



Country Report on Occupational Safety and Health in the Republic of Kazakhstan

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1. Basic Information: my country

Country: Republic of Kazakhstan

Area: 2,724,900 km²

Capital: Astana

Population: 20 million

Political system:

democratic, secular,
constitutional unitary republic

Religion:

69.3% Islam, 17.2% Christianity,
13.5% others

Climate: Kazakhstan has an
"extreme" continental
and cold steppe climate

Kazakhstan



1. Basic Information

Name: Shynar Aitimova

Organization: Republican Research Institute for Occupational Safety and Health ([RRIOSH](#)). Is a subordinate organization of the [Ministry of Labour and Social Protection of the Population of Kazakhstan](#), we are engaged in basic and applied research in the field of occupational safety and health. RRIOSH is the only institute in the country specializing in OSH issues, the results of which are implemented in laws in the field of OSH.

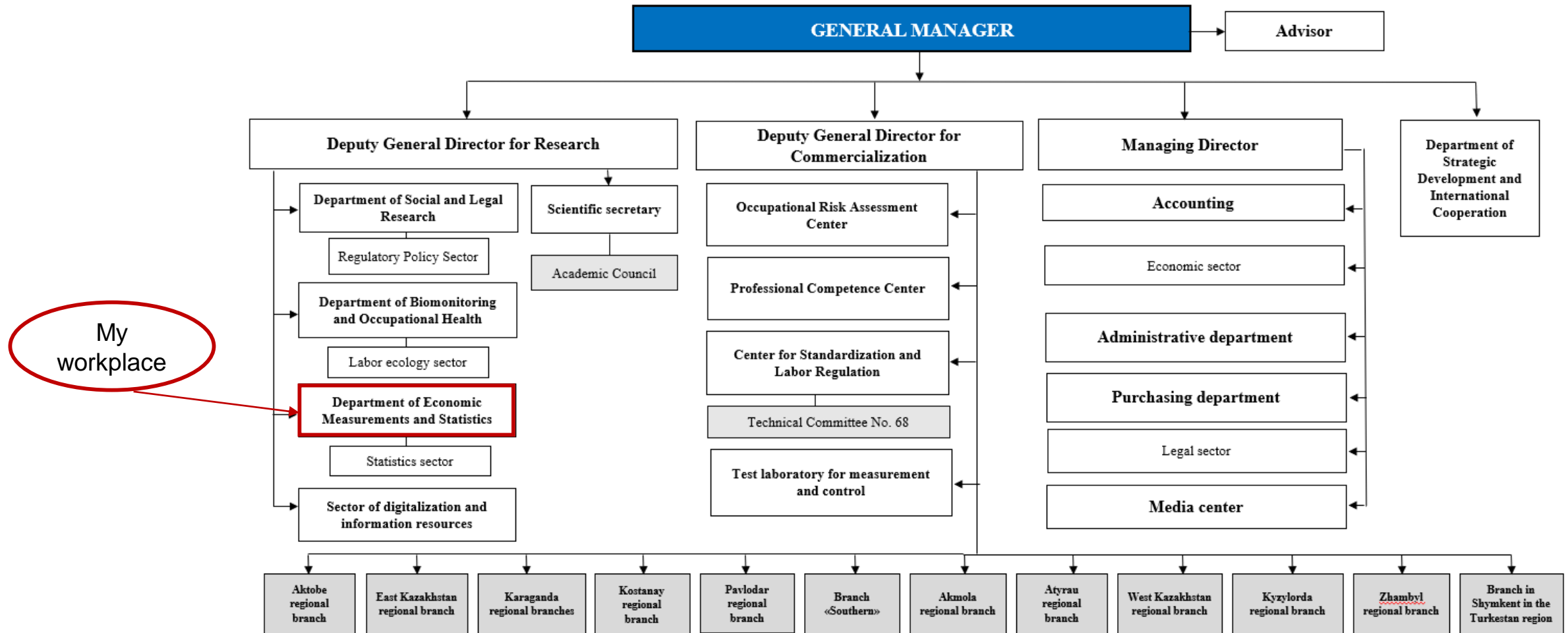
Department: Economic Measurements and Statistics/ Head the department

Work experience: 3 years in the field of OSH

Marital status: married, I have 3 sons



2. Organization Chart: RRIOSH



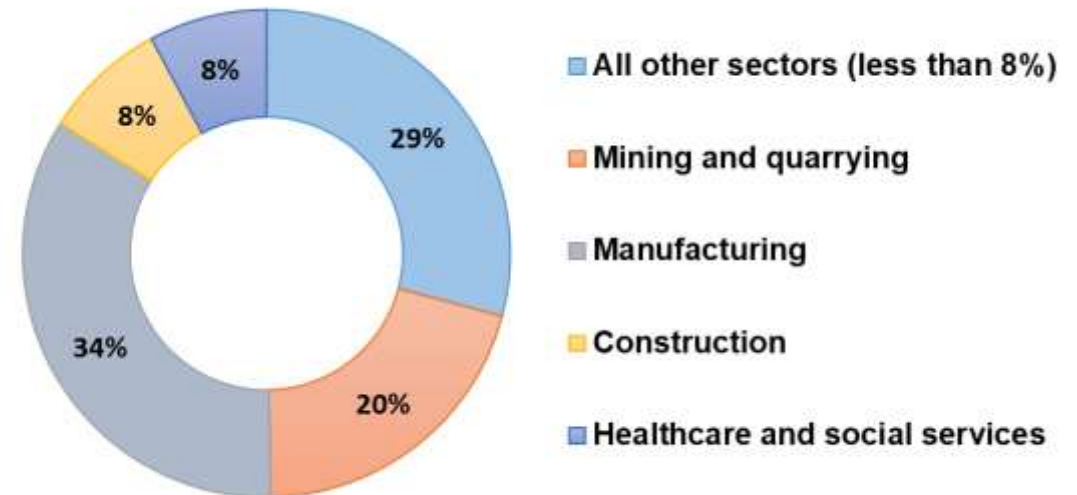


3.1 Occurrence Status of Industrial/Occupational Accidents and Occupational Diseases

2023 Statistics <https://stat.gov.kz/ru/industries/social-statistics/stat-medicine/spreadsheets/>

- Total number of workplace accidents: **2 670**
- Fatal accidents: **246**
- Cases of occupational diseases: **662**
- TIFR (*Total Incident Frequency Rate per 100 000 workers*) - **48,3**

Occupational accidents by sectors





3.2 Data Collection Methods for Statistics

- Statistical observation of safety and labor protection is carried out by the state office of The Bureau of National Statistics of the Agency for Strategic Planning and Reforms of Kazakhstan.
- Data collection is carried out by employers filling in the mandatory forms “**Report on the number of workers employed in harmful and other unfavorable working conditions**” and “**Report on occupational accidents and occupational diseases**”. Are filled out in the respondent's personal office in electronic format
- The accuracy of statistics is improving, but underreporting remains a problem in some sectors.



3.3 Safety and Health Related Laws and Regulations

Kazakhstan's primary legislation governing occupational safety is the Labor Code of the Republic of Kazakhstan, which includes provisions for workplace safety, health standards and employer obligations.

Additionally, specific safety laws include:

- Labor Code of the Republic of Kazakhstan (OSH Law)
- Social Code of The Republic Of Kazakhstan
- On Compulsory Insurance of Employee from Accidents upon Performance of Labour (Official Duties by them (Law)
- Technical Regulation on Industrial Safety
- The concept of safe work of the Republic of Kazakhstan for 2024 – 2030



3.4 Labor Inspection System

The Labor Inspection Department under the Ministry of Labor conducts regular inspections to ensure compliance with safety regulations.

Areas of activity of labor inspectors:

- labor law enforcement
- occupational health and safety
- social protection of persons with disabilities
- activities of state social protection inspectors
- pension and social security
- medical and social expertise

Problem: In Kazakhstan, there is one state labor inspector for every **23,000 workers**, the ILO recommendation is one inspector for every 10,000 workers. At a minimum, it is necessary to increase the number of inspectors by 2.5 times



3.5 Workers' Accident Compensation Insurance

The Workers' Accident Compensation Insurance is based on employer liability with the participation of private insurance companies (in total 9).

Problems:

- Low insurance coverage of employees (51% of employees)
- Compensation payments do not correspond to the real health damages
- Insurance companies mainly focus on getting customers who will make them the most money
- The insurance burden is borne mainly by the employer. The financing of social security measures depends entirely on the financial stability of the employer.

The Ministry of Labour is currently in the process of transforming the occupational injury insurance system (employer's liability) into a social insurance system.



3.6 Safety of Equipment and Facilities

The safety of equipment and facilities is regulated by the Labour Code, industry legislation and standards. The Labour Code sets out several mandatory requirements for employers to ensure safe working conditions for employees.

Key requirements:

- Workplaces and buildings must be safe and fit for purpose.
- Equipment must be safe, certified and have warning signs.
- Emergency exits must be clear and lead to safety.
- Hazardous areas must be marked and confined.
- Temperature, lighting and ventilation must meet health standards.
- The main contractor is responsible for overall safety if several organizations are on site.



3.7 Training/Education Programs

Training, instruction, and knowledge testing on OSH for **employees, managers, and responsible persons** are regulated by the Ministry of Labour.

Employees undergo annual OSH training, which includes theoretical and practical components tailored to the organization, with additional special training required for certain high-risk activities. Training of employees is carried out in classrooms, workshops, areas, shops under the supervision of responsible employees of the organization. Post-training, an employer-appointed examination commission assesses the knowledge of participants.

Managers and persons responsible for ensuring OSH are trained to develop general or special professional competencies in OSH at training centres. Training for managers is completed with a test of knowledge. A certificate is then issued. The certificate is valid for an **unlimited** period in the case of training of responsible employees in the development of general OSH skills, and for 3 years from the date of passing the test in the development of specific OSH skills.



3.8 Activities of Industrial/Occupational Safety and Health Organizations Other than Government

Several non-governmental organisations (NGOs) and industry associations in Kazakhstan are actively involved in promoting OSH.

The [Federation of Trade Unions of Kazakhstan](#) works to protect workers' rights and safety, while the [National Confederation of Employers](#) provides support and training for OSH specialists.

There are more than 100 industry associations in Kazakhstan, the main ones being:

- [Republican Association Of Mining And Metallurgical Enterprises](#)
- [Kazakhstan Association of Oil, Gas and Energy Organisations](#)
- [Kazakhstan Electric Power Association](#)
- [KAZCHEMISTRY Association of Chemical Industry](#)
- [Kazakhstan Association of Property Developers](#)



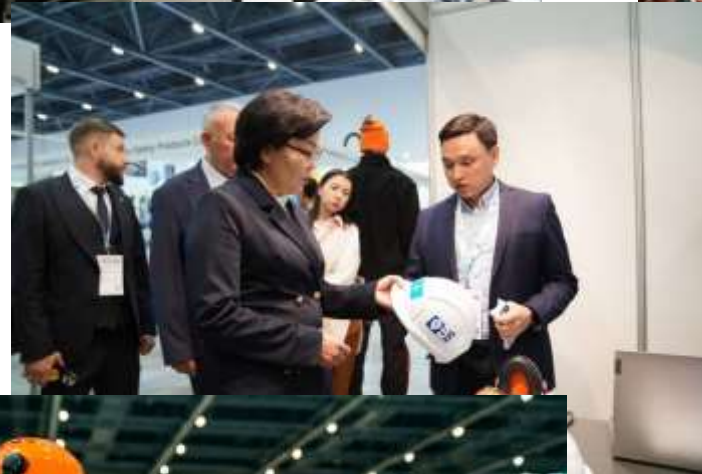
3.9 OSHMS and Risk Assessment

Many large companies in Kazakhstan, particularly in oil, gas, and mining, have adopted Occupational Safety and Health Management Systems (OSHMS) in line with international standards such as **ISO 45001**. Risk assessment is conducted regularly, but smaller enterprises often struggle to implement comprehensive OSHMS due to limited resources.

3.10 Campaign/Event/ National Convention/Exhibition

Kazakhstan holds annual national campaigns such as the **National Workplace Safety Week** to raise awareness of occupational safety.

The Kazakhstan International Occupational Safety and Health Conference and Exhibition has been held annually in our country for the past 12 years.



Reference

- [Labor Code of the Republic of Kazakhstan \(OSH Law\)](#)
- [Social Code of The Republic Of Kazakhstan](#)
- On Compulsory Insurance of Employee from Accidents upon Performance of Labour Duties by them (Law)
- Technical Regulation on Industrial Safety
- The concept of safe work of the Republic of Kazakhstan for 2024 – 2030
- Statistics Report on Industrial Accidents: Office of National Statistics Agency for Strategic Planning and Reforms of the Republic of Kazakhstan

3.12 Three Major Initiatives (Strategies) by the Government

- **Strengthening Labor Inspections:** The government is expanding the number of inspectors and increasing training for better enforcement of safety standards.
- **Promotion of ISO 45001 Certification:** Encouraging enterprises to implement international safety management systems to improve workplace safety.
- **Public Awareness Campaigns:** Launching national campaigns focused on improving workplace safety culture and reducing accidents through preventive measures.





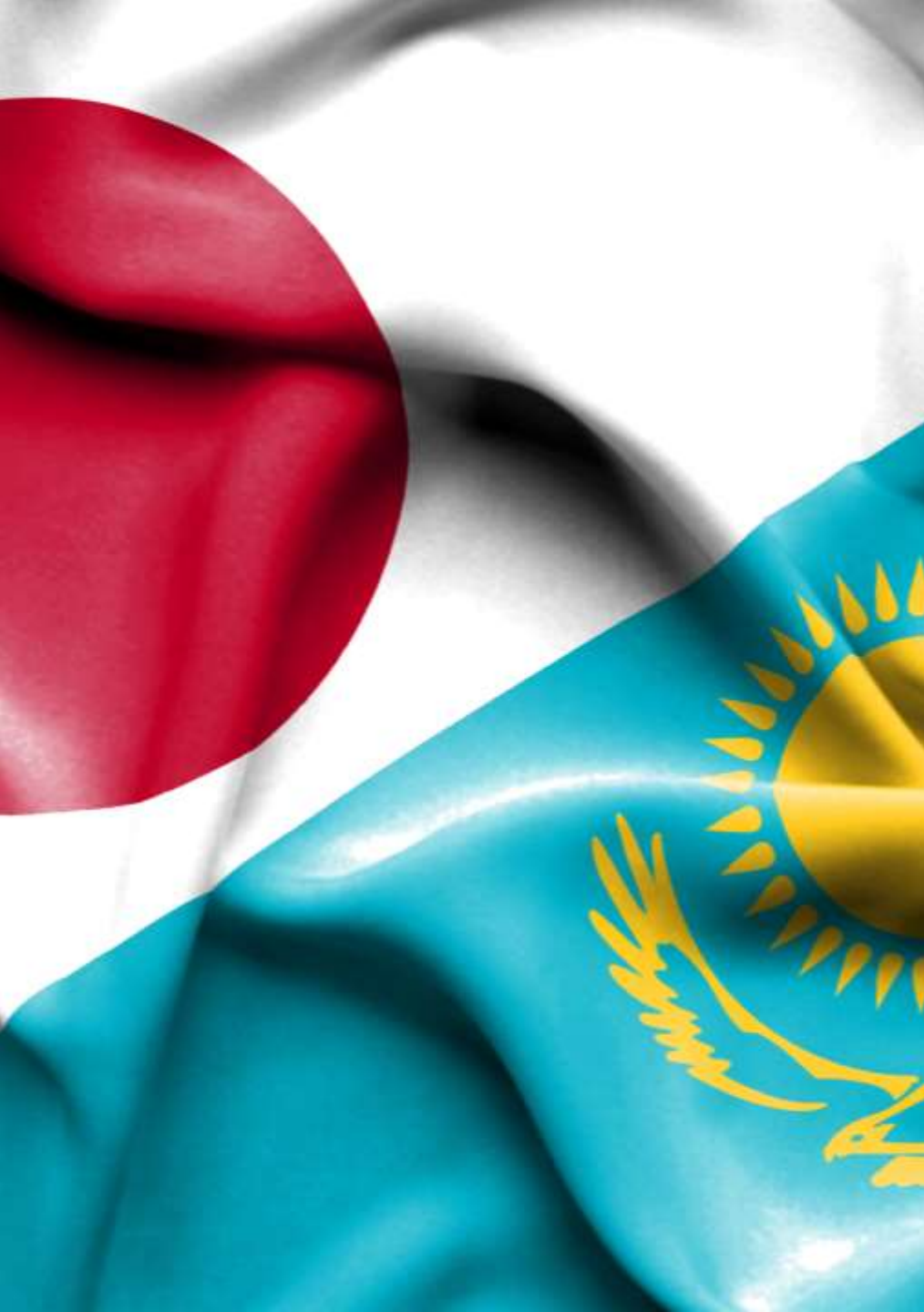
4. Issues and Challenges (Difficulties) in Implementing OSH in Kazakhstan

4.1 Major Issues on Occupational Safety and Health in Kazakhstan

- **Underreporting of accidents:** Despite mandatory reporting, some accidents go unreported, especially in the private sector and smaller enterprises.
- **Lack of safety culture:** Many workers and employers still lack awareness of the importance of strict safety protocols, especially in non-regulated sectors.
- **Old equipment:** A significant proportion of machinery in the mining and industrial sectors is outdated and poses serious risks to workers.

4.2 Suggestions or Countermeasures

- **Improve reporting mechanisms:** Develop a centralized digital platform for easier and more accurate reporting of workplace incidents.
- **Promote safety culture:** Through public awareness campaigns and stricter regulations on training, enforce a stronger safety culture across all industries.
- **Investment in modernizing equipment:** The government should incentivize the replacement of outdated machinery with modern, safer equipment, particularly in high-risk sectors.



As a representative of Kazakhstan, I eagerly anticipate our collaborative efforts in advancing a culture of occupational health and safety, aimed at creating safer, healthier workplaces and enhancing social security for the workforce

Thank you for your attention!

ご清聴ありがとうございました！

Назарларыңызға рақмет!