered in 2014 in public administration and national defense sectors and metallurgical industry, where the number of work accidents has nearly doubled compared to the number of five years ago. Pursuant to the activities in the public sector and national defense, accidents at work involve mainly employees of the Police Forces, Rescue Board and Prison Board and peacekeepers of the national defense.

When we look at the change in the number of accidents at work in the last five years, the number of accidents has increased mostly in metallurgical industry , accommodation and catering and health care sectors. In the construction sector the number of work accidents during the last three years has remained at the same level - about 360 accidents at work a year, the highest number of work accidents in the sector was registered during the so-called construction boom - in 2008, nearly 500 work accidents were registered in this sector then. As a positive aspect we can say that more and more minor accidents at work are registered in the construction sector, which was not considered important to inform the Labour Inspectorate of in the previous years, and that the number of serious accidents at work is in a downward trend.

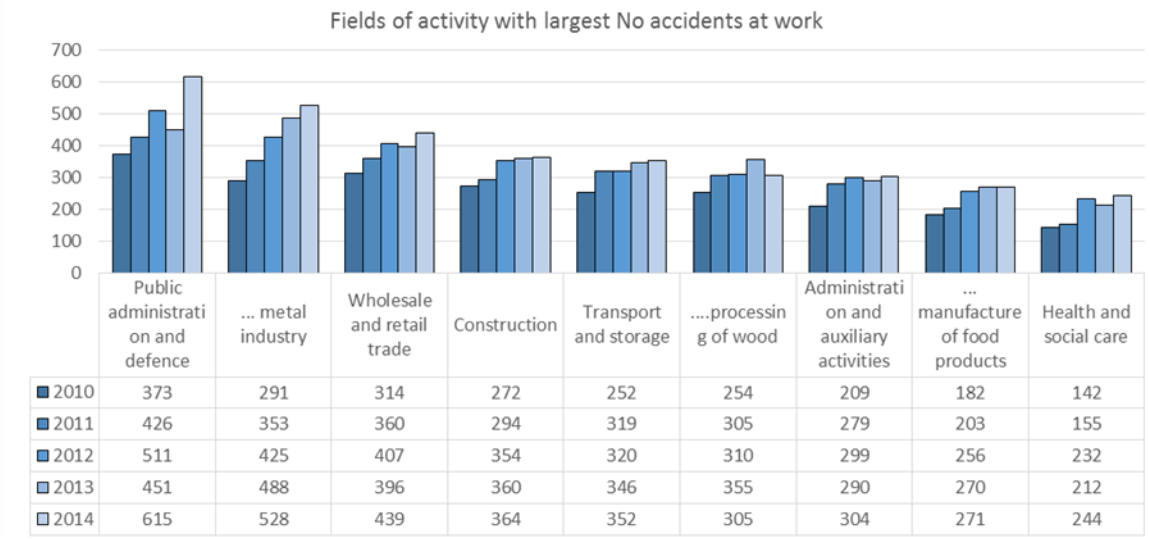


Figure 14. Fields of activities with the largest No of work accidents in Estonia

Public administration and national defense – the number of work accidents in this field of activity was mostly influenced by the work accidents taken place with persons in active service and conscripts, the registration of which was started only since 2014. While in previous years most of the work accidents in public administration and national defense sectors happened to policemen, rescuers or prison guards, then in 2014

the number of work accidents related to these occupations decreased. Consequently, the cause for the huge increase in the number of work accidents in this sector can be considered registration of minor injuries with conscripts in the national defense sector[2]. 546 work accidents of the total of 615 taken place with a conscript were classified as minor work accidents.

Metallurgical industry – Over the past five years, the number of work accidents at the sector of metallurgical industry has grown by 81%. One reason for the increase could be considered the decrease in the concealment of work accidents in the sector. While in 2009 about 200 minor accidents at work were registered at enterprises of metal processing industry, then in 2014 the number was already more than 400. The number of serious accidents at work has increased significantly less – in 2009, 79 serious work accidents were registered, in 2014 - 104. The ratio of work accidents related to the use of machinery and equipment, sharp hand tools and handling of materials has increased. Therefore, more attention should be paid to risk management related to exposure to sharp, moving parts of machinery and equipment in the sector. Also routes at the territory of an enterprise must be clear of different materials and scrap to reduce risks of slips, trips or falls by the staff.

Accommodation, catering – The majority of accidents at work taken place at establishments providing accommodation happened mostly as a result of slips, trips or falls. At establishments providing catering service the employees injured themselves mostly with sharp knives and broken glasses. Also in the catering sector the growth of the notification of work accidents can be observed. Serious work accidents had mainly been caused by slips, trips or falls. Therefore the enterprises in the accommodation and catering sector should pay attention to measures (such as keeping routes clear of unnecessary items) that help reduce risks related to slips, trips and falls.

Health care – The main reason for accidents at work taken place at the health care sector were slips, trips and falls. Also work accidents due to violence occurred in the sector. In 2014, there were about 50 work accidents, the cause of which was stated as violence or assault.

Construction – There is a growing number of occupational accidents caused by a loss of control of a portable object or spraining one`s leg without fall. The main reason of increase in the number of this type of accidents is better notification of minor work accidents. The number of accidents at work happened while moving on the same level has also increased, however, the ratio of work accidents related to falls from height has decreased. It is rather often that this kind of work accidents end in death. In 2014 there were two fatal work accidents caused by fall from height. There were five fatal accidents at work in all in the constuction sector in 2014:

- An electrician worked at a construction site where he lost his balance during the installation of a cable and fell to the floor from a height of two meters. The victim was seriously injured and died.
- At the construction of an apartment house parapet tin plates were stored on the roof. At the working zone nearby, a welder was welding who noticed that a plate set in an upright position supported by wooden wedges lost balance. The welder decided to enter the zone of stored plates, he stepped on the metal anchorage attached to the plate and tried to keep the plate weighing 3 tons in balance. The plate falling sidewards pushed the welder, however, over the edge of the roof above the fourth floor a few meters away. The employee died in the fall from his injuries on the spot.

[2] The Military Service Act, entered into force on 01.04.2014, does not specify differences in formalization of accidents taken place with conscipts and military servicemen. Therefore the Occupational Health and Safety Act should be taken as a general standard for the basis and in case of a work accident taken place with a conscript, the establishment of place of employment, a report of an accident at work, pursuant to the requirements of the Occupational Health and Safety Act, must be submitted to the Labour Inspectorate.

- At the construction site, where stake works were carried out, the hook locking device of a lift truck Fundex F-12S broke. As a result, the lift truck fell on drilling table platform, where a worker was marking bench marks on the pipe. The worker died on the spot..
- A worker fell into a ventilation shaft and down on a concrete floor getting a severe head injury.
- There was a traffic accident in which a truck with trailer collided with a train at railway crossing. The driver of a construction enterprise was instantly killed.

The construction sector the type of the accident is worth noting separately that is associated with breaking of joints (such as the breaking of the hoisting ropes, falling down of an object to when lifting and breaking of ladders and scaffolding, as a result of which an employee can be injuried). These types of accidents indicate that the tools used are technically not in order.

Administration and auxilliary services – When in 2009, 181 accidents at work were registered in this field of activity, then in 2014 already 304. Here, it is important to examine work accidents by occupations. Work accidents registered in this field of activity have mainly taken place with security or temporary agency workers.

Many cases related to security workers were related to accidents due to violence. Also the number of accidents happened due to falls on the same level has increased.

As for temporary agency workers it is much more complicated to analyze the cases by occupations, because accidents happened to people holding different positions and working in various fields of activity. In particular, it is cleaners, travel and flight attendants and deck crew members to whom accidents usually happen. The probability of work accidents among temporary agency workers is much higher, because it is quite often that they have not been provided with sufficient instruction and training on safety at work. However, it is prescribed by law, the company that uses temporary agency workers must ensure compliance with health and safety requirements.

The ratio of work accidents per 100 000 employees provides a better overview of the work environment situation, however, than the absolute number of work accidents.

Based on the data on 2014 the the more hazardous fields of activity were woodworking, administration and auxilliary activities and water supply. We would like to remind here that 742 work accidents per 100 000 employees, on average, took place in Estonia in 2014.

Since the ratio is significantly influenced by the number of employed in the field of activity, then the smaller the number of workers in a given sector, the greater the impact of each work accident taken place in this sector on the ratio of accidents at work.

Compared to the year 2013, the ratio per 100 000 workers has somewhat decreased both in the fields of wood processing and water supply. However, at administration and auxilliary activities, public administration and national defense and other larger fields the indicator has increased. In all these sectors the ratio is influenced by the growth in the number of registered work accidents, rather than a change in the number of employed.

Construction, which is an area where there is a large number of accidents at work per 100 000 workers, however, is not considered as such a dangerous field of activity than one might expect. Here, we may bring out the large percentage of concealment of work accidents in the construction sector as one of the reasons. Namely, based on the weighted data by the Statistics Estonia, it can be assumed that there are significantly more work accidents in the construction industry than they have officially been registered.

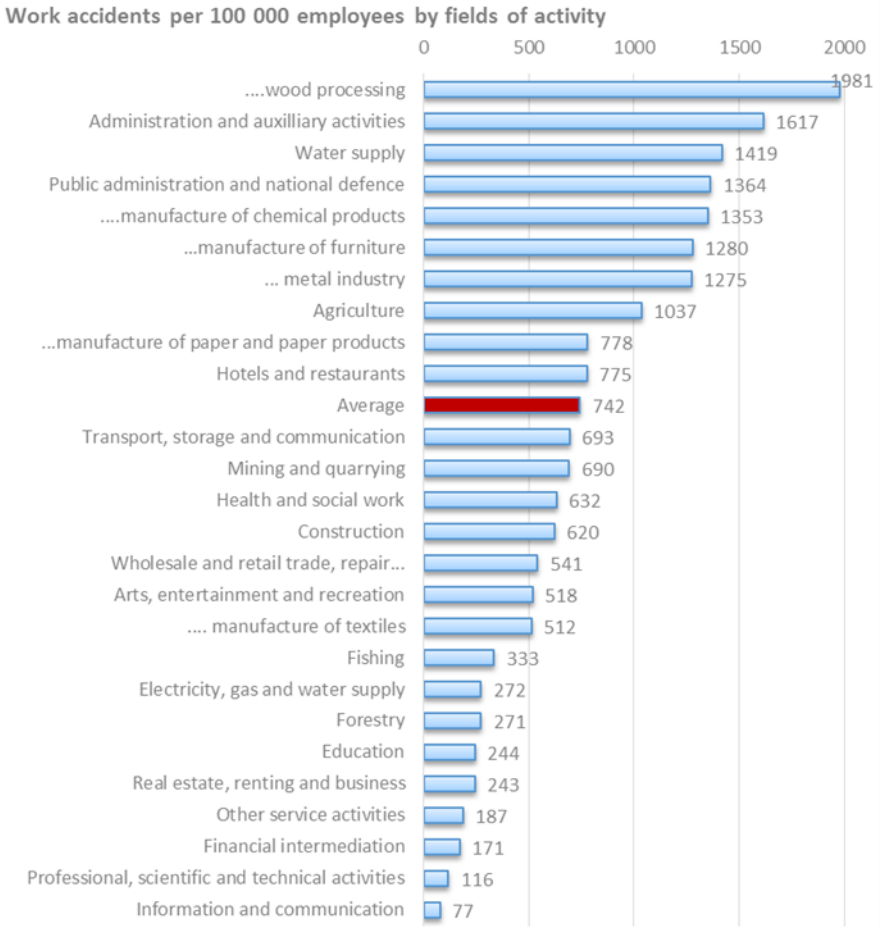


Figure 15. The ratio of work accidents per 100 000 employees by fields of activity

894 serious accidents at work were registered, i.e. by 119 cases more than a year ago and 143 work accidents - calculated per 100 000 workers (in 2013 - 125). Most serious accidents at work took place in the metallurgical industry, transport sector, timber industry and construction. In all of these, except the construction sector, the number of serious accidents at work has steadily increased and despite the fact that inspection over these sectors has been gradually increasing. These results indicate that the inspection by the Labour Inspectorate alone is not enough to prevent accidents at work - both employers and employees have to contribute to the safe working environment on a daily basis.

About a third of serious work accidents have been caused by falls. The second largest group is the the cases where a person does not do anything wrong but is injured because of the action of another person or he may get injured, e.g. being hit by a falling object. The third largest group consists of work accidents caused by work with machinery and handling of processed material - hand or fingers are get caught between moving sharp parts of machinery, control is lost over the material to be processed, something falls on the worker`s foot, etc. In addition to a thorough initial and in-service training, change of work organisation has proved to be a major help to prevent such accidents, in order to prevent the routine that may occur, fatigue and distractions. It is also important to have regular breaks in order to avoid such accidents at work. There were 16 fatal accidents at work in 2014, i.e. 2,6 work accidents as a ratio per 100 000 workers.

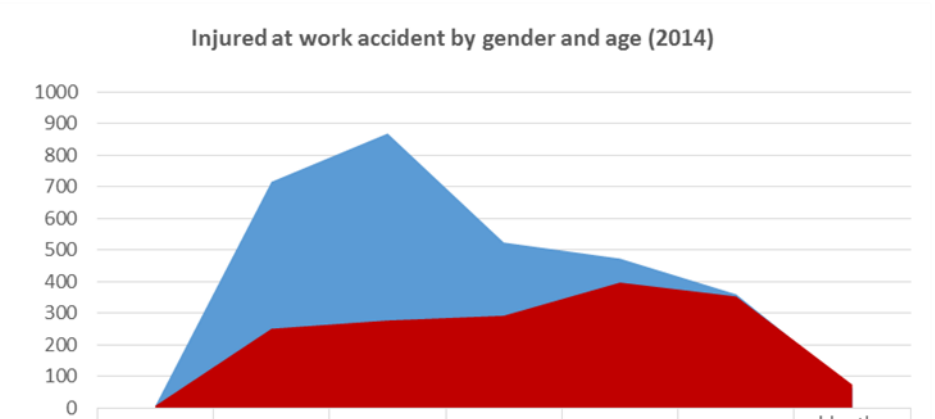
By fields of activities the majority of fatal accidents at work took place in the transport sector (6) and the construction sector (5). During the first school shooting in Estonia a teacher was killed, a coach was killed in a traffic accident being on his way to Latvia, a cleaner was perished in a quarry, a farm worker in the sector of agriculture and a board member of a company who was repairing a loading shovel machine.

Taking the fact for the basis that in 2014 three workers were killed due to lack of organization of traffic at the territory of a company, the Labour Inspectorate will focus on routes and organization of work at the territory of companies in 2015. The target inspection will cover various fields of activities, with a view to avoid just such accidents at work.

The causes of work accidents, including the fatal work accidents, can be summarized in general so that in half of the cases, the employer does not control enough compliance of the work station and work equipment with safety requirements and there is no organization of systematic internal audit of work environment at the enterprise. On the other hand, however, an employee himself is responsible for the prevention of accidents at work, who must adhere to the safety requirements, or to refuse to carry out activities that could harm his health. Therefore both employers and employees in cooperation have an important role in the prevention of work accidents, and where necessary, to comply constantly with safety requirements. It is equally important that the work environment risks are assessed and it serves as an internal control of the work environment, including at identification of non-compliance with safety at work requirements, necessary measures are taken. It is of utmost importance that workers before they start work, and if necessary, also periodically get appropriate training and instruction.

Other circumstances of work accidents statistically

In 2014, 2982 men and 1653 women were injured as a result of a work accident, which means that 64% of work accidents happened to men (in 2013 - 2635 men and 1548 woment, the relative importance of men was 63%). The majority of work accidents involved men aged 25-34. the age group of women who had more frequently work accidents was 45-54. The oldest victim who had a work accident was 82 years old. There were 15 work accidents with minors in 2014, the youngest injured person was 16 years old (in 2013 there were also 15 work accidents and the youngest injured person was also 16 years old).



	younger than 18	18-24	25-34	35-44	45-54	55-64	older than 65
Male	7	716	869	524	473	360	63
Female	7	251	277	292	397	353	74

Figure 16. Injured at work accidents by gender and age 2014

The fields of activities where there were significantly more work accidents with men were the construction and mining sectors. In the fields of finance and insurance activities, education and health care, however, there were considerably more work accidents with women. Primarily, this can be explained by the fact that in these fields the percentage of employees of the respective gender is significantly higher.

As for working time when work accidents most frequently occur is between 10 and 11 or in the afternoon, or about two o`clock.

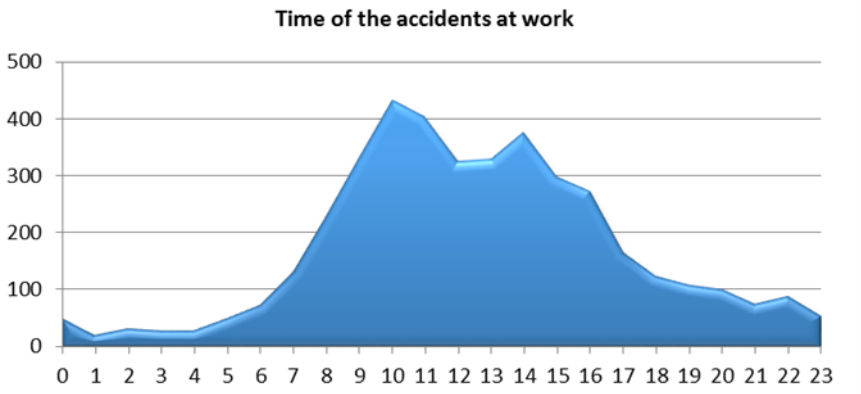


Figure 17. Time of an accident at work

The Labour Inspectorate collects data on work accidents based on the methodology of the European Statistical Office (Eurostat).

Work accidents are analysed based on the description of the circumstances which cause the accidents to happen. The important keywords here are: specific physical activity or what the employee was exactly doing when the accident happened; deviation - i.e. what went wrong, why the work accident happened and contact - mode of injury through which the employee was injured.

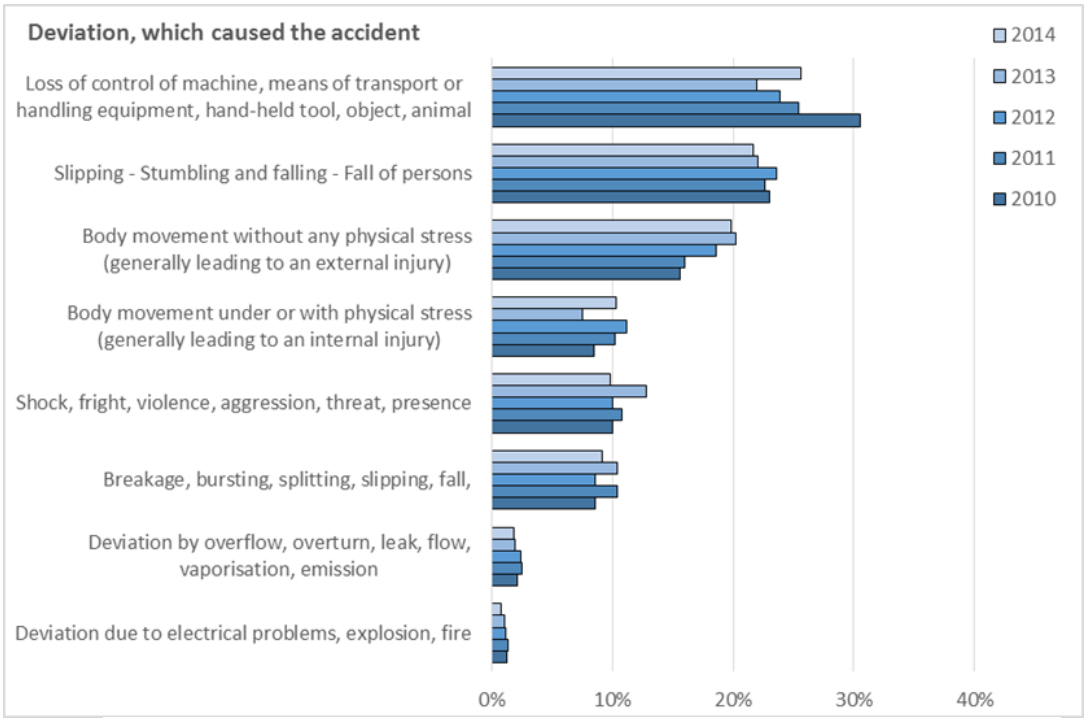


Figure 18. Deviation causing a work accident 2010-2014

For several years most of the work accidents have been caused by loss of control over machinery, work equipment, means of transport or animals, 26% i.e. 1189 were registered in precisely such reasons. The second largest cause of work accidents is slips, trips and falls, this type of accidents at work form 22% of the total number of work accidents and even one third of the total number of serious work accidents (in 2013 - 34%).

Compared to previous years, the proportion of such work accidents has also increased in which an employee in essence is engaged in the work process and does not do anything wrong, though, for example, due to distraction he slips on the work surface or leans against an unstable object which falls on the employee.

Figure 19 shows how different factors cause bodily injuries of varying levels of severity. For example, most of the minor injuries have been caused by contact with sharp objects, serious injuries are diagnosed more often as a result of falls and fatal work accidents are mostly caused by falling of different objects onto the victim, or collision with moving objects (e.g. in case of a traffic accident, it is collision with a means of transport).

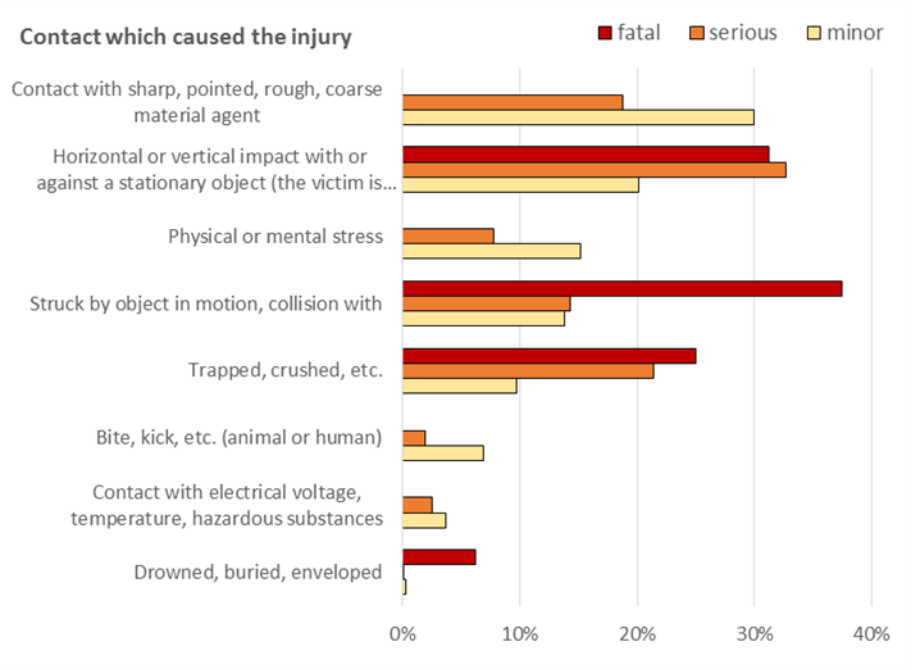


Figure 19. Contact which has caused the injury by level of severity 2014

Working days lost due to accidents at work

The Labour Inspectorate receives data on days of incapacity for work with a time lag, so we can evaluate the data until the year 2013.

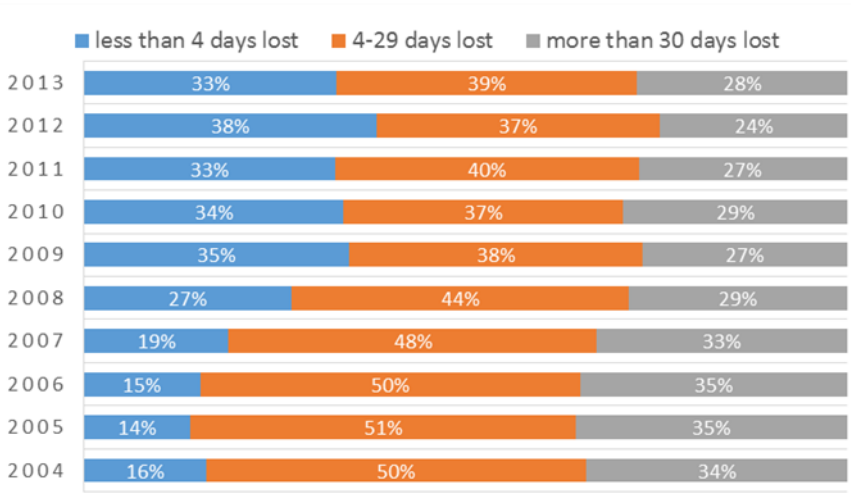


Figure 20. The proportion of days of incapacity for work 2004-2013

Looking at the average number of days of incapacity for work caused by work accidents it can be seen how the proportion of them changes over the years. If you take into account the fact that such cases can be considered as minor work accidents when a sick leave is either not taken, or it is a short-term one, then such minor bodily injuries accounted for only 16% of the total number of accidents at work in 2004, but the proportion of such cases had risen to 38% in 2012.

The uniform statistics on accidents at work of the European Union takes into account only these accidents at work which result in days of incapacity for work for more than four days. If in 2004 the proportion of such cases was 84% of the total registered number of accidents at work, then in 2013 it was 67%.

Serious accidents at work or accidents at work with severe consequences may be considered, based on the example, cases in which the employee was on sick-leave for more than one month.

Based on the above figures, we can conclude that the concealment of work accidents is decreasing and the Labour Inspectorate is informed of minor work accidents more and more.

Occupational and work-related diseases

In 2014 the Labour Inspectorate received notifications of diagnosis of occupation diseases (OD) concerning 56 employees and notifications of work-related diseases (WRD) concerning 138 cases.

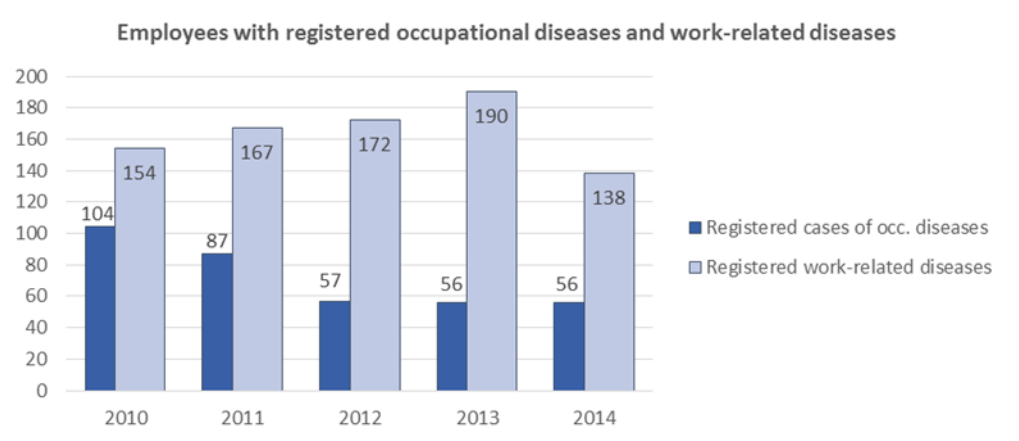


Figure 21. Registered cases of occupational and work-related diseases

Compared to 2013, the number of diagnosis of cases of occupational diseases has remained the same, but unfortunately we cannot say that it is because the work environment has considerably changed for the better. Causes should rather be looked from procedures related to diagnosis of occupational diseases and the lenient attitude of occupational health doctors for admission a person with health damage to work is also somewhat problematic. The results of the target inspection activity by the Labour Inspectorate in 2014 proved it, in the course of which issues related to organization of health examination were examined. This study revealed that there have been situations in which occupational health doctors allow an employee with a health damage to work "step by step" and "according to their abilities." However, if the employee overestimates his abilities or the employee thinks his share of work is a part of the work process and the rest of the team's work depends on it, an accident at work can easily happen. Also, occupational health physicians have not examined in enough details the electronic medical records of the employee or they have not got decisions of previous health examinations from employers.

The number of work-related diseases (WRD-s) has increased to some extent, which in essence can be a prior diagnosis for an occupational disease, but not always. WRD-s are mainly diagnosed during periodic health examination which employers are required to arrange based on the procedure for health examination of employees, the occurence of a WRD is also a sign of danger to society, that work-related diseases do not disappear anywhere.

It should be noted, however, that in comparison with the number of employees with a WRD in Estonia and the respective figures of other European countries, it is obvious that work-related diseases are not enough diagnosed (see Figure 22).

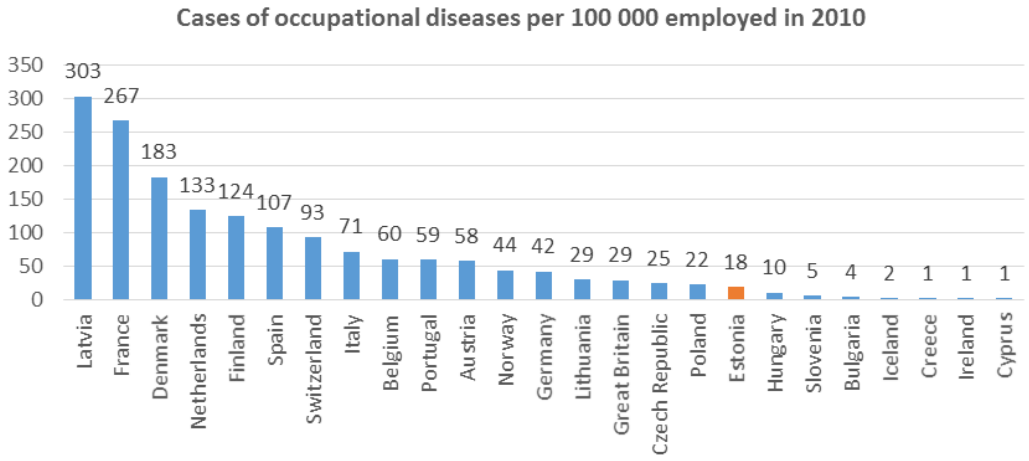


Figure 22. Cases of registered OD per 100 000 employed in 2010 in comparison with the European countries

The results, by fields of activities of enterprises, reveal that especially workers in agriculture, metallurgical industry, food industry and timber industry are most at risk of getting a work-related damage to health.

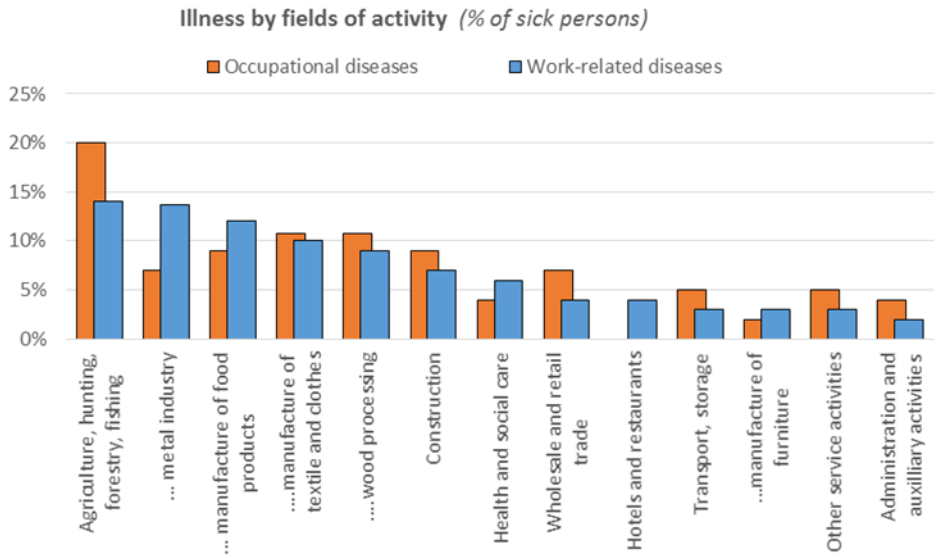


Figure 23. Proportion of people with a WRD by fields of activities 2014

Looking at the occupational risk factors that have caused occupational diseases, the largest and constantly increasing one is repetitive stereotypic movements. The number of illnesses due to wrong working position has declined in the last few years, however, in 2014 cases of OD-s caused by the risk factor were diagnosed more again. The proportion of OD-s caused by manual handling of loads has also increased.

When over the past five years, the decrease in diagnosing of occupational diseases caused by noise and vibration could be observed, however, in 2014 somewhat more cases of illnesses due to vibration were diagnosed again. Noise and vibration are the risk factors that are easy to assess and the health effects of which can be imagined quite well. It is also easy to take several measures to avoid the detrimental effect of

them, whether using less noisy and vibrating work equipment, measures for the premises or allotment of personal protective equipment.

It is much more difficult to imagine that repetitive movements, unfavourable working posture has bad health effects. Often, people fail to notice the connection between physical overload and health disorders caused by it, an aching back or neck is usually associated with age, rather than working conditions.

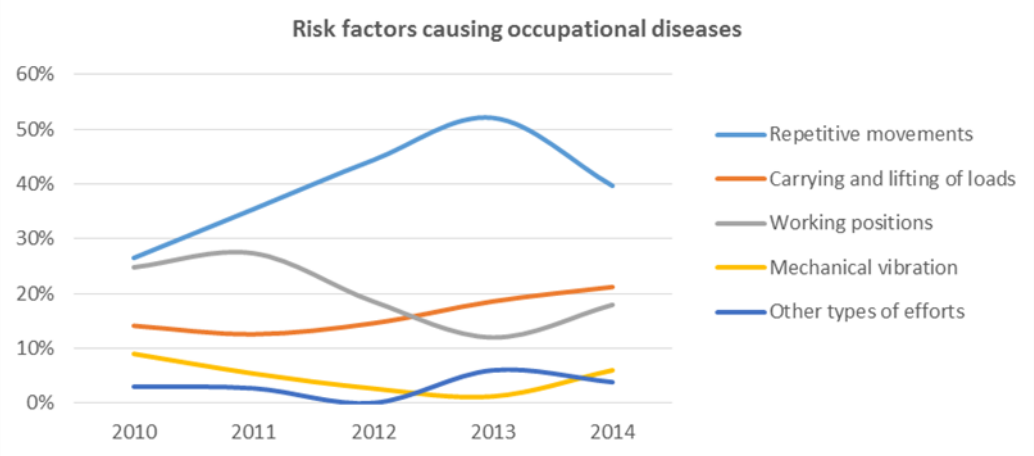


Figure 24. Main risk factors causing cases of OD

It is evident from the diagnosis of WRD-s that physiological risk factors of the work environment affect workers` health: manual handling of loads, forced positions causing fatigue and repetitive stereotypic movements. Looking at the changes over the period of five years, then the number of health problems caused, e.g. by noise, has considerably decreased, meaning that this risk factor is more easily managed in the work environment. However, more attention should be paid to health risks due to manual handling of loads and better work organisation related to it.

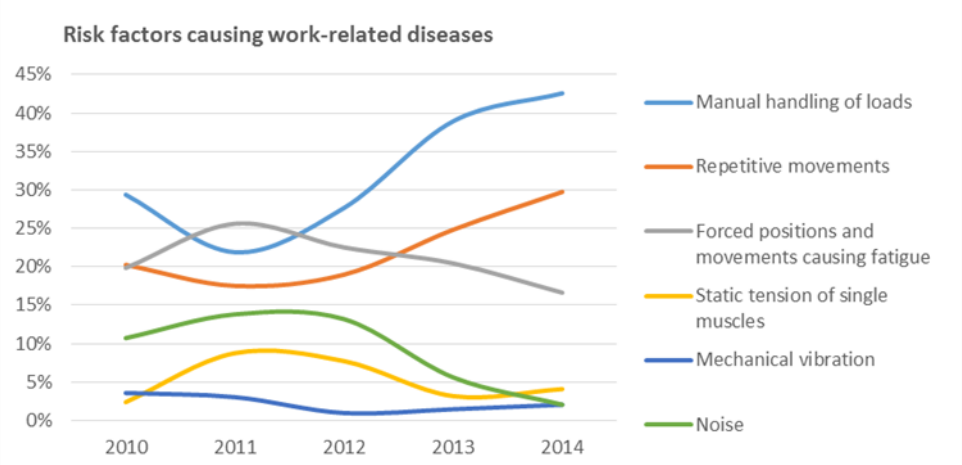


Figure 25. Main risk factors causing WRD

By occupations, both WRD-s and OD-s, were diagnosed most frequently in 2014 at operators of machinery and equipment (seamstresses, workers in footwear, textiles or food processing industries), unskilled workers, drivers of motor vehicles. All those workers have a common denominator – working in a forced position, monotonous work or manual handling of loads.

Looking at the distribution by age of employees suffering from OD-s, then it is evident that five years ago occupational diseases were diagnosed more often at employees aged 55-64. In the meantime, the number

of employees in this age group decreased, but last year we noticed again an increase in cases of OD-s in this age group.

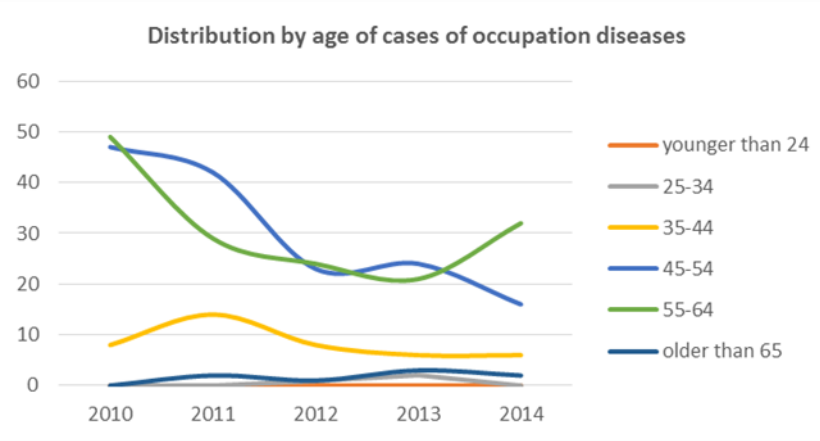


Figure 26. No of employees suffering from an OD by age groups

Also, work-related diseases were mostly diagnosed among workers aged 45-54 last year, although the number of older workers suffering from an occupational disease has somewhat decreased, the proportion of them has not decreased. Each year about 30 workers aged 35-44 are diagnosed a work-related disease. When in 2011 there were four cases of WRD-s at people younger than 25 years of age, then during the last couple of years there have been no notifications on younger workers any more.

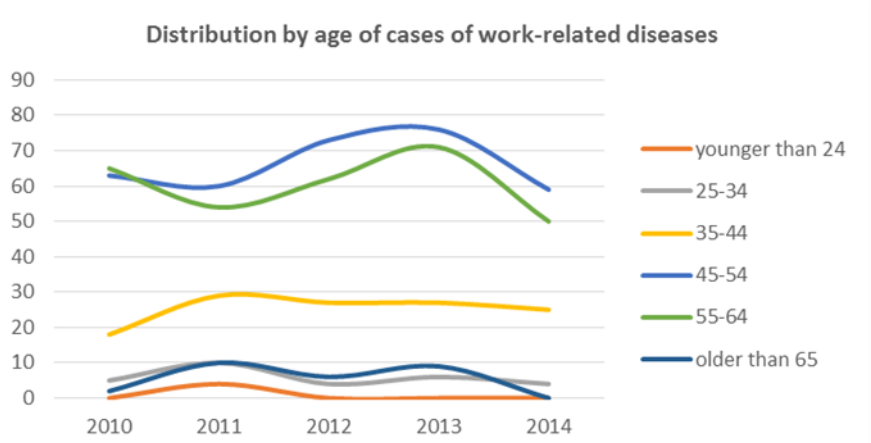


Figure 27. No of WRD by age groups

If we look separately at men and women suffering from a WRD, it is evident that women are diagnosed with occupational or work-related illnesses rather more often in the younger age group than men, which might suggest that women either go to health examination sooner or care about their health more seriously and dare to speak of their health problems during health examination.

Since 2011 reviews of cases of occupational diseases and work-related ill health by diseases are drawn up by the Health Board. Summaries of work-related illnesses are available at the following address: http://terviseamet.ee/tervishoid/toeoetervishoid/aruanded.html

Labour relations

Inspection of labour relations

In 2014 labour inspectors-lawyers and labour inspectors visited 604 enterprises with the aim to conduct inspection of labour relations. Labour inspectors had to go back to 138 of these enterprises with the aim of a follow-up inspection visit and to make sure that the infringements identified during the general inspection activity had been eliminated. There were 77 enterprises where labour inspectors did not identify any infringement related to labour relations.

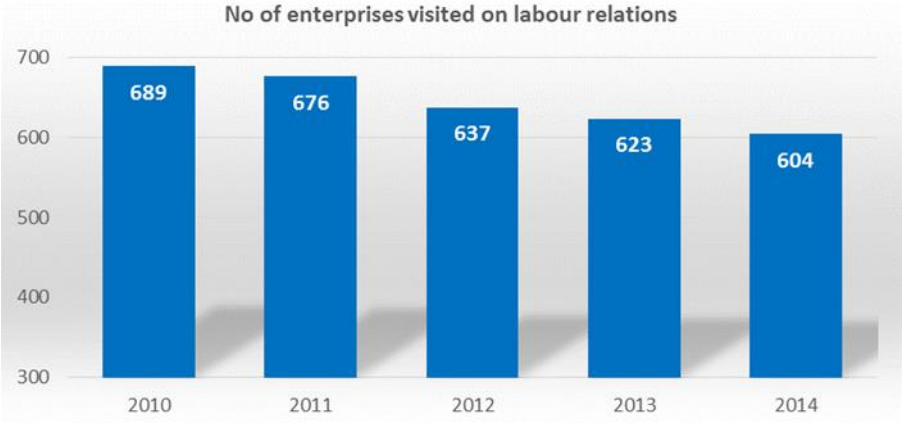


Figure 28. No of enterprises covered by inspection of labour relations

1967 infringements of requirements of labour relations were established in the course of inspection, 944 notices were issued to employers for elimination of the infringements. Compared to 2013 the number of identified infringements has somewhat increased, however, the number of infringements, for the elimination of which notices had to be issued to employers, has not increased. 88% of claims submitted were complied with in time.

There were a total of 1437 infringements of the Employment Contracts Act (ECA). As in previous years, in 2014 the majority of established infringements are related to conditions mentioned in the Employment Contracts Act, that concerns failure to notify of conditions mentioned in the Employment Contracts Act article 5 clause 1. It means that the inspected employer has not notified the employee of the data as required in the Employment Contracts Act.

In 13 enterprises cases were identified where employers had not prepared and submitted employees written employment contracts, despite the fact that the parties knew from the beginning that the relationship would last longer than two weeks. 63 employees were working without a written employment contract. Employers` misconception of the Employment Contracts Act often became evident in the course of inspection. If the law requires that data of the employment contract are submitted to an employee before he starts work and the Employment Contracts Act § 4 subsection 5 allows an oral agreement only if the duration of the contract does not exceed two weeks, it is mistakenly common among employers to believe that a written contract can be drawn up within two weeks from the commencement of employment by the employee.

Pursuant to the Employment Contracts Act § 5 section 1 and section 5 of the European Council Directive 91/533/EEC on the employer's obligation to inform employees of the objective of the contract or employment relationship, employees must be aware of their salaries, the calculation method and the pay day. Notification obligation of the method of calculating wages does not limit the choice of a calculation method, but it is important to inform the employee of the manner how his salary is calculated and of the

amount of the salary he will be paid. An administrative case No. 3-12-1362 concerning the same topic came into force at the Tartu Circuit Court in 2014.

Employers try to avoid the transparency of remuneration systems, preferring to put down standard terms in the employment contract, on the basis of which an employee usually gets a minimum wage and in addition an employer may pay other remuneration components, conditions of payment of which are not specified in any written document. Generally, the employer has specific principles for calculation of other remuneration components, but the employees are not informed of them. In addition, employers forget to inform employees of taxes paid by the employer and withholding taxes and payments (social tax, income tax, unemployment insurance, etc.). Payment of less than the minimum rate, established by the Government of the Republic, was identified at 19 employers[3].

Inspectors encounter more and more such cases in the course of inspection of labour relations where the employee works on the basis of total working time, but there is no written agreement in the employment contract, which is required pursuant to ECA § 6 section 6. There are also reverse situations in which an employee, for example, started work on the basis of total working time in 12-hours shifts, but actually works eight-hour working days, and in addition, on the sixth day works overtime. In this case it is not totalizing of working time, because working hours are not unevenly distributed and also the requirement for a weekly rest time has been violated as provided in ECA § 52.

There are still problems with the working conditions of minors. There are employers who do not understand that a child is not an equal to an adult in the sense of responsibility and physical capacity, and therefore a contract for services and an authorisation agreement cannot be entered into with him, in which the contractor must be responsible for everything. The limited legal capacity of the minor does not allow such liability. An employment contract can be awarded only to a minor, taking account of the list of work prohibited and permitted by law. The minor is not suitable for hard physical work, as well as work, during which the minor may have contacts with alcohol or tobacco products. For example, it is not allowed to send a 10 year old child with a box of ice cream weighing 7 kg on a hot day in the summer to the beach to sell ice cream, and it is not suitable for children to run and sell newspapers or magazines between cars. Both parents, as well as employers and entrepreneurs who offer this kind of work for minors must stand for the welfare and the preservation of health of children.

In 2014 the Labour Inspectorate focused on a new theme - the working conditions of workers posted in Estonia. Since 2010, the Labour Inspectorate exchanges information on workers posted from Estonia with supervisory authorities of other countries of the European Union. When we get information on the working conditions guaranteed by Estonian employers to workers, it is obvious that the awareness of about their rights and the related differences of posted workers is low. To improve the situation the Labour Inspectorate carried out a campaign on the subject, and issued an information booklet. In December the Labour Inspectorate conducted a target inspection on the subject in Estonia, which showed that we employ both Poles, Italians, Germans and Finns, and at very different companies. Unfortunately, it appeared that the awareness of companies receiving workers is poor about their responsibilities and working conditions of workers posted in Estonia and about the existing law on conditions of work of workers posted to Estonia. Therefore, active cooperation with neighboring countries is continued regarding the rights of posted workers. Cross-border co-operation agreement has been concluded with the Labor Protection Board of the Republic of Finland.

[3] The minimum wage was 2,13 euros an hour and 355 euros a month in 2014.

Inspection of the Seafarers Act

For the second year a labour inspector of seafares has been working at the Labour Inspectorate. The main task of the seafarers labour inspector is to carry out state supervision of compliance of requirements of legal acts concerning safety, health and labour relations of persons employed on ships and apply enforcement powers of the state pursuant to procedure and conditions prescribed by law.

The conditions of employment of crew members were regulated by the Seafarers Act until 30 June 2014, but as of July 2014 there is a new Seafarers Employment Act. Its is a specific law in regard to the Employment Contracts Act and the Occupational Health and Safety Act, which gives the right to a labour inspector to check the working environment and compliance with requirements of labour relations of crew members. The entry into force of the new law led to a lot of questions, and the need to clarify them. The labour inspector of seafares had a major role in the clarification and there is good cooperation between shipowners and ship captains or employers of crew members.

In 2014 the seafarers` labour inspector conducted 65 inspection visits at 51 enterprises, during which working conditions of 42 vessels were inspected. The labour inspector discovered 455 violations at 49 employers during the inspection visits, for elimination of 126 of which he issued notices to employers.

The most common non-compliances are the following: failure to notify workers of additional data in the written document of the Seafarers Employment Act; failure to instal safety signs properly and mark danger zones and hazardous routes; non-compliance with requirements of the Seafarers Employment Act; notice boards were missing with division of work on the ship and insufficient initial or in-service instruction of workers or failure of registration of it.

In 2014 target inspections of labour relations in different sectors were carried four times:

- joint target inspections of drivers of motor vehicles with the Police and Border Guard Board and the Tax and Customs Board on carriage of goods;
- joint target inspections of bus companies with the Police and Border Guard Board, the Tax and Customs Board and the Road Administration;
- target inspection of workers posted to Estonia;
- target inspection of working and rest time of workers performing night work in the region of North-Estonia.

A more detailed overview on the results of the target inspections is available on the website of the Labour Inspectorate: http://www.ti.ee/est/meedia-trukised-statistika/statistika/tookeskkonna-ulevaated/2014/

Application of penalty payment in inspection of labour relations

In the course of inspection of labour relations cautions of penalty payment, to ensure compliance of requirements of notices, were issued 94 times, in the total amount of 22 610 euros. Notices with cautions of penalty payment were complied with generally in time, penalty payment was enforced in 14 cases in the amount of 8 180 euros. Compared to the year 2013 the number of warnings of penalty payments and the need to enforce them has somewhat decreased, which in turn means that in the field of labour relations employers tend to comply with law and observe requirements of notices (in 2013 penalty payment was enforced 21 times in the amount of 7320 euros).

Applications for consent of a labour inspector

Pursuant to the Employment Contracts Act § 8 clause 3 an employer must apply to a labour inspector for consent for conclusion of employment contract with a minor of 7-14 years of age. For obtaining a consent the employer must submit to the local labour inspectorate of the place of business an appropriate application. It is the duty of a labour inspector in the course of proceeding of the application to identify the conditions of work for the minor and to make certain that such work is not prohibited to the minor and his conditions of work are in compliance with the requirements of law and the minor himself wants to do the work.

The number of applications for admission to employment of minors has increased from year to year. When in 2010 the Labour Inspectorate was submitted 92 applicationston for work permit for 1160 minors, then in 2013 there were already 107 applicationst to permit work for 1959 minors. in 2014 the Labour Inspectorate was submitted already 146 applications concerning 2057 work permits for minors. It is mainly the local governments, students brigades, to a less extent employers in the private sector who seek the labour inspectors` consent for work of minors aged 7-14.

Consent was granted for conclusion of 1869 employment contracts with children of 7-14 years of age. Negative decision was made conserning 188 minors. There were several reasons for refusal of labour inspectors` consent. The majority of refusals were due to the fact that the employer requested the consent for employing young people of 15-17 years of age, but the law provides for the consent of the labour inspector only concerning minors less than 15 years of age. For young people of 15 and older it is sufficient to have parents` consent. Negative decision was often due to the fact the work offered to the minor was inappropriate considering his age and development. For example, it was refused to grant consent to a 12-year-old child to work as a ticket inspector at a public event, as well as recruitment of minors to serve at hotels because the minors may encounter with alcohol and tobacco products.

Children at least 13 years of age were allowed to work as waitresses at a breakfast table of a hotel (provided the work did not involve manual handling of loads and exposure to alcohol); to paste price tags in shops; light cleaning work at the territory of a kindergarten; sorters of vegetables and fruit; care taker of domestic animals, etc. Children aged 7-12 are allowed only to perform very mild work in the fields of culture, art and sports. For example, consent was granted to assist a coach and perform at a show under the supervision of an adult.

All in all, it is good to note that there are employers who provide work experience opportunities for young people, but the requirements of law must be complied with and keep in mind the fact that a minor cannot be allowed to work that does not correspond to his mental or physical development, and is dangerous. Although the work offered to a minor by an employer and under the supervision of a parent may be entirely suitable for the minor in the short term, it does not mean that the minor can do the same work under an employment contract, which means basically doing the work independently and being responsible for it.

Inspection of working and rest time of drivers of motor vehicles

Inspection of working and rest time of drivers of motor vehicles was carried out in 2014 all over Estonia 102 times. Compliance of the requirements of working and rest time of 1539 drivers of motor vehicles were inspected all in all during 67 256 work days (in 2013 the respective figures were 1535 and 64 021).

The aim of the inspection activity was to control how working and rest time of drivers was organised at enterprises, whether the established driving and rest periods were observed to ensure traffic safety on roads. Organisation of working time, drivers` daily driving hours and rest periods, breaks and weekly working,

driving and rest time, restrictions on driving for two weeks, compliance of data recorded by tachogrphs with requirements were controlled at employers` premises.

Table 5. No of drivers of motor vehicles and working days inspected in 2014

Type of transportation	No of drivers inspected	No of inspected work days
Passanger transport	89	2 690
Carriage of goods	1450	64 566
Total	1539	67 256

Pursuant to the Government of the Republic Regulation No 151 of 21.10.2010 "Requirements for organisation of inspection of working, driving and rest time of drivers of motor vehicles" § 5 clauses 1 and 2 and the European Parliament and Council Regulation (EC) No 561/2006 on the harmonization of certain social legislative or regulatory provision of certain road transport the Ministry of Economic Affairs and Communications submits the Labour Inspectorate at the beginning of each year the minimum number of inspection visits, worked out by experts of the Ministry of Economic Affairs, regarding compliance with requirements of working, driving and rest time of drivers. Thus, the number of the working days to be inspected by the Labour Inspectorate has been specified by the Ministry of Economic Affairs, though it is not forbidden to enlarge the number.

Assesseing the results of the last years we can say that the number of inspected drivers has mostly remained the same, however, the number of inspected work days has increased. The increase in the number of inspected working days was due to increase in the work plan, as the number of vehicles is increasing every year in Estonia, then within the scope of application of the Regulation (EC) No 561/2006, the Labour Inspectorate must inspect also more working days of drivers..

The increase in the number of inspected drivers of motor vehicles over the past few years is rather a consequence of dealing with larger enterprises where more drivers have been employed and where there are more infringements, both according to the data of the Police and Border Guard Board as well as the Ministry of Economic Affairs and Communications. However, small and medium sized enterprises are also continually inspected.

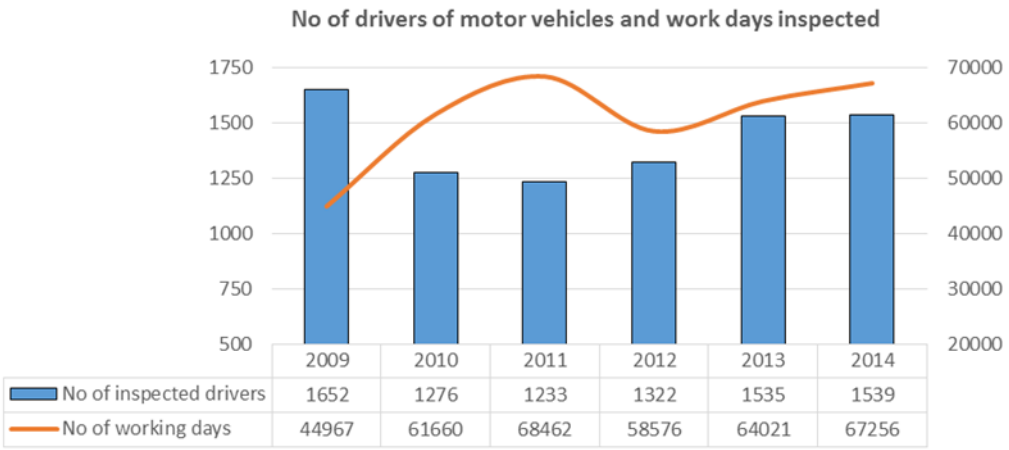


Figure 29. No of drivers of motor vehicles and work days inspected

In table 6 all violations within five years are listed. Most violations detected through the years are violations of daily rest periods at carriage of goods, but many problems have occurred in the absence of breaks at carriage of goods. A major change in the number of violations regarding passanger transport is due to the change in the principles of entry of data at the Labour Inspectorate. Until the year 2010 violation of

requirements of each record sheet was recorded as an infringement, then in recent years it is considered as one infringement per enterprise.

Table 6. Infringements of drivers of motor vehicles 2010-2014

Violations	2010	2011	2012	2013	2014
Carriage of goods:					
Violation of Regulation 561/2006 art 8 concerning daily rest periods	335	315	253	226	332
Regulation 561/2006 art 7 shorter breaks	48	127	173	106	92
Regulation 561/2006 art 6 violation of daily rest periods	168	119	117	81	122
Regulation 561/2006 art 7 no breaks	254	123	95	62	75
Regulation 561/2006 art 8 violation of weekly rest periods	96	102	77	78	229
Regulation 3821/85 art 15 clause3 violation of the requirements of registration of working and rest time	1	24	48	21	32
Regulation 561/2006 art 10 clause5 violation of data storage and accessibility for inspectors	18	38	24	35	42
Regulation 561/2006 art 6 violation of weekly driving periods	7	8	7	6	16
Regulation 561/2006 art 6 violation of driving time of conseqcutive weeks	25	15	4	35	42
Passanger transport:					
Regulation 561/2006 art 8 violation of daily rest periods	6	34	15	17	14
Regulation 561/2006 art 8 violation of weekly rest periods	2	2	14	6	12
Regulation 561/2006 art 7 shorter breaks	0	1	8	17	0
Regulation 561/2006 art 7 no breaks	11	92	6	7	6
Regulation 561/2006 art 6 violation of daily driving time	2	25	4	0	0
Regulation 3821/85 art 15 clause 3 violationof the requirements of registration of working and rest time	284	30	3	4	7
Regulation 561/2006 art 16 violation of therequirements of duty rosters	0	0	3	0	0
Regulation 561/2006 art 16 insufficiently prepared duty rosters	0	4	2	0	0
Regulation 561/2006 art 10 clause5 violation of data storage and accessibility for inspectors	142	16	0	7	6
Regulation 561/2006 art 6 violation of weekly driving time	0	0	0	0	0
Regulation 561/2006 violation of driving time of consecutive weeks	1	0	0	0	3
Type of transport not defined:					
Regulation 3821/85 art 15 clause2 violation of requirements of use of record sheets	147	37	15	2	7
Regulation 3821/85 art 15 clause 5 violation ofthe requirements of entry of data to record sheets	279	76	15	7	5
Regulation 3821/85 art 15 p 1 replacement of dirty or damaged record sheets	17	3	0	0	1
Violations in all	**1843**	**1191**	**883**	**717**	**1028**

Such situations where a labour inspector is not presented with data on working, driving hours and rest periods have become more frequent and it is claimed that the data has been destroyed or lost. Such behaviour, however, leads to the initiation of misdemeanour proceedings against a legal person or a natural person, in case of the existence of a transport operator. In addition, such companies hindering inspection proceedings will remain in the list of companies to be inspected by the Labour Inspectorate in the near future and their compliance with law will be inspected with a new data check.

In addition to the inspection visits by the Labour Inspectorate, in cooperation with the Police and Border Guard Board (PBGB), the Tax and Customs Board (TCB) and the Road Administration joint visits are conducted. In 2014 four joint operations were performed at enterprises dealing with carriage of goods and

passenger transport all over Estonia. Such joint inspection activity is planned to be continued in collaboration with the four authorities also in 2015.

Joint target inspection activity of drivers of motor vehicles with the PBGB and the TCB

In 2014 there were 4 joint inspection visits: 2 in Harju County, 1 in South-Estonia and 1 in Ida- and Lääne-Viru Counties. 10 enterprises in all were inspected, 2 enterprises of which dealt with passenger transport and 8 with carriage of goods. Most of the non-compliances and infringements of the enterprises inspected concerned failure to keep data on driving, working and rest time of drivers of motor vehicles.

The Labour Inspectorate initiated misdemeanour proceedings against a natural person 9 times, 8 of which have entered into force:

- 3 times a fine was imposed to a natural person in the amount of between 280 euros to 300 euros pursuant to the Traffic Act § 243 subsection 1;
- 1 time a fine was imposed to a natural person in the amount of 160 euros pursuant to the Traffic Act § 244 subsection 1;
- 5 times a fine was imposed to a natural person in the amount of between 240 euros to 400 euros pursuant to the Penal Code § 279.

Compared to the year 2013 there have been more raids thanks to the joint control of the route network of the county, where inspectors collected data on bus companies in their area. In 2014 the inspection of regular services in the county did not achieve the objective, as the amendment to the Traffic Act will not come into force in the 2015, which would lay down the requirement that also buses serving less than 50 km must have tachographs. Performance of inspection has also been hindered by the requirement of the administrative procedure that allows data to be presented later - within a reasonable term.
In 2014 in cooperation with PBGB, TCB and the Labour Inspectorate there were three joint target inspections on the road of the route network of the bus companies in Ida-Viru, Lääne-Viru, Harju Counties and in South Estonia, in the course of which technical condition of the buses and driving, working and rest time of drivers was examined.

Thus, inspection results obtained at each employer and violations identified will serve as a basis for planning inspection visits in the future. In addition, the Labour Inspectorate takes the recommendations of the Ministry of Economic Affairs and Communications, inspection data of the Police and Border Guard Board and the information received from competent authorities of other countries concerning violations into account.

Misdemeanour proceedings, fines

In the year 2014, 200 times misdemeanour matters were heard in the course of inspection of safety and health at work and labour relations, of which in 76 cases misdemeanour proceedings were initiated against a legal person and in 124 cases against natural persons.

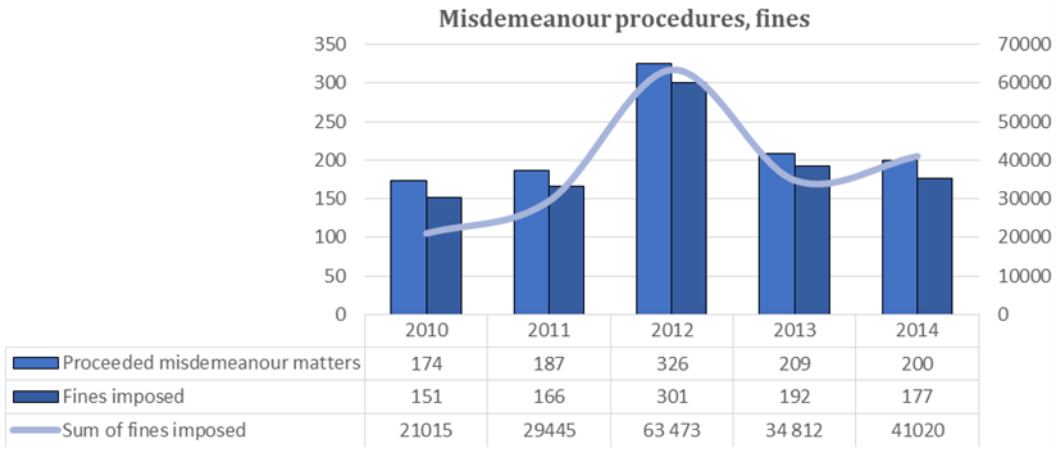


Figure 30. No of misdemeanour proceedings and fines

Most of the misdemeanour matters heard, i.e. more than a half, were pursuant to the Occupational Health and Safety Act – 106 times in all (in 2013.- 120 times). As a result of non-compliances of the Occupational Health and Safety Act penalties were imposed primarily for these three types of violations in the course of misdemeanor proceedings:

- failure to comply with health and safety at work requirements for work places;
- employers fail to comply with health and safety at work requirements;
- unsecured dangerous exposure to moving parts of work equipment or an inappropriate work equipment had been allocated for performance of work.

Pursuant to the Employment Contracts Act (ECA), misdemeanour cases were heard 57 times, i.e 29% of the misdemeanour proceedings. For violations of the requirements of the Employment Contracts Act, misdemeanors matters were heard mostly pursuant to the ECA §§ 126 and 127 subsection i.e. for violation of requirements of daily or weekly rest periods and pursuant to the ECA § 128 subsection 1, i.e. for failure of the obligation to inform or consult upon collective cancellation of employment contracts.

Table 7. No of misdemeanour matters heard by legal acts

	2012	2013	2014
Employment Contracts Act (ECA)	81	52	57
Occupational Health and Safety Act (OHSA)	221	120	106
Employees`Trustee Act (ETA)	3	2	2
Penalty Code (PC)	3	1	0
Traffic Act (TA)	18	30	32
Trade Unions Act (TUA)	0	3	1
Code of Misdemeanour Procedure (CoMP)	0	1	1
Chemicals Act (ChA)	0	0	1
Total No of misdemeanour matters heard	**326**	**209**	**200**

In 2014 fines were imposed. 177 times in the amount 41 020 euros, of which 67 times to legal persons in the amount of 25 525 euros and to natural persons 110 times in the amount of 15 495 euros. The majority of the fines imposed to legal persons were related to the result of investigation of accidents at work and cases

of occupational diseases. The largest fine imposed to a legal person for violation of the requirements of health and safety at work was 1300 euros and to a natural person 100 penalty units or 400 euros.

As regards to labour relations, the largest fine imposed to a natural person for actions classified pursuant to the Employment Contracts Act §-s 127 subsection 1 and Penalty Code § 279 (failure to comply with requirements of working and rest time) in the amount of 220 euros. The largest fine imposed to a legal person was also as an aggregate punishment for violation of working and rest time requirements in the amount of 650 euros.

Advisory work

Lawyers` infoline (640 6000)

Lawyers` infoline has been in use for seven years already and there is still a need for advisory service today.

In 2014, 40 954 calls in all were made on the infoline and lawyers answered 32 652 of them, i.e., 87% of all the calls made.

In order to enable to answer all the calls who seek help, it was decided to extend the time for answering the infoline. Since November 2014, the infoline is open from 9:00 to 16:30.It is also possible to make a call in the Russian language, which in turn, increases the data transmission and reception quality. 3,400 calls on average are made on the infoline of the Labour Inspectorate in a calendar month.

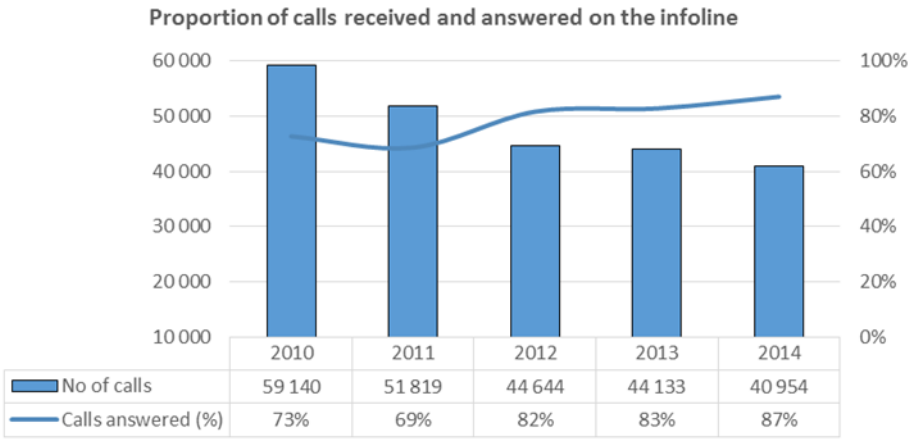


Figure 31. Proportion of calls received and answered on the infoline

Answering emails

In addition to the infoline, it is possible to ask the Labour Inspectorate questions by email. The lawyers of the Labour Inspectorate were sent 4 664 emails to the email address jurist@ti.ee during the year (in the year 2013 - 4 474).

The market research on satisfaction with the advisory service of the Labour Inspectorate revealed that advice by emails was sought mostly by younger employees - aged 16-34, employees aged 35 and more rather call the infoline. The survey also showed that those who use advice by email, will continue to prefer it more than other channels of information also in the future.

Consultation at reception

In addition to infoline and advice by email it is possible to come to the Labour Inspectorate for consultation during the reception hours of a lawyer. The specialists of the Labour Inspectorate render advice to employees and employers: in Tallinn, Tartu, Viljandi, Jõgeva, Põlva, Valga, Võru, Narva, Jõhvi, Rakvere, Pärnu, Haapsalu, Paide, Rapla, Kärdla and Kuressaare. During the year 2015, 17 new advisory bureaus will open in boroughs all over Estonia.

In 2014 at the offices of the Labour Inspectorate advice was rendered to citizens 3931 times in all.

The market survey on satisfaction revealed that it is rather employees who come to the reception, predominantly Estonians and aged 18-74.

In recent years, the main themes that required advice from the specialists of the Labour Inspectorate have been related to problems concerning cancellation of employment contract (27%), holiday (20%), wages (18%) and working time (17%).

The advisory service of the Labour Inspectorate is still popular and has become more and more available and of higher quality each year. This is also confirmed by the results of the satisfaction survey which revealed that 95% of those surveyed were willing to recommend the advisory services of the Labour Inspectorate to other workers and employers. The advisory service of the Labour Inspectorate is highly valued by the respondents because the service is of help to workers and employers in understanding labour law issues, the answers given by labour inspectors-lawyers are reliable and the assistance creates a sense of security.

Labour disputes

In 2014, 2364 statements of claim in all concerning a labour dispute were submitted to the Labour Dispute Committees (hereafter LDC-s), which is one-fifth less than a year before. By the end of 2014 the Labour Dispute Committees (with the previously given statements) 2639 applications in the proceeding (by the end of 2013 - 3231). During the year 91% of all applications were in the proceeding (in 2013 - 92%).

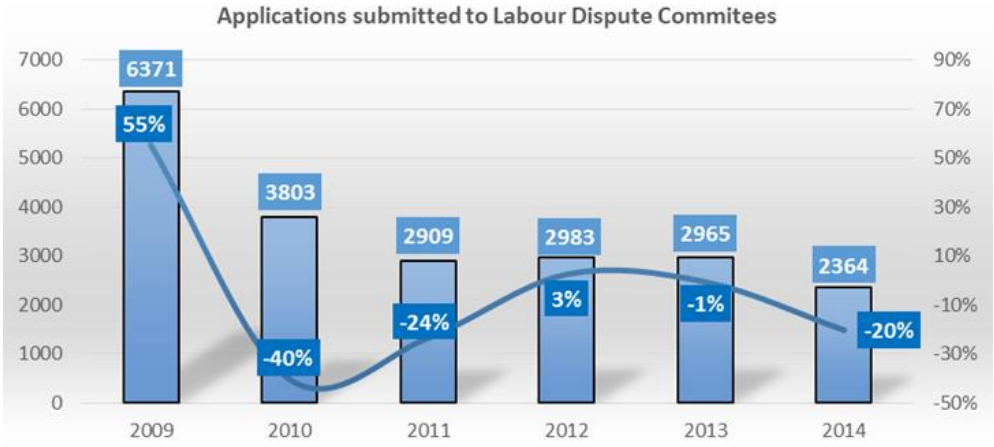


Figure 32. No of applications submitted and change as compared to the previous year

The number of labour disputes has declined significantly over the years, compared to 2009, a time when economic confidence was also the lowest, the number has decreased by even 4000 challenges. One of the

indicators to monitor changes in the number of labour disputes is the economic confidence index. As it can be seen on Figure 33, the more economic confidence begins to decrease, the more labour disputes there are, and vice versa - if the economic confidence index drops significantly, labour relations become more complex. Enterprises have a need for restructuring of work, need for redundancy, problems related to payment of wages, etc. Thus, we may conclude that, in a stabile and calm economic situation we hear about 3000 labour disputes a year.

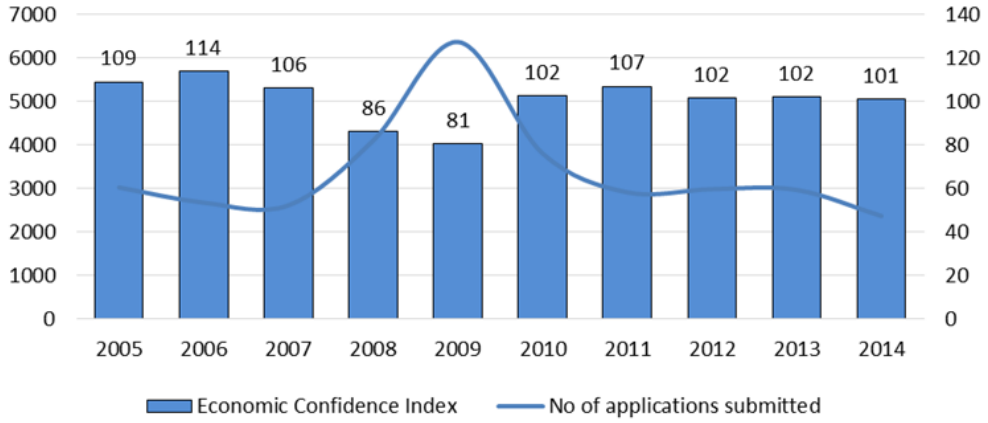


Figure 33. Economic confidence index and No of l applications of labour disputes

The length of time for proceeding of labour disputes largely depends on the number of labour disputes submitted, despite the fact that the actual length of time for proceedings must be within a month. In 2014 the average length of a proceeding was 36 days. The length of time for processing labour disputes has generally equalised at different parts of Estonia, however, some differences have remained by committees.

Within one month i.e. 30 days 70% of applications submitted were accepted to be heard. The lowest percentage of applications - 57% - was in the Jõhvi LDC-s in a one-month period. The difference in percentage is mainly explained by the number of labour dispute procedures at a particular area and it also depends on the numbers of meetings taken place in other offices of the area.

By counties, the largest number of applications were received last year in Tallinn and Harju County (1321 applications), in Tartu County (266) and Ida-Viru County (234) submitted both by employees and employers. The least number of labour disputes was submitted by workers and employers in Hiiu and Valga Counties, only 16 labour disputes were registered in the regions.

Table 8. No of labour disputes by counties 2010-2014

County	2010	2011	2012	2013	2014	Change compared to 2013
Harju County	1933	1470	1532	1800	1321	-479
Tartu County	458	374	455	328	266	-62
Ida-Viru County	428	411	295	222	234	12
Pärnu County	210	180	164	151	129	-22
Saare County	137	95	152	102	64	-38
Lääne-Viru County	177	87	99	76	71	-5
Viljandi County	108	87	49	41	63	22
Jõgeva County	61	38	55	39	41	2
Rapla County	52	36	39	41	33	-8
Järva County	46	28	30	58	36	-22
Võru County	37	35	28	41	22	-19

Valga County	46	21	34	26	16	-10
Põlva County	56	12	14	18	30	12
Lääne County	45	23	22	17	22	5
Hiiu County	10	12	14	5	16	11
Applications in all	**3803**	**2909**	**2983**	**2965**	**2364**	**-601**

If you take into account Estonia as a whole, the number of labour disputes has decreased in almost all counties compared to last year. The number of labour disputes has significantly decreased in Tallinn and Harju County, and that despite the fact that it is the LDC located in Tallinn, where 56% of all labour dispute applications all over the country were submitted during the year.

Since the number of labour disputes in Ida-Viru County decreased significantly in 2013 compared to the previous years, it was decided on the basis of an analysis of the internal work organization, to close starting from March 2014 the LDC located in Narva, provided that all the labour disputes of East- Estonia would be resolved by the LDC with a permanent location in Jõhvi. A similar decision was also made concerning the LDC located in Saaremaa, therefore since 2015 solves all the labour disputes of Saaremaa are resolved in Pärnu. The change in organization of work, however, does not affect the place of the procedure for the parties and the parties to the labour dispute may continue to turn to the LDC for settling their labour disputes in Narva or Kuressaare because the employees of LDC-s still carry out sessions also in the above-mentioned cities.

Claims submitted to LDCs

Employers submitted 307 applications in all on labour disputes in 2014, i.e. 13% of the total number of applications submitted (in 2013 - 349 , i.e. 12% of applications). Compared to previous years the number of applications submitted by employers has increased every year, for instance, in 2010 the applications submitted by employers accounted only for 6% of all the applications. One of the reasons for the increase in the number of claims by employers may be that employees responsibilities have become clearer after entry into force of the Employment Contracts Act in 2009, and the other could be the increased employers' legal knowledge

Employers turned most often to the Labour Dispute Committees with the following requirements:

- contestation of cancellation of an employment contract – 129 times (i.e. the claim was in every second application);
- claims for compensation of the damage to the property by employees – 71 times (i.e. in every fourth application);
- claims for compensation due to leave of employment without authorization before time of advance notice – 87 times (or in every fourth application).

Employees submitted 2057 applications to the labour dispute committees in 2014, i.e. 559 applications less than during the previous year. Still the most frequent claim was a financial one - unpaid wages during employment and claims for final settlement, etc. - were even in every second application .

Cancellation of employment contract was contested 726 times or such claims were in every third application. Cancellation of employment contract was contested on legal basis, e.g. due to violation of obligations by employees 250 times, due to violation of obligations by employers 234 times, for economic reasons 58 times, violation of rights of a pregnant woman, employee who had a right for pregnancy or maternity leave or parental leave 5 times, due to violation of workers` representatives rights 3 times, cancellation of employment contract due to violation of restriction 7 times. Claims for non-payment of holiday pay were submitted 274 times in all.

Also in 2014, there have been cases in LDC-s where employers have concluded contracts with employees under the law of obligations, it is primarily either an authorisation agreement or contract for services, although the relationship has definite characteristics of an employment contract. It is also customary that an employee asks to establish employment relationship, because the work has been done on the basis of a verbal agreement.

Financial claims

Last year the proportion of financial claims with more than 3 200 euros has increased, and mostly the content of the claims concerned unpaid final settlement.

Claims for smaller amounts are submitted rather for unpaid wages during employment.

The percentage of non-monetary claims, which often concern contestation of cancellation of employment contract which are often more complex than financial ones, has also increased.

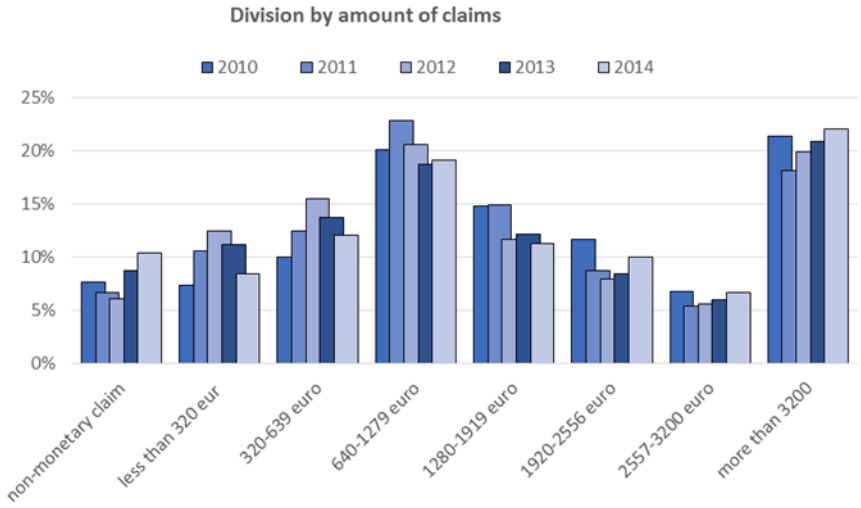


Figure 34. Division of claims by the amount of money

The number of labour disputes concerning non-payment of wages (pursuant to the ECA § 35) because an employer has not provided the employee with work, has decreased. It is difficult to prove whether the employee did not work because he was not provided with work or the employee himself is at fault in failing to do work.

The most complicated claims to be resolved at labour disputes have turned out to be claims submitted by employees performing tasks in a foreign country. Resolution of such disputes is complicated because there are no written contracts of employment either at all or there are no correct remuneration arrangements.

By occupations the majority of applications were submitted in 2014 by construction workers, lorry drivers, attendants (shop assistants, front-line staff, salesmen/customer service, consultants). Thus, it can be concluded that the construction sector, trade and the transport sector continue to be the most problematic fields of activity. It is not unusual that it is quite often that there is no accurate recording of working time in these sectors.

By decisions of labour disputes the number of satisfied applications during the year was 680, the number of partly satisfied applications was 821 and 335 applications were denied. Partly satisfied applications may mean that an application may contain several claims, all of which are not provable or, for instance, one claim was for a certain amount of money, however, only a part of the required amount was satisfied.

An application was refused to be accepted or the proceeding was terminated in 568 cases, the main reason for which were either waiver of claims by applicants or applicants` failure to appear. Approximately every sixth application submitted to the Labour Dispute Committee was waived in 2014 (in 2013 every fifth).

If the percentage of satisfied applications submitted by both employers and employees is the same for both parties - about 30% of the claims, then 24% of the applications submitted by employers were denied, but

only 12% of employees` apllications were denied. The procedure was terminated due to failure to appear – in 5% of the cases concerning employers. Waiver of claims by applicants - approximately in 15% of the cases concerning employers, however, in nearly 16% of the cases concerning employees of all the applications.

Since 01.07.2014 the amendment of the law came into force, according to which the LDC-s make entries in the Employment Register on the basis of the decision of the LDC: date of start of work of the employee, type of legal relationship serving as a basis for working, date of termination of employment contract and legal basis for termination of the employment contract. Of all the labour disputes received in 2014, 110 times a decision was made, which is related to an entry in the Employment Register (in particular requirements in relation to establishing employment relation and termination of employment contract).

National prevention and information activity

One of the main task of the Labour Inspectorate, in addition to inspection activity, is national prevention and information activity in the field of health and safety at work and labour relations in order to make the work environment safer and to enhance the quality of working life.

The prevention and information activity involves:

- organization of media relations and informing the public and target groups of the dangers and best practices in the work environment;
- organization of days for information, seminars, trainings and many other events;
- administration of the website of the Labour Inspectorate, the Working Life portal and channels of social media;
- cooperation with the European Commission and international partners, including coordination of the exchange of information with EU-OSHA.

Information and prevention activity was financed in 2014 on a large scale by the European Social Fund (ESF) "Reduction of work-related health risks and improvement of labour relations 2010 – 2014“

Information events were also carried out in the frames of the campaign "Less Stress" of the European Agency for Safety and Health at Work (EU-OSHA) and the campaign "Slips and trips on the same level" of the Senior Labour Inspectors Committee (SLIC).

Performance of prevention and information campaigns

The Senior Labour Inspectors Committee (SLIC) decided in 2014 to carry out a Europe-wide campaign on slips and trips on the same level. For the preparation of the campaign a working group, chaired by Estonia, was set up including representatives from Ireland, Poland, Denmark and the United Kingdom and from the European Agency for Safety and Health at Work. It was the task of the working group to prepare the information and inspection campaign aimed at both employers and employees, as well as each participating country had to implement it in their own native country. 26 countries in all participated in the campaign, and the campaign materials were translated into 23 languages.

The campaign was intended to prevent accidents caused by slips and trips and was targeted at economic sectors, such as the food industry, metal work, health, HoReCa, retail, wholesale (including storage). More than 11,000 enterprise visits were made all over Europe in the course of the inspection activity, and a summary of the inspection results will be published in 2015. This year a Final Conference with participation of all the countries who took part in the campaign will be held in Estonia, where conclusions of the campaign will be made. In the frames of information activities an interactive educational computer game was worked

out on situations where slips and trips are possible and also on prevention possibilities - floor sticker that warns of slips and falls, and the campaign calendar for the year 2015. In Estonia at the end of last year calendars were sent to those enterprises where there were more accidents at work in 2014 as a result of slips or trips. The information activity was complemented by the Napo video prepared by the EU-OSHA on slips and trips, which is available at: http://www.napofilm.net/et/napos-films/multimedia-film-episodes-listing-view?set_language=et&filmid=napo-018-no-laughing-matter

In addition to the Europe-wide activities the Labour Inspectorate raised awareness on the topic of slips and trips with the support of the ESF programme, carrying out five information days all over Estonia, as well as an extensive media campaign "A fall cannot be reversed". The media campaign was launched on November 12 with a press event and through articles, interviews, television, radio, social and outdoor media attention was drawn to the above-mentioned topics in the weeks to come. In the context of the campaign nearly 200 enterprises were visited. You can read a summary of the inspection results in the annex "Conclusions of the nationwide target inspection on slips and trips on the same level (available only in Estonian: „Üleriigilise sihtkontrolli libisemine ja komistamine samal tasapinnal kokkuvõte“) to the Annual Report. Since during the year there was a very large proportion of work accidents caused by slips and trips in the public sector, it was decided to focus on the public sector in November 2014, and a similar inspection activity was also conducted at 246 public institutions. Also the summary of the target inspection of the public sector is available at the website of the Labour Inspectorate (available only in Estonian: „Avaliku sektori sihtkontrolli kokkuvõte“.

All the information on the campaign and the interactive game you can find at: http://www.ti.ee/est/meedia-trukised-statistika/teavitustegevus/slic-kampaania-2014/ more information on slips and trips is available at the Working Life portal: http://tooelu.ee/et/Tookeskkond/ohutegurid/Libisemine-ja-komistamine

Another larger campaign that concerned the general public was "Know your rights and obligations as a posted worker!". The campaign slogan was: " Don`t be blind to your working conditions!".

The campaign was aimed at raising awareness of posted workers among workers themselves as well as among employers. The prevention campaign was carried out in cooperation with the social partners: the Health Insurance Fund, the Tax and Customs Board, the Social Insurance Board, Unemployment Insurance Fund, EURES Estonia, the Police and Border Guard Board, the NGO Living for Tomorrow, the Estonian Employers' Confederation and the Estonian Trade Union Confederation.

During the campaign there was a media campaign, a round table with the social partners, as well as 15 information days, in addition, an information brochure both in Estonian and Russian was issued.

In the frames of the campaign a seminar "Know your rights - posted worker" took place on 08.09.2014 on board of a ship M / S Superstar heading for Finland. At the seminar Maret Maripuu, Director General of the Labour Inspectorate spoke about protection of posted workers. The representative of the Social Insurance Board introduced social insurance in case of posting of workers and working in several countries.

The representative of the NGO Living for Tomorrow spoke about the risks of working in a foreign country and how to avoid them. In addition, there were also advisers from the Tax and Customs Board and Employment Mediation Network EURES. Altogether 37 people attended the seminar. The feedback to the seminar revealed that information in other languages would come in handy (Russian and English) and and this information should be shared more.

The contribution of the Labour Inspectorate is not sufficient in the protection of rights of posted workers because there are problems with the payment of taxes, comprehension of the system of social security, accounting for pensions and many other issues, therefore the social partners of the Labour Inspectorate were also involved in the campaign.

More information on the topic of posted workers is available here:
http://tooelu.ee/et/Toosuhted/paindlikud-toovoimalused/lahetatud-tootajad

The activities of the Labour Inspectorate in the frames of EU-OSHA

In 2014 the European Agency for Safety and Health at Work (EU-OSHA) healthy work places campaign "Healthy workplaces – less stress" was launched, in the course of which EU-OSHA, the Focal Point of Estonia in cooperation with the Labour Inspectorate of Estonia organized a press conference promoting the campaign, 3 seminars focusing on psycho-social risk factors and a Day for Safety and Health at Work and a movie night. 480 people in all participated in various events. The awareness campaign "Less stress" focused on raising awareness and reducing psycho-social risks in the workplace. In Estonia the focus is both on the balance between labour relations, as well as working and private life.

On 28 April at the World Day for Safety and Health at Work, a press conference took place, where in the frames of the information campaign "Healthy Workplaces - less stress, '' the Director General of the Labour Inspectorate took the floor, employers 'and workers' representatives spoke and an expert in psychology at work talked about his experiences and problems related to psyco-social risk factors at workplaces. The presentations of the press conference are available on the Working Life Portal http://tooelu.ee/et/eu-osha/Kampaania-Vahem-stressi-2014-2015/Vahem-stressi-kampaania-pressikonverents.

In June, three practical workshops were conducted - in Tartu, Pärnu and Jõhvi, on the topic of psycho-social risk factors. These workshops were meant for work environment specialists, work environment representatives, managers of enterprises, and all the others who dealt with OSH issues at enterprises. The participants were delivered brochures on the campaign and Napo DVDs. All the materials of the seminar are available at the Working Life Portal http://tooelu.ee/et/eu-osha/Kampaania-Vahem-stressi-2014-2015/Vahem-stressi-seminarid.

Within the European Week for Safety and Health at Work XV World Day for Safety and Health at Work took place on 21 October 2014 at the National Library in Tallinn, which was attended by nearly 300 people. The participants were mostly work environment specialists, board members, middle managers, personnel managers and students. During the Day for Safety and Health at Work, occupational health experts dealt with such topics as essential hot spots and psycho-social risk factors at work places causing stress at work, the nature and causes of workplace stress, its prevention and consequences and practical experience in their prevention.

At the World Day for Safety and Health at Work the top three best practice examples of the "Best Practice Award competition 2014'' were proclaimed, and also a special prize was given to a popular television series "Õnne 13" for reflecting the problems concerning work accidents and for generating a discussion. All the materials of the event are available on the Working Life Portal http://tooelu.ee/et/eu-osha/Kampaania-Vahem-stressi-2014-2015/XVI-Tootervishoiupaev.

On 22 October as the last event of the campaign a movie night on work environment took place in the cinema Artis, where extracts from the film " C (us) todians '' were shown (which won the first prize at the Leipzig Film Festival in 2013) and discussions were held on the topic "Psycho-social risk factors in the work environment – what kind of problems they pose and how to notice them". Each participant of the movie night was given a DVD of the film, a brochure of the campaign "Less stress" and other EU-OSHA handouts.

The campaign "Less stress" will continue also in 2015.

Information days, trainings and other information events

Slips and trips on the same level

There were 5 days for information on slips and trips all over Estonia in order to better communicatet the topic to the general public. At the information days an overview was given on how to pay attention to the prevention of slips and trips and to the reduction of hazards that cause them - why they happen and what to do to prevent from happening. It was also explained what kind of work accidents are caused by slips and trips and which aspects should be paid attention to in the prevention of accidents. Both theoretical and practical solutions to prevent slips and trips were introduced. The participants were delivered booklets "Slips and trips - how to prevent accidents," and NAPO videos on the topic of slips and trips. The target group of the days for information were top management of enterprises, work environment specialists, personnel executives, workers` representatives, work environment representatives, members of work environment council, public authorities, support groups, etc. A total of nearly 200 people attended the days for information.

Posted workers

15 days for information were held all over Estonia on the topic of posted workers, aimed both at employers and workers. At the days for information, an overview was given to employees of the implementation of legal acts about workers who are posted abroad as well as to employers who post workers. In addition, posting of workers to Estonia was also dealt with. A total of nearly 500 people attended the information days.

Days for information for assessors of labour dispute committees

With the aim to improve the competence of assessors and to better organize the work of individual labour dispute committees, topical issues of individual labour dispute committees were introduced. So far there have not been any information days aimed only at assessors of labour dispute committees. The aim of the information days was to inform the assessors of the existing legislation and of implementing it by giving examples of cases resolved. At the information day current problems of the labour dispute committees were explained, as well as the importance of the role of an assessor, attention was drawn to the procedural process for resolving labour disputes. The aim was that the participants of the Information day would have a better understanding of the work organisation of labour dispute committees as well as the substantive aspects of the labor law. There were 15 days for information in different regions, which was attended by 149 people. Among the participants of the days for information there were assessors of labour dispute committees, representatives of the employees associations (confederations) and employers' associations.

Information aimed at students in the last class of primary school and secondary school of the regulation on labour relations

A lecture of 45 minutes familiarized young people about their rights and responsibilities, explained the age-related differences, emphasized risky issues, where attention should be paid to, and the like. It also provided information relating to the laws of working life and the state institutions in the field of activity. After the presentation, students had the opportunity to ask lecturers questions. In 2014, 16 lectures were delivered at different schools of Estonia (4 of them in the Russian language) which were attended by 771 students.

Morning briefings on labour relations

The morning briefings on labour relations which were started in 2013 proved to be very popular. Therefore in 2014, 41 morning briefings were conducted all over Estonia and which were attended by approximately 800 people. The main topics of the morning briefings were conclusion of employment contracts, working and rest time, wages, holidays and termination of employment contracts. The morning briefings lasted for two hours, where the speaker presented requirements resulting from legal acts on specific topics and gave answers to questions asked by the participants. Although the possibility to send their questions in advance for the morning briefings is always provided to those who have registered, this possibility is still used less than expected.

Training courses for work environment representatives

The year 2014 was the last one when the Labour Inspectorate carried out free of charge courses for managers of small and medium-sized enterprises and work environment specialists. During the year there were 8 training courses aimed at work environment specialists, which were attended by 187 participants and 13 training courses on work environment aimed at managers of small and medium-sized enterprises, which were attended by 281 people.

In addition, during the year 8 training courses on optional modules were carried out, the topics of which were "Accidents at work and occupational diseases". Their causes, prevention, consequences and investigation, as well as "Work equipment". These courses were attended and successfully passed by 170 participants.

Participants of the training courses have been very satisfied with the organization of the courses in years. The participants` feedback reveals that the lecturers selected by the Labour Inspectorate were very good and accurate. During the lectures there was a possibility to solve practical tasks immediately based on their enterprises, according to the participants such training would be needed also in the future. For some participants, however, to be off work posed some problems. Participants said that it is very good to get information directly from the authority, which inspects the same area and it was the general opinion that it was quite an important opportunity to get training free of charge.

Analyzing the training courses and information days, we can say now that according to one of the strategic objectives of the Labour Inspectorate to raise workers' awareness in the field of health and safety at work and labour relations with training courses and information activities, we have involved, either directly or indirectly, approximately 50% of the total workforce with our training and information activities.

During the years 2009-2014, 3656 work environment specialists or representatives of SMEs have taken part in training for work environment specialists and managers of SMEs conducted by the Labour Inspectorate. The total number of participants at the information days was even 14 000. When we exclude those companies employees of which have attended several information days or trainings organized by the Labour Inspectorate, we can say that during the five-year period we have covered 5111 different companies with our information and training activities. Thus, if the paricipants of the information days or training courses actually implement the knowledge in work environment or labour relations in practice, we can assume that the information provided by the Labour Inspectorate has influencesd at least 270 000 people employed in Estonia. Therefore, the Labour Inspectorate considers its information activities as important as its inspection activities.

Participation in fairs

In 2014 the Labour Inspectorate participated in 20 fairs and during the fairs about 8,000 people visited our exhibition box/ display unit, which was more than twice as much as predicted at the beginning of the year. We have participated in major fairs on construction, education, and agriculture as well as in smaller fairs on information in counties and job fairs, which were organised by the Unemployment Insurance Fund. At all the fairs it was possible to ask for advice at the Labour Inspectorate box or display unit, take along publications of the Labour Inspectorate and join the newsletter. At fairs the Labour Inspectorate is represented by a lawyer, a labour inspector and an information specialist.

Information materials

Publications

In 2014 the Labour Inspectorate issued " ABC for a start-Up Company", Working and Rest Time“, "Business Trips and Posting of Workers" and "Safety at Work at Construction Sites" as new publications the brochures.

Also, a booklet presenting the customer portal of the Labour Inspectorate and two posters on the topics of "Recommendations for the manual handling of loads" and "Exercises at a workplace and for spare time."

The following brochures were amended/supplemented and reprinted "Recruits at an Enterprise", "Termination of an Employment Contract", "Personal Data in Labour Relations and Rules of Work Organisation", "Financial Claims in Labour Relations", " Prefer an Employment Contract", "Settlement of a labour dispute at a Labour Dispute Committee", "Training and Instruction of Workers" and "Free from Stress at Work!". In addition, a booklet on the Labour Inspectorate, as well as "Reminder on how to Use Scaffoldings and Ladders " were published.

The brochures are available at the website of the Labour Inspectorate and the Working Life Portal and can be downloaded. In 2014 a total of 158 000 copies of publications were issued by the Labour Inspectorate. To address the target group of young workers, the Labour Inspectorate published three advertisements aimed at pupils/students with the following work-related topics in exercise-books: "Promises do not hold water. The employment contract protects you!", "How to work safely with chemicals?" and "Tööelu.ee (in English- Working Life.ee) – all work-related information in one place!". The ads appeared on the back covers of exercise-books of physics, chemistry and mathematics, which had a total print of 33 000 copies.

Newsletter aimed at stat-up enterprises

The aim of the Newsletter for a start-up enterprise is first and foremost to help employers understand the need for management of work environment and to direct their activities in establishing safe and healthy working conditions and proper labour relations. The Newsletter is distributed electronically on a quarterly basis. In 2014 the Labour Inspectorate distributed the Newsletter to 19 324 enterprises. The Newsletter for a start-up enterprise is available at the website of the labour Inspectorate: http://www.ti.ee/est/meedia-trukised-statistika/teavitustegevus/alustavale-ettevotjale/ . In addition, on the same subject a brochure "ABC for a Start-Up Company " (in Estonian and Russian) was published.

The Newsletter of the Labour Inspectorate

The Newsletter of the Labour Inspectorate is published six times a year, where you can find a variety of articles, recomendations on labour relations and work environment issues, as well as news about the ongoing campaigns and other information and communication events. It is possible to subscribe to the Newsletter on the website of the Labour Inspectorate: http://www.ti.ee/est/infolisti-liitumine/

By the end of 2014, 3011 people had joined the Newsletter. All the Newsletters published so far are available at: http://www.ti.ee/est/meedia-trukised-statistika/teavitustegevus/tooinspektsiooni-infokiri/

Educational Films

In cooperation with the Baltic Film and Media School of Tallinn University, the Labour Inspectorate prepared 3 animation clips: "Resolving a Labour Dispute at a Labour Dispute Committee", "Posted Worker" and "A Recruit" (http://tooelu.ee/et/Videod). Also five clips of daily dozen (http://tooelu.ee/et/Videod) and six *podcasts* (http://tooelu.ee/et/Taskuhaaling) and three recordings of information days on the topics "Five years of implementation practice of the Employment Contracts Act", "Working and Rest Time" and "Termination of an Employment Contract". The video clips are available at:
http://tooelu.ee/et/Videod/Video/id/65

Collection of examples of good practice on work environment

One of the best traditions of the Labour Inspectorate is to collect the best practices on work environment from enterprises, which in turn can be shared by the Working Life Portal and the website with other companies. In total, 210 best practice examples have been collected in the frames of the programme, all of which have been also translated into Russian.

In 2014 it was the fifth time already that the Labour Inspectorate organised a competition of best practice examples collected during the year and the top three were awarded for presenting good practice examples

on work environment. So far, the annual awards have consisted of books on safety and health at work. This year also the three best enterprises got a box full of useful books on the topic. On October 21 - at the Health Day, the Labour Inspectorate rewarded the top three enterprises:

- Jeld-Wen Eesti AS " Informing workers of a work accident"
- Skanska AS "Learning rules by a game“
- Toode AS "Illustrative training on safety at work to prevent work accidents“

Health and Safety At Work Network

The Labour Inspectorate of Estonia belongs to the Health and Safety at Work Network, which was re-established in 2012. The aim of the network is the development of the field of occupational health and safety by providing a framework that enables use of health and safety information, experience and knowledge in a more efficient way among the network members. The network includes more than twenty member organizations (universities, government agencies, service providers, representative organizations, etc., who wish to contribute to the improvement of work environment and safety at work, and the exchange of information and experience between the different parties. The Labour Inspectorate has been actively involved in network events, and in drafting the Newletter, which appears three times a year. More information on the Network and Newsletters can be found here: http://tooelu.ee/et/viited/tootervishoiu-ja-tooohutuse-vorgustik.

Overview of media coverages

There were more than 2200 media coverages of the Labour Inspectorate in different media channels in 2014, the majority of which were in April, the least number of them appeared in December. In 2014, the Labour Inspectorate issued nearly 100 press releases, the majority of which were in online publications.
The most popular topics were accidents at work and on labour relations (e.g. labour disputes). Very popular were also the rubrics of “questions- answers” where lawyers gave answers to the most frequently asked questions each Monday throughout the year in different media channels. The questoions were on some problems concerning either labour relations or work environment. These questions are often longer descriptions of more complex situations in which people may not understand the legal act, but the legal act must already be contextually interpreted. Press releases and explanatory articles were published on topical issues, such as: before national holidays- when the working day is shortened and when not; at the occurrence of an outbreak of swine fever in Estonia, Labour Inspectorate pointed out that at the prevention of swine fever with chemicals safety rules must be followed, etc. In addition, different operational messages and reports of the Labour Inspectorate were spread in the media, such as information on fatal work accidents and arget inspections, were published.

The Labour Inspectorate in social media in 2014

Social media has become an increasingly important communication channel for the Labour Inspectorate. In 2014 the Labour Inspectorate administered four channels of social media, which are: Facebook account of Working Life Portal and Facebook accounts of the Labour Inspectorate (in Estonian and Russian) and Twitter account of the Labour Inspectorate.

By the end of 2014 the number of followers on Facebook (of the Labour Inspectorate in Estonian) was more than 2200, i.e. the number of followers has increased by 1175 during the year. Looking at the statistics it can be pointed out that the readers are mainly women (79% women, 21% men) and the greatest number of readers are aged 25-34 (29%) and aged 35-44 (23%). Most readers are from Estonia (90%), but there are fans of the FB of the Labour Inspectorate also in Finland, the UK, Sweden, Russia, Germany, Australia, Norway, etc. Facebook has also become one of the channels through which the Labour Inspectorate is asked questions on work environment and labour relations. People are mostly interested in general information, but also operational data and information, such as national holidays, events and other topics. Users have evaluated

the FB of the Labour Inspectorate with five points in a five-point scale. The number of followers of the FB in the Russian language was slightly more than 300 by the end of 2014, which means that more efforts should be made to attract the users of the Russian language website.

The number of followers of the Working Life Portal on Facebook was more than 2 000 by the end of the year, 83% of them were women and 16% were men. Again, the greatest number of readers belong to the age group of 25-34 years (31%), and 35-44 (24%). Most readers are also from Estonia (94%), but there are also fans of the Working Life portal on the FB in Finland and Belgium (the percentage of the rest of the countries is marginal). In addition, we can say that there are 182 Russian-speaking readers of the Working Life Portal. Working Life Portal communicates information on a new topic to be uploaded in the Portal in the near future, or a training on work environment issues or an Information Day is going to take place, or the Labour Inspectorate has prepared a new video on safety at work, or the like.

By the end of 2014 there were 48 followers of the Twitter account of the Labour Inspectorate and two more fans have joined during the year. The followers of the Labour Inspectorate on Twitter are mostly private persons (90%).

In conclusion, we can say that even though Twitter is not particularly a popular information channel, the Facebook account of the Labour Inspectorate in Estonian and anthe account of Working Life Portal are actively used and they are effective information channels.

The website of the Labour Inspectorate

Since October 2014 the website of the Labour Inspectorate was changed and took over the integrated visuals of government authorities, acquiring a new look, which is common to all the other state authorities. In 2014 there were 322 417 visits in all of the website of the Labour Inspectorate. Most often information on explanation of the Employment Contracts Act were sought, also the form of application to a Labour Dispute Committee as well as the software on safety of working life.

At the website of the Labour Inspectorate you can find all the necessary information on the activities and operation of the Labour Inspectorate, starting from reception hours of labour inspectors to how to submit an application. Other information materials, such as instructions, educational videos, information sheets, etc. are available in the future at the Working Life Portal.

Working Life Portal

By the end of 2014 the number of followers of the Working Life Portal increased significantly compared to 2013, i.e. more than three times. The total number of users of the Portal was 310 000, which makes a daily average of 849 followers. The increase in the number of users was influenced, in particular, by the following activities: Since 1 March 2014 the Russian version of the Working Life Portal was made public; in November and December the Labour Inspectorate carried out a promotion campaign of the Working Life Portal and in parallel with the introduction of the campaign of the Working Life Portal there was an information campaign on slips and trips on the same level. Also partners of the Labour Inspectorate have started to refer to the Portal. More and more information is shared through the Facebook account of the Working Life Portal on new topics and news, and as a result of various information activities the awareness of the existence of the Portal has increased.

The thematic pages of the Working Life Portal are visited rather a lot, most popular of which are articles on termination of employment contract at an employer`s initiative, questions and answers related to termination of an employment contract, news, information seminars, training courses, information days, as well as contact information of service providers, etc.

In 2014 a number of new thematic pages were added to the Working Life Portal, such as volunteer work, slips and trips in the workplace, employment relationship during military service, presentations of the Health Day event and the like. Since September in every two weeks as a new activity a new rubric under the heading

"Happened but could have been avoided" began to appear in which one of the work accident taken place is described and advice is given on how to avoid similar accidents in the future. Also a lot of new videos, case studies and other materials on the subject of the work environment were added. Statistical indicators of the visits of the Working Life Portal show that the working age population of Estonia, employers and many professionals dealing with the work environment, as well as lawyers and personnel executives need the information, which is available on the Portal.

The Labour Inspectorate wishes healthy work environment for all of us!