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OCCUPATIONAL SAFETY AND HEALTH IN THE REPUBLIC OF UZBEKISTAN

NATIONAL PROFILE





International
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NATIONAL PROFILE

ILO MOSCOW SUBREGIONAL OFFICE

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1. OSH POLICY: LAW AND RULES. OSH AGENCIES PRACTICES

1.1. The Constitution of the Republic of Uzbekistan came into effect on December 8, 1992.

Article 37 of the Constitution of Uzbekistan says that “each has the right to work, to free choice of work, fair terms of work and protection against unemployment under the law.”

Uzbekistan pursues a purposive policy of creating a legal framework for the protection of human rights and freedoms in accordance with international standards. Having joined the world community, the Republic has constitutionally sealed the priority of universally accepted norms of international law. As a fully fledged member of the United Nations Organization, Uzbekistan accedes to international human rights acts thus assuming an obligation to comply with them and apply them in its state and legal practice.

The universal significance of international human rights acts means that its provisions should be embodied in national legislation. The Main Law of the Republic of Uzbekistan includes all the provisions of the Universal Declaration of Human Rights.

1.2. The bedrock principle of state policy in the field of occupational safety and health is the priority of the life and health of the worker over the results of production activities as well as coordination of OSH activities with other areas of economic and social policy, all the principles proclaimed under the law.

The Labour Code of the Republic of Uzbekistan introduced on April 1, 1996 treats labour legislation with due account of the interests of the employees, employers and the state and fair and safe labour conditions and the protection of the labour rights and health of the workers.

More than 30 articles of the Labour Code are directly linked with issues of occupational safety and health. They include:

- ◆ occupational safety and health requirements (Article 211);
- ◆ ensuring safe and healthy labour conditions (Article 212);
- ◆ instruction and training in OSH matters (Article 215);
- ◆ regulation of working hours in hazardous occupations for workers performing special work and workers under 18 (Articles 116, 117 and 118);
- ◆ terms of recruiting invalids for various jobs (Article 220);
- ◆ providing workers with milk, medical-preventative nutrition, means of individual protection and hygiene (Article 217);
- ◆ providing first medical aid to workers who have fallen ill at work (Article 221); and
- ◆ registration and investigation of accidents, supervision of labour conditions (Article 222) and others.

1.3. OSH legislation comprises the Law on Occupational Safety and Health, the Labour Code, the decrees of the President of the Republic of Uzbekistan, OSH standards, decisions of executive government agencies taken within their competence in the form of decrees, executive orders, regulations, directives, rules, etc.

1.3.1. Pursuant to Article 37 of the Constitution of the Republic, the Oliy Majlis on May 6, 1993 passed the law of the Republic of Uzbekistan on Occupational Safety and Health that laid the legal groundwork for the functioning of all the branches in managing the activities of enterprises of any form of ownership aimed at improving labour conditions and well-being at production facilities, at forming a system of social-economic, organizational, technical, sanitary and medical preventative measures and providing the legal groundwork for occupational safety and health.

The Law on Occupational Safety in Hazardous Production Facilities passed on August 25, 2006 sets down the legal, economic and social terms of ensuring safe exploitation of hazardous production facilities and is aimed at preventing accidents and building the capacity of enterprises to liquidate their aftermath.

Under the Law of the Republic of Uzbekistan On Occupational Safety and Health, the following are the main principles of the state OSH policy:

- ◆ priority of the life and health of the worker over the results of the enterprise activities;

- ◆ coordination of OSH activities with other areas of economic and social policy;
- ◆ establishment of uniform OSH requirements for all the enterprises irrespective of their form of ownership and management;
- ◆ ensuring environmentally safe labour conditions and systematic control of the environment in the workplace;
- ◆ supervision and monitoring of universal compliance with OSH requirements at enterprises;
- ◆ state participation in funding OSH;
- ◆ training of OSH specialists at higher and secondary specialized education institutions;
- ◆ providing incentives for the development and introduction of safe technology and means of protecting workers;
- ◆ wide-scale use of the achievements of science, technology and the best domestic and foreign practices in the field of OSH;
- ◆ free provision of workers with special work clothes and footwear, individual protection means and medical-preventative nutrition;
- ◆ the conduct of a tax policy that stimulates occupational safety and health at enterprises;
- ◆ mandatory investigation and registration of each occupational accident and occupational disease case and on that basis keeping the public informed about the levels of occupational accidents and diseases;
- ◆ social protection of the interests of the workers who have become victims of occupational accidents or diseases;
- ◆ all-round support for the activities of trade unions and other non-governmental associations, enterprises and individuals in the field of OSH; and
- ◆ international cooperation in dealing with OSH problems.

Supporting legislation passed pursuant to individual articles of the law include:

- ◆ decrees of the Cabinet of Ministers of the Republic of Uzbekistan:
- ◆ No.538 of November 7, 1994 On State Management of Occupational Safety and Health;
- ◆ No.58 of February 16, 1995 On Managing Occupational Safety and Health of the Labour Ministry of the Republic of Uzbekistan;

- ◆ No. 286 of July 6, 1997 Regulations on Investigation and Registration of Occupational Accidents and Other Work-Related Impairment of the Health of Workers and other regulations:
- ◆ model regulations on the organization of OSH;
- ◆ model regulations on training in and testing the knowledge of OSH;
- ◆ regulations on the OSH officer;
- ◆ methodological guide to rational employment of invalids;
- ◆ lists of hazardous jobs where work of persons under 18 is prohibited and where the use of women’s labour is fully or partially prohibited, etc.;
- ◆ methodology of assessing labour conditions and workplaces in terms of labour conditions;
- ◆ procedure of attestation of workplaces where the labour of invalids is used;
- ◆ medical indications for the free provision of milk and similar foods to employees directly exposed to hazardous labour conditions; and
- ◆ regulations on the development of OSH instructions, etc.

The Law on Social Insurance against Occupational Accidents and Diseases is currently being drafted. The ministries and agencies, on instructions from the Cabinet of Ministers of the Republic, develop and approve within their competence the rules, norms, regulations, instructions and other OSH normative documents.

1.2.1. Under Article 40 of the Constitution of the Republic of Uzbekistan “each has the right to qualified medical service”. The principles of the health service and the right of citizens to protection of their health on the part of the state are elaborated in the Law of the Republic of Uzbekistan on Protecting the Health of Citizens, the Labour Code of the Republic of Uzbekistan and some other pieces of legislation. Under international norms the Law guarantees equal access of citizens to quality medical assistance.

The Law of the Republic of Uzbekistan on Protecting the Health of Citizens (effective as of September 14, 1996) sets forth the main principles of protection of health, including:

- ◆ respect of the right to protection of health;
- ◆ availability of medical assistance to all the social strata;
- ◆ priority of preventative measures;
- ◆ social protection of citizens in the event of disability, etc.

For the purpose of preventing occupational diseases the Ministry of Health on June 6, 2000 issued Executive Order No.300 on Mandatory Medical Examination at Employment and Periodic Medical Examinations of Workers Engaged in Hazardous and Unfavourable Occupations. The Executive Order is binding on all the employers (regardless of the form of ownership and management).

In the public health sphere the Republic has passed several laws. For example, the Law On AIDS Prevention (1991) and the Law On State Sanitary Supervision (1992) which envisage protection of public health, including the protection of the country from the import of the “plague of the 20th century” and dangerous infections that have become prevalent in some of the neighbouring countries. Sanitary rules and hygienic standards have been developed and introduced of maximum allowable concentrations and levels of harmful and hazardous substances and production factors in the work area, etc. Such normative documents are approved by the Health Ministry for a specified period of time.

1.2.3. Compliance with the laws and other regulations on OSH, pursuant to the Decree of the Government, is supervised and monitored by the Ministry of Labour and Social Security (Decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 538 of November 7, 1994 On State Management of Occupational Safety and Health; No.58 of February 16, 1995 Regulations on Occupational Safety and Health Management of the Labour Ministry of the Republic of Uzbekistan; No. 378 of July 29, 1993 Regulations on State Assessment of Labour Conditions) and the State Inspection for Safety in Industry, Mining and Housing and Utilities Sector (Decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 130 of April 7, 2000).

In inspections of the State Sanitary and Epidemiological Authority (the Law on State Sanitary Supervision was passed on July 3, 1992), State Fire Inspection, the State Natural Resources Committee, the State Energy Supervision Authority and other bodies deal with OSH management within their frames of reference.

The powers of inspections are determined by the Regulations approved by the corresponding ministries and agencies.

Uniform application of labour legislation in the Republic is supervised by the Public Prosecutor’s Office of the Republic of Uzbekistan (Article 9 of the Labour Code of the Republic of Uzbekistan).

The Cabinet of Ministers of the Republic of Uzbekistan effects overall control of OSH (Article 5 of the Law on Occupational Safety and Health).

1.3.4. Under the Law on Occupational Safety and Health (passed on May 6, 1993) and the Labour Code of the Republic of Uzbekistan (introduced on April 1, 1996) enterprises are responsible for ensuring occupational safety and health requirements and officials violating such requirements or obstructing the activities of state supervisory and monitoring bodies are disciplined or prosecuted under criminal law.

Registration and investigation of accidents is regulated by the Regulations on Investigation and Registration of Occupational Accidents and other Work-Related Impairment of the Health of Workers approved by Decree of the Cabinet of Ministers No.286 of June 6, 1997. An employee who has been fully or partially disabled through the fault of the management as a result of an occupational accident or disease is paid an allowance and compensated for damage to health by the enterprise in accordance with the “rules of compensating damage due to occupational injury, disease or other work-related impairment of health” approved by Decree of the Cabinet of Ministers of Uzbekistan of February 11, 2005 No. 60.

1.4. In addition to the main legislation the Republic has national normative documents addressing the issues of occupational health and safety. They include the Sanitary Rules and Norms (SanPiN), State Occupational Safety Standards (GOST, SSBT), Construction Norms and Rules (SNiPs), standards of the content of harmful substances (maximum allowable concentrations and levels), normative-methodological documents on individual issues setting forth concrete requirements to occupational safety in hazardous facilities, when manufacturing or applying various products, etc.

In addition to state normative documents various sectors of industry enforce departmental and interdepartmental norms, requirements and rules of occupational safety and health.

The current OSH rules no longer reflect the reality of the new production relations and are partly outdated, they do not take account of the relations between employees and management of organizations and production facilities in a market economy.

The Government of the Republic under Decree No. 267 of July 12, 2000 has directed the ministries and agencies to revise about 300 OSH rules for enterprises irrespective of their form of ownership.

The rules are approved by the Ministry of Labour and Social Security of the Republic of Uzbekistan of the State Inspection for Safe Work in Industry and Mining and the Housing and Utilities Sector.

The money that enterprises or organizations invest in occupational safety and health is not taxable (is exempt from the profit tax).

Pursuant to the rules and in accordance with the safety requirements stated in the certificate of technological equipment, the enterprises develop OSH instructions for different occupations or types of work. The instructions are approved by the enterprise management and issued to the employees.

1.5. The nationwide normative-legal acts and regulations are approved by the Cabinet of Ministers of the Republic. The technical standards, rules and other binding OSH requirements are also approved within their competence by:

- ◆ the Ministry of Labour and Social Security;
- ◆ the Ministry of Health;
- ◆ the State Committee for Architecture and Construction;
- ◆ the State Inspection on Safety in Industry, Mining and Housing and Utilities Sector;
- ◆ the State Energy Supervision Inspection; and
- ◆ the Main Fire Safety Directorate of the Ministry of the Interior as well as other sectoral ministries, agencies, state companies, concerns, associations and enterprises.

1.6. For the purpose of regulating labour relations and harmonizing the social and economic interests of the employees and employers the Labour Code of the Republic of Uzbekistan envisages collective bargaining and the signing of collective agreements.

Collective contracts are signed at the enterprise level and collective agreements at the sectoral and regional levels.

Under the Labour Code the General Agreement is concluded between social partners (the Council of the Trade Union Federation, the Republican Association of Employers and the Government). It contains general principles of a coordi-

nated social and economic policy, including sections on wages, labour conditions, the regime of work and rest, ecological safety and health protection, benefits granted to the enterprises which create additional jobs for invalids, etc. The General Agreement, under the Law on Occupational Safety and Health, must be renewed every one or two years.

Sectoral and territorial collective agreements include provisions on OSH, the creation of favourable labour conditions, and wage increases for hazardous labour conditions, etc.

Collective contracts, which as a rule are signed every year between the employer and employees, set forth mutual obligations on remuneration, the work hours, the time of rest and leaves, OSH, including for women and persons under 18, environmental safety, etc.

1.7. a) reductions of work hours, the duration of the additional annual leave and pension benefits are determined from the results of the attestation of work places conducted in accordance with the methodology of assessing labour conditions and workplaces in terms of labour conditions approved by the Ministry of Labour and the Chief Sanitary Officer of the Republic of Uzbekistan No. 247 of May 28, 1996;

b) one of the principles of state OSH policy, under Article 4 of the Law of the Republic of Uzbekistan On Occupational Safety and Health envisages a tax policy that stimulates the creation of safe and healthy labour conditions.

The current Labour Code does not envisage extra pay for hazardous labour conditions.

Insurance against occupational accidents and diseases is partially provided in the framework of the system of social insurance.

2. MECHANISM OF NATIONAL POLICY REVISION

The national policy on OSH is set forth in Article 4 of the Law On Occupational Safety and Health.

The Oliy Majlis has a commission on social issues. There are no national occupational safety and health councils, committees, boards of directors and other bodies vested with the powers of periodical review of national legislation, policy and activities. The Government creates an ad hoc interagency working group to discuss and prepare national regulatory documents dealing with OSH.

OSH legislation is revised, amended or enlarged by the Oliy Majlis of the Republic of Uzbekistan, and other national normative and technical documents are developed by the Cabinet of Ministers as proposed by the ministries and agencies concerned (the Ministry of Labour and Social Security, the State Inspection of Safety in Industry, Mining and the Housing and Utilities Sector; the Ministry of Health, Goskomprirody, the Council of the Trade Union Federation, etc).

The ministries make their submissions after securing the approval of the organizations concerned and the Council of the Trade Union Federation.

The ministries and agencies referred to above organize the development, revision, and, if necessary, recall intersectoral normative acts, standards and rules and their approval within their competence by agreement with the Council of the Trade Union Federation.

At present the National Organization of Employers is not involved in this process.

3. COORDINATION AND COOPERATION, INCLUDING COLLECTIVE AGREEMENTS

The main mechanisms of cooperation and coordination of work in the field of OSH are collective contracts and agreements.

Under the Labour Code (Article 29) a collective contract is signed between the employers and employees at enterprise level. Collective agreements are signed between ministries and agencies and the Council of the Trade Union Federation and the Central Councils of sectoral trade unions.

3.1. Coordination and collaboration at the national level is effected through the signing of the General Agreement between the Government, employers' organizations and the Council of the Trade Union Federation.

Currently under consideration is the creation of interagency coordinating councils (commissions) of social partners at the national level under the auspices of the Cabinet of Ministers of the Republic and at the territorial level under the oblast and city administrations.

3.2. At the enterprise level.

Under the law On Occupational Safety and Health organizations create OSH services proceeding under regulations agreed with the local trade union committee which have the same status as the other main services of the enterprise and are subordinate to its CEO. In the preparation and signing of the collective contract the OSH services usually represent the employer and the trade union organization represents the employees. The draft contract is based on negotiations and has the approval of all the enterprise units. It is adopted at the general meeting (conference) of employees.

Draft contracts include the obligations of the employers to conduct attestation of work places, briefings and training on OSH, to provide workers with individual protection means, and if necessary medical-preventative nutrition and milk, to

eliminate the impact of hazardous production factors, to conduct medical preventative and other measures aimed at reducing the rate of occupational accidents and diseases, etc.

There are no laws that mandate the creation of special commissions or committees dealing with OSH matters.

Public monitoring is done by the employees and trade union organizations as represented by OSH officers.

4. TECHNICAL STANDARDS AND OSH MANAGEMENT SYSTEM

4.1. Under the law of the Republic of Uzbekistan on Occupational Safety and Health (Article 5) the Cabinet of Ministers is the top body responsible for OSH management. Under the Cabinet of Ministers Decrees No. 538 of November 7, 1994 and No. 58 of February 16, 1995 the functions of OSH management are performed by the OSH directorate of the Ministry of Labour and Social Security.

The main regulatory document on OSH at the level of ministries and agencies, production associations and enterprises is the Model Regulations on the Organization of OSH approved by the Labour Ministry and registered with the Justice Ministry under No.273 on August 14, 1996.

An interstate standard on the OSH management system is to be introduced shortly.

The occupational safety and health management system (OSH) developed in the late 1980s is outdated and is largely dysfunctional and does not meet the market and structural reforms being carried out in the Republic. Some of its elements are used mainly at large associations and enterprises as subdivisions of the production management system. Efforts are underway to introduce the ILO-OSH system.

The links between occupational safety management at the national level and at the enterprise level are insufficient.

Although the laws and regulations on labour safety in the republic reflect most of the provisions and recommendations of the ILO none of them have yet been ratified by the state.

4.2. The current system of occupational safety standards was put in place before market reforms began and comprises more than 1000 national and sectoral standards. The occupational safety norms and requirements are in-

cluded in the standards and specifications of concrete products (services), for example, standards for technological processes, industrial equipment, materials and substances.

The UzStandart Agency is currently revising and harmonizing the existing system of standards, including the SSBT labour safety standards with the interstate standardization system whose main provisions and principles are established under GOST 10-92 "Interstate Standardization System. Main Provisions" and GOST 12-97 "Interstate Standardization System. Procedure of Drafting, Adoption, Application, Updating and Repeal".

Individual protection means, with the exception of respirators, were stricken off the list of products subject to mandatory certification by Uzstandart in 2001.

5. SYSTEM OF PRACTICAL USE OF OSH MEANS AND INSTRUMENTS

5.1. Government Bodies Responsible for Implementing OSH Policy

5.1.1. The main state bodies responsible for the implementation of OSH policy are:

- ◆ the Ministry of Labour and Social Security which has 4 OSH specialists in its central office as well as about 150 labour inspectors, 16 OSH experts in oblast, district and city labour, employment and social security directorates. In addition, the Ministry has a legal labour inspection with a staff of 146 distributed all over the Republic;
- ◆ the State Inspection for Safety in Industry, Mining and Housing and Utilities Sector has a staff of about 240; and
- ◆ the Department of State Sanitary Epidemiological Supervision under the Ministry of Health of the Republic of Uzbekistan has occupational health specialists (1 specialist per 10,000 workers and 1 assistant specialist per 6,000 workers).

Occupational safety issues are supervised by a Deputy Chairman of the Cabinet of Ministers of the Republic of Uzbekistan.

Day-to-day supervision of compliance with the OSH laws and regulatory acts is provided in line with their core responsibilities by: State Power Industry Inspection, the Main Fire Safety Directorate of the Ministry of the Interior, the State Environmental Protection Committee, the State Committee on Architecture and Construction as well as experts of the Council of the Trade Union Federation of Uzbekistan and its sectoral units.

The Ministry of Labour and Social Security, the State Inspection on Safety in Industry, Mining and the Housing and Utilities Sector and the State Nature Conservation Committee have inspections dealing with OSH, and the Health Ministry has inspections dealing with labour hygiene.

The Ministry of Labour and Social Security has an OSH directorate and the State Labour Inspection and its regional branches in the Republic of Karakalpakstan Oblast, the Tashkent city and district directorates and branches on labour, employment and social security. They constitute a single system of supervision and monitoring compliance with OSH requirements at the ministries and agencies, institutions, organizations, industrial and agricultural enterprises, with the exception of hazardous facilities that are under the jurisdiction of the State Inspection on Safety in Industry, Mining and the Housing and Utilities Sector.

Every district labour, employment and social security department has a state labour inspector who monitors all the organizations and enterprises in the district (typically, one inspector is in charge of two districts).

The technical inspector does not specialize in any particular sector, which creates certain problems.

Thus, there is one technical inspector for 35,000-40,000 workers. The structural units of the State Inspection for Safety in Industry, Mining and the Housing and Utilities Sector are sectoral inspections:

- ◆ for supervision of the coal, mining and non-ore industries;
- ◆ for supervision of the oil and gas industry;
- ◆ for supervision in the chemical, metallurgical and oil and gas processing industry;
- ◆ for gas supervision;
- ◆ for boiler and underground structures supervision;
- ◆ for geological prospecting supervision;
- ◆ for nuclear industry supervision;
- ◆ for transport and storage of petroleum products supervision;
- ◆ for supervision of the carriage of hazardous cargoes;
- ◆ for supervision of subsoil resources, processing of mineral raw materials and geological and surveying control;
- ◆ for supervision of compliance with the technological rules of grain storage and processing;
- ◆ for supervision of the work of power stations, substations and networks; and
- ◆ for supervision of the housing and utilities sector.

In addition, the state inspection has some commercial organizations such as scientific-technical centers, laboratories and a paramilitary mountain rescue unit (financed by the enterprises to which they provide services).

The size of inspections depends on the number of enterprises served and varies between 3 and 20 persons. Inspectors are trained and receive upgrading courses in special courses and seminars conducted by organizations responsible for OSH in the republic in accordance with the law On Occupational Safety and Health (Article 19).

Sanitary supervision is carried out in the name of the state by the agencies of the Ministry of Health in accordance with the basic laws of the Republic of Uzbekistan: the Constitution, the Laws on Protecting the Health of Citizens and On State Sanitary Supervision (Gossannadzor) and other regulations.

Gossannadzor in the field of labour hygiene is part of the integrated system of State Sanitary Supervision which is conducted together with the specialists of the republican, oblast, city and district centers of the State Sanitary Epidemiological Supervision Authority (Gossanepidnadzor). The specialists of the centers are on the payroll of Sanitary Departments. Sanitary supervision is divided into preventative and current. Preventative sanitary supervision by labour hygiene specialists takes place when regulatory documents are developed, and new production facilities are designed, built and launched or old ones are modernized.

Current supervision is regular monitoring of the sanitary-hygienic status, labour conditions and the health status of workers in operating enterprises and their compliance with sanitary regulations.

There are no periodicals on occupational safety and health in the Republic. Normative and technical information is not distributed in a centralized way.

5.1.2. Instrumental monitoring of labour conditions, including the content of harmful and toxic substances, is carried out by a number of laboratories and centers of Gossanepidnadzor, the State Inspection of Safety in Industry, Mining and the Housing and Utilities Sector, some individual agencies and major industrial enterprises.

Emissions of harmful and toxic substances are monitored by the State Nature Conservation Committee of the Republic of Uzbekistan which reports directly to the Oliy Majlis of the Republic of Uzbekistan. The environment is monitored by

the units of the main Hydrometeorological Office (Glavgidromet) which includes: the Republican Center of Environmental Pollution Monitoring, 10 laboratories, 4 observation groups and 2 observation stations.

The scientific and research aspects of OSH in the Republic are permanently dealt with by the Republican Research Center of Employment, Occupational Safety and Social Protection (previously Norm-Setting and Labour Safety Center) under the Ministry of Labour and Social Security, and from time to time by a number of research organizations, laboratories, OSH departments at higher education institutions, each in line with its core activity.

Labour Hygiene and Occupational Diseases are studied by the Labour Hygiene and Occupational Diseases Research Center and some chairs at medical higher education institutions.

The main areas of activity of the Republican Center of Employment, Occupational Safety and Social Security are occupational safety, the development and improvement of the regulatory base, development of modular instruction materials, the development and introduction of individual and collective protection means as well as engineering, technological and organizational measures aimed at enhancing occupational safety and health. The Center has laboratories on technical safety, industrial ventilation and environmental protection, noise and vibration, individual protection means which use gauges and meters that are 20 years old.

The Uzbek Sanitary, Labour Hygiene and Occupational Disease Research Institute deals with the problems of labour hygiene, concentration of harmful substances in the air, assessment of atmospheric pollution and labour conditions, the impact of atmospheric pollution on humans, industrial toxicology and the study of occupational diseases.

The technical standard of the above institutions as well as laboratories at sanitary-epidemiological stations and higher education institutions, though adequate for some kinds of research, does not meet modern requirements because no new instruments have been supplied since 1990.

5.1.3. There is no specialized OSH information center in the Republic. Its role is partially played by the Republican Research Center of Employment, Occupational Safety and Social Security, but it does not have adequate facilities.

5.1.4. Monitoring and medical preventative activities aimed at reducing occupational diseases is within the remit of the Sanitary Epidemiological Service of the Republic of Uzbekistan.

The department of Gossanepidnadzor is part of the Ministry of Health reporting to the Deputy Minister, the Chief State Sanitary Officer of the Republic. It has sanitary-hygienic and epidemiological departments and supervises the activities of sanitary-preventative institutions as well as research and training institutions in the field of hygiene. Sanitary supervision at production facilities is the duty of specialists of the sanitary-epidemiological supervision centers who are on the staff of the Sanitary Department.

Uzbekistan has republican, oblast, city and district Gossanepidnadzor centers. Gossanepidnadzor in the field of labour hygiene is part of that system interacting with the Government and non-governmental organizations.

5.1.5. Occupational accidents are investigated in accordance with the Regulations on Investigation and Registration of Occupational Accidents and other Work-Related Impairment of Health approved by the Cabinet of Ministers on July 6, 1997.

Under the law On Occupational Safety and Health a worker who has been fully or partially disabled through the fault of the management as a result of an occupational accident or professional disease is entitled to a lump-sum allowance and compensation of damage to health paid by the enterprise.

The lump-sum allowance is determined by the collective contract (agreement) and may not be less than the annual wages of the victim.

Under the Decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 60 of February 11, 2005 Rules of Compensation by the Employer of the Damage Caused to Employees by Injury, Occupational Disease or other Work-Related Impairment of Health were introduced. Under these rules the enterprise is obliged to compensate the victim for the cost of treatment, prosthetic work and other types of medical and social assistance and ensure retraining and reemployment of the victim in accordance with the medical report or pay the cost of the same.

In the event of the death of a worker the enterprise pays material damage to the persons entitled to it as well as a lump sum in the amount of not less than six average annual wages of the deceased.

There is no system of mandatory insurance against occupational accidents and diseases in Uzbekistan. Their creation is being discussed at the level of ministries and agencies.

Statistics on occupational accidents and their economic consequences are gathered only selectively by the State Statistical Committee. There is no official permanent analysis of occupational injuries, the causal links and development of preventative measures and programmes.

5.1.6. The Republic does not have a special center to monitor toxic substances. Harmful, including toxic substances in production are monitored by the services of Gossanepidnadzor which also take measures to prevent their harmful impact on the workers and the population when new equipment, chemical substances, etc. are introduced.

The natural environment is monitored by the units of the State Committee of the Republic of Uzbekistan for Nature Conservation, including in the framework of interstate monitoring system. Constant samples are taken of atmospheric air, the chemical composition of atmospheric precipitation (sulphates, chlorides, nitrates, fluorides, etc.), the pollution of surface water (with petroleum products, phenols, chlorine-organic and phosphorus-organic pesticides, heavy metals, fluorides, etc).

Under some programmes individual facilities are inspected and atmospheric pollution by gas flares is monitored.

5.2. Structure of education, training and awareness-building.

52.1. School curricula do not include sections on occupational safety and health.

Higher technical education institutions have OSH chairs where students acquire the necessary OSH knowledge in their major subject. Some higher educational

institutions, such as the Tashkent Technical University and the Aviation Institute, offer MA degrees in occupational safety and health.

No specialists are trained specifically in OSH.

Medical higher education institutions have sanitary-hygienic departments which annually graduate specialists on labour hygiene.

5.2.2. Employers' organizations do not provide training in OSH.

5.2.3. There are no special institutions that provide training in OSH in the Republic. OSH is included in the courses in technical specialties at secondary and higher education institutions.

Major associations and organizations hold upgrading courses in some aspects of OSH from time to time.

5.2.4. The creation of a national council on OSH is still at the discussion stage.

5.3. Specialized technical, research and medical institutions dealing with aspects of OSH

5.3.1. The national Standardization, Metrology and Certification Agency (UzStandart) determines policy in the field of standardization and certification, approves national standards and monitors their application. It develops and revises standards. It revises the organizational and methodological OSH standards in the republic in line with the international standards.

5.3.2. Chemical, toxicological and epidemiological hazards and risks are assessed by the units of Goskompriroda and the Ministry of Health.

5.3.3. Emergency response capacity is the responsibility of the Ministry for Emergency Situations.

Civil defense is within the jurisdiction of the Ministry for Emergency Situations and firemen are subordinate to the Ministry of the Interior and proceed in accordance with their statutes.

Upgrading courses in emergency response are conducted by the Ministry for Emergency Situations.

5.3.4. Non-governmental organizations involved in occupational safety and health are laboratories and associations of OSH specialists which have the status of small enterprises and deal mainly with workplace assessment, preparation and distribution of posters and other visual aids.

5.4. National standard of human resources in the field of OSH

5.4.1, 5.4.2. Medical higher education institutions graduate sanitary and labour hygiene specialists (sanitary doctors) who later acquire the specialization in labour hygiene in the workplace. Most of them work within the Gossannadzor systems.

The Health Ministry, proceeding under the Law On Education and the National Human Resource Training Programme (1997) has organized an MA course in occupational health.

There are no accurate statistics on the training of nurses and doctors in the field of occupational health.

5.4.3. The educational establishments of Uzbekistan do not train engineers and technicians specializing in occupational safety and health. The positions of such engineers are filled by graduates of higher education institutions specializing in the core activities of the enterprise. From time to time upgrading courses for OSH specialists are organized by the republican Research Center on Employment, Occupational Safety and Social Security.

The Center has developed modular courses in OSH for engineering and technical personnel and workers in various trades in the textile, light, cotton-processing and canning industries, agriculture, construction, construction materials industry, etc., as well as for labour inspectors, trade union functionaries and occupational safety specialists at enterprise level.

The question of creating an OSH study center under the Center is currently being considered by the Ministry of Labour and Social Security.

5.4.4. The total number of specialists at inspections referred to in Section 5.1.1. is approximately 2800.

5.4.5. The number of specialists in environmental protection is approximately 900.

6. STATISTICS OF OCCUPATIONAL ACCIDENTS AND DISEASES

6.1. According to government statistics, the number of fatal occupational accidents has been falling year in and year out.

In 2001 there were 2009 such accidents, the rate being 0.56 per 10,000 workers; the figures for 2002 were respectively 194 and 0.47; for 2003, respectively 115 and 0.41; for 2004, 159 and 0.42; for 2005, 167 and 0.56 and for 2006, 126 and 0.44. The rate of fatal accidents in industry in 2005 was 1.48 and in 2006 1.31;

- ◆ in construction in 2005 – 1.98 and in 2006 – 0.67;
- ◆ in transport and communications – 1.4; in 2006, 0.83;
- ◆ in agriculture in 2005 – 0.38; in 2006 – 0.45.

Traditionally, the rate of serious and fatal occupational accidents is high in the enterprises of the Ministry of Agriculture and Water Management, the Oil and Gas Industry, the Power Ministry, in the Primary Processing of Raw Cotton, etc. Because of hazardous labour conditions an average of 260 workers acquire disability status due to occupational diseases every year.

The annual average rate of occupational injuries is 250 people of whom 20% become invalids.

The structure of occupational diseases registered in the last 5 years is dominated by diseases caused by physical factors (more than 50%, including the impact of noise, about 30%, vibration, about 18%, the impact of dust, 16%, poisonings and diseases caused by chemical factors, over 20%).

6.2. The total number of victims of occupational accidents tends to decline. In 2001 there were 1210, in 2002 – 1352, in 2003 – 780, in 2004 – 881, in 2005 –

696 and in 2006 – 563. The rate of accidents per 10,000 workers has gone down from 2.7 to 1.98.

Losses from occupational accidents tend to increase every year. Thus in 2002 they amounted to 970.9 million sums, and by 2005 they grew by more than 2.5 times to 2,538.3 million sums and by 2006 to 3,198.4 million sums (an increase by 3.3 times).

At the same time spending on OSH per worker increased by more than 5.4 times from 5000.2 sums in 2001 to 16598.7 sums in 2005 to 27031.1 sums in 2006.

In industry the expenditure was 75300 sums per worker in 2005 and 89699 sums in 2006; in transport and communications, 30500 sums in 2005 and 23542 sums in 2006;

- ◆ In construction 29900 sums in 2005 and 50624 sums in 2006;
- ◆ In agriculture 1700 sums in 2005 and 2557 sums in 2006.

6.3. The above statistics proceed from the average payrolls which may differ significantly from the actual number of people engaged in the economy. To assess the actual rate of occupational injuries the number of people who were disabled or died as a result of occupational accidents should be multiplied by the product of the division of the total number of actually working people by the average size of payroll indicated in statistical reports ($K=2.64$ for 2004; $K=3.46$ for 2005 and $K=3.63$ for 2006). Then the rate of occupational injuries and deaths can be assessed:

- a) total number of victims in 2004 – 1885;
in 2005 – 2415;
in 2006 – 2044.
- b) the number of deaths in occupational accidents:
in 2004 – 420;
in 2005 – 579;
in 2006 – 457.

7. EMPLOYER AND EMPLOYEE POLICY AND PROGRAMME

7.1. The employers are represented by the Chamber of Commerce and Industry.

The Chamber does not deal with OSH issues at the national level.

7.2. The workers are represented by the trade unions headed by the Council of the Trade Union Federation of Uzbekistan.

There is no tripartite dialogue at the national level between Government, trade unions and employers.

At enterprise level some OSH problems are reflected in collective contracts.

In accordance with the recommendations of the Council of the Trade Union Federation of Uzbekistan collective contracts must include the obligations of the employer to:

- ◆ keep production buildings and structures in a satisfactory condition;
- ◆ keep plant and machinery safe;
- ◆ identify occupations with hazardous labour conditions and provide the workers with the necessary individual protection and hygiene means, milk and other healthful products, salted water with gas (in hot workshops);
- ◆ conduct medical examinations of workers in hazardous workplaces at the cost of the enterprise;
- ◆ ensure standard levels in the workplaces in terms of temperature and humidity, dust and gas concentrations, the level of noise and vibration, etc.;

- ◆ determine the size of insurance of workers against occupational accidents and diseases at the expense of the enterprise and the size of the lump-sum payment to victims of occupational accidents who have become invalids as a result;
- ◆ to allocate and use resources and materials to enhance occupational safety and health.

In addition to the above, the collective contract lays out the obligations of the parties, the issues of pay, employment guarantees, working hours, labour discipline, social benefits, etc.

The collective contract is the result of negotiations between the employer and the trade union organization of the enterprise which represents the interests of the employees. It becomes binding after being approved by the meeting (conference) of the work collective. Compliance with the collective contract is monitored through the presentation of annual reports at the general meeting (conference) of the work collective on the basis of a statement on verification drawn up by a corresponding commission of the enterprise.

8. ROUTINE AND CURRENT OSH ACTIVITIES

8.1. Routine Activities at the National Level.

8.1.1. At the national level the issues of occupational safety and health are the subjects of legislation and decrees of the Cabinet of Ministers, additions thereto and special programmes. For example:

- ◆ “The Programme to Enhance the Role of Women in the Family, the State and Society”;
- ◆ “On Measures to Develop and Manufacture Individual and Group Protection Means in the Field of Labour Safety”;
- ◆ “On the State Programme of the Republic of Uzbekistan on the Rehabilitation of Invalids”, etc.

The required normative-technical documents are developed and compliance therewith is monitored at the level of ministries, agencies and the Council of the Trade Union Federation.

Specific campaigns to build awareness of OSH issues (conferences, Months, Days and Weeks of Occupational Safety, contests, etc.) are held infrequently, especially at the national level.

8.1.2. Some major industrial associations hold occasional seminars-cum-conferences on various aspects of OSH, reviews and Months of Occupational Safety, exhibitions of individual protection means and other events.

8.1.3. Trade union OSH specialists monitor labour conditions in production facilities under their jurisdiction, attend conferences, seminars and other OSH events at industrial enterprises.

8.2. International Cooperation on OSH Is Mainly with the International Labour Organization

9. GENERAL DATA

9.1. Demographic Data

9.1.1. In 2001 the population of Uzbekistan stood at 24,965,000 and in 2006 at 26,850,000. The number of citizens of working age is about 14.1 million, or 51.6% of the total population.

9.1.2. The total size of economically active population is about 10,883,000, of whom about 48% are women.

9.1.2.1. The number of working men is 5.6 million, or 52.0% of all workers.

9.1.2.2. and 9.1.2.4. According to the human resources report for 2005 young people (young men and women under 18) numbered 2.9 million, or 27.5%.

9.1.2.3. Working women account for 47% of the total workforce.

9.1.3. The estimated proportion of economically active population not covered by social security or social insurance was 33.4% in 2005 and 28.2% in 2006.

9.2. Literacy Level

9.2.1., 9.2.2. Practically all the able-bodied population in the Republic is literate. The adult literacy level is 99.2%.

9.3. Economic Sectors and Percentage of Human Resources Employed

In 2005, 10,196,300 people were engaged in the economy, of whom:

- ◆ in industry – 13.2%;

- ◆ in agriculture – 29.1%;
- ◆ in construction – 8.3%;
- ◆ in trade and public catering – 8.9%;
- ◆ in transport and communications – 4.8%;
- ◆ in public health and sports – 7.2%;
- ◆ in education and culture – 13.5%;
- ◆ in the housing and utilities sector – 3.1%; and
- ◆ other – 11.9%;

9.4. Economic Data

9.4.1. The gross domestic product (GDP) has been growing steadily over the past five years. For example, in 2002 it increased by 4.0%, in 2003 by 4.2%, in 2004 by 7.7%, in 2005 by 7.0% and in 2006 by 7.3% to 18,600 billion sums.

9.4.2. Real wages increased by 36% in 2006. The average wage in 2006 was 113622 sums a month, or 94.7 USD.

9.4.3. In the structure of the GDP the share of industry has increased to 22.1% (compared with 20.7% in 2005), the share of the services rose to 39.5% while the share of agriculture dropped to 24% (data for 2006).

9.4.4. Statistics are available on OSH spending, including the cost of routine measures under the collective contract; the cost of work clothes and footwear and individual protection means; the cost of milk and medical-preventative nutrition.

The expenditure on OSH measures is growing year in and year out. Thus spending increased from 22,537.7 million sums in 2001 to 35,046.5 in 2002 to 40350.9 in 2003 to 50044.3 in 2004 and 62353.8 in 2006.

The amount of money spent on OSH in 2006 accounted for 0.33% of the GDP.

10. OTHER RELEVANT INFORMATION

Attached to this profile are charts and tables on the number of victims in occupational accidents in 2002-2006.

11. ELEMENTS TO BE INCLUDED IN THE ANALYSIS OF THE SITUATION

The work conducted in the Republic in the field of OSH is as a rule based on the ILO conventions and recommendations. The main provisions of the conventions On Occupational Safety and Health (No.155) On Employment Injury Benefits (No.121), On Labour Inspection (No.81) Protection of Workers against Occupational Hazards in the Working Environment Due to Air Pollution, Noise and Vibration (No.148), On Occupational health Services (No.161) and some others are reflected in the Laws On Occupational Safety and Health, On Industrial Safety, the Labour Code and other normative documents and decrees of the Cabinet of Ministers of the Republic of Uzbekistan. But to date not a single ILO convention or recommendation has been ratified by the Government.

With the change of economic management structure and as a result of reorganization of republican, oblast and district economic management bodies the focus of practical OSH work should shift to the regions, to the enterprises which have proved to be unprepared to assume these functions.

The enterprises have been left without coordinating and methodological centers called upon to provide guidance for OSH services and implement a uniform policy on OSH in each sector. That leaves open the issues of OSH management, training and upgrading of skills of specialists, executives and CEOs of enterprises, of provision of the legal framework, posters and visual aids dealing with occupational safety.

The Republic has a system of occupational safety management dating back to the Soviet times. It has largely been preserved and functions at major industrial enterprises, organizations, associations and concerns. However, there is little evidence of their links with the Government and of the Government's leading role. In the former Soviet Union the occupational safety management system was controlled by the trade unions and involved mandatory permanent monitoring by the technical labour inspection and the management at the national and sectoral levels.

At present the technical labour inspection is subordinate to the Ministry of Labour and Social Security. The state of OSH is monitored only occasionally without due consideration of the specific features of every sector, no OSH structures have been organized at the state and sectoral levels and no guiding documents and provisions have been adopted.

The Republic has the basic legislation that in many ways meets the provisions of the ILO, but some of its elements do not work. For example, the provisions of the Law On Occupational Safety and Health, On the System of Social Insurance of Workers Against Occupational Accidents and Diseases, the provisions on the System of Social Insurance of Workers Against Occupational Accidents and Diseases, On the Participation of the State in Financing OSH, On Certification of the Safety of Production Means and Newly Launched Facilities, etc. No supporting legislation has been developed and no elaboration has been made of the provisions on the creation of centralized enterprise funds to finance OSH management, provide incentives for the development and introduction of safe technology and means of production, and for the enterprises to develop and manufacture labour safety means, etc.

There is an urgent need to reform the OSH system, to which end it is necessary:

- ◆ to draft and adopt the law of the Republic of Uzbekistan on Social Partnership;
- ◆ to carry out the necessary preparations for the study and adaptation of the current laws and regulations in the Republic to harmonize them with the declarations and recommendations of the ILO; and
- ◆ to develop a national Occupational Safety and Health Programme that addresses the following problems:

1) Reform of OSH management system at the national and regional levels and development of corresponding normative documents tied in with the government bodies.

2) Drafting the Law On Mandatory Social Insurance of Workers against Occupational Accidents and Diseases as envisaged under Article 15 of the Law of the Republic of Uzbekistan On Occupational Safety and Health.

3) The creation of a single labour inspection through the merger of legal and technical labour inspection under the Ministry of Labour and Social Security.

4) Improvement of the OSH management system through the development of the institution of OSH officers.

5) Under Article 9 of the same law, development of the “Procedure of Certification of Newly Launched or Modernized Enterprises and Means of Production” which would prevent acceptance of buildings, structures and means of production that do not ensure labour safety and pose a health and environmental hazard.

6) Drafting the Regulations on the Procedure of Formation and Use of Centralized OSH Funds in accordance with Article 11 of the Law On Occupational Safety and Health.

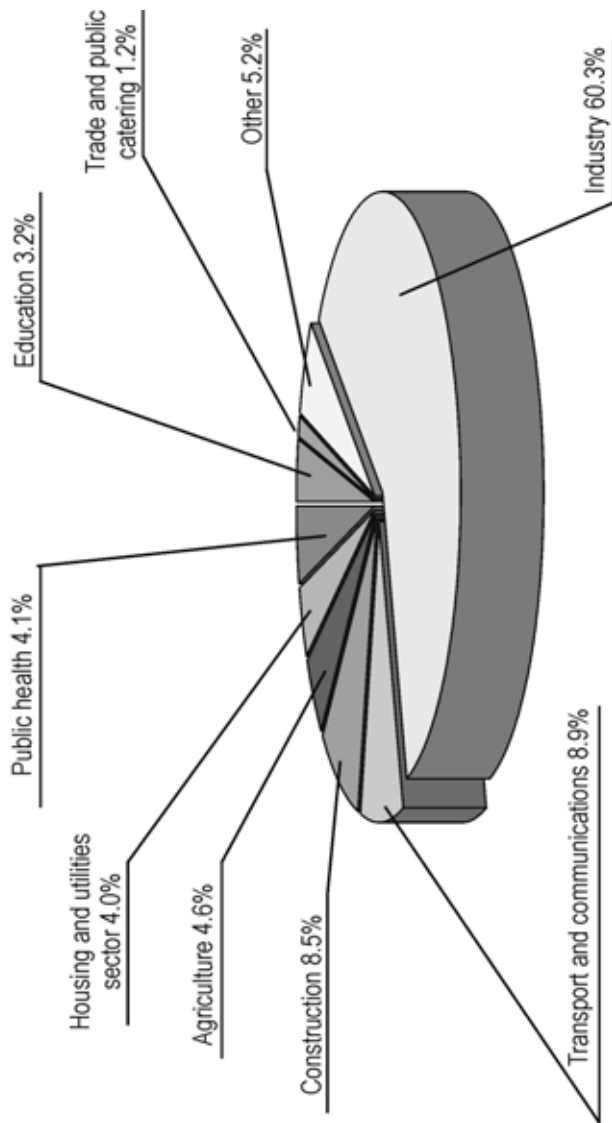
7) Resuming the practice of signing the General Agreement between Social Partners.

8) Setting up an OSH training information-methodological center in the Republic.

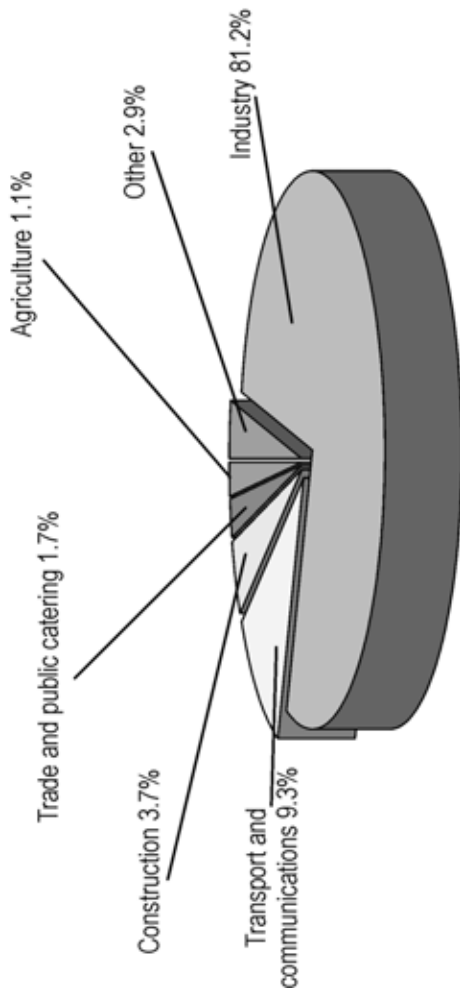
9) Organizing the work of the Inter-Departmental Council for Occupational Safety and Health at the Government level which would involve representatives of ministries and agencies, the trade unions and employers for the purpose of determining the priorities, dealing with OSH problems and development of proposals on the joint work of various organizations to ensure occupational safety and health at enterprises, as well as OSH commissions at the level of oblasts, districts and enterprises.

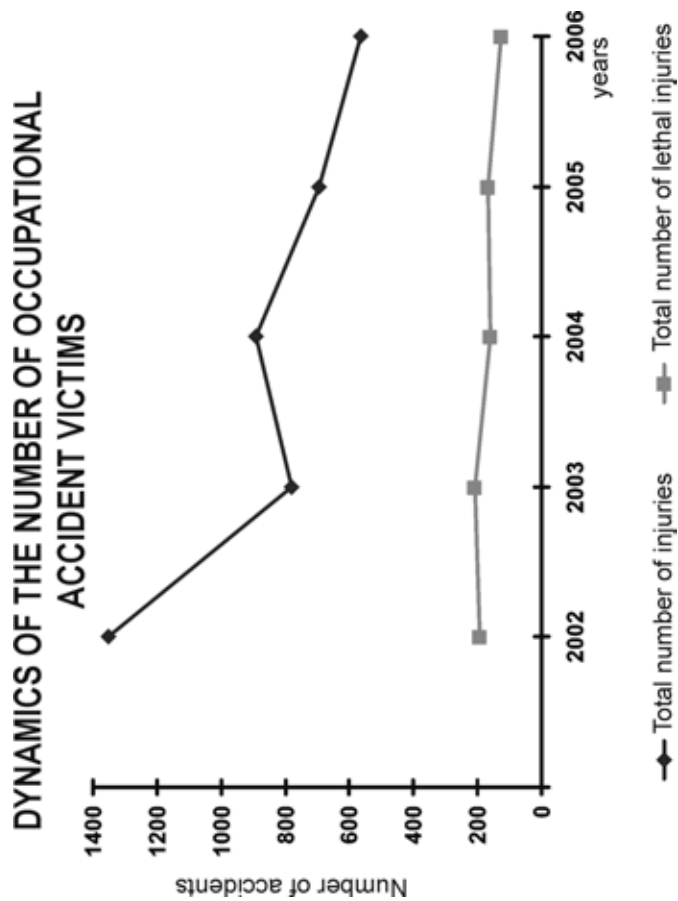
If these issues are solved there will be centralized management of the problems of OSH, coordination of activities among the numerous inspections, available accurate information on occupational accidents and diseases in the shape of statistical reports which today reflect only 15-20% of the actual situation.

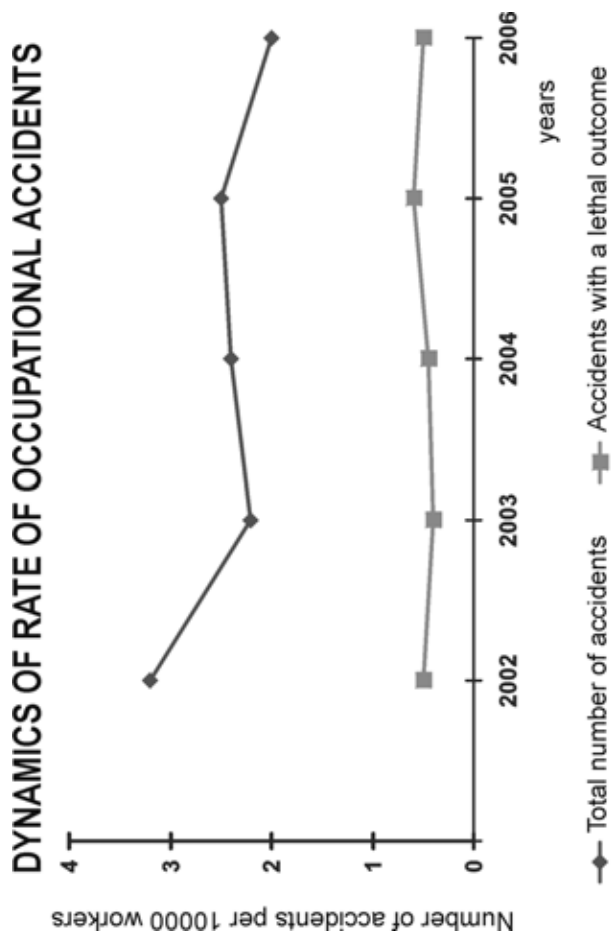
BREAKDOWN OF OCCUPATIONAL ACCIDENTS BY SECTOR IN 2006. IN %



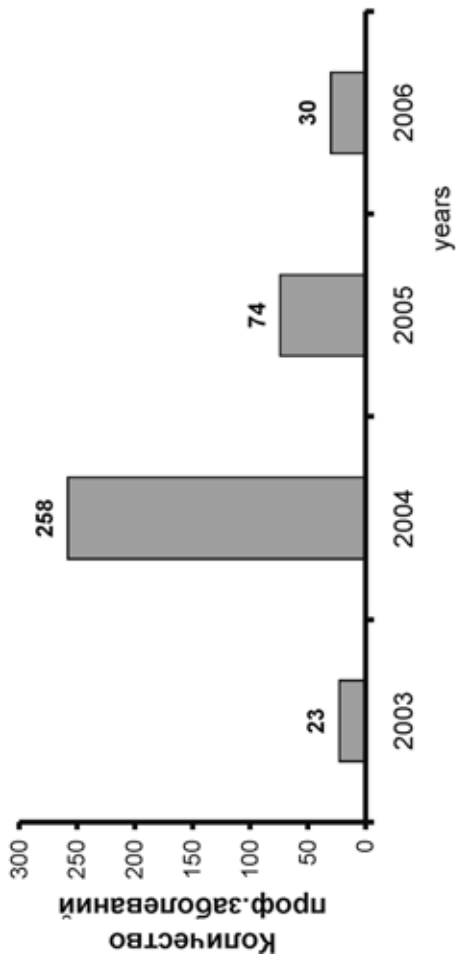
DISTRIBUTION OF COSTS OF OCCUPATIONAL ACCIDENTS BY SECTOR IN 2006. IN %







DYNAMICS OF OCCUPATIONAL DISEASES



Number of occupational accident victims in 2002

	Number of victims of occupational accidents leading to disability for 1 working day and more or to a lethal outcome				of which: number of accidents with a lethal outcome				
	total	of whom :		total	of whom :		total	of whom :	
		women	workers under 18		under the influence of alcohol	women		workers under 18	under the influence of alcohol
The Republic of Uzbekistan	1352	187	7	4	193	7	1	8	
The Republic of Karakalpakstan	25	2			8				
Oblasts:									
Andizhan	54	4			24	2			
Bukhara	24	4			7				
Jizak	17	2			6				
Kashkadarya	60	5	1		22				
Navoi	55	24	3		9	2			
Namangan	42			1	14			1	
Samar kand	27	2		2	13			2	
Surkhandarya	22				7				
Syrdarya	28	2			7				
Tashkent	179	22	1	1	35		1		
Ferghana	75	16			19				
Khorezm	14				5				
The City of Tashkent	730	104	2		17	3			

Number of occupational accident victims in 2003

	Number of victims of occupational accidents leading to disability for 1 working day and more or to a lethal outcome			of which: number of accidents with a lethal outcome			
	total	of whom :		total	of whom :		
		women	workers under 18		women	workers under 18	
The Republic of Uzbekistan	780	98	3	17	155	2	10
The Republic of Karakalpakstan	9	3			5	1	
Oblasts:							
Andizhan	28	2			6		
Bukhara	28	2			10		
Jizak	17				6		
Kashkadarya	52	1			18		
Navoi	118	11	2		20	1	
Namangan	22	3			8	2	
Samar kand	11	2	1		5	1	1
Surkhandarya	16				6		1
Syrdarya	11				4		
Tashkent	180	29	1	5	19	1	2
Ferghana	86	11		1	18	1	1
Khorezm	17				8		
The City of Tashkent	185	34	2	8	22	1	5

Data on victims of occupational accidents by region in 2004

	Number of accidents	Average payroll		Number of accidents leading to disability during one or more work-days			Number of accidents with a lethal outcome			Number of persons newly diagnosed with occupational diseases
		total	of whom women	total	of whom:		total	of whom:		
					women	persons under 18		women	persons under 18	
The Republic of Uzbekistan	714	3756557	1811651	881	130	159	9		258	
The Republic of Karakalpakstan	6	99060		6	-	4				
Oblasts:		209189								
Andizhan	30	328674	178551	35	4	6	-	-	5	
Bukhara	30	243254	125990	39	6	8			1	
Jizak	17	88970	34431	17		7				
Kashkadarya	36	211376	112084	38	5	16	1			
Navoiy	88	214389	81728	99	17	11			3	
Namangan	13	224216	112678	30	6	5	1		2	
Samarqand	9	331668	164069	87		6			2	
Surkhandarya	27	209953	98748	27		8			72	
Syrdarya	23	114103	22550	28	1	9	-		1	
Tashkent	180	366143	172262	181	24	30			19	
Ferghana	64	520431	255546	65	6	12	2		11	
Khorezm	17	301060	158378	17	2	5				
The City of Tashkent	182	393131	195576	212	59	32	5		142	

Data on victims of occupational accidents by region in 2005

	Number of accidents	Average payroll		Number of accidents leading to disability during one or more work-days		Number of accidents with a lethal outcome			Number of persons newly diagnosed with occupational diseases	
		total	of whom women	total	of whom:		total	of whom:		
					women	persons under 18		women		persons under 18
The Republic of Uzbekistan	660	2974255	1430194	696	101	2	167	7	74	
The Republic of Karakalpakstan	9	117745	53697	8			6			
Oblasts:										
Andizhan	29	195123	103698	29	1		8	-	-	
Bukhara	27	201116	106646	26	6		2			
Jizak	15	80427	32193	16	1		7	-		
Kashkadarya	30	116750	57786	52	3		22			
Navoi	89	145523	63007	90	15		11			
Namangan	39	198924	114903	38	3		15	-	7	
Samarqand	36	324170	151902	35	8		10		2	
Surkhandarya	20	193566	95545	23	1		8	1	4	
Syrdarya	27	131919	33503	27	5		7			
Tashkent	138	341779	162801	147	2	-	25		10	
Ferghana	53	372934	201300	55	16	1	20	3	4	
Khorezm	11	147182	72100	10	1		3	1		
The City of Tashkent	140	406808	180972	140	39	1	22	2	42	

Data on occupational accidents by sector in the period 2003-2004

	Number of accidents		Number of accidents leading to disability during one or more workdays						of which number of accidents with a lethal outcome						Number of persons newly diagnosed with occupational diseases				
			total		of whom		persons under 18		total		women		of whom		persons under 18				
	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	
Total	781	714	780	881	98	130	3	155	159	6	9	2	-	23	258				
of which:																			
industry	423	426	424	518	59	61	-	50	52	3	4	2	-	x	55				
agriculture	70	53	68	60	1	4	-	29	21	1	1	-	-	x	4				
transport and communications	97	65	99	75	9	7	-	20	23	2	1	-	-	x	25				
construction	103	70	104	75	7	3	-	34	24	2	2	-	-	x	3				
trade	8	9	9	9	9	2	-	4	7	-	-	-	-	x	2				
housing and utilities sector	24	46	23	65	8	12	-	6	16	-	1	-	-	x	1				
public health	10	20	13	22	4	12	-	2	1	-	-	-	-	x	106				
education	11	9	11	35	4	27	-	3	6	-	-	-	-	x	61				
other	35	16	29	24	6	2	-	7	9	-	-	-	-	x	1				

Distribution of gainfully employed population by sector (,000, annual average)

	2000	2001	2002	2003	2004	2005
Total number engaged	8983.0	9136.0	9333.0	9589.0	9910.6	10196.3
of which:						
industry	1145.0	1160.0	1186.0	1223.3	1283.9	1347.5
agriculture and forestry	3093.0	3088.0	3046.0	3041.4	3067.6	2969.5
transport and communications	382.0	394.0	411.0	432.8	461.0	488.1
construction	676.0	702.0	729.0	763.3	808.1	848.5
trade and public catering,						
material-technical supplies and sales, procurement	754.0	778.0	781.0	815.0	857.6	903.9
housing and utilities sector and non-manufacturing						
welfare services	251.0	262.0	272.0	285.4	301.1	316.4
public health, physical culture and sports,						
social security	587.0	605.0	626.0	654.4	689.0	735.5
education, culture and arts, science and science						
services	1146.0	1172.0	1205.0	1257.4	1321.0	1385.1
finances, credits, insurance, pensions	52.0	53.0	51.0	51.0	52.8	54.2
management bodies	146.0	150.0	197.0	203.0	201.0	201.0
other sectors	751.0	772.0	829.0	862.0	867.5	1147.6

