



## **Green Cross for Safety® Awards 2025 Finalist | Innovation**

### **State Labor Inspectorate Service of Azerbaijan Case Study**

The State Labor Inspectorate Service of Azerbaijan safety initiative was designed to address multiple critical challenges in labor protection, occupational safety, and compliance with labor laws in Azerbaijan. One of the primary concerns was the high rate of workplace accidents and occupational hazards, particularly in industries with physically demanding tasks. Employers lacked sufficient tools for risk assessment, safety monitoring, and compliance tracking, leading to unsafe working conditions and preventable workplace injuries. Another key issue was the lack of a centralized, digitalized system to oversee labor law enforcement and ensure occupational safety standards were met.

The safety program was developed as part of Azerbaijan's broader efforts to modernize labor protections, enhance occupational safety, and create a more transparent and accountable labor market.

The program successfully reduced workplace accidents, improved labor law compliance, and streamlined employment processes. Reported workplace injuries declined by 27 percent over two years due to stricter enforcement of safety regulations, employer awareness initiatives, and improved risk assessment tools. Companies that participated in safety training and certification programs experienced a 35 percent decrease in workplace accidents, indicating a direct correlation between training and risk reduction.




Azərbaycan Respublikası  
Əmək və Əhalinin  
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Dövlət Əmək Müfəttişliyi  
Xidməti

# Presentation on the Activities of the State Labor Inspectorate Service


## History of the State Labor Inspectorate Service (SLIS)



The Labor Inspectorate under the Ministry of Labor was originally established on August 5, 1919.



On January 27, 1997, the State Labor Inspectorate was reestablished under the Ministry of Labor and Social Protection of the Population.



On February 16, 2011, the State Labor Inspectorate Service (SLIS) was formed, building upon the existing State Labor Inspectorate.

### Key Directions



Involvement in developing and implementing state policies for governmental oversight of compliance with labor legislation

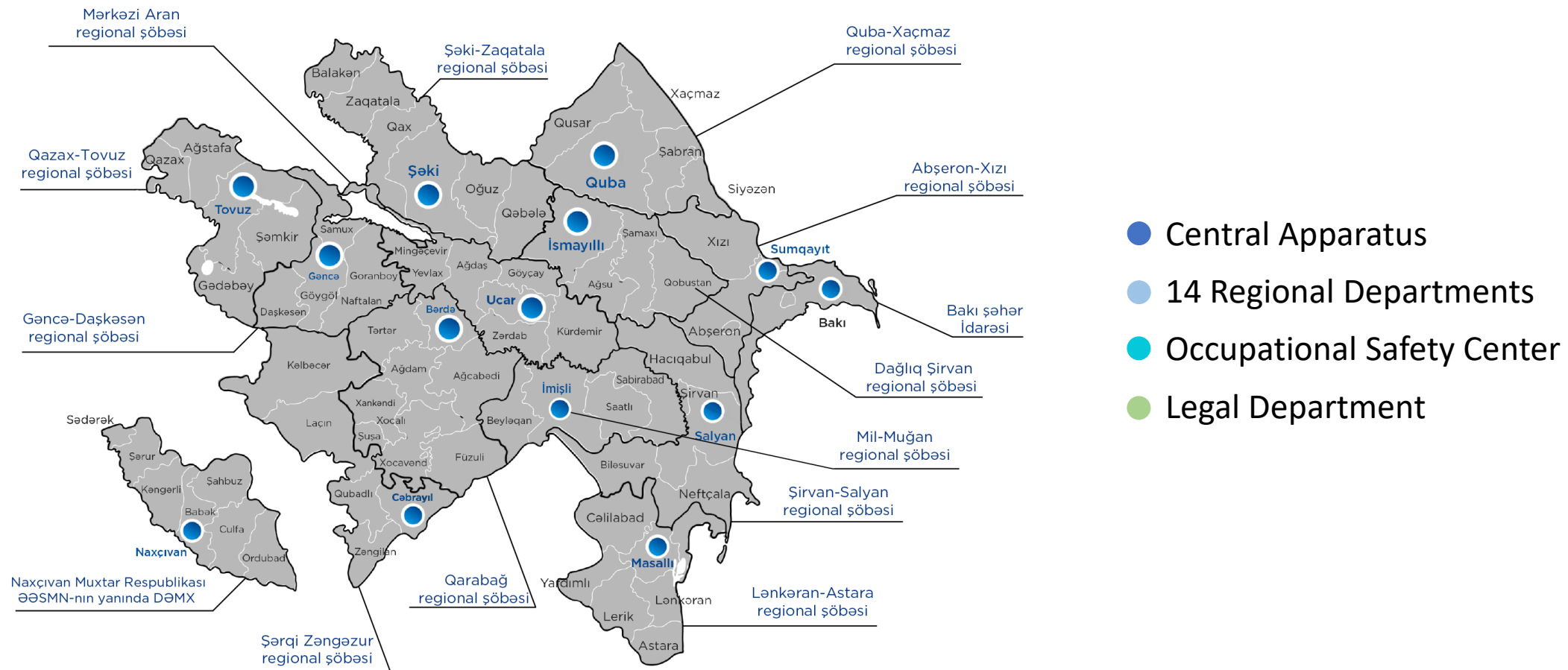


Conducting state-level oversight to ensure compliance with labor legislation within its jurisdiction



Improvement of the legislative framework in the field of state control over compliance with labor legislation

## The Structure of the State Labor Inspection Service



## International Cooperation of the State Labor Inspectorate Service



A member of the  
International Labour  
Organization (ILO) since 1992.



A participant in the  
"Revised European Social  
Charter" since 2004.



A member of the  
International Association  
of Labour Inspection (IALI)  
since 2008.





## Strategic Goals of the State Labor Inspectorate Service

Improvement of the regulatory  
and legal framework

Expansion of EMAS functionality

Organization of occupational safety, achieving healthy  
and safe working conditions

Development of labor relations services on the "DOST" platform

Implementation of innovative mechanisms for  
monitoring labor relations

Expansion of internal and external cooperation

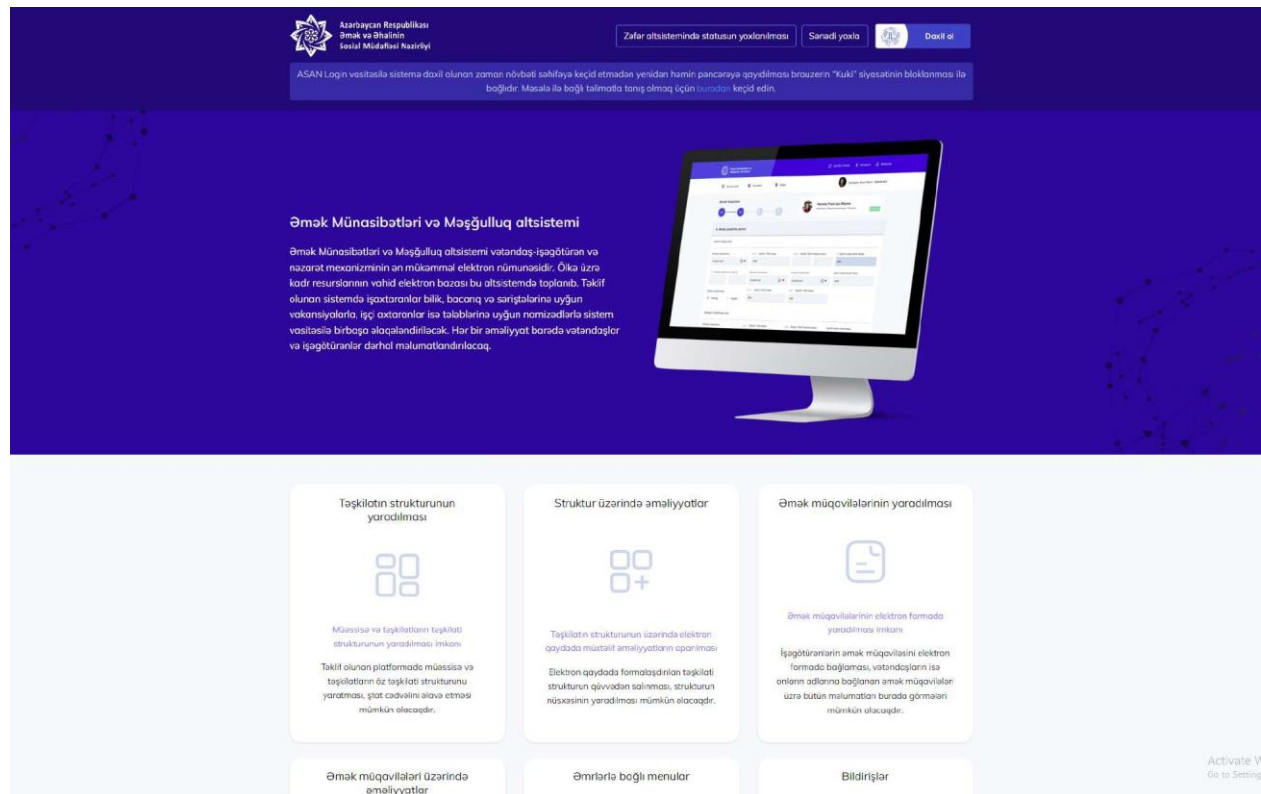
Development of human resources



# EMAS platform

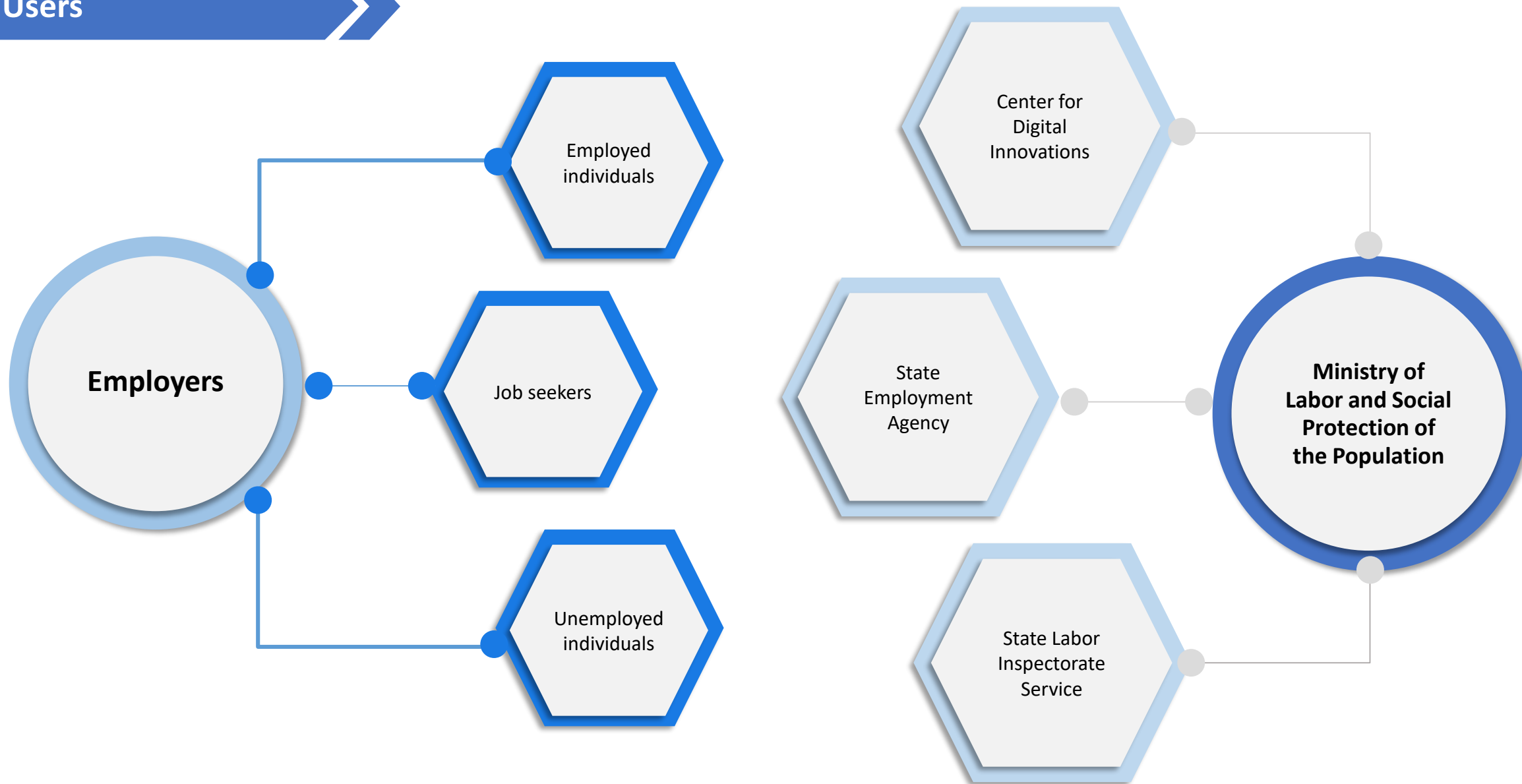
The Labour & Employment Subsystem (EMAS) functions as a central hub for streamlining labor relations and expanding employment opportunities.

emas.sosial.gov.az



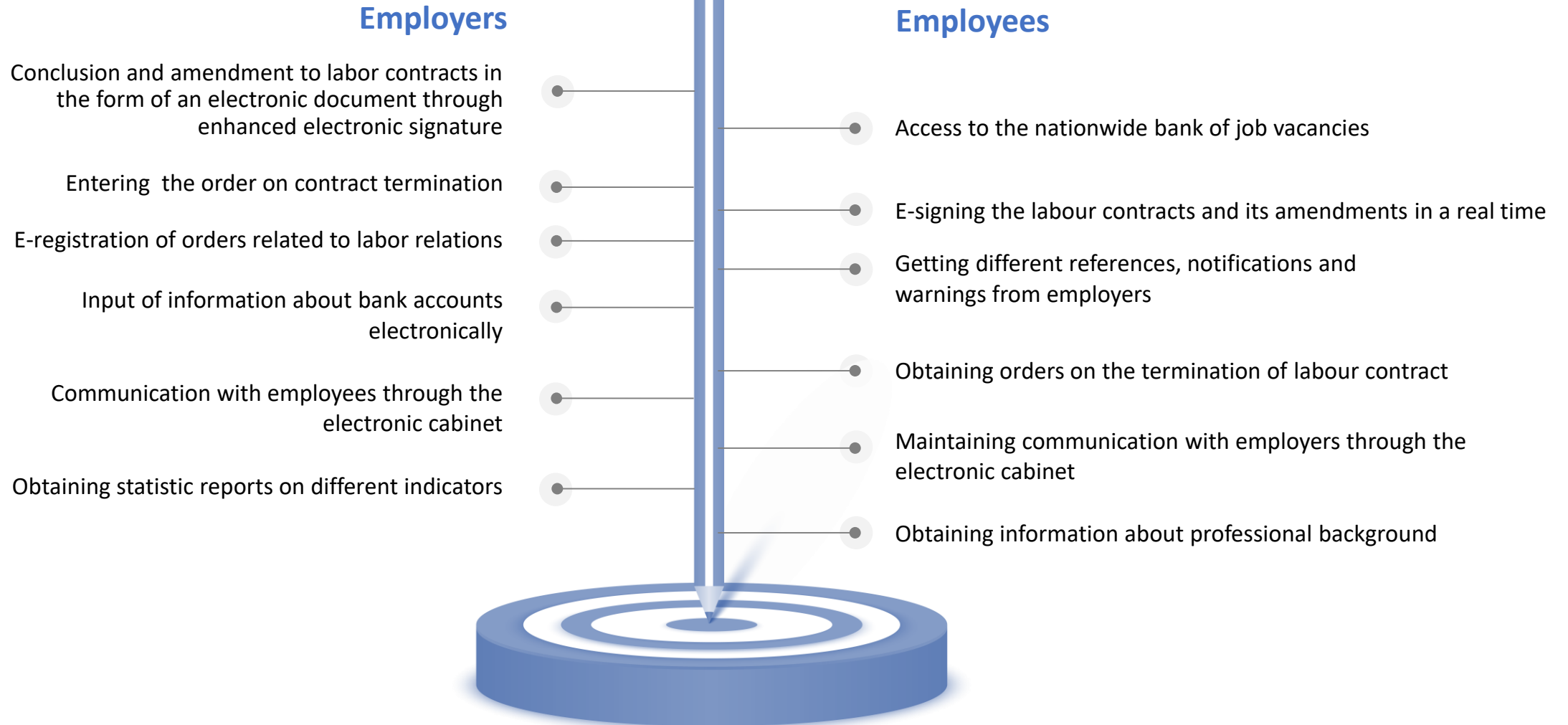


## Users



*Each structure has a separate functional module*

## Functional Capabilities in EMAS



## Functional Capabilities of the State Labor Inspectorate Service (SLIS) in EMAS



Monitoring compliance with labor legislation

Placement of warnings and notifications in the system to prevent non-compliance with labor legislation

Obtaining statistic reports and analysis on different indicators

Communicating with employers electronically

Reinstatement of an employee to their previous position based on a court decision

Amendments to the termination provisions based on a court decision or a settlement agreement between the employee and employer mediated by the conciliation commission (mediation)

Discussion of cases related to administrative violations via video conference

Mutual integration between databases of different state organizations

## Transition to electronic employment contracts



Employers  
**123.762**



Public  
**4.923**  
**(4%)**



Private  
**118.839**  
**(96%)**



Labour contracts  
**1.868.539**



Public  
**888.770**  
**(48%)**



Private  
**979.769**  
**(52%)**



Electronic employment contracts  
**1 414 384 (76%)**

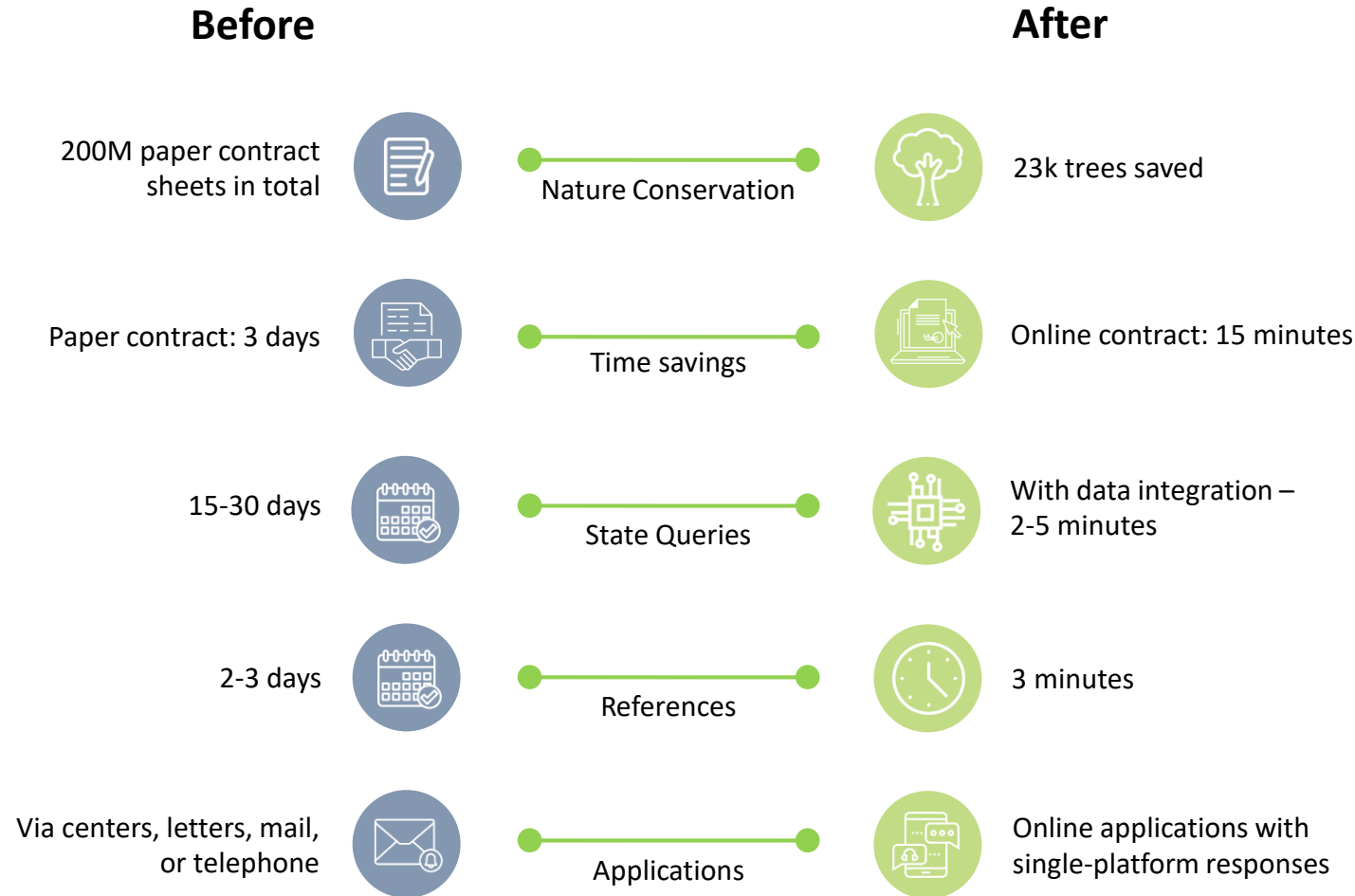


Public  
**847 425**  
**(95%)**



Private  
**566 959**  
**(58%)**

# The impacts of the digitalization of labor relations



## Child Labor in Labor Code and EMAS



The annual leave for employees under 16 years of age is 42 calendar days, and for employees aged 16 to 18, it is 35 calendar days.



In the EMAS system, restrictions are applied on entering into employment contracts with individuals under the age of 15.

## Control and oversight of compliances in EMAS



### Regarding the minimum wage

Here, the salary levels of employees working full-time at their main job are monitored, particularly for those whose salaries are below the minimum wage.



### Regarding mandatory insurance contracts

Through EMAS, oversight is conducted on the status of mandatory insurance contracts for employees against workplace accidents and occupational diseases.



## Risk model

- The initial risk model, developed in collaboration with the IFC, was digitized, with ineffective criteria removed through back-testing.
- New criteria proposals were developed based on international best practices and ILO conventions.
- Risk scores have been determined based on types of economic activities.

Informal employment

Occupational safety

Employee rights

Fines, sanctions, and accrued penalties applied by government authorities

Statistical indicators of entrepreneurial activity

Economic sector of an entrepreneur

Results of the previous risk assessment



**Established by the Decree of the President of the Republic of Azerbaijan on May 23, 2023**

The Center operates as a public legal entity, offering services to employers in testing, certification, standards, occupational safety, and workplace assessment. As well as ensuring training, consultation, and methodological support in these fields.

## The mission of the center



- Support employers in promoting and ensuring worker health/safety in workplaces.
- Foster a Safe Work Culture via training, education, and consulting services.
- Implement standardized occupational safety norms/regulations.
- Advance workplace safety assessments using modern methodologies.
- Prevent workplace accidents through proactive measures.
- Encourage creation of similar safety-focused organizations/service centers.

## Main areas of activity



Workplace assessment



Preparation and implementation  
of standard norms and standards



Testing and certification  
of protective equipment



Trainings in the field of  
occupational safety



Consulting in the field  
of occupational safety



Encouraging the activity of  
organizations providing similar  
services



Studying and promoting  
international experience

# Testing and certification activities



Ensuring compliance with occupational safety standards



Strengthening quality control (QA)



Promotion of occupational safety culture



Reducing legal and liability risk

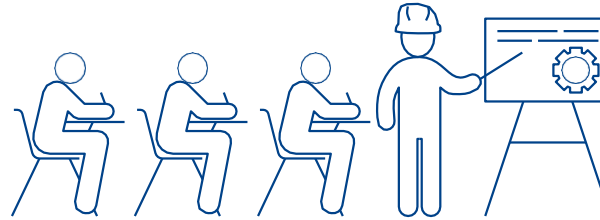


Reducing the risks of accidents and occupational diseases at workplaces



Keeping a register of personal and collective protective equipment

# Trainings on occupational safety



Determining the necessary training needs of employers in the field of occupational safety

Necessary international training accreditations for the training service of the center (provided with ISO:21001, IOSH, NEBOSH certificates)

**Organization of trainings for training and development of occupational safety specialists**

Support in the direction of enriching the theoretical and methodological base of local training centers and organizations

Conducting training according to local and international standards

## Organization of work with employees and employers on the DOST platform



Citizen reception

Application  
intake



Review of cases regarding  
administrative errors



Call center  
services via 142



Interaction with the employer  
is processed in the Access  
program through 142 call  
centers





## **“Exemplary employer”**

The purpose of the project is to develop the best model enterprise with an exemplary occupational safety system and to make this sample as a role model for other companies.





## "DOST inspector"

- The purpose of the "DOST Inspector" project, which implemented jointly with the State Labor Inspection Service and the National Observatory on Labour Market and Social Protection Affairs, is to support employers in the field of labor law enforcement, HR procedures and labor protection.
- The project develops the tradition of "self-inspection" and creates conditions for the improvement of internal processes of enterprises and timely elimination of risks.
- Assessments based on voluntary applications identify problems and propose solutions.



## "DOST to DOST"

- The DOST to DOST (D2D) project is designed to deliver comprehensive legal awareness training to young DOST volunteers within the framework of the "Labor Rights" program.
- The project's primary objective is to equip participants with in-depth knowledge of labor rights, employee protections, and workplace safety, enhancing their legal literacy and awareness.
- By fostering a well-informed generation, this initiative aims to prepare young individuals for the labor market, empowering them to assert and safeguard their rights effectively.



Collaborative efforts have been undertaken with the Azerbaijan Entrepreneurs Confederation (AEC) and the Azerbaijan Trade Unions Confederation (ATUC) to involve employers and employees in training programs within the framework of social partnership.

Since the end of April 2023, awareness-raising initiatives have been launched in enterprises located in the liberated territories with state support to ensure decent work. These initiatives are organized by the State Labour Inspectorate Service and the Occupational Safety Center under its authority, in cooperation with the **Azerbaijan National Agency for Mine Action, the Azerbaijan Trade Unions Confederation, the Small and Medium Business Development Agency, and the State Employment Agency under the Ministry of Labour and Social Protection.** The activities cover up to 5,000 employees across 200 employers operating in the liberated areas.





## OSH and Climate Change Conferences

### "The Conference in Nakhchivan"

In April 2024, the conference in Nakhchivan was held to mark the World Day for Safety, with a focus on "The Impact of Climate Change on Occupational Safety". The event gathered senior officials from Nakhchivan and Baku, alongside international and non-governmental representatives, to discuss the effects of climate change on labor safety. The conference aimed to explore collaborative efforts and sustainable strategies to address these challenges.



### "The Conference in Shusha "

In October 2024, the conference in Shusha focused on improving labor conditions in liberated territories and the impact of environmental factors on safety. It provided a platform to assess progress and discuss future collaboration between government, international organizations, and private sector representatives. The event also highlighted opportunities to strengthen worker protections and ensure safe working environments.



## International awards



"World Business Outlook 2024"



"FinTech Awards 2024"



"Global Recognition Awards 2024"



"Innovation in Business Awards 2024"



"Viddy Awards 2024" – 2



"EU Business Awards 2024"



"Global Banking & Finance Review Awards» 2"



"Communitas Awards 2024"



"Corporate Vision 2024" – 2



"Globe Awards 2024" – 2



"MarCom 2024 Awards"



"Global Economics Awards 2024"



"Global Brands Magazine Awards 2024" – 2



"HSE Awards 2024"

The SLIS has been awarded a total of 21 international and 1 local award

# THANK YOU!



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