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**STATISTICAL OFFICE OF THE
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(EUROSTAT)**

**CONFERENCE OF EUROPEAN
STATISTICIANS**

**INTERNATIONAL LABOUR
ORGANIZATION**

Joint ECE-Eurostat-ILO Seminar
on Measurement of the Quality
of Employment
(Geneva, 3-5 May 2000)

Topic 1

Forms of employment, types of contract, job and social security in Azerbaijan*

1. Socio-economic change in Azerbaijan is placing new demands on the occupational and skills structure of the working population, and this in turn is raising the question of how functional and applicable the old systems of categorizing jobs (occupations and professions) are.
2. The All-Union Classification of Occupations, Professions and Tariff Categories that was in use for decades provided a systematic list of occupations and professions in alphabetical order (some 5,300 occupations and over 1,700 professional positions).

* E. Akhmedov, Chief, Labour Statistics Division, State Statistical Committee.

3. One of the main drawbacks of that Classification was it was not geared to the needs of a market economy. The intention in bringing the national classification system into line with ISCO-88 was to enable the country to compare its jobs structure with that of leading countries around the world; to regulate labour migration; to analyse changes in the occupational structure of labour supply and demand on the national and international labour markets; to analyse statistics on occupational diseases by comparison with the situation in other countries; and to be able to fill in international questionnaires on labour.

4. Beginning in 1999, Azerbaijan began to develop a national job classification system based on the ISCO-88 international standard.

5. Under current labour legislation, employers and workers in Azerbaijan conclude labour agreements (contracts) - written agreements concluded individually, setting forth the basic terms of the labour relations between the parties and the rights and obligations on either side. These can be concluded either indefinitely or for periods of up to five years. Besides these contracts, employers and labour collectives or trade unions strike collective agreements governing labour, socio-economic, day-to-day and other relations.

6. When workers are laid off or posts are cut, employers are not allowed to break their labour agreements with pregnant women or women with children under three; they may not lay off workers raising under-school-age children by themselves if the enterprise where they work is their sole source of earned income, nor temporarily incapacitated workers, nor workers on leave or work assignment. All individual labour disputes are dealt with by the courts.

7. The economically active population in Azerbaijan in 1998 numbered 3,743,800, or 47.1% of the total population. The State sector employed 1,710,200 people, and the non-State sector, 1,991,300 people. The number of people officially registered as unemployed was 42,300. Preliminary figures for 1999 indicate State sector employment of 1,342,000; non-State employment of 2,359,900; and officially registered unemployment of 44,900.

8. Of the various concepts of time spent at work, Azerbaijan uses two: actual and normal time spent at work. Under current labour legislation, the normal working day for individuals working for hire must not exceed eight hours, and correspondingly, the normal working week must not exceed 40 hours. For certain categories of workers, Azerbaijani labour legislation specifies a shorter working week. The working week for employees under the age of 16 is set at 24 hours; for workers aged between 16 and 18, working invalids in groups 1 and 2, pregnant women and women with children up to 18 months old, it is set at 36 hours. The 36-hour working week also applies to individuals working in difficult and dangerous conditions and to workers in specially listed occupations: doctors, teachers etc.

9. Under current legislation, wages for hired workers in Azerbaijan include payment for time actually worked, payment for time not worked, benefits, incentives and payments in kind, plus supplementary payment for overtime, work on holidays, shift work, nightwork, etc. Employers do not pay family benefits, additional amounts for housing rental or social security payments.

10. Under article 38 of the Azerbaijani Constitution, every citizen is entitled to social security.

11. Workers receive social insurance in the form of compulsory State insurance, voluntary insurance they arrange themselves and supplementary insurance arranged by the employer.
