

Approved by the Working Group  
of the Coordinating Council for Occupational Safety and  
Health under the Government of the Republic of Karelia

Reviewed and approved at the Meeting  
of the Republican Tripartite Committee  
for Regulation of Social and Labour Relations

May 15, 2011

Minutes No.1 as of 22/03/2011

**Programme of Activities for 2011-2013  
to Improve Working Conditions and Occupational Safety and Health  
in the Republic of Karelia**

Programme of Activities for 2011-2013 to Improve Working Conditions and Occupational Safety and Health (OSH) in the Republic of Karelia (Hereinafter the Programme) has been developed on the basis of conclusions of the Regional Profile “Working Conditions and Occupational Safety and Health in the Republic of Karelia”, prepared in 2009 and approved in March 2010 by the Republican Tripartite Committee for Regulation of Social and Labour Relations. The Regional Profile of occupational safety and health of the Republic of Karelia has been made according to methodology of the International Labour Organization (ILO) within the framework of collaboration between the Ministry of Labour and Employment of the Republic of Karelia and the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia in cooperation with NGO “Trade Union Association of the Republic of Karelia”, “Union of Industrialists and Entrepreneurs of the Republic of Karelia”, State Labour Inspectorate in the Republic of Karelia, State agency Regional Office "Social Insurance Fund in the Republic of Karelia" (hereinafter - GU RO “Social Insurance Fund in the Republic of Karelia”), Federal Service for Supervision of Consumer Rights Protection and Human Welfare in the Republic of Karelia (hereinafter - Rospotrebnadzor) in accordance with ‘Outline for compiling regional profile of occupational safety and health’.

The Programme is aimed at reducing risk of occupational accidents and diseases; improving working conditions, reducing mortality from preventable causes of death and improving health of working population.

The Programme is a package of measures to improve legal, organizational, research and methodical activities, which are designed to address the major problems in OSH.

The Programme takes into account the current level of material, informational, and social conditions in the socio-economic sphere in the Republic of Karelia and is focused on priority areas to address issues of OSH improvement in the long term (2011-2013).

It's necessary to join efforts of federal executive bodies, executive bodies of the Republic of Karelia, local authorities, trade union organizations and employers to implement the Programme.

## **I. CHARACTERISTICS OF THE PROBLEM AND WHY IS IT NECESSARY TO SOLVE IT.**

Improvement of working conditions and OSH, maintenance of health of the working population are an important factor of socio-economic development of the Republic of Karelia. Despite good results in reducing the overall level of occupational traumatism in recent years, working conditions and OSH in the Republic cannot be considered satisfactory. The level of occupational risks remains high; the number of jobs that do not meet sanitary norms increases, high level of traumatism is maintained in the forestry and agro-industrial complex, in extractive and manufacturing industries, transport and construction.

According to the regional office of the Federal State Statistics Service of the Republic of Karelia 936 occupational traumas were registered in 2005, 439 ones – in 2009 (a more than 2-fold decrease) given that the official statistical survey covers large and medium-sized enterprises of certain types of economic activity: agriculture; hunting; forestry; fishery; fish farming; mining; manufacturing; production and distribution of electricity, gas and water; construction; wholesale and retail trade; repair of motor vehicles, motorcycles, household goods and personal goods; hotels and restaurants; transport and communications; real estate; renting and business services; health and social services; other community, social and personal services.

With a decrease in the number of injured, one of the main relative indicators of occupational traumatism, characterized by the accident frequency factor per 1000 employees ( $F_f$ ) decreased from 6.6 in 2005 to 3.9 in 2009.

However, the Republic remains among the regions with high  $F_f = 3.9$ , in Northwestern Federal District this figure is higher only in Vologda region, where  $F_f = 4.0$  (in the Russian Federation  $F_f = 2.5$ ).

According to the State Labour Inspectorate of the Republic of Karelia the number of occupational fatalities decreased from 31 to 13, during 2005-2009, and the number of severe traumas from 72 to 36 cases.

A decrease in the number of occupational accidents can be explained by continuous reduction in the recent years in the number of employees in the industries with high occupational exposure e.g. agriculture, timber industry, manufacturing. While the number of people employed under trade, hotel and restaurant business, finance has increased.

However, the current state of OSH in most industrial enterprises and the number of jobs with harmful and hazardous working conditions creates a situation where growth in industrial production will lead to growth in occupational traumatism and the number of accidents at work.

Growth of occupational traumatism with severe consequences in 2010 raises concern; 63 accidents with severe consequences were registered in 2010, including 15 occupational fatalities, 48 severe accidents. In 2009, there were 49 cases with severe consequences (13 fatalities, 36 severe accidents). 50% of occupational accidents were due to hazardous factors of production environment caused by organizational reasons (poor maintenance and deficiencies in the organization of working places, poor work organization, and inadequate OSH training of workers). Not all heads of enterprises, especially of small and medium-sized businesses realize the role of OSH services in manufacturing process.

According to the regional office of the Federal State Statistics Service of the Republic of Karelia the number of employees in industrial enterprises, transport, communications, construction who work in conditions that do not meet sanitary norms increased from 22,359 people in 2005 to 23,105 in 2009. Proportion of workers employed under such conditions increased from 29.0% to 36.7%. In mining 68.2% are employed under such conditions, 55.9% – in manufacturing. According to the results of periodic medical examination, the number of recently detected occupational diseases amounts to 70-90 cases annually.

Certification of working places carried out to plan OSH activities, discounts and allowances to the insurance premium, as well as benefits and compensation for hazardous working conditions, have not yet become part of the economic incentives, which encourage employers to improve working conditions. As the labour force is cheap, it is more profitable for the employer to pay compensations for arduous working conditions to employees, rather than invest in safer technologies.

Problems that are to be addressed to ensure safe working conditions are complex and diverse. Their successful solution in a situation when there is a lack of financial and administrative resources is possible on condition of task-oriented coordinated actions by federal and regional executive authorities, local authorities, trade union organizations and bodies of public initiative in the field of occupational safety and health.

Actual status of working conditions and OSH at the organizations of the Republic shows the need for a systematic approach to the problem of improving working conditions and OSH on the basis of medium-term planning.

## **II. GOALS AND OBJECTIVES.**

The main goal of the Programme is to protect the worker's health and ensure OSH through preparation and integration of occupational risk management system at every workplace, involvement of the main parties of social partnership i.e. government, employers and workers into risk management.

The Programme is aimed at achieving the following strategic objectives:

reducing risks of occupational accidents and diseases;  
improving quality of working conditions at workplaces;  
reducing mortality due to preventable causes;  
improving health of working population.

Programme implementation is organized in such a way as to build effective partnerships with key stakeholders of OSH management system.

The main objective of high quality OSH management system is to shift from responding to insurance claims *after* accidents towards managing workers' health risks in a preventive way. This goal can be achieved through creating occupational risk management system, which should become the basis for management system to preserve life and health of employees in the course of employment, covering all workplaces regardless of size and ownership form of an enterprise. Assessment, control and management of occupational risks envisage:

- analysis and assessment of health status of working population in cause-and-effect relation to working conditions;
- informing workers of occupational risks, probability of its occurrence and control methods, as well as consequences and responsibility;
- monitoring of occupational risk dynamics;
- carrying out activities to reduce the probability of injury to workers' health (the probability of insured case);
- strengthening the role of social partnership in redistribution of joint responsibility between government, employers and employees in the occupational safety and risk management system, depending on the degree of influence of each parties on risk management.

The main goal of this Programme is to preserve life and health of workers in manufacturing, reduce occupational traumatism and, above all, reduce the number of fatal and severe accidents. Also the following objective to be pursued when taking the activities – to reduce the level of disabilities and professional impropriety of workers coming from exposure to hazardous working conditions, through improving working conditions and identifying occupational diseases at early stages.

The Programme envisages consolidation of trends reducing occupational traumatism and diseases through development of concerted actions by all interested federal executive bodies, executive bodies of the Republic of Karelia, employers and community groups. The following tasks are to be accomplished to achieve the goals:

- to arrange partnership between federal executive bodies authorized to carry out state control and supervision, regional executive authorities, local governments, employers and community organizations to implement state policy in OSH area.
- to improve legislative, regulatory and theoretical framework in OSH area;
- to increase employers incentives to ensure safe working conditions and reduce occupational risks in organizations;
- to promote and assess efficiency of OSH management systems as well as their application experience, as well as to integrate international standards in the area of OSH.

Period of Programme implementation – 2011-2013. The Programme envisages step-by-step implementation of activities.

### **III. PROGRAMME ACTIVITIES.**

The following activities are to be implemented within the Programme:

- to develop theoretical materials and guidance documents on management and OSH activities and to inform employers, trade union organizations and bodies of public initiative about them;
- to arrange interaction among federal executive bodies authorized to carry out supervision activities, executive bodies and local governments of the Republic of Karelia, trade union organizations and bodies of public initiative in the area of OSH and to conduct various activities on promoting concerted actions of employers and trade union organizations to improve working conditions and prevent occupational diseases;
- to conduct research and OSH monitoring to determine the impact of working conditions on employees' health at enterprises with a high level of occupational risk and to further develop and implement measures to improve working conditions and prevent occupational diseases;
- to promote standards, rights and social guarantees for workers at workplaces; rights and duties of employers and employees in terms of observing safe working practices at work and while performing job assignments; to select and summarize best practices in OSH;
- to integrate international OSH standards at enterprises of the Republic.

The list of activities on Programme implementation provided in Annex 2, envisages involvement of all parties of the social partnership i.e. government, workers' and employers' organizations, trade unions and other public organizations.

#### **IV. ASSESSMENT OF PROGRAMME PERFORMANCES.**

As a result of Programme implementation it is planned to establish forms and methods of cooperation between the participants of state OSH management in the Republic, create conditions to improve occupational safety, decrease occupational traumatism and diseases and reduce corresponding compensation costs for loss of workers' health.

The Programme is to be socially necessary and important as it is tailored to preserve health and safety of workers, employed by enterprises of various forms of ownership, to reduce the overall indicators of occupational traumatism, and primarily to stabilize and further reduce occupational traumas resulting in fatality and with severe consequences, general and occupational diseases, to improve safety and social protection of workers.

The Programme is to be economically efficient as OSH standards, corresponding to international norms, will be introduced at enterprises of the Republic. This in turn will improve competitiveness of export products. Improvement of working conditions and OSH at organizations may result in reduced insurance rates for obligatory social insurance against occupational accidents and diseases that will increase revenues of organizations and length of active employability.

It is expected that target indicators, provided in Annex 1, will be achieved as a result of implementation of Programme activities to improve working conditions and OSH.

Annex 1  
to the Programme of Activities for 2011-2013  
to Improve Working Conditions and Occupational Safety  
and Health

**TARGET INDICATORS**  
**Programme of Activities for 2011-2013 to Improve Working Conditions and Occupational Safety and Health in the**  
**Republic of Karelia (based on Karelstat data)**

Indicators	Basic Programme indicators	Projected Programme indicators		
	Beginning of 2010	2011	2012	2013
1	2	3	4	5
Reduction of the number of occupational accidents inducing fatalities per 1000 employees	0.071	0.071	0.065	0.06
Reduction of occupational traumatism per 1000 workers ( $F_f$ )	3.9	3.9	3.8	3.7
Proportion of workers employed under conditions that do not meet sanitary norms (%)	36.7	36.2	35.9	35.0
Proportion of women employed under conditions that do not meet sanitary norms (%)	24.6	24.3	24.0	23
Proportion of workplaces in hazardous labour conditions after certification of workplaces (%)	62	59	56	53
Amount of trained managers and specialist, from other categories of employees (people)	3931	3960	4000	4050

Annex 2  
to the Programme of Activities for 2011-2013  
to Improve Working Conditions and Occupational Safety and Health

**LIST**  
**of Activities for Programme Implementation to Improve Working Conditions and Occupational Safety and Health in the Republic of Karelia for 2011–2013**

№	Activity	Performed by	Period
1	2	3	4

**I. Improvement of legal and theoretical framework in the area of occupational safety and health**

1	Development and approval of the Administrative Provision on rendering state services to examine the quality of workplace certification	Ministry of Labour and Employment of the Republic of Karelia	2011
2	Conclusion (renewal) of agreements on the interaction of participants of OSH state management system.	Ministry of Labour and Employment of the Republic of Karelia	2011-2013
3	Development and approval of the Regulation on OSH management system in the Republic of Karelia.	Ministry of Labour and Employment of the Republic of Karelia	2013
4	Development of the regional profile of OSH in the Republic of Karelia (2-nd issue), based on the ILO recommendations	Ministry of Labour and Employment of the Republic of Karelia	2013
5	Development of the draft law of the Republic of Karelia "On interdepartmental supervision of compliance with labour legislation and other legal acts containing rules of labour law".	Ministry of Labour and Employment of the Republic of Karelia	2011
6	Development of the draft of the Republican action programme for 2014-2016 to improve working conditions and occupational safety and health of those, who work in the Republic of Karelia	Ministry of Labour and Employment of the Republic of Karelia	2013
7	Preparation of the draft decree of the Government of the Republic of Karelia on introducing changes into the composition of the Coordinating Council for Occupational Safety and Health	Ministry of Labour and Employment of the Republic of Karelia	Annually if necessary

	under the Government of the Republic of Karelia		
8	Preparation of proposals on establishing safe working conditions and occupational safety to be included into the Republican tripartite agreement on social and labour relations between the association of trade union organizations of the Republic of Karelia, the Union of Entrepreneurs (Employers) of the Republic of Karelia and the Government of the Republic of Karelia. Monitoring the implementation of the agreement	Ministry of Labour and Employment of the Republic of Karelia	2011-2013

## II. Organizational Activities

9	Organization of annual national meetings on occupational safety and health, dedicated to "World Day for Safety and Health at Work" in partnership with federal executive bodies in the field of state supervision and control of compliance with labour legislation, executive bodies of the Republic of Karelia, local governments, employers and trade union organizations.	Ministry of Labour and Employment of the Republic of Karelia, State Labour Inspectorate in the Republic of Karelia, GU RO "Social Insurance Fund in the Republic of Karelia", GU RO "Social Insurance Fund in the Republic of Karelia" (to be agreed), socio-political association OPO «Association of Trade Union Organizations» (to be agreed), Union of Industrialists and Entrepreneurs (employers) (to be agreed), Rospotrebnadzor Administration in the Republic of Karelia (to be agreed), Karelian Regional Public Organization "Labour and Health" (KROO "Labour and Health") (to be agreed).	2011-2013
10	Organization of methodical guidance to branch Ministries and agencies of the Republic of Karelia on establishing occupational safety and health system in the supervised and subordinate organizations in accordance with the requirements of the Interstate Standard GOST 12.0.230-2007.	Ministry of Labour and Employment of the Republic of Karelia, executive bodies of the Republic of Karelia (to be agreed).	2011-2012
11	Organization and conducting of the territorial phase (in the category of occupational safety and health) of All-Russia Review-competition "Russian Organization of High Social Efficiency "	Ministry of Labour and Employment of the Republic of Karelia	2011–2013.

12	Organization and conducting of seminars, round tables with representatives of executive bodies, local governments, employers, occupational safety and health specialists, trade union activists etc, dedicated to OSH issues as well as to observance of workers' social security and occupational health.	Ministry of Labour and Employment of the Republic of Karelia, local governments (to be agreed), Rospotrebnadzor Administration in the Republic of Karelia (to be agreed), OO Association of Trade Union Organizations of the Republic of Karelia (to be agreed), KROO "Labour and Health" (to be agreed).	2011-2013 under a separate plan
13	Ensuring organizational work for the Coordinating Council on occupational safety and health under the Government of the Republic of Karelia.	Ministry of Labour and Employment of the Republic of Karelia	2011-2013 under a separate plan
14	Proceeding with collaboration with the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia to implement OSH management system based on GOST 12.0.230-2007 in terms of the project "Improving OSH management system in Northwest Russia",	Ministry of Labour and Employment of the Republic of Karelia, Technical Assistance Group for Decent Labour and ILO Regional Office for Eastern Europe and Central Asia (to be agreed), OSH training institutions (to be agreed) <*>.	2011
15	Development and implementation of the action plan on workplace certification in organizations, financed from the budget of the Republic of Karelia.	Executive bodies of the Republic of Karelia (to be agreed).	2011 - 2013
16	Funding of preventive measures to reduce occupational traumatism and deceases through insurance premiums within obligatory social insurance against occupational accidents and deceases.	GU RO "Social Insurance Fund in the Republic of Karelia" (to be agreed).	2011 - 2013
17	Development and implementation of the Regional Programme to support employment in the Republic of Karelia in 2011, in part of advanced professional training of women working in harmful and hazardous conditions	Ministry of Labour and Employment of the Republic of Karelia, Republican employment centers, employers (to be agreed).	2011 -2012
18	Organization of public consultation office on the basis of Karelian Regional Public Organization (KROO) "Labour and Health"	KROO "Labour and Health" (to be agreed)	2011

Note: <\*> OSH training institution is an institution, which has got a license to perform educational activities; has teaching staff, specializing in occupational safety and health issues, corresponding material and technical base and which has accreditation in compliance with Russian legislation.

### III. Research activities in the area of occupational safety and health

19	Analysis of occupational traumatism and deceases with severe consequences in the organizations situated on the territory of the Republic in order to identify specific causes and develop measures to address them. This also refers to occupational health. Providing information about the status of occupational traumatism to the Association of Trade Union Organization, the Union of Industrialists and Entrepreneurs (employers) of the Republic of Karelia, GU RO "Social Insurance Fund in the Republic of Karelia", State Labour Inspectorate in the Republic of Karelia.	Ministry of Labour and Employment of the Republic of Karelia, State Labour Inspectorate in the Republic of Karelia (to be agreed), GU RO "Social Insurance Fund in the Republic of Karelia" (to be agreed), Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	2011 - 2013
20	Organization of laboratory and instrumental studies at industrial enterprises of the Republic of Karelia in the context of control activities.	Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	2011 - 2013
21	Creation of databases on carcinogenic productions	Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	Annually
22	Carrying out passportization of carcinogenic productions (shops, sites, workplaces)	Employers, Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	During the whole period
23	Organization and conduct of production control including laboratory and instrumental testing	Employers, Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	During the whole period
24	Comprehensive examination of business industries with high occupational risk (timber, stone mining, energy, etc.) under the agreed plans, development of measures to improve working conditions and prevent of occupational diseases of workers in hazardous working conditions.	Rospotrebnadzor Administration in the Republic of Karelia (to be agreed), State Labour Inspectorate in the Republic of Karelia (to be agreed), Ministry of Labour and Employment of the Republic of Karelia, Association of Trade Union organizations of the Republic of Karelia (to be agreed).	During the whole period under a separate plan

### IV. Improving training process on occupational safety and health.

25	Monitoring of OSH training for managers and specialists and	Ministry of Labour and Employment of	2011 - 2013
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	other categories of workers employed by organizations situated on the territory of the Republic of Karelia. Organization of annual training for at least 3,000 people	the Republic of Karelia, training organizations, employers (to be agreed)	
26	Coordination of activities of organizations, involved in OSH training for managers and specialists, including special categories of the insured workers. Coordination of training plans and programmes on occupational safety and health.	Ministry of Labour and Employment of the Republic of Karelia	2011 - 2013
27	Improvement of the training process, update of curricula by student categories, advanced training for teachers, integration of module multimedia training means.	Ministry of Labour and Employment of the Republic of Karelia, training organizations (to be agreed).	2011-2013
28	Introduction of training course programme for managers, specialists and workers' representatives (authorized representatives) in occupational safety and health within the training course "Principles of Assessment and Management of Occupational Risks in OSH management system"	Training institutions (to be agreed).	2011
29	Organization of training for managers, specialists and workers' representatives (authorized representatives) in occupational safety and health within the training course "Principles of Assessment and of Occupational Risks in OSH management system"	Ministry of Labour and Employment of the Republic of Karelia, Training institutions (to be agreed).	2011- 2013
30	Conducting field workshops in municipalities of the Republic.	Training institutions (to be agreed).	
31	Conducting scheduled training in the All-Russia Research Institute of Economics and Occupational Safety, and knowledge evaluation of specialists from the Ministry of Labour and Employment of the Republic of Karelia in the prescribed manner.	Ministry of Labour and Employment of the Republic of Karelia.	2011 - 2013 under a separate plan
32	Training of experts on workplace certification and certification of OSH activities in the scientific and methodological certification center - Research Institute for Occupational Safety and Health in the town of Ivanovo.	Ministry of Labour and Employment of the Republic of Karelia	2011 - 2013
33	Advanced training of OSH specialists from the Ministry of Labour and Employment of the Republic of Karelia, who supervise municipalities. The training is to be carried out within training sessions in Autonomous Institution "Center for Monitoring and Human Resources Training "	Ministry of Labour and Employment of the Republic of Karelia	2011 - 2013

34	Organization of training for labour union activists, workers' representatives (authorized representatives) from trade union committees, members of OSH Committees and evaluation of their knowledge in OSH This activity is in line with the framework of the Programme of preventive measures for occupational safety and health.	Association of trade union organizations in the Republic of Karelia (to be agreed), training institutions (to be agreed), Ministry of Labour and Employment of the Republic of Karelia	During the whole period
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#### V. Promotion of occupational safety and health

35	Ensuring participation of experts in safety and working conditions in All-Russian exhibitions, seminars and workshops on OSH issues.	Ministry of Labour and Employment of the Republic of Karelia	2011-2013
36	Exchange of experience, including visiting OSH management bodies in the regions of the Russian Federation.	Ministry of Labour and Employment of the Republic of Karelia	2011-2013
37	Informing employers through mass media: About the procedure and conditions of partial funding in 2011 of preventive measures to reduce occupational traumatism and deceases. About employees' working conditions, occupational diseases and preventive medical examinations being carried out.	GU RO "Social Insurance Fund in the Republic of Karelia" (to be agreed), Ministry of Labour and Employment of the Republic of Karelia Rospotrebnadzor Administration in the Republic of Karelia (to be agreed).	2011  2011-2013
38	Keeping on illuminating OSH issues, workplace certification and certification of OSH activities, international experience on the official websites of the Government of the Republic of Karelia, Ministry of Labour and Employment of the Republic of Karelia, mass media of the Republic of Karelia	Ministry of Labour and Employment of the Republic of Karelia, KROO "Labour and Health" (to be agreed).	During the whole period
39	Organization of exhibitions of personal protective equipment as part of seminars, meetings and other events.	ZAO "Karelia-Vostok-Servis" (to be agreed), OP "Tekhnoavia-Petrozavodsk" (to be agreed), ZAO "Trakt-Petrozavodsk" (to be agreed).	2011-2013
40	Organization of thematic workshops and exhibitions in order to provide personal protective equipment, OSH training, workplace certification, etc	KROO "Labour and Health" (to be agreed).	2011-2013

**VI. Improving efficiency of state oversight and control and public control over OSH.**

41	Carrying out joint comprehensive inspections in collaboration with the Prosecutor's office of the Republic of Karelia, Labour Inspectorate of the Republic of Karelia, Administration of Rospotrebnadzor in the Republic of Karelia at enterprises and organizations to meet the requirements of labour legislation, in accordance with the agreements on cooperation of NGO "Association of trade union organizations of the Republic of Karelia, " in the presence of trade unions.	Ministry of Labour and Employment of the Republic of Karelia	During the whole period under a separate plan.
42	Performing of state expertise of working conditions, quality of workplace certification in organizations of the Republic on the basis of definitions of the judiciary, appeals of executive authorities, employers, associations of employers, workers, trade union organizations, their associations, and other representative bodies authorized by personnel, Social Insurance Fund of the Russian Federation .	Ministry of Labour and Employment of the Republic of Karelia	2011-2013
43	Examination of sections "Occupational Safety And Health" and control of activities on OSH and prevention of occupational diseases in the collective agreements of organizations under the notifying registration and at the development stage (during the examination of organizations).	Ministry of Labour and Employment of the Republic of Karelia	2011-2013
44	Implementation of State Labour Inspectorate project in the Republic of Karelia "Declaration of employer's activity to comply with workers' labour rights."	State Labour Inspectorate in the Republic of Karelia (to be agreed), Union of Industrialists and Entrepreneurs (employers) of the Republic of Karelia (to be agreed), Ministry of Labour and Employment of the Republic of Karelia	2011-2013
45	Methodological assistance to provide efficient work of OSH Committees (established on the basis of social partnership) on compliance with labour standards in organizations.	Ministry of Labour and Employment of the Republic of Karelia, Association of Trade Union Organization, employers (to be agreed).	2011-2013
46	Organization of efficient activities of workers' representatives (authorized representatives) and trade union organizations on	Association of Trade Union Organization, employers (to be agreed).	2011-2013

	workers' performance of safety and health responsibilities at enterprises and institutions of the Republic of Karelia.		
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### VII. International cooperation

47	Collaboration with the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia	Ministry of Labour and Employment of the Republic of Karelia, the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, stakeholders (to be agreed).	During the whole period
48	Interregional and international collaboration	KROO "Labour and Health" (to be agreed).	2011-2013

### VIII. Recommended additional measures for the organizations of the Republic, aimed at reducing the impact of harmful and dangerous factors at work as well as harmful emissions into the air

49	Purchase and installation of roof exhaust fans in Boiler shop No 2 of the cogeneration plant	OAO "TsZ "Pitkyaranta" (to be agreed).	2013
50	Restoration of efficient ventilation systems of the enterprise.	OOO "LFK" "Bumeks" (to be agreed).	2011-2013
51	Reduction of air pollutant emissions coming from the primary production.	OAO "SUAL" affiliate of "NAZ-SUAL" (to be agreed).	2011
52	Adjustment and repair of primary production ventilation systems to maintain efficiency.	OAO "SUAL" affiliate of "NAZ-SUAL" (to be agreed).	2011
53	Construction of waste water treatment facilities with modernized pickling zone (pickling bath renovation, installation of ventilation systems with filters).	ZAO "Vyartsilsky Metizny Zavod" (to be agreed)	2011-2013
54	Ensuring efficient operation of ventilation during welding activities.	ZAO "Petrozavodskmash" (to be agreed).	2012-2013
55	Development of a working regulation for professions experiencing dangerous vibrations and supervision of its compliance.	OOO "Liteyny Zavod" (to be agreed).	2011
56	To complete construction of sanitary and every-day amenities and	OOO "Medvezhyegorsky Lespromkhoz"	2011-2012

	premises in the sorting shop	(to be agreed).	
<b>57</b>	To install a sawmilling line "Heinola" in order to reduce proportion of manual labour in the timber sorting shop	OOO "Medvezhyegorsky Lespromkhoz" (to be agreed).	2011-2012
<b>58</b>	Complete construction of a modular boiler	OOO "Medvezhyegorsky Lespromkhoz" (to be agreed).	2011-2012
<b>59</b>	Suoyarvsky timber mill: To build a household premises	ZAO "Zapkarelles" (to be agreed).	2011-2012
<b>60</b>	Suoyarvsky timber mill: To automate the timber sorting line eliminating manual sorting	ZAO "Zapkarelles" (to be agreed).	2011-2012
<b>61</b>	Naystenyarvsky timber mill: To automate saw log sorting eliminating manual sorting of logs in the pool	ZAO "Zapkarelles" (to be agreed).	2011-2012