



Ministry of Labor and Social Protection
of the Republic of Kazakhstan

CONCEPTION OF OCUPATIONAL SAFETY AND HEALTH IN THE REPUBLIC OF KAZAKHSTAN UNTIL 2030

THE PRESIDENT'S DIRECTIVE FOR ENSURING SOCIAL PROTECTION OF WORKERS IN HAZARDOUS WORKING CONDITIONS

1 EXPANDING JOB OPPORTUNITIES: **FOSTERING INCREASED EMPLOYMENT**
Ensuring a Balanced Job Market for the Youth: Promoting Opportunities for the Incoming Generation in the Labor Market

2 ENHANCING JOB **QUALITY** AND WORKFORCE DEVELOPMENT
Promoting High-Quality Jobs and a Productive Skilled Workforce

3 FOSTERING **INCLUSIVITY** IN THE LABOR MARKET
Promoting Equal Access to Decent Jobs and Fair Wages for All Citizens



ТЕКУЩАЯ СИТУАЦИЯ





VISION

Interconnected Components of the National System of Labor Protection: Enhancing Workplace Safety and Security



PURPOSE

Enhancing Working Conditions and Ensuring Workplace Safety: Continuous Improvement Measures



KEY TASKS

Enhancing Quality of Working Life and Preserving Labor Resources

THE NEW PARADIGM IN OSH: Refining Workplace Proficiency

AS NOW

ATTESTATION OF WORKING CONDITIONS AT PRODUCTION FACILITIES

CLASSES OF WORKING CONDITIONS



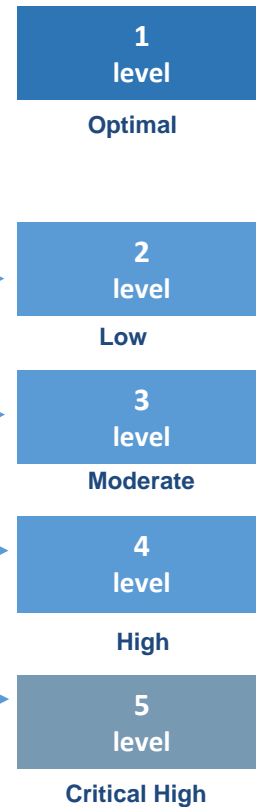
Safe or hazardous and/or dangerous working conditions are established in the workplace

Safely

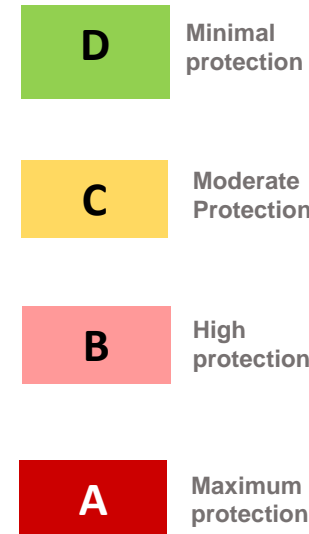
THE WAY TO DO IT

ASSESSMENT OF OCCUPATIONAL RISK: ANALYZING WORKPLACE HAZARDS

Occupational risk level



Workplace Differentiation based on Occupational Risk and Employee Protection Levels



INTEGRAL ASSESSMENT OF OCCUPATIONAL RISK IN THE ENTERPRISE

based on occupational risk in each workplace

$$IP = 0,7 * \left(\frac{B + T}{2}\right) + 0,2 * \left(\frac{O6 + CH3}{2}\right) + 0,1 * 3$$

B - occupational hazard index

- 30 factors (chemical, physical, biological, psychophysiological)

T - the injury risk index for working conditions

- 10 Mechanical Occupational Hazard Index

O6 - Evaluating the Safety Measures of Machines

- 10 factors (documentary and visual assessment)

CH3 - PPE availability rate

- 3 Criteria for Quality Certification, Norm Compliance, and Technical Documentation

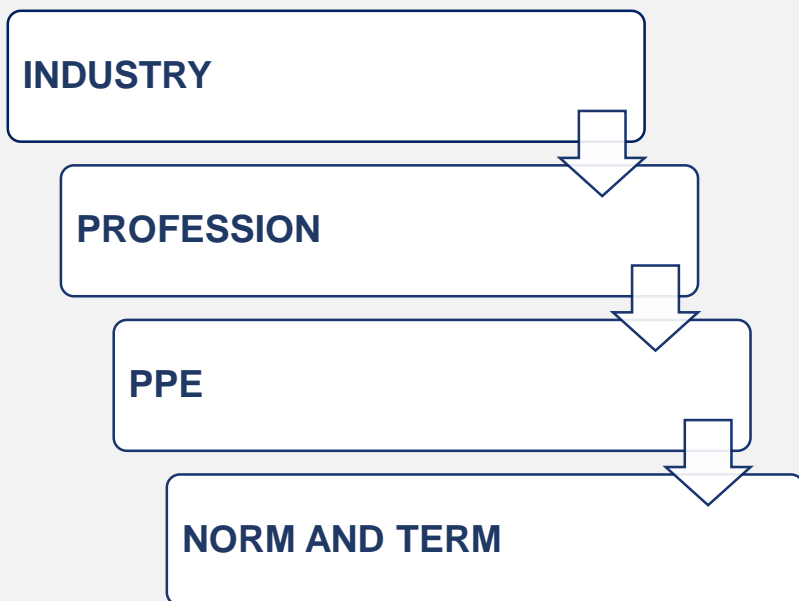
3 - Assessing Morbidity Rate: Analyzing Incidence and Health Data

- Evaluating Criteria and Medical Examination: Duration of Harmful Working Conditions, Acute Respiratory Infections, and Chronic Diseases

A NEW PARADIGM IN OSH: Selecting Personal Protective Equipment Based on Occupational Risk

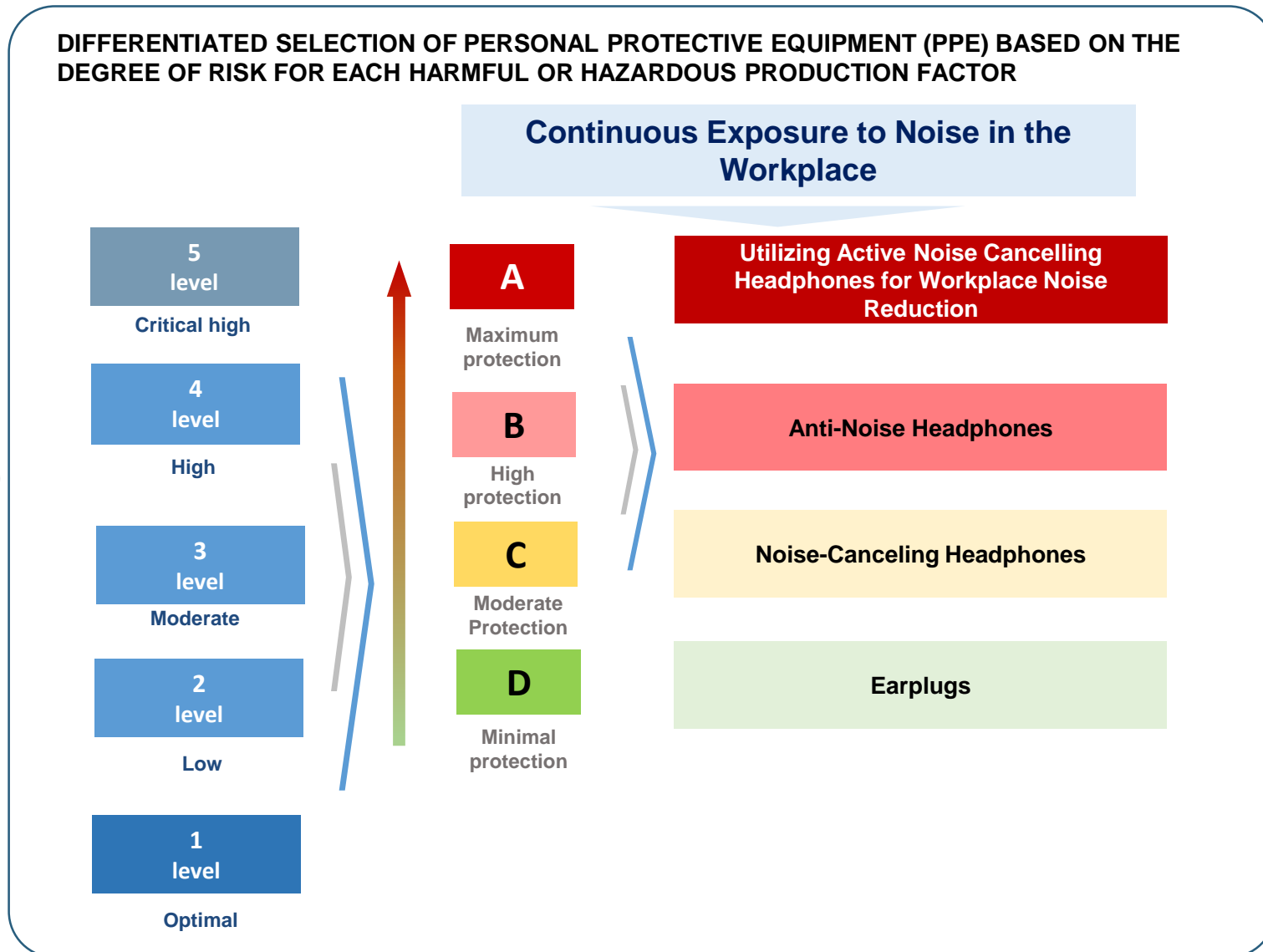
AS NOW

A UNIFIED INTER-INDUSTRY APPROACH:
MATCHING EACH OCCUPATION IN THE INDUSTRY
WITH APPROPRIATE PERSONAL PROTECTIVE
EQUIPMENT (PPE)



THE WAY TO DO IT

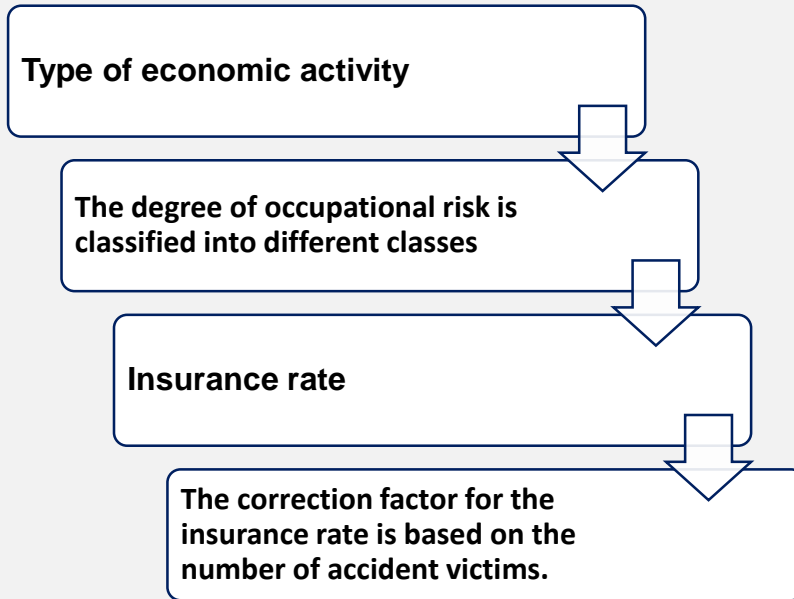
DIFFERENTIATED SELECTION OF PERSONAL PROTECTIVE EQUIPMENT (PPE) BASED ON THE DEGREE OF RISK FOR EACH HARMFUL OR HAZARDOUS PRODUCTION FACTOR



A NEW PARADIGM IN OSH: Occupational Risk-Based Insurance Rates

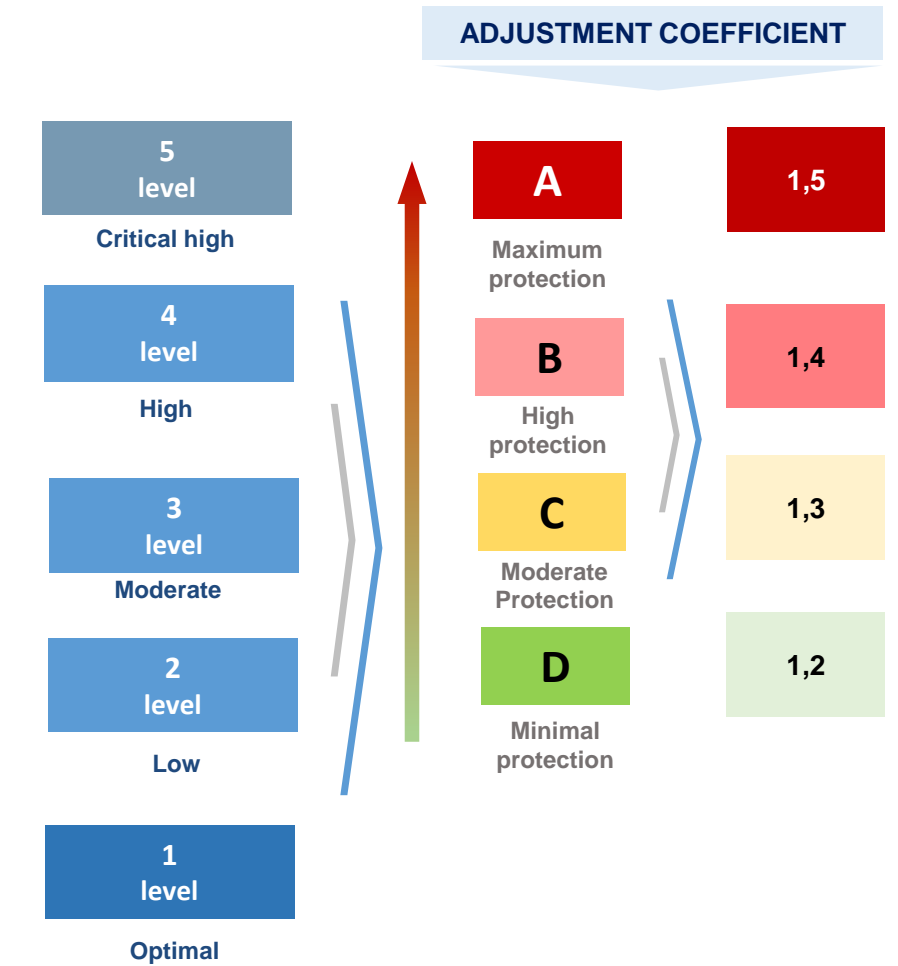
AS NOW

INSURANCE RATES ARE CALCULATED BASED ON 22 CLASSES OF PROFESSIONAL RISK, TAKING INTO ACCOUNT THE TYPE OF ECONOMIC ACTIVITY, RANGING FROM 0.12 TO 2.96 OF THE PHOT (PRESUMPTIVE MINIMUM WAGE) SCALE.



THE WAY TO DO IT

DEGREE-BASED DIFFERENTIATION OF INSURANCE RATES FOR PROFESSIONAL RISK



For example:

Construction of residential buildings falls under the 14th occupational risk class, with an insurance rate of 1.55% of the payroll.

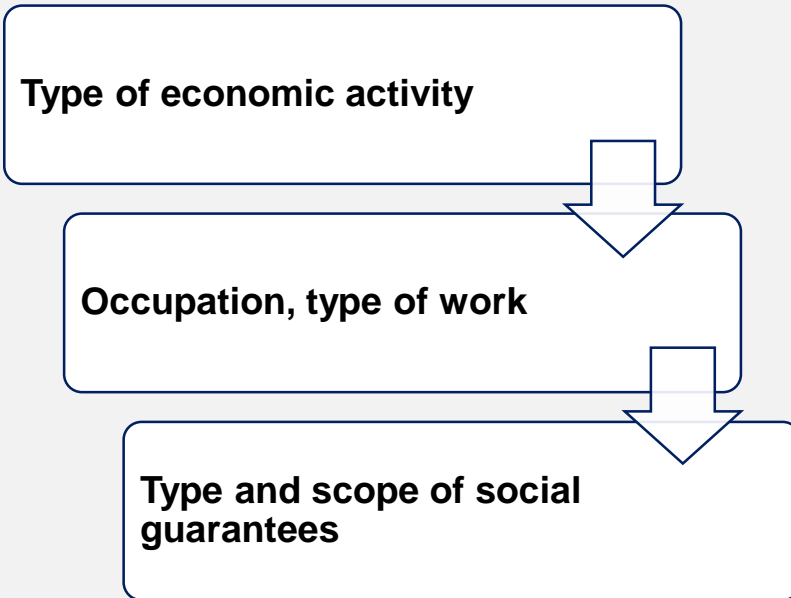
Enterprise 1:
Occupational risk class: 4
Insurance rate with adjustment coefficient: 2.17% (1.55 * 1.4)

Enterprise 2:
Occupational risk class: 2
Insurance rate with adjustment coefficient: 1.86% (1.55 * 1.2)

A NEW PARADIGM IN OSH: Social Guarantees Based on Occupational Risk Levels

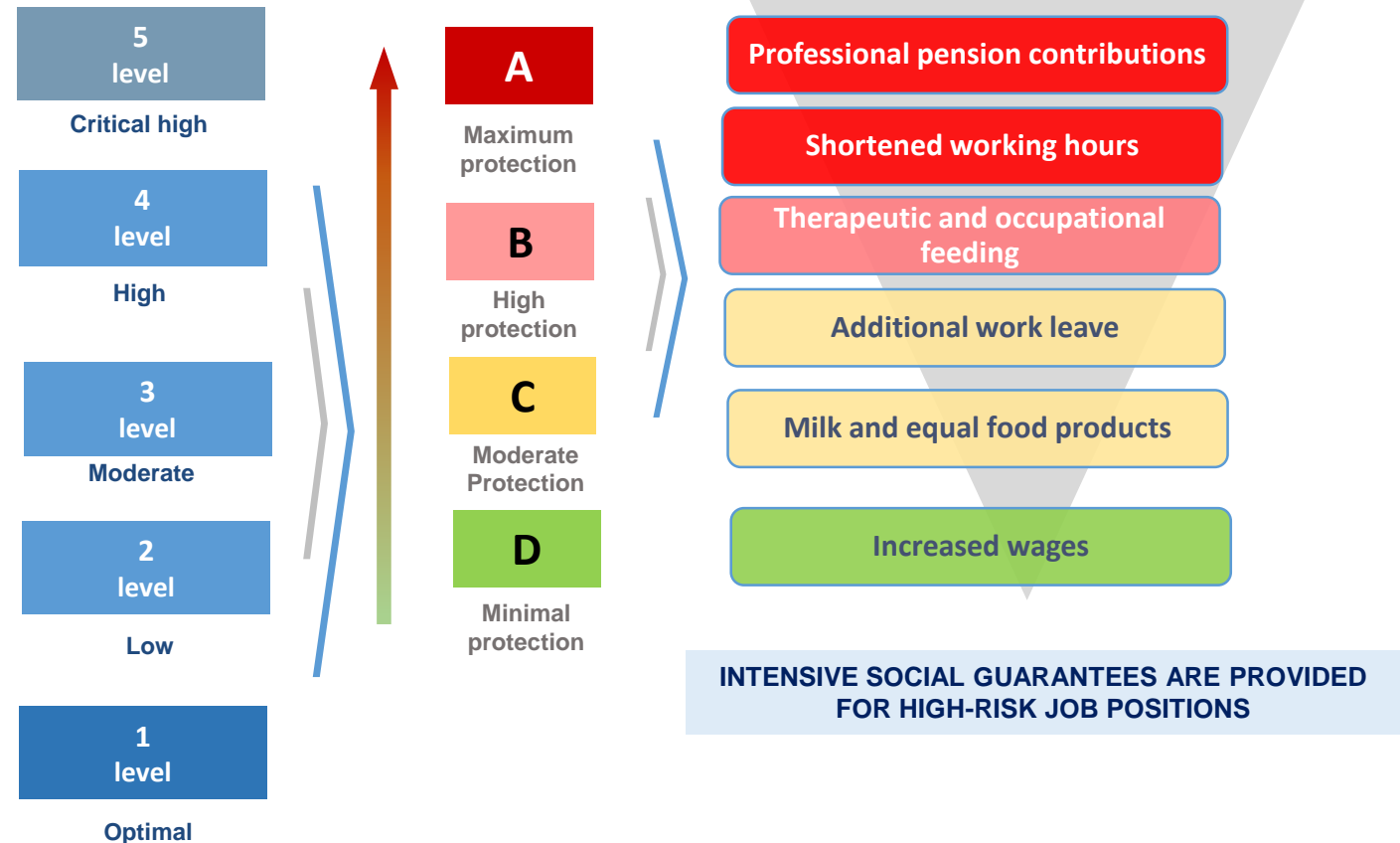
AS NOW

IMPROVING SOCIAL GUARANTEES BASED ON OCCUPATIONAL RISK LEVELS: IMPLEMENTING A LIST-BASED APPROACH FOR *ADDITIONAL LEAVE, EXTRA PAY, SHORTENED WORKING HOURS, PROFESSIONAL PENSION CONTRIBUTIONS, AND MORE*



THE WAY TO DO IT

DIFFERENTIAL ALLOCATION OF SOCIAL GUARANTEES BASED ON THE DEGREE OF PROFESSIONAL RISK



A NEW PARADIGM IN OSH: State control – Enhancing Governmental Oversight of Professional Risks

AS NOW



Labor Inspector

Selection of the subject of control in manual mode, based on the results of previous inspections and the type of activity of the enterprise (*coverage by inspections of 1.5% of the total number of enterprises*)



Employer

Absence of Automated Standard for Internal Monitoring of Workplace Conditions



Production Council (technical inspectors)

Limitations on Authority and Data Access for Assessing and Inspecting Working Conditions

THE WAY TO DO IT

Automated State Control System for Risk-Based Working Condition Management



Automated Enterprise Identification for Inspection Purposes



Labor Inspector

- Inspections and Enforcement Measures: Remote and On-site Inspections, Issuing Instructions, and Imposing Fines



Production Council (technical inspectors)

- Remediation of Identified Violations and Ensuring Safe Working Conditions through Occupational Risk Assessment

A NEW PARADIGM IN OSH: Digital Mapping of Enterprises – Enhancing Transparency and Accessibility of Enterprise Information

Participant area

Seamless Information Input, Data Utilization, and Service Access

-  **Employers and Their Representatives**
-  **Employees and Their Representatives**
-  **Training centers**
-  **Special Organizations**
-  **Stakeholder organizations**
(SSIF, LIC, medical companies and others)

Public authorities area

Formation and Transfer of Information about Legal Entities and Individuals in the Unified State Database – SDU (SmartDataUkimet)



MDDIA Area

Collection and Processing of Personalized Data on Legal Entities and Individuals



MLSPP Area

Comprehensive Evaluation of Occupational Risk at the Enterprise

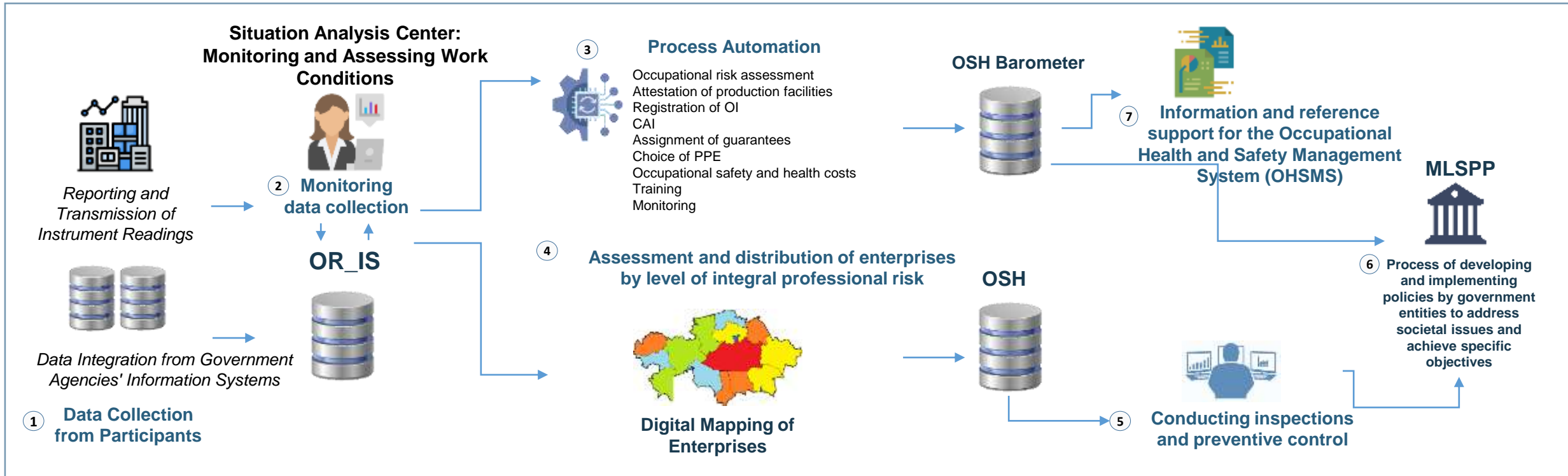
-  **OCCUPATIONAL RISK ASSESSMENT**
-  **TRAINING**
-  **SOCIAL GUARANTEES**
-  **PPE**
-  **OCCUPATIONAL ACCIDENTS**
-  **OSH COSTS**
-  **INSURANCE**

Enforcement and Monitoring of Health and Safety Compliance

Categorization of Enterprises Based on Risk Level

Digital Mapping of Enterprises	
LEVELS	
A	
B	
C	
D	
E	

DIGITAL MAPPING OF ENTERPRISES: Proactive Approach to Workplace Safety



by 2024

- ✓ Creation of AIS «OR_IS»
- ✓ Reformatting SAC
- ✓ Launch of «AOR» digital platform (entering of AOR and APF information)
- ✓ Launch of the digital platform «OSH Budget»

by 2025

- ✓ Launch of the «CAI» digital platform
- ✓ Launch of digital platform «Guarantees»
- ✓ Launch of digital platform «PPE selection»
- ✓ Launch of digital platform «Training»
- ✓ Preventive state control

by 2026

- ✓ Full automation of processes and integration of CS databases
- ✓ Creation of the IS «OSH Barometer»
- ✓ Complete updating of legislation and regulations

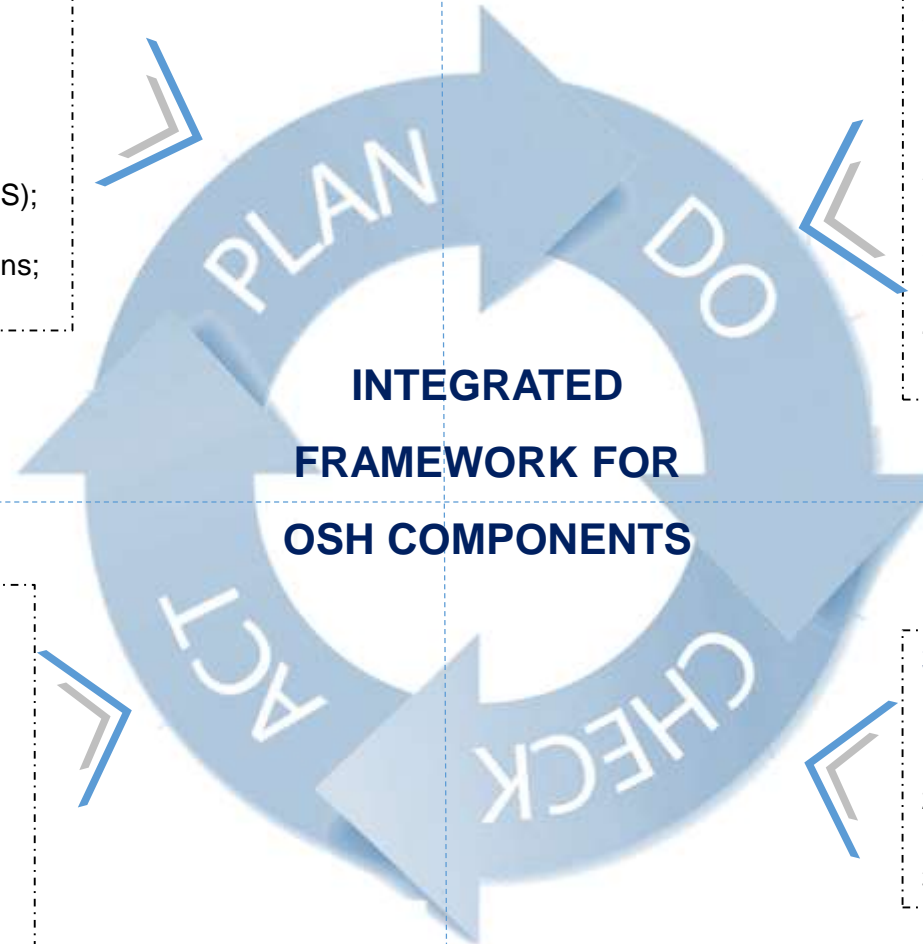
OUTCOME: Shift from a prescriptive approach to a risk-driven framework

1. ASSESSMENT OCCUPATIONAL RISK

- 1.assessment of hazardous working conditions (chemical, physical, biological and psychophysiological factors);
- 2.assessment of the traumatic hazards of working conditions (mechanical factors);
- 3.evaluation of safety of production equipment (PES);
- 4.assessment of the provision of PPE;
- 5.assessment of morbidity and medical examinations;
- 6.training evaluation.

2. DIFFERENTIATION

1. of the workplace depending on the degree of occupational risk;
2. PPE depending on the degree of occupational risk of the workplace;
3. insurance rates depending on the degree of occupational risk of the employee's workplace;
4. social guarantees depending on the occupational risk of the job.



3. Revamped State Control Framework: Ensuring Compliance and Safety

1. state statistical monitoring of occupational risks;
2. expertise of the results of occupational risk assessment;
3. state control - management of occupational risks.

4. Digital Transformation – Establishing a Unified Information System

1. developing a Comprehensive Business Digital Mapping;
2. shifting towards proactive service delivery paradigm;
3. promoting social dialogue through internal and public control.

**ENHANCING WORKFORCE CONSERVATION AND ENHANCING
EMPLOYEE QUALITY OF LIFE**