



MEASURING WORKING HOURS IN AZERBAIJAN

The Meeting on Measuring Quality of Employment

31 October-2 November 2011

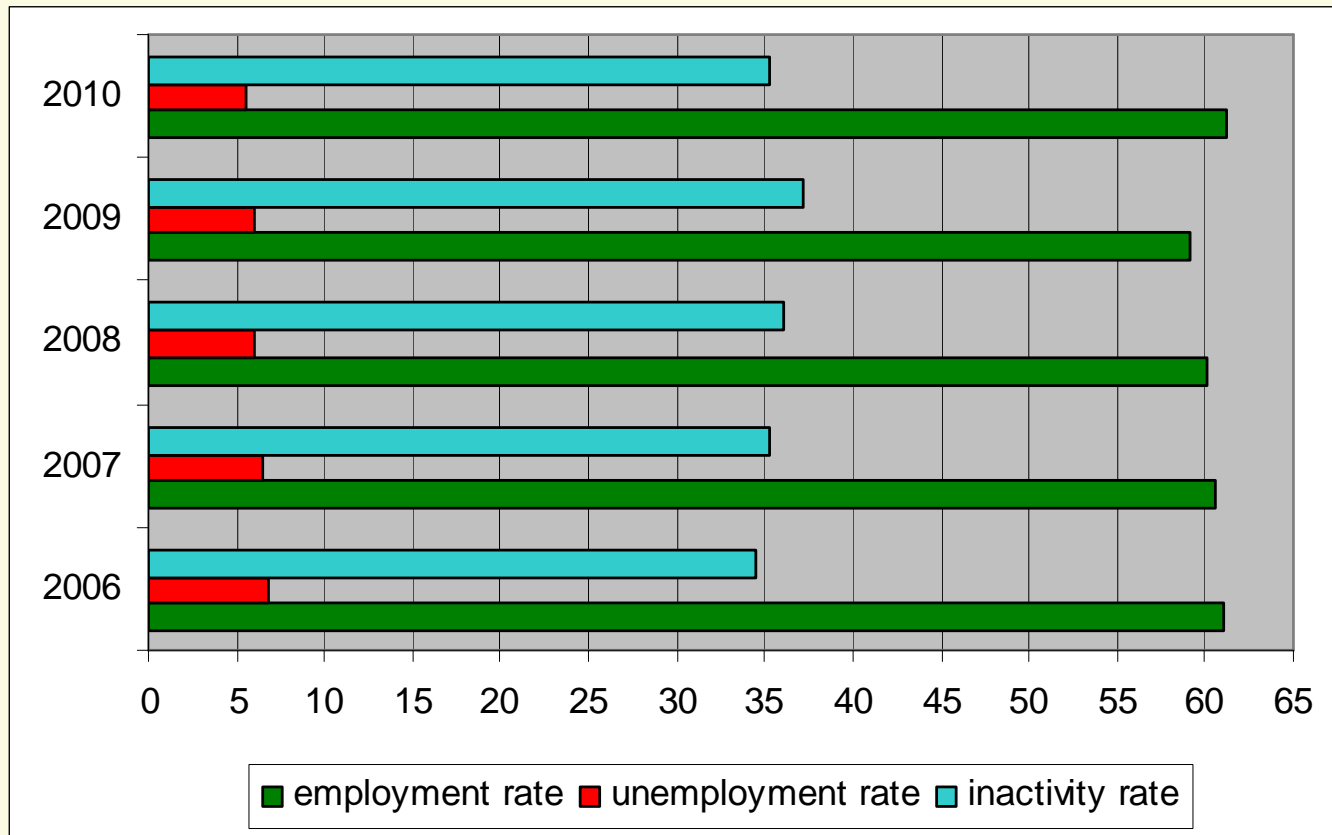
Prepared by Nemat Khudzade

SSC of Azerbaijan

Main Labour Market indicators

	2006	2007	2008	2009	2010
Economically active to population ratio, 15+ years, %	65.6	64.7	63.9	62.8	64.8
Female	59.7	61.6	60.6	60.0	62.0
Male	71.8	68.1	67.4	65.9	67.8
Employment to population ratio, 15+ years, %	61.1	60.5	60.1	59.1	61.2
Female	55.8	58.2	57.2	55.9	57.7
Male	66.8	63.0	63.1	62.5	64.8
Share of employed women, 15+ years, %	47.2	49.7	49.1	48.7	48.6
Unemployment rate, %	6.8	6.5	6.0	6.0	5.6
Female, 15-56 years	6.5	5.6	5.6	6.9	6.9
Male, 15-61 years	7.1	7.5	6.5	5.2	4.4
Youth unemployment rate, 15-29 years, %	13.6	11.7	10.1	11.6	11.0
Female	14.2	10.7	8.9	12.3	10.9
Male	13.1	12.9	11.1	10.9	11.1
Economically inactive to population ratio, 15+ years, %	34.4	35.3	36.1	37.2	35.2

Main Labour Market indicators

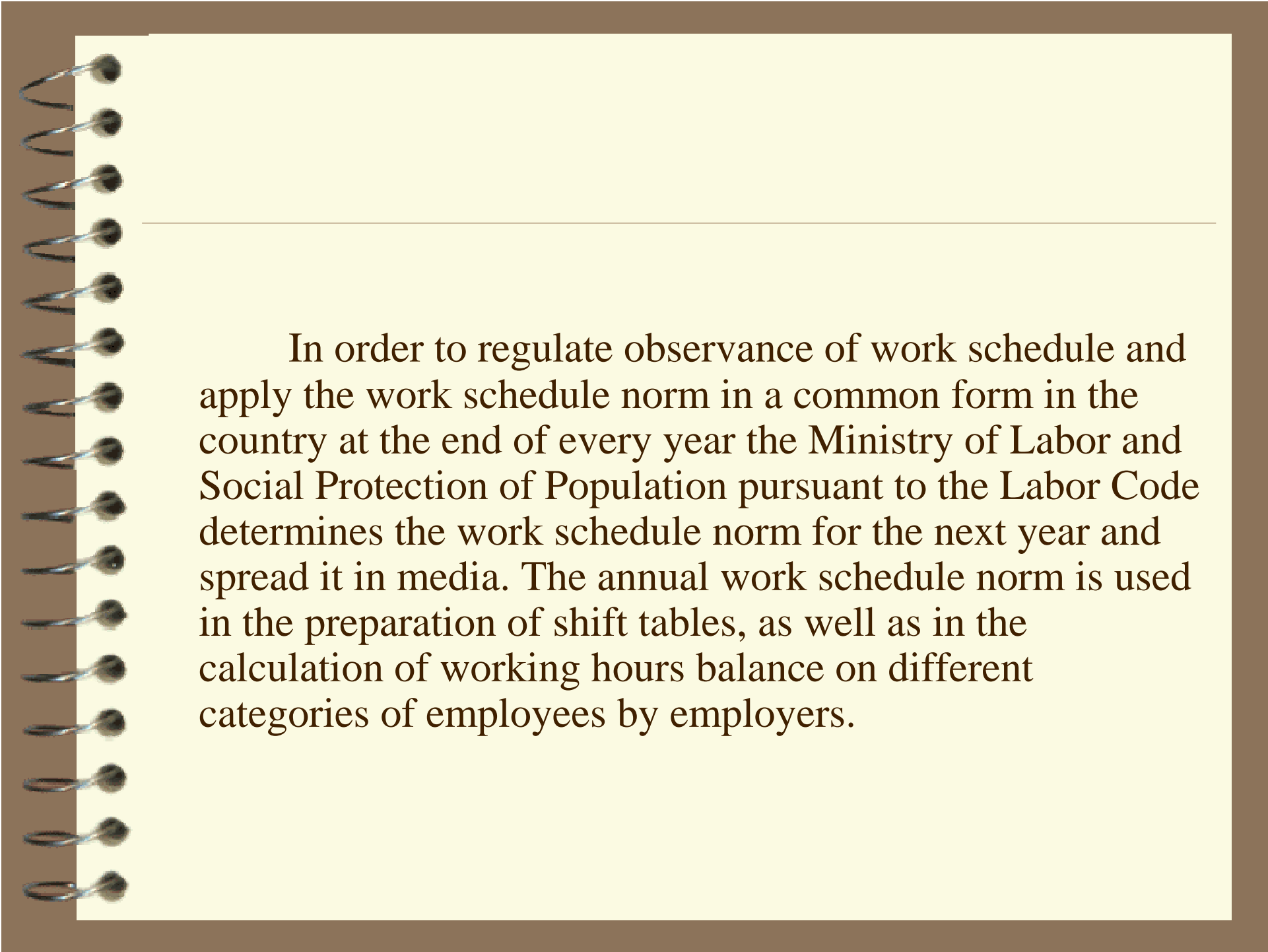


Maximum working hours (legal framework)



According to the Labour Code of Azerbaijan:

- an employee has a five-day work week with two days off;
- daily working hours may not exceed 8 hours. Standard weekly working hours corresponding to normal daily working hours may not exceed 40 hours;
- shorter working hours of no more than 36 hours per week, determined by the legislation, is established for employees depending on the categories of employees, hazardous and hard working conditions and characteristics of labor. Wages for employees working short working hours are paid as for standard working hours in fixed full amount;
- part-time work – part-time working day or week may be defined with the agreement between the employee and employer in the labor contract, in the labor relations process.

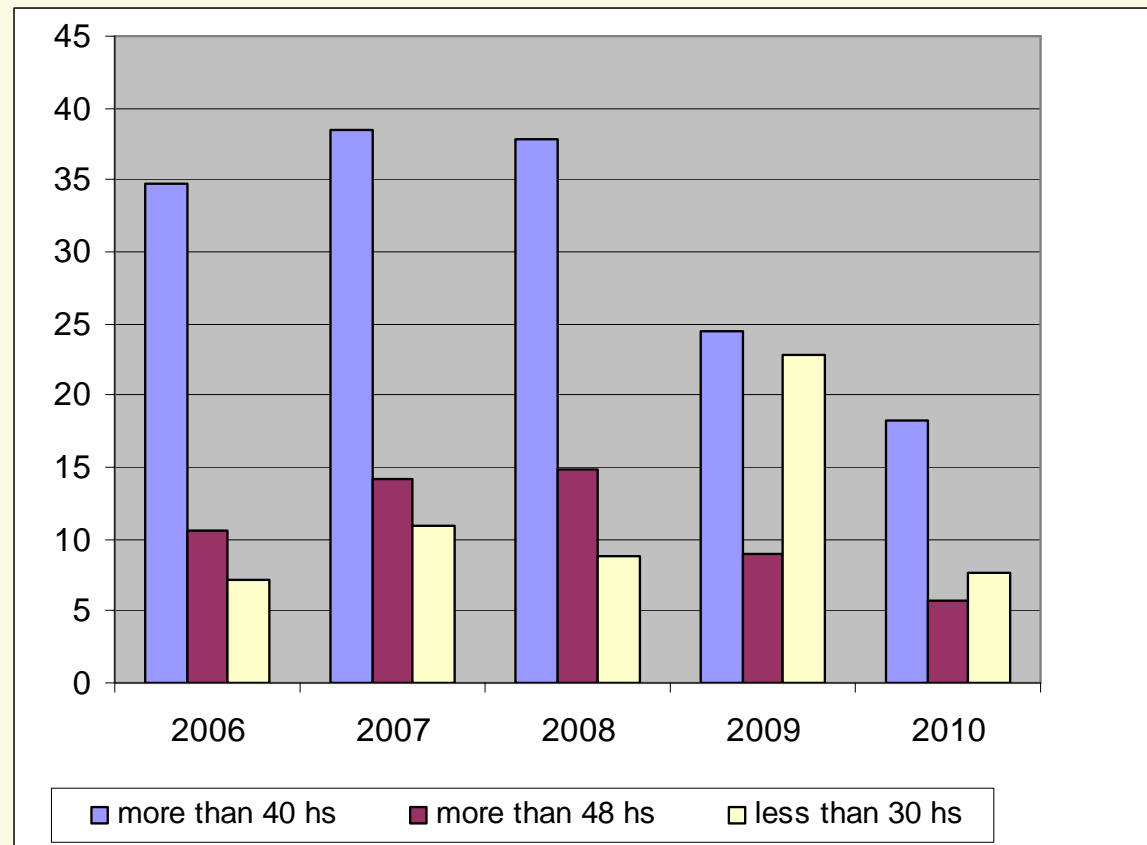
A graphic of a spiral-bound notebook with a brown cover and a cream-colored page. The spiral binding is on the left side. A horizontal line is drawn across the page, and a paragraph of text is centered below it.

In order to regulate observance of work schedule and apply the work schedule norm in a common form in the country at the end of every year the Ministry of Labor and Social Protection of Population pursuant to the Labor Code determines the work schedule norm for the next year and spread it in media. The annual work schedule norm is used in the preparation of shift tables, as well as in the calculation of working hours balance on different categories of employees by employers.

Decent work indicators

	2006	2007	2008	2009	2010
Weekly working hours, all employed persons, hours	39.9	39.5	40.0	37.8	37.4
Share of employees working more than 40 hours per week on average, %	34.8	38.5	37.8	24.4	18.2
Share of employees working more than 48 hours per week on average*, %	10.6	14.2	14.8	8.9	5.7
Part-time employment rate, per week, %	7.2	11.0	8.8	22.8	7.6
Actual working hours per year and per employee, hours	1803.1	1804.5	1807.9	1676.2	1584.1
Ratio of actual working hours to permitted working hours, %	93.1	94.0	93.8	86.5	82.2

Decent work indicators



Indicators on working hours



According to the results of survey carried out with the purpose of definition of correspondence of indicators including in worked hours to ILO criteria the following are defined:

1. Working hours in the structure of actual working hours used by employees for directly implementing of job and occupation duties in job place;
2. Working hours used by employees for preparation of jobsite for production activity, if necessary cleaning or repair of tools, machine-tools;
3. Working time used by employees during workday for short-time rest;
4. Hours not worked in job place through no fault of employees irrespective of the fact that they are ready to work.

Indicators on working hours

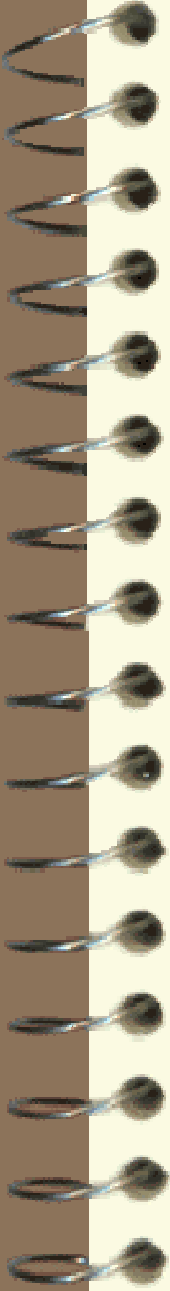
	Employees who worked in full time	Employees who worked in part-time	Employees who worked in shortened working time
	total	total	total
Working hours in the structure of actual working hours used by employees for directly implementing of job and occupation duties in workplace	95.1	92.8	93.8
Working hours used by employees for preparation of jobsite for production activity, if necessary cleaning or repair of tools, machine-tools	1.6	1.0	4.0
Working time used by employees during workday for short-time rest	3.2	6.2	2.2
Hours not worked in workplace through no fault of employees irrespective of the fact that they are ready to work	0.1	0.0	0.0

Indicators on working hours

	Employees who worked in full time		Employees who worked in part-time		Employees who worked in shortened working time	
	regularly	temporary	regularly	temporary	regularly	temporary
Working hours in the structure of actual working hours used by employees for directly implementing of job and occupation duties in workplace	95.0	96.9	98.8	14.0	93.2	100.0
Working hours used by employees for preparation of jobsite for production activity, if necessary cleaning or repair of tools, machine-tools	1.6	0.0	0.1	11.1	4.4	0.0
Working time used by employees during workday for short-time rest	3.3	3.1	1.1	74.9	2.4	0.0
Hours not worked in workplace through no fault of employees irrespective of the fact that they are ready to work	0.1	0.0	0.0	0.0	0.0	0.0

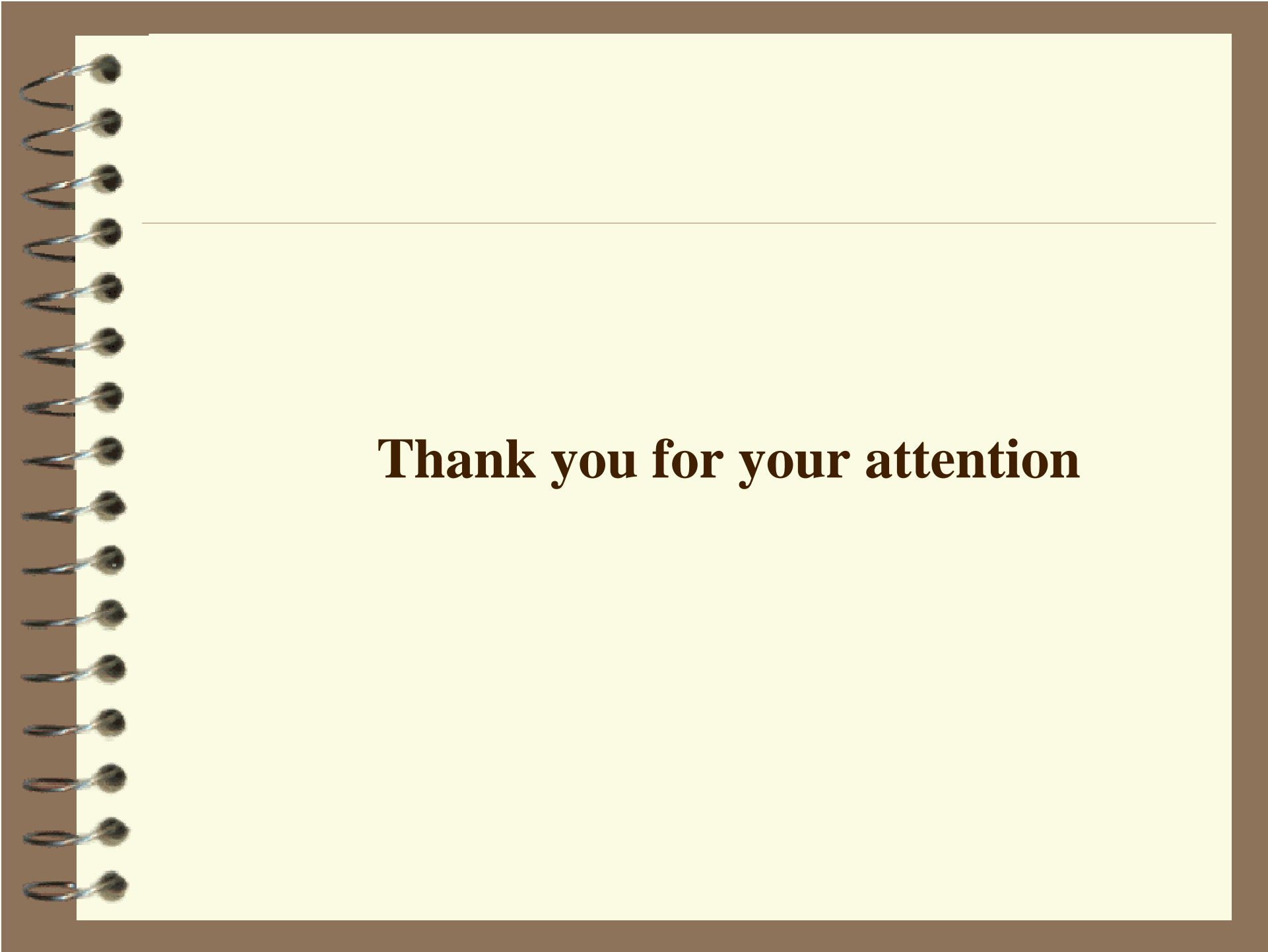
Indicators on working hours

- ☞ it were different the working hours used by employees for directly implementing of job and occupation duties and for preparation of jobsite for production activity, if necessary cleaning or repair of tools, machine-tools by economic activity in full time. The most working hours used by employees:
- ☞ for directly implementing of job and occupation duties – in the fields of wholesale and retail trade; repair of motor vehicles, personal and household goods, information and communication (96.0-98.6 per cent), construction (90.5 per cent) and real estate activities (100.0 per cent).
- ☞ for preparation of jobsite for production activity, if necessary cleaning or repair of tools, machine-tools - in the fields of electricity, gas and steam production, distribution and supply (2.5 per cent), construction (8.8. per cent), transport and storage (3.8 per cent), accommodation and food service activities (4.0 per cent).



I think that definition of the working hours from the standpoint of labour productivity of employees having higher, secondary and lower specialty by different occupation and position in the frame of types of economic activities is one of the main terms.

It will be expedient to carry out some of researches with the aim of providing international comparability of working hours.

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