OCCUPATIONAL SAFETY AND HEALTH
IN THE REPUBLIC OF ARMENIA

NATIONAL PROFILE

ILO MOSCOW SUBREGIONAL OFFICE
## CONTENTS

INTRODUCTION .................................................................................................................. 7

BRIEF INFORMATION ON ARMENIA .............................................................. 8

1. LEGAL REGULATORY BASIS OF THE OCCUPATIONAL SAFETY AND HEALTH SYSTEM ............................................. 11

   The Constitution of the Republic of Armenia on the work environment and occupational safety and health ................................................................. 11

   Main legal regulations on OSH ...................................................................................... 13

   1.4. Ratified ILO conventions and other international treaties containing OSH requirements ............................................................... 14

   1.5. Other laws and supporting legislation related to OSH ........................................ 15

2. TECHNICAL REGULATORY DOCUMENTATION, STANDARDS, NORMS AND RULES ........................................ 16

   Technical standards, norms and rules ........................................................................... 16

   OSH regulatory documents ......................................................................................... 17

   2.3. Information materials based on technical standards and practical ILO rules ......................................................................................... 18

3. MECHANISMS OF THE SHAPING OF THE NATIONAL OSH POLICY ........................................................................ 19

   3.1. Main guidelines of state policy in the field of OSH .............................................. 19

   3.2. Mechanisms of law making and standard-setting ............................................... 20

      3.2.1. Mechanisms of Law Enforcement Practice Regulation: Labour Inspection and Other Types of Government Supervision and Monitoring ........................................... 23

   3.3. Development of national OSH programs ............................................................ 23

   3.4. Economic methods of regulating the employer’s activities .................................. 24

   3.5. Social and psychological methods of management ............................................... 24

---

3
4. MECHANISMS OF SOCIAL PARTNERSHIP
AND COORDINATION OF ACTIVITIES ......................25

4.1. The national level.................................................................26
4.2. Sectoral and territorial levels ..............................................27
4.3. Corporate level/ the level of employer ...............................27
4.4. Organization of non-governmental/independent monitoring ....29

5. ORGANIZATION OF OSH SYSTEM:
MEANS AND AGENCIES ..................................................30

Competent government agencies in the field of OSH .................30
  National management bodies ..................................................30
  5.1.4. National bodies of supervision and monitoring of the health of
         the population, occupational safety, etc. ............................33

5.2. National research and design institutions (institutes, centers, laboratories)
in the field of OSH ..................................................................34
  5.2.1. State research and design institutions (institutes, centers, laboratories) in
          the field of OSH .................................................................34
  5.2.2. Non-governmental research and design institutions (institutes, centers,
          laboratories) in the field of OSH ........................................35
  5.2.3. OSH centers rendering non-educational services in the field of OSH ........35
  5.2.4. Occupational disease centers ............................................35

5.3. Vocational education, training, retraining and upgrading of qualifications
in the field of OSH and information and educational work ..........36
  5.3.1. Programmes of higher professional and post-graduate education .......36
  5.3.2. Programmes of further professional education implemented by
          educational institutions .......................................................37
  5.3.3. Training organized by associations of employers and workers ............37
  5.3.4. Worker training organized by the employer ..............................38
  5.3.5. Entities engaged in information and educational work ..................40

5.4. Specialized OSH-related research, technical and medical institutions ....40
  5.4.1. Standardization agencies ................................................40
  5.4.2. Insurance agencies ..........................................................42
  5.4.3. Hazard and risk assessment bodies .....................................42
  5.4.4. Emergency response and rescue bodies ..................................42

5.5. OSH workers ...................................................................43
  5.5.1. Government personnel at the national level responsible for OSH .......43
5.5.2. Regional and territorial level workers responsible for OSH ................................44
5.5.3. Local government workers responsible for OSH .............................................44
5.5.4. Employer OSH workers ..................................................................................44

6. THE STATE AND DYNAMICS OF OCCUPATIONAL ACCIDENTS AND DISEASES....................................................45
6.1. The main grounds for qualifying injuries and diseases as occupational ..........45
6.2. Main indicators of occupational injuries and diseases ..................................47
6.3. The main forms of recording occupational injuries and diseases .................47
6.4. Main forms of gathering statistical information ..............................................48
6.5. Number of registered occupational accidents with lethal outcome ..............48
6.6. Number of registered occupational injuries ..................................................48
6.7. Number of registered occupational disease cases ............................................48
6.8. Number of persons in work places with hazardous labour conditions ............49
6.9. Assessment of the scale of underreporting ......................................................50

7. REGULAR MEASURES AND PERMANENT OSH WORK: SPECIFIC EXAMPLES..............................................................52
7.1. Regular measures at the national level ............................................................52
  7.1.1. National initiatives .........................................................................................52
  7.1.2. Initiatives in industry .....................................................................................52
  7.1.3. Trade union activities and initiatives in the field of OSH .........................53
7.2. International cooperation ................................................................................54
  7.2.1. World Labour Day .........................................................................................54
  7.2.2. Agreements on cooperation and projects with ILO, other international agencies or states (alliances of states) .................................................................54
  7.2.3. The activities of the national and cooperating OSH information centres of the ILO ..................................................................................................................55

8. ANALYSIS OF THE STRENGTHS AND WEAKNESSES OF THE NATIONAL SYSTEM OF OSH........................................56
9. GENERAL CONCLUSIONS FROM THE NATIONAL OSH PROFILE .............................................................................58

SUPPLEMENT..........................................................................................59

1. Main laws and other regulatory legal acts on occupational safety and health ... 59
2. List of official sites related to OSH and other information resources ......... 62
3. According to the UNDP Report for 2007 Armenia ranks 83rd of 177 countries. ................................................................. 63
4. Selected social and economic indicators of the RA, 2006 ..................... 64
5. GDP growth rate (%) ........................................................................ 65
6. Human Resources in Armenia .......................................................... 65
7. Labour resources of the Republic of Armenia (1000 persons) ............... 66
8. Average annual number by sector .................................................. 67
9. Breakdown of the employed and unemployed by gender ..................... 67
10. Number of employed by sectors of economy in 2005 ......................... 68
11. Gender and age breakdown of population as of January 1, 2006 ......... 68
12. Economic liberty index ................................................................... 69
14. Dynamics of occupational diseases .................................................. 70
INTRODUCTION

The National Profile of Occupational Safety and Health in the Republic of Armenia has been prepared in cooperation with the Subregional Office of the International Labour Organization (ILO) for Eastern Europe and Central Asia, by a group of experts from the Ministry of Labour and Social Affairs of the Republic of Armenia, the Trade Union Confederation of the RA, and the Union of Industrialists and Entrepreneurs (Employers) of Armenia.

The content of the National Profile Occupational Safety and Health in the Republic of Armenia has been approved by the social partners: the Ministry of Labour and Social Affairs of the RA, the Trade Union Confederation of the RA and the Union of Industrialists and Entrepreneurs (Employers) of Armenia.

The National Profile contains information on the legislation, the mechanism of the making of state policy in the sphere of OSH, the infrastructure, the social partnership structures, the activities of various partners in the sphere of OSH, labour resources, the participants and stakeholders, statistical data and OSH indicators, general demographic data, the problems and difficulties as well as the needs for the further national development in the field of OSH.

This information provides the basis for verification, adjustment and further development of the national OSH policy and programmes.

The structure of the National Profile seeks to match as far as possible the recommendations of the ILO, however, it includes some additional information that offers a better insight into the OSH situation in the Republic of Armenia.

This document is a printed version of the analytical profile. The final edition of the document is accessible in electronic shape on the Internet at www.mss.am and www.umba.com.
BRIEF INFORMATION ON ARMENIA

Official name: The Republic of Armenia (Ayastani Anrapetutyun)

Capital: Yerevan

Major cities: Gyumri, Vanadzor

Official language: Armenian

Religion: Christianity, Armenian Apostolic Church

National currency: dram, introduced in 1993

Population: 3,210,000 (2001)

Ethnic composition: Armenians – 96%

Ethnic minorities: Russians, Yezids, Kurds, Assyrians, Greeks, Ukrainians, Jews and others

Area: 29,740 sq km

Average elevation above sea level: 1800 m

The tallest mountain peak: Aragats, 4,090 m

Geographical coordinates:

In the south – 38°50’ northern latitude,
In the north: 41°20’ northern latitude,
In the west: 43°30’ eastern longitude,
In the east: 46°00’ eastern longitude
Neighbouring countries:
In the north: Georgia
In the east and south-west: Azerbaijan,
In the south: Iran,
In the west: Turkey

The state structure of the Republic Armenia

In the referendum on the independence of Armenia on September 21, 1991, 99% voted for independence. From the results of the referendum the Republic’s parliament (the Supreme Soviet of the Armenian SSR) adopted a Declaration of Independence and proclaimed the independence of the Republic of Armenia.

The Republic of Armenia is a sovereign, democratic, social, rule-of-law state. State power is exercised under the Constitution and the laws on the basis of the principle of separation of the legislative, executive and judiciary branches.

Constitution:
Adopted on July 5, 1995 as a result of a national referendum.
Adopted with additions and amendments on November 27, 2005 as a result of a national referendum.

(Constitution of the Republic of Armenia)

System of government:
The head of state is the President of the Republic.

The President ensures compliance with the Constitution, the normal functioning of the legislative, executive and judiciary branches of government, and is the guarantor of the independence, territorial integrity and security of the Republic. The President is elected by the citizens of the Republic of Armenia for a five-year term.

The executive branch:
Executive power is vested with the Government. The Government of the Republic of Armenia consists of the Prime Minister and the Ministers. On the basis of the distribution of seats at the National Assembly and consultations with the parties in parliament the President of the Republic appoints as the Prime Minis-
ter the person who commands the trust of the majority of the deputies, or, if that is impossible, the person who commands the trust of the largest number of deputies, as well as approves, as proposed by the Prime Minister, the structure of the government, appoints and dismisses the members of the government.

The legislative branch:

The supreme legislative body is the one-chamber National Assembly. The National Assembly has 131 deputies. The National Assembly is elected for a term of five years in a nationwide election.

The judiciary:

Justice in the Republic of Armenia is administered solely by the law court in accordance with the Constitution and the laws of the country.

Administrative division:

The administrative-territorial units in the Republic of Armenia are regions (marza) and communities. The city of Yerevan is also a community. The territory of the RA is divided into ten regions and the city of Yerevan. In the regions of the RA the relations of state governance are regulated by the Law on State Administration in the Regions of the Republic of Armenia, by the decrees of the President of the RA and other legal acts.

Relevant statistics will be found in the Supplements.
1. LEGAL REGULATORY BASIS
OF THE OCCUPATIONAL SAFETY
AND HEALTH SYSTEM

The Constitution of the Republic of Armenia on the work
environment and occupational safety and health

Under Article 32 of the Constitution of the Republic of Armenia (adopted on
November 27, 2005) “everyone has the right to free choice of occupation. Every
worker has the right to a fair remuneration not lower than the minimum estab-
lished under the law as well as a work environment that meets the requirements
of safety and health.”

“For the purpose of protecting the economic, social and labour interests work-
men have the right to strike, the procedure for and limitations on the holding of
strikes being established under the law.

“Children under the age of 16 may not be admitted to employment. The proce-
dure and terms of their admission to temporary employment shall be estab-
lished by the law. Forced labour is forbidden”.

Under Article 48, para 2 of the Constitution of the RA promoting employment
and improving the work environment is one of the main tasks of the state.

The main laws on OSH:

The main laws on occupational safety and health are contained in Supplement
10.1. The main principles of OSH that envisage for every worker the right to a
fair work environment (including occupational safety and health and the right to
rest) are formulated in the following articles of the Labour Code of the Republic
of Armenia adopted on November 9, 2004 and effective as of June 21, 2005:

♦ Article 208. Compensation of the wear and tear of the tools and work
clothes belonging to a worker;
Article 242. Occupational safety and health;
Article 243. The right of workers to a safe work environment;
Article 244. Ensuring normal working conditions;
Article 245. Equipment of the work place;
Article 246. Means of labour;
Article 247. Protection against hazardous chemical substances;
Article 248. Organization of safe performance of work;
Article 249. Mandatory medical examination;
Article 250. Suspension of work;
Article 251. Sanitary-hygienic premises at organizations;
Article 252. Attestation of the employer;
Article 253. Worker participation in measures to ensure occupational safety and health;
Article 254. Briefing and training of workers on OSH issues;
Article 255. Providing workers with protective means;
Article 256. Organization of medical assistance to workers;
Article 257. The work of persons aged under 18;
Article 258. Protection of motherhood;
Article 259. Guarantee of the safety and health of working invalids;
Article 260. Reporting occupational accidents and diseases in the place of work;
Article 261. Investigation of accidents and cases of occupational diseases;
Article 262. Supervision and monitoring of compliance with occupational safety and health requirements.

Under the Labour Code of the RA (Article 234) employers are materially liable if a worker has contracted an occupational disease, sustained an injury or died and is not ensured against occupational accidents and diseases.

The employer shall compensate the damage caused under the procedure established by the Civil Code of the RA and the rules on the procedure of compensating damage by enterprises, institutions and organizations (regardless of the form of ownership) caused to employees by injuries or other impairment of health during the performance of their work duties approved by Decree of the Government of the RA No.57-N of December 15, 1992.
In the event of reorganization of the enterprise damage to the victims shall be
compensated by the legal successor to whom the victims present the claims for
damages (Article 235).

Before August 1, 2004 under the Government Decree 579-N (para 16) of No-
vember 15, 1992, in the event an enterprise was liquidated damage to the vic-
tims was compensated by the social security agencies out of the state budget.
That procedure was annulled by the Decree of the RA Government 1094-N of
July 22, 2004. As of August 1, 2004 the issue of compensation of damage to
victims at enterprises which have been liquidated is regulated by the Civil Code
of the RA. Under Article 1086 of the Civil Code of the RA, in the event of the
liquidation of a legal person duly declared to be responsible for the harm caused
to life or limb, the corresponding payments must be capitalized to be paid to the
victims according to the rules established by the law or other legal acts. How-
ever, to date no supporting regulatory acts have been adopted, the mechanism
of capitalization of sums has not been determined and there is no agency that
pays compensation for damage. Thus the persons who have sustained damage
at enterprises liquidated after August 1, 2004 and which have no legal successor
and of which the assets have not been capitalized, do not draw compensation
for occupational injuries and diseases. As of January 1, 2007 there were about
800 such persons.

In 2006 the expenditure on the compensation of damage from occupational ac-
cidents and damage to health and from occupational diseases to be issued to
the victim (or in the event of the victim’s death, to the person entitled to the
same) amounted to 308.3 million drams of which the temporary disability allow-
ance accounted for 210.2 million drams, compensation of forfeited wages, for
35.2 million drams, lump-sum payments for 17.2 million drams, medical, social
and occupational rehabilitation costs for 6.3 million drams.

Main legal regulations on OSH

The regulatory legal acts of the Republic of Armenia establish requirements to
occupational safety and contain the rules, procedures and criteria aimed at pro-
tecting the life and health of workers at work. These requirements are binding
on natural persons and legal entities engaged in activities on the territory of the Republic of Armenia.

The main regulatory legal acts will be found in Supplement 10.1.

The regulatory legal acts in the Republic apply across all the sectors of the economy and are mandatory for all the spheres of economic activities.

At present the Ministry of Labour and Social Affairs of the Republic of Armenia is in the process of developing the following intersectoral legal acts:

♦ Instructions on OSH service at organizations;
♦ Instructions on assessing the level of professional competence of OSH personnel of organizations in the Republic of Armenia;

The regulatory legal acts on OSH, sectoral standards, norms and rules are also developed by the relevant bodies and agencies and approved under established procedure.

The issues of occupational health are regulated by legislative and other regulatory legal acts listed in Supplement 10.1.

1.4. Ratified ILO conventions and other international treaties containing OSH requirements

The Republic of Armenia has ratified the following ILO conventions on occupational safety and health:

♦ Safety and Health in Mines. No.176, November 12, 1998
♦ Workmen’s Compensation (Accidents) Convention, No.17, October 25, 2004
♦ Labour Inspection Convention No.81, October 25, 2004
♦ Protection of Workers’ Claims (Employer’s Insolvency) Convention. No.173, February 28, 2005
♦ Workmen’s Compensation (Occupational Diseases) Convention. No.18, February 28, 2005
Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. No. 182, March 22, 2005
Holidays with Pay Convention. No. 132, October 13, 2005
Minimum Age of Admission to Employment. No. 138, October 3, 2005

The Revised European Social Charter (Article 2, Article 3, para 1, Article 4, paras 2-5, Article 5, paras 6-8, Article 12, para 1, Article 13, paras 1, 2, Article 15, paras 2, 3, Articles 17-20, Article 22, Article 24, Articles 27-28) was ratified on January 21, 2004.

1.5. Other laws and supporting legislation related to OSH

The Republic of Armenia has passed the Law on State Regulation of Ensuring Technical Safety which regulates the legal relations in ensuring safe operation of hazardous production facilities and is aimed at preventing accidents at hazardous production facilities.

To ensure technical uniformity in the spheres of production and commerce on the territory of the CIS states, the CIS heads of government in March 1992 signed an Agreement on Coordinated Policy in the field of standardization, metrology and certification. Pursuant to the agreement, an Interstate Council on Standardization, Metrology and Certification has been created.

A transition is currently taking place from the development of separate standards to the development and implementation of standardization programmes.

The need to become integrated in the world economy calls for more vigorous effort to improve the system of occupational safety standards in order to harmonize its requirements with international standards and apply them in the Republic.

During the current year, under the Plan of Activities to Implement the Programme of the Government of the Republic of Armenia for 2003-2007, the Ministry of Labour and Social Affairs is developing a Programme of ensuring occupational safety in the Republic of Armenia for 2008-2012.

A key priority of the Programme will be the improvement of the regulatory framework. In this connection more than 600 sectoral rules and standards are to be developed and adopted that regulate occupational safety and health to replace the current regulatory legal acts on occupational safety developed by the ministries and agencies of the former USSR. The latter do not meet the requirements of the market economy and international standards.

Work is underway to have the leading enterprises introduce the ILO system of occupational safety management – 2001. Special seminars and conferences for
employers and trade unionists have been held to explain these issues as well as the requirements of the Labour Code as regards occupational safety and health.

**OSH regulatory documents**

In recent years the state, the trade unions and the employers in Armenia have been paying more attention to the issues of occupational safety and health. One effective measure is the development and introduction of a modern system of occupational safety in accordance with international standards. Such a system will contribute to a more rational use of the still limited material and financial resources, the introduction of safe technologies and the improvement of occupational safety. Some problems with implementing that programme arise from the absence or weakness of the specialized divisions (OSH units) at government ministries and agencies, state institutions and enterprises. Even if such units exist, they do not have properly qualified staff.

As pointed out above, the OSH issues are regulated by the Labour Code of the RA. It sets forth the duties of the employer (Chapter 23, Articles 243, 244, 248) in the OSH field which ensure a normal work environment in which workers fulfill their work quotas and duties (Chapter 23, Article 216).

Such conditions are:
- good repair of mechanisms, equipment and other labour tools;
- timely provision of technical documentation;
- safe working conditions (compliance with the safety regulations, proper lighting, heating, ventilation, noise level, exposure to radiation, vibration within the allowable limits and other factors that have an adverse impact on the worker’s health);
- permanent supervision of the operation of hazardous equipment;
- the use of labour means that are in good repair;
- training and instruction in OSH of every type;
- adoption of internal regulations on OSH (instructions on OSH, rules of safe conduct of work, etc.);
- measures to prevent any risks in the workplace.

All the expenditure connected with OSH shall be incurred by the employer.
Mandatory requirements on occupational safety and health, the production of various means of labour and their compliance procedure are established by technical regulations (standards) and other regulatory legal acts.

OSH management calls for a substantial improvement of the regulatory base in that area. To this end activities are planned to revise outdated and develop new sectoral legal OSH acts in compliance with international standards.

There is also a perceived need to rework the old (Soviet-era) and develop new regulatory acts at the level of the republic and at the level of sectors of the economy. These norms must comply with international standards and improve the management of occupational safety and health in all the sectors of industry: production, services and commerce. In 2008-2012 the republic is to introduce more than 60 interstate standards which will provide the basis for working out OSH requirements in specific sectors, types of production and services.

Article 35 of the Labour Code of the RA regulates state monitoring of compliance with the OSH legislation of the RA and Article 34 envisages non-governmental (independent) monitoring in the field of occupational safety and health on the part of trade union organizations. Representatives of trade unions point out that Article 34 needs to be reworked because it does not include the procedure or mechanism for non-governmental (independent) monitoring.

### 2.3. Information materials based on technical standards and practical ILO rules

The information materials prepared on the basis of technical standards and regulations of the International Labour Organization are sent to all the organizations and employers concerned as a guide to action and as information for experts and workers.

Seminars and training sessions are organized at enterprises and organizations to explain these standards.
3. MECHANISMS OF THE SHAPING
OF THE NATIONAL OSH POLICY

3.1. Main guidelines of state policy in the field of OSH

The state policy in the field of occupational safety and health is aimed at:

♦ development and adoption of regulatory legal acts of the Republic of Armenia, state standards, rules and norms in the field of occupational safety and health;
♦ development of state programmes in the field of occupational safety and health;
♦ development and introduction of safe technologies;
♦ determining the procedure of recording occupational accidents and diseases;
♦ state supervision and monitoring of compliance with the labour legislation of the Republic of Armenia;
♦ contributing to independent monitoring of compliance with the rules and legitimate interests of workers in the field of occupational safety and health;
♦ protection of the legitimate interests of the workers who have become victims of occupational accidents or diseases as well as members of their families;
♦ determining compensations for stressful work or work in harmful and (or) hazardous environments that cannot be eliminated given the current technical level of production and organization of labour;
♦ spreading best domestic and foreign practices in the field of OSH;
♦ organizing state statistical reporting on the rate of occupational injuries and diseases and the consequences thereof;
♦ international cooperation in the field of occupational safety and health.
In the Republic of Armenia the entities that have the right to initiate legislation
and the procedure of adopting regulatory acts are established by the Law of the

The following have the right to pass regulatory legal acts in the Republic of Ar-
menia:
♦ the whole people, only through a referendum;
♦ the President of the Republic of Armenia, the National Assembly of the Re-
public of Armenia, the Government of the Republic of Armenia, the Prime
Minister of the Republic of Armenia, the Council of the Central Bank of the
Republic of Armenia as well as the Central Election Commission of the Re-
public of Armenia, the Energy Regulation Commission of the Republic of
Armenia, the State Statistical Council of the Republic of Armenia, the Secu-
rities Commission of the Republic of Armenia, the State Commission for the
Protection of Economic Competition of the Republic of Armenia, the Na-
tional Commission for Television and Radio (hereinafter, the “regulatory
commissions”), the Civil Service Council of the Republic of Armenia, the
Ministers of the Republic of Armenia, the heads of government bodies un-
der the Government of the Republic of Armenia (hereinafter, "Ministers") as
well as governors, the Mayor of Yerevan, the Municipal Council and the
Chief Executive of a municipality;
♦ The Constitutional Court of the Republic of Armenia in the cases stipulated
under the Constitution of the Republic of Armenia;
♦ trial courts, appellate courts and Cassation Court of the Republic of Arme-
ia as regards annulment of a legal act of a government or local self-
government body that contradicts the law or, in the cases established under
this law, contradicts a legal act that has greater legal force.

Regulatory legal acts may not be adopted by any state bodies, the units of gov-
ernment bodies or local self-government or state and municipal institutions and
legal entities.

Regulatory legal acts passed by the bodies not envisaged under the Constitution
of the Republic of Armenia and this law have no legal force and effect.
The procedure of the adoption of the Constitution of the Republic of Armenia or introducing amendments thereto, the adoption of laws through a referendum is established by the Constitution of the Republic of Armenia, the Regulations of the National Assembly of the Republic of Armenia, the Law of the Republic of Armenia on Referendum.

The procedure of the development, discussion and adoption of draft laws and draft decrees of the National Assembly of the Republic of Armenia tabled by the deputies of the National Assembly of the Republic of Armenia is established by the Constitution of the Republic of Armenia and the Regulations on the National Assembly of the Republic of Armenia.

The procedure of the development, discussion and adoption of draft decrees of the National Assembly of the Republic of Armenia proposed by the President of the Republic of Armenia or the draft laws of the Republic of Armenia proposed by the Government of the Republic of Armenia or the draft decrees of the National Assembly of the Republic of Armenia is established by the Constitution of the Republic of Armenia, and the regulations on the National Assembly of the Republic of Armenia.

The procedure of the development, discussion or adoption of decrees and executive orders of the President of the Republic of Armenia is established by the Constitution of the Republic of Armenia, the Law of the RA on Legal Acts or a decree or executive order of the President of the Republic of Armenia.

The procedure of development, discussion and adoption of the decrees of the Government of the Republic of Armenia and the Prime Minister of the Republic of Armenia is established by the Constitution of the Republic of Armenia, the Law of the RA on Legal Acts or decrees of the President of the Republic of Armenia.

The procedure of preparing international treaties of the Republic of Armenia, negotiating, initialing, signing, ratification, approval and accession to them, their registration, temporary application, suspension or termination is established by the Constitution of the Republic of Armenia, the Law of the Republic of Armenia On International Treaties of the Republic of Armenia, the Regulations of the National Assembly of the Republic of Armenia and the international treaties of the Republic of Armenia.
The procedure of the adoption of rulings by the Constitutional Court of the Republic of Armenia is established by the Constitution of the Republic of Armenia and the Law of the Republic of Armenia on the Constitutional Court.

Sectoral norms in the field of OSH are developed and approved by the relevant authorized government bodies (ministries and agencies) under the procedure established by the Government of the Republic of Armenia.

Standards in the field of occupational safety and health determine organizational, technical, sanitary-hygienic, biological, physical and other norms, rules, procedures and criteria aimed at protecting the life and health of workers during the course of their work.

OSH instructions in an organization are developed and approved by the employer on the basis of sectoral OSH standards under the procedure approved by the Ministry of Labour and Social Affairs of the Republic of Armenia.


Proceeding from the principles and requirements established by the law of the Republic of Armenia On Regulatory Acts the regulatory acts, provisions, rules and technical standards in the field of occupational safety are approved within their competence by:

- the Government of the Republic of Armenia;
- the Ministry of Labour and Social Affairs of the Republic of Armenia;
- the Ministry of Health of the Republic of Armenia;
- the Ministry of Trade and Economic Development of the Republic of Armenia;
- the Rescue Service of the Republic of Armenia;
- the Ministry of Nature Conservation of the Republic of Armenia; and
- other sectoral ministries and agencies.

The draft laws and supporting legislation are typically developed with due account of the opinions and proposals of the employers’ and workers’ organizations.
3.2.1. Mechanisms of Law Enforcement Practice Regulation: Labour Inspection and Other Types of Government Supervision and Monitoring

Compliance with the Labour Code of the Republic of Armenia and other regulatory legal acts related to occupational safety and health is monitored by the State Labour Inspection of the Ministry of Labour and Social Affairs of the Republic of Armenia as well as the following authorized government bodies:

- the State Hygienic and Epidemiological Inspection of the Health Ministry of the RA,
- the National Technical Safety Center of the Ministry of Trade and Economic Development of the RA,
- the State Fire Inspection, Ministry of Territorial Administration of the RA,
- State Energy Inspection, Ministry of Energy of the RA,
- State Food Safety Inspection, Ministry of Agriculture of the RA,
- State Nature Conservation Inspection, Ministry of Nature Conservation of the RA, and
- Transport Inspection, Ministry of the Transport and Communications of the RA.

3.3. Development of national OSH programs

The preparation of this profile has shown that the current OSH system in Armenia is in need of certain improvements. The following main areas may be identified:

1. The creation and introduction of a national system of OSH standards;
2. Introduction in the Republic’s organizations of a system of OSH management, compliance with international standards and OSH management system recommended by the ILO;
3. Introduction of a system of insurance of the life and health of workers in industry;
4. Regulatory legal support of OSH;
5. The formation of a scientific research basis in the field of occupational safety and health;
6. Organization and permanent conduct of monitoring of the state of OSH;
7. Coordination of the activities of government bodies, services, inspections, laboratories as well as non-governmental entities in the field of OSH; and
8. The creation of a qualitatively new system of training and retraining of OSH personnel.

Considering the importance of and the need for improving the OSH system in Armenia and in accordance with the national security strategy of Armenia and the plan of work to implement the programme “Decent Work in the Republic of Armenia. 2007-2011”, a national programme of occupational safety and health is to be developed and adopted. The above main areas of improving the OSH system will form part of the National Programme whose development began this year.

There is a need for recommendations and assistance on the part of the International Labour Organization on the whole range of issues.

3.4. Economic methods of regulating the employer’s activities

The Republic does not have concrete economic methods regulating the activities of the employer in the field of OSH, there are no effective mechanisms to stimulate the employer to carry out comprehensive measures to enhance occupational safety and health.

3.5. Social and psychological methods of management

There are no social and psychological methods of management.
4. MECHANISMS OF SOCIAL PARTNERSHIP
AND COORDINATION OF ACTIVITIES

The Labour Code of the RA singles out the issues of regulating labour relations, protection of the interests and rights of workers, social partnership, collective bargaining, the conclusion of collective agreements at the republican, sectoral and territorial levels as well as at the level of enterprises.

Social partnership is a system of mutual relations between the workers (their representatives), employers (their representatives) and in the cases stipulated under the Labour Code of the Republic of Armenia the Government of the Republic of Armenia called upon to coordinate the interests of the workers and employers in collective labour relations.

The following are the main principles of Social Partnership:

♦ equality of the parties;
♦ freedom of collective bargaining;
♦ consideration and respect of the interests of the parties;
♦ compliance by the parties and their representatives with labour legislation and other regulatory legal acts;
♦ authorization of the representatives of the parties;
♦ freedom of choice of agenda issues pertaining to the labour sphere;
♦ voluntary assumption of obligations;
♦ mandatory compliance with the collective agreement;
♦ supervision and monitoring of compliance with the collective agreement; and
♦ liability for non-compliance with the collective agreement through the fault of the parties or their representatives.

The parties to social partnership are workers and employers through their representatives. In the event of tripartite social partnership the Government of the RA takes part in it on an equal footing with the representatives of the workers and employers.
Under the Labour Code of the RA the system of social partnership includes the following levels:

1. the republican level that lays down the main principles of the regulation of labour relations in the RA. The parties to this partnership are: the Government of the RA, the Trade Union Confederation of Armenia, the Union of Industrialists and Entrepreneurs (Employers) of Armenia;

2. the sectoral level lays down the main principles of the regulation of labour relations in the corresponding sector (sectors) of the economy (production, services, occupations). The parties at the sectoral level are the sectoral republican union of trade union organizations and the corresponding sectoral union of employers;

3. the territorial level lays down the main principles of the regulation of labour relations on a concrete territory. The parties at the territorial level are the territorial union of trade union organizations and the corresponding territorial union of employers;

4. the level of organizations which lays down the concrete mutual obligations in the labour sphere between the employer and the workers. The parties to such partnership are the employer and the trade union.

Social partnership as a rule takes the following forms:

- collective bargaining to draft and conclude a collective agreement; and
- mutual consultations and mutual exchange of information.

### 4.1. The national level

At the national level the parties to social partnership are the Government of the RA, the Trade Union Confederation of Armenia and the Union of Industrialists and Entrepreneurs (Employers) of Armenia.

The regulatory documents that govern the activities of the Trade Union Confederation of Armenia and the Union of Industrialists and Entrepreneurs (Employers) of Armenia are respectively the Law on Trade Unions of the RA and the Law on the Employers Unions.
4.2. Sectoral and territorial levels

Because the Republic has no sectoral and territorial associations of employers or territorial associations of trade unions there is no social partnership at the sectoral and territorial levels. At present, pursuant to the law of the RA On the Union of Employers of February 27, 2007 work is underway to form sectoral and territorial unions of employers which would ensure effective social partnership.

4.3. Corporate level/ the level of employer

At the corporate level social partnership is implemented through collective agreements.

The parties to a collective agreement are the workforce of the organizations as represented by the local trade union, and the employer as represented by the CEO of the organization or the person authorized by him.

In the event an organization has no trade union the functions of representing and protecting the interests of workers are delegated to the corresponding territorial or sectoral trade union in which case the parties to the collective agreement are the employer and the corresponding territorial or sectoral trade union.

Collective bargaining is initiated on a voluntary basis. Any party may initiate the bargaining. For the purpose of negotiations and preparation of the draft of the collective agreement commissions are established with an equal number of representatives on each side. The content and structure of collective agreements are determined by the parties.

Collective agreements may provide for benefits that guarantee a higher standard of living and work of the personnel than envisaged under the law. Obligations that worsen the labour conditions and the social status of the workers may not be assumed.

Collective agreements of all levels pay particular attention to the creation of a healthy and safe work environment, the improvement of the environment and provision of individual means of protection.
The Trade Union Confederation of Armenia, being aware of the importance of concluding collective agreements, and for the purpose of practical assistance to sectoral and primary trade union organizations, has developed a model collective agreement applicable to all the sectors of industry. The sections on remuneration, occupational safety, working hours and duration of rest, protection of maternity and childhood, etc. have been worked out in detail.

Because territorial unions of employers have yet to be formed, collective agreements in the regions are concluded between the sectoral trade union organizations and the administrations of communities.

In 2006 six sectoral collective agreements were signed between:
- the Sectoral Union of Trade Union Organizations in Agriculture of the Republic of Armenia and the Agriculture Ministry of the RA;
- the Republican sectoral union of trade union organizations of education and science workers of Armenia and the Ministry of Education and Science of the RA;
- the Republican sectoral Union of Trade Union Organizations of the Workers in Trade, Public Catering, Consumer Cooperation and Entrepreneurship of Armenia and the Ministry of Trade and Economic Development of the RA;
- the Republican sectoral Union of Trade Union Organizations of Housing and Utilities and Service Workers of the RA and the State Committee of Water Management, Ministry of Territorial Administration under the RA Government;
- the Republican sectoral Union of Trade Union Organizations of Railway Workers of Armenia and ZAO Armenian Railways; and
- the Republican sectoral Trade Union of Aviation Workers of Armenia and the Main Civil Aviation Directorate of Armenia.

Across the Republic, 479 territorial collective agreements and 2279 enterprise agreements were signed, an increase of 13% on 2005.
4.4. Organization of non-governmental/independent monitoring

Under Article 34 of the Labour Code of the RA employer compliance with labour legislation, other regulatory legal acts pertaining to labour law and basic provisions of collective agreements is monitored by the State Labour Inspection and in cases stipulated under the law by other government bodies.

In accordance with Article 35 of the Labour Code of the RA independent monitoring of employer compliance with labour legislation and other regulatory legal acts pertaining to labour law and collective agreements is carried out by trade unions. Non-governmental monitoring of worker compliance with labour legislation and other regulatory legal acts pertaining to labour law and collective agreements is carried out by employers (representatives thereof).

The functions, rights and duties of the State Labour Inspection are established under the law. However, it is unclear what trade union structures exercise non-governmental monitoring, the rights and obligations of these structures have not been firmly established, it is unclear what rules they follow in their activities and what agency approves these rules. From that point of view, it would be practicable to adopt the laws On Labour Protection, on Monitoring and Supervision of Compliance with Labour Legislation.
5. ORGANIZATION OF OSH SYSTEM: MEANS AND AGENCIES

Competent government agencies in the field of OSH

National management bodies

National agencies of supervision and monitoring of compliance with labour legislation

In accordance with the Regulations on the Ministry of Labour and Social Affairs of the Republic of Armenia approved by Decree No. 1821-N of the Government of the Republic of Armenia of November 14, 2002 the main tasks of the Ministry are development and implementation of the guidelines of government policy in the labour field and government monitoring of compliance with the legislation on labour and occupational safety.

In the Republic of Armenia compliance with the laws and other regulatory legal acts on labour and occupational safety is monitored by the State Labour Inspection of the Ministry which has a staff of 149. The Inspection pursues its activities through the central staff and 11 regional centres. The central staff has 4 departments: legal control, control of compliance with OSH rules, statistics and analysis and economics. In addition to the State Labour Inspection the inspections of a number of ministries listed in the table below supervise occupational health and safety.
<table>
<thead>
<tr>
<th>Name of institution</th>
<th>Number of workers</th>
<th>Superior body</th>
<th>Type of activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Labour Inspection of the RA</td>
<td>149</td>
<td>Ministry of Labour and Social Affairs of the RA</td>
<td>Government monitoring of compliance with labour legislation</td>
</tr>
<tr>
<td>Rescue Service of Armenia, including the Fire Service</td>
<td>177</td>
<td>Ministry of Territorial Administration of the RA</td>
<td>Intersectoral coordination of prevention and liquidation of natural and man-made emergencies, civil defense, fire safety, safety in industry and mining</td>
</tr>
<tr>
<td>State Hygienic and Epidemiological service</td>
<td>429</td>
<td>Ministry of Health of the RA</td>
<td>State sanitary epidemiological supervision</td>
</tr>
<tr>
<td>State Nature Conservation Inspection</td>
<td>195</td>
<td>Nature Conservation Ministry of the RA</td>
<td>State monitoring of nature conservation</td>
</tr>
<tr>
<td>State Urban Development Inspection</td>
<td>96</td>
<td>Ministry of Urban Development of the RA</td>
<td>State monitoring and supervision of urban development</td>
</tr>
<tr>
<td>State Nuclear and Radiation Safety Inspection</td>
<td>27</td>
<td>Ministry of Energy of the RA</td>
<td>State monitoring and supervision of facilities connected with nuclear and radiation hazards</td>
</tr>
<tr>
<td>State Agricultural Machinery Inspection</td>
<td>15</td>
<td>Ministry of Agriculture of the RA</td>
<td>State monitoring and supervision of safe operation of agricultural technology</td>
</tr>
<tr>
<td>State Food and Veterinary Inspection</td>
<td>168</td>
<td>Ministry of Agriculture of the RA</td>
<td>State monitoring and supervision of food safety</td>
</tr>
<tr>
<td>State Energy Inspection</td>
<td>51</td>
<td>Ministry of Energy of the RA</td>
<td>State monitoring and supervision in the energy sphere</td>
</tr>
<tr>
<td>State Transport Inspection</td>
<td>29</td>
<td>Ministry of Transport and Communications of the RA</td>
<td>State monitoring and supervision of transport safety</td>
</tr>
</tbody>
</table>
## Ministries and agencies

<table>
<thead>
<tr>
<th>Name</th>
<th>Superior body</th>
<th>Type of activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prosecutor General’s Office of the RA</td>
<td>National Assembly of the RA</td>
<td>Higher supervision of accurate and uniform application of laws and other regulatory legal acts on the territory of the republic</td>
</tr>
<tr>
<td>Ministry of Labour and Social Affairs of the RA</td>
<td>Government of the RA</td>
<td>Development and implementation of government policies in the fields of labour, state control of compliance with labour and occupational safety legislation</td>
</tr>
<tr>
<td>Ministry of Health of the RA</td>
<td>Government of the RA</td>
<td>Development of a complex of sanitary-hygienic, epidemiological and preventive medical measures. Training of higher and middle-level medical personnel</td>
</tr>
<tr>
<td>Ministry of Energy of the RA</td>
<td>Government of the RA</td>
<td>Development of regulatory legal acts on occupational safety and health in the energy sphere</td>
</tr>
<tr>
<td>Ministry of Trade and Economic Development of the RA</td>
<td>Government of the RA</td>
<td>Development of sectoral regulatory legal acts on occupational safety in hazardous production facilities</td>
</tr>
<tr>
<td>Ministry of Transport and Communications of the RA</td>
<td>Government of the RA</td>
<td>Development of sectoral regulatory legal acts on occupational safety in the sphere of transport</td>
</tr>
<tr>
<td>Ministry of Agriculture of the RA</td>
<td>Government of the RA</td>
<td>Development of sectoral regulatory legal acts on occupational safety in agriculture</td>
</tr>
<tr>
<td>Ministry of Urban Development of the RA</td>
<td>Government of the RA</td>
<td>Development of sectoral regulatory legal acts on occupational safety in urban development</td>
</tr>
</tbody>
</table>

## National bodies of social insurance against occupational accidents and diseases

Such bodies do not exist in the Republic at present.

The Republic’s Government is considering a draft law of the RA On Mandatory Social Insurance Against Occupational Accidents and Occupational Diseases which would create an authorized agency for social insurance against occupational accidents and diseases.
5.1.4. National bodies of supervision and monitoring of the health of the population, occupational safety, etc.


The State Hygienic and Epidemiological Inspection has its territorial structures in all the regions and cities of Armenia and in the city of Yerevan, in all the city’s communities. The total number of inspectors is 249.

The monitoring of occupational health issues engages specialists with higher education from the hygiene and radiation safety department at the central office of the State Hygienic and Epidemiological Inspection, Regional, Yerevan City, air and ground territorial centers as well as the center of the Armenian Nuclear Power Plant.

At industrial enterprises laboratory and instrumental studies are carried out in accordance with the Decree of the RA Government No.1741-N of October 31, 2002 On the Creation of State Non-Profit Organizations Subordinate to the State-Hygienic and Epidemiological Inspection of the Ministry of Health of the Republic of Armenia by experts of sanitary-hygienic laboratories in 10 regions and the city of Yerevan and 6 state non-commercial “Expert Examination Centers” on the orders of inspection agencies.

The activities of the above structure in the OSH sphere covers the following issues:

♦ inspections;
♦ the study of production processes and harmful and hazardous factors of the production environment and measuring these factors;
♦ evaluation of compliance with sanitary norms and rules;
♦ health classification of the workplace;
♦ development of preventive measures;
♦ compliance of the worker’s state of health to the labour conditions (through periodical medical checkups);
♦ investigation of occupational diseases and poisonings and keeping the statistics thereof;
♦ validation of the social protection means;
♦ study of the general diseases of workers;
♦ hygienic training of personnel;
♦ methodological and practical assistance; and
♦ use of administrative levers.

5.2. National research and design institutions (institutes, centers, laboratories) in the field of OSH

5.2.1. State research and design institutions (institutes, centers, laboratories) in the field of OSH

The following organizations operate in the field of occupational safety and health:
♦ Institute of Labour and Social Studies, Ministry of Labour and Social Affairs of the RA;
♦ Kanaker-Zeitun Medical Center Research Institute of Hygiene and Occupational Diseases, Ministry of Health of the RA;
♦ National Technical Safety Center, Ministry of Trade and Economic Development of the RA.

The Republican state enterprise National Technical Safety Center was created pursuant to the Law of the RA On State Regulation of Technical Safety.

The Center analyzes and assesses occupational safety in the sectors of the economy and organizations, coordinates and conducts fundamental and applied research on OSH problems, develops intersectoral and sectoral norms and instructions in the field of OSH, organizes, provides methodological support for
and carries out attestation of hazardous production facilities in terms of the work environment, delivers expert opinion on production facilities in the process of design and construction in terms of their compliance with occupational safety and health requirements, trains and upgrades the qualifications of government labour experts, CEOs and staff of organizations in matters of occupational safety and health.

5.2.2. Non-governmental research and design institutions (institutes, centers, laboratories) in the field of OSH

The Union of Industrialists and Entrepreneurs (Employers) of Armenia through its agencies is actively pursuing analytical and information and educational activities in the sphere of OSH. The main work in organizing and conducting these activities is done by the Center of Independent Analysis, Productivity and Competitiveness and the advisory fund AI Consult. They provide consultancy services to enterprises including in the field of occupational safety and health. At the initiative of the AI Consult fund a series of training seminars on the occupational safety and health management system ILO-OSH 2001 has been organized. The seminars were conducted by experts from Canada, Belgium and the ILO. Taking part were representatives of the ministries and agencies, small and medium enterprises and the trade unions.

The AI Consult fund has introduced the OSHAS18001 standard at ZAO Elite Group and its subcontractor organizations and provided a certificate in June 2007.

5.2.3. OSH centers rendering non-educational services in the field of OSH

Non-existent.

5.2.4. Occupational disease centers

Earlier the Republic of Armenia had an occupational disease institute with a specialized hospital.
At present occupational diseases are diagnosed at the Kanaker-Zeitun Medical Center Research Institute of Hygiene and Occupational Diseases.

A worker comes to his polyclinic, fills Form 88 and is referred to the Hygiene and Occupational Disease Research Institute for in-patient examination if necessary. Attached to Form 88 are also the hygienic description of the work environment, career route, description of the job with the indication of the substances with which the worker had come in contact. Sometimes the polyclinic is required to produce the case history. The Institute writes its opinion and sends it to the Medical Social Expert Agency. On the strength of the documents submitted the percentage of occupational disability is established and the patient is awarded a disability category.

5.3. Vocational education, training, retraining and upgrading of qualifications in the field of OSH and information and educational work

5.3.1. Programmes of higher professional and post-graduate education

The Armenian State Agrarian University’s Department of Hydro-Melioration has a Chair of Safety and Emergency Situations. It has been in existence for four years. It annually turns out 20-25 engineers specializing in safety. It offers MA and postgraduate courses in that speciality. The Armenian State Engineering University has a Chair of Safe Life Activities which conducts studies in the following areas:
- noise reduction;
- fire safety;
- study of gas pollution in the workplace; and
- the problem of noise abatement in cities.

The Yerevan State Economic University has a chair of Labour Economics which studies occupational safety and health. Graduation papers in higher education institutions include a special section on OSH.
5.3.2. Programmes of further professional education implemented by educational institutions

Non-existent.

5.3.3. Training organized by associations of employers and workers

The Armenian Union of Industrialists and Entrepreneurs (Employers) (AUJE(E)) sees its activities in the sphere of occupational safety as a priority of its own work and that of all the employers.

During 2006-2007 the AUJE(E) organized and held about 20 events (training sessions, seminars, workshops, etc.) for employers and workers responsible for occupational safety and health. A series of seminars were held jointly with the Subregional ILO Office for Eastern Europe and Central Asia. First stage: September 2007, seminar on “Occupational Safety and Health, ILO-OSH 2001/GOST Manual 12.0.230-2007 and practical introduction of ILO-OSH 2001/GOST 12.0.23-2007 at enterprises.” The seminar was conducted by the regional ILO OSH coordinator Roman Litvyakov. The second stage was carried out in November 2007, the seminar on “Risk Assessment and OSH Requirements”. A series of training sessions was conducted by the representatives of the Dutch Employers Cooperation Programme, its executive director Thieu Korten and special adviser Jean-Marie Standaert. The topics were “Safety: Health and Working Conditions”, “How to Introduce a System of OSH Consultations in an Employer Organization”. 25 attendees received certificates that entitle them to conduct training on these issues.

The third stage was held in December, 2007. It was a seminar under the WISE programme on the topic “Safety, Labour Protection and Work Environment at Small Enterprises.”

Social partners attended all the above mentioned events organized by the AUJE(E).

Meetings were organized between employers who are members of the Union and university students during which students were told about the internal rules
of enterprises, the requirements to workers and occupational safety and health and were provided with information on ensuring a proper working environment.

Seminars held at universities and colleges on the current labour legislation, its selected parts, the requirements of employers, the rights of workers, etc. The seminar was also attended by chief executives and professors.

In 2006 the Center of Independent Analysis, Productivity and Competitiveness issued 600 copies of a manual for employers called “Productivity and Competitiveness” which has a separate chapter devoted to OSH. Considering the demand for such literature the manual was reworked and enlarged in 2007 and 1500 copies of it were printed and distributed among employers.

### 5.3.4. Worker training organized by the employer

Under Article 254 of the Labour Code the employer may not admit a worker to performing his duties unless the latter has received training and instruction on occupational safety. The employer sees to it that the worker assumes his/her duties only after being familiarized with the risk factors at the organization and briefed on safety in his/her workplace. Occupational safety instruction at enterprises is conducted in accordance with GOST 12.0.004-90 in the absence of other regulatory acts on instruction in occupational safety in the Republic.

In terms of their character and timing briefings are divided into the following groups:

- introductory, when hiring;
- primary: in the workplace according to the instructions on safety for the specific occupation;
- recurrent: every 6 months (sometimes 3 months depending on how hazardous the workplace is);
- unscheduled: if technologies or instructions change;
- on request of the supervisory bodies and after accidents; and
- when workers break the safety rules.

Worker knowledge of occupational safety is tested once a year and that of engineering and technical employees once in 3 or 5 years.

A new procedure of briefings, training and testing the knowledge of workers, engineers, chief specialists and CEOs of enterprises is currently being prepared.
The AUJ(E) jointly with employers have organized a series of seminars and workshops devoted to the labour legislation of the RA. Workshops and discussions were held on such topics as: “Labour Relations”, “Labour Agreements”, occupational safety, etc. Taking part in the seminar were members of the OSH services and human resource departments. The discussions revealed the strong and weak points of the labour legislation of the RA which led in November 2007 to the development of recommendations and comments on the Labour Legislation of the RA which were submitted to the Ministry of Labour and Social Affairs of the RA.

During the September workshops the participants visited the Armenian Molybdenum Plant where they attended a presentation on occupational safety and health made by the enterprise’s OSH service. The presentation was followed by a discussion and revealed shortcomings and deviations from the norms and made it possible to assess risks. In a new departure in joint activities with the ILO, a project called “Systemic Approach to OSH and Modern Labour Conditions” is planned.

Both workers and engineering and technical personnel engaged in hazardous occupations are trained at the following training centers:

1. The training engineering-technical center at ArmRosgazprom trains and re-trains personnel. The training course lasts 50 hours and involves training in safe conduct of work, compliance with safety rules in gas management and at long-distance gas pipelines. Training is offered on such topics as: “labour safety in X-ray tests of welded seams,” “protection of gas pipelines against electrochemical corrosions”, “insulation of gas pipelines”, etc. Every year 500-700 ArmRosgazprom workers and 250-300 workers of other organizations responsible for gas supplies at their enterprises take these courses.

2. The construction training center provides both individual and group forms of training of agricultural machine operators, and various groups of construction workers. The programme has a duration of 60 hours. 300 trainees are enrolled every year. After completing the course of training tests are conducted and certificates are issued that qualify the holder to work in a specified construction trade.

3. The National Technical Safety Center has a service to train engineers and technical personnel and OSH specialists in hazardous production facilities and persons responsible for occupational safety.
4. The State Crisis Management Academy trains specialists in managing emergency situations, rescue workers and fire-fighters.

5. The Zanzigur Copper Molybdenum Plant’s Training and Retraining Center caters to about 1500 trainees a year.

5.3.5. Entities engaged in information and educational work

There are no entities engaging in information and educational work in the Republic at present. A National Occupational Safety Information Center is scheduled to open in 2008.

The Center would provide customers (employers, trade unions, workers) with information in the sphere of occupational safety and health and will provide extensive training and retraining for government labour inspectors and OSH specialists at organizations and trade unions.

5.4. Specialized OSH-related research, technical and medical institutions

5.4.1. Standardization agencies

The Law of the RA on Standardization of November 9, 1999 lays down the legal framework for standardization activities in the Republic of Armenia and determines the competence of the participants in such activities as well as regulating the principles of development and application of regulatory documents on standardization. The aim of standardization is to ensure:

a) environmental safety of products and services for life, health and property;

b) technical and information compatibility and interchangeability of products;

c) upgrading of the quality of products and services;

d) uniform measurements;

e) resources saving;

f) safety and reliability of buildings and structures in emergency;
g) elimination of technical barriers in trade; and
h) the necessary conditions for defense and mobilization preparedness of the state.

2. The objects of standardization are products and work (including the process of work and services).

Participants in the process of standardization

1. The participants in the process of standardization are the national standardization agency, other government bodies as well as legal entities and individual entrepreneurs.

2. Other government bodies take part in the process of standardization within their competence in accordance with the laws of the Republic of Armenia.

3. Legal entities and individual entrepreneurs in the process of standardization proceed according to the Law On Standardization and other legal acts.

Regulatory documents on standardization in effect in the Republic of Armenia and the requirements to them

1. The regulatory documents on standardization in effect in the Republic of Armenia are:
   a) technical regulations;
   b) national standards;
   c) technical specifications;
   d) classifiers of technical-economic information (hereinafter “classifiers”); and
   e) standards of an organization.

State management in the field of standardization

1. The state standardization managing agency in the Republic of Armenia is the National Standardization Institute of the Ministry of Trade and Economic Development of the RA.

2) The National Standardization Agency:
   a) implements state policy in the field of standardization;
   b) adopts national standards and classifiers;
c) sets organizational, methodological and general technical rules, procedure of standardization work and determines the relations between the participants in the standardization process;

d) establishes the procedure of the application in the Republic of Armenia of international, regional and interstate standards and the national standards of other states;

e) takes part in international, regional and interstate standardization work;

f) organizes specialization and retraining of personnel in the field of standardization;

g) provides official information in the field of standardization and submits the same to international and regional organizations under the procedure established by the Government of the Republic of Armenia;

h) creates and maintains the national fund of regulatory documents on standardization; and

i) effects state registration of national standards and technical specifications.

5.4.2. Insurance agencies

Pending before the government of Armenia is a draft law On Mandatory Social Insurance against Occupational Accidents and Diseases which will seal the main principles and approach to organizing the system of insurance under liabilities arising from causing damage to life or health.

A working group has been created to develop the legal framework for the introduction of the system of mandatory insurance.

5.4.3. Hazard and risk assessment bodies.

The body specializing in the assessment of hazards and risks in hazardous production facilities is the National Technical Safety Center at the Ministry of Trade and Economic Development of the RA.

5.4.4. Emergency response and rescue bodies

The main emergency response and rescue body is the Rescue Service of the Ministry of Territorial Administration of the RA. The activities of the Rescue
Service are regulated by the Constitution of the RA, the Law of the RA of July 8, 2005 On the Rescue Service of Armenia and other laws and regulatory acts. The rescue service is a government body for the prevention of emergencies, reduction and liquidation of their aftermath. In emergency situations it organizes civil defense operations and in the event of martial law protects industrial facilities, territories and the civilian population, carries out search and rescue and urgent restoration work, controls fires, etc. The structure and the numerical size of the Rescue Service is approved by the Government of the RA. The structure includes the seismic service, civil defense, fire-fighting service, the State Crisis Management Academy which trains specialists in managing emergency situations, economists, firemen, and engineers of advance warning and response services.

The Rescue Service enters into agreements with chemical enterprises as well as hazardous production facilities, conducts the registration and monitoring thereof. If necessary it drafts government decisions.

According to the Rescue Service, in 2006 there were 7138 registered emergencies in Armenia, of which 4566 (63.9%) were industrial, 247 (3.5%) were natural and 2325 (32.6%) were manmade. They claimed 5058 victims of whom 481 died and 4577 were wounded.

The rescue service works in close contact with employers and provides training. During 2006, 1721 CEOs and executives of enterprises have received training in protection of the population in emergencies.

**5.5. OSH workers**

The number of workers related to OSH in the republic is 4100.

**5.5.1. Government personnel at the national level responsible for OSH**

The total staff of government bodies who are responsible for OSH is 1510.
5.5.2. Regional and territorial level workers responsible for OSH

The number of workers of regional and territorial level responsible for OSH is 1280.

5.5.3. Local government workers responsible for OSH

The number of local government workers responsible for OSH is 180.

5.5.4. Employer OSH workers

More than 2200 enterprises in Armenia have collective agreements within which representatives of the workers and the employer jointly address the issues of OSH. Mainly large and medium enterprises and building organizations have OSH services, many of which have the status of core production services and report directly to the CEO (owner) of the organization. Some enterprises (ZAO Armenian Molybdenum Production, ZAO Armenian Copper Programme, ZAO Avansky Salt and Ore Combine, ZAO Nailirit, ZAO RusalArmenal, OAO Plastic, ZAO Yerevan brandy distillery, OAO Elektropribor, ZAO Shen Concern, the AI Consult fund and others) run their OSH services in accordance with comprehensive plans of improving labour conditions worked out in accordance with legislative and other regulatory legal acts in the field of OSH. The CEOs of these organizations take measures to improve the work environment, raise additional resources for occupational safety and health, including individual protection means and dietetic food. Various corporate social programmes are implemented. Thus, ZAO Yerevan Brewery pays for the tuition of the children of its employees at higher education institutions, OOO Apaven, OAO Elektropribor, AI Consult fund provide free meals for their workers, and many organization pay transportation and medical costs.

However, small and many medium-sized enterprises for the most part do not have adequate OSH services. Such functions are performed by an HR department worker on a part-time basis who conducts the necessary lectures, seminars and briefings for the workers.
6. THE STATE AND DYNAMICS OF OCCUPATIONAL ACCIDENTS AND DISEASES

6.1. The main grounds for qualifying injuries and diseases as occupational

The procedure of registration and internal investigation of accidents is set down by the decree of the Government of the RA No.458-N of March 23, 2006 and covers all the incidents involving permanent, temporary, seasonal, out-of-staff and part-time workers and students in on-the-job practice. Subject to registration and internal investigation are accidents involving workers during the performance of their duties both on the grounds and outside the enterprise as well as during business trips, breaks, before and after the beginning of the work shift during the time required to put the equipment and tools and the means of individual protection in order, while traveling on the enterprises transport, city transport, if related to their occupational duties. To conduct an internal investigation a commission of not less than three persons is set up representing the employer, and the OSH service. The commission conducts an investigation within three days and from the results of the investigation draws up an act of Form No.1. Such accidents are entered in the register according to Form No.2.

To conduct an internal investigation into group, serious or lethal accidents a commission is created of the representatives of the employer, the victim and the OSH service. The commission conducts the investigation within 15 days and within 24 hours draws up a statement according to Form No.4. In the event of group accidents the statement is drawn up for every worker separately. Within 3 days of the completion of the internal investigation the materials are sent to the State Labour Inspection, the local prosecutor’s office and the insurance agency if the victim has been insured. In the event 5 or more victims die, the commission for internal investigation is created by the RA Government.

It has to be noted that internal investigations in practice are conducted solely by the employer without the participation of the local trade union organization or
the state labour inspection. For that reason the commissions often declare the victims themselves to be responsible for the accident, which prompts the victims to lodge complaints because the size of compensation of damage depends on the degree of the victim’s guilt.

The statute On Registration and Internal Investigation of Occupational Diseases (poisonings) was approved by the Decree of the Government of the Republic of March 23, 2006 No. 458-N. Every case of an acute occupational disease (poisoning) is to be reported by telephone by the medical institution which has revealed the case within six hours to the territorial center of the State Hygienic and Epidemiological Inspection of the Health Ministry of the RA and a notification of Form 1 confirming the occupational disease is to be sent within 24 hours. If there are two or more victims the notification is sent for each worker individually. After the fact of an occupational disease (diagnosis) has been confirmed, or changed a notification to the territorial inspection center of Form No.2 is sent within 24 hours. In the event a chronic occupational disease is diagnosed within three days a notification of Form 3 on chronic occupational disease is to be sent to the territorial center of the inspection on the basis of the approved list of occupational diseases. The final diagnosis of a chronic occupational disease is made on the basis of the description of the work environment in the workplace. Every case of an occupational disease is subject to internal investigation. The investigation is carried out by a commission set up by the Health Ministry of the RA including representatives of the State Hygienic and Epidemiological Inspection of the Ministry of Health of the RA, the Main Labour Inspection of the Ministry of Labour and Social Affairs of the RA, the trade union organization of the enterprise, the employer and, if necessary, representatives of other organizations concerned. The commission starts an internal investigation within 24 hours of receiving a notification. If an acute occupational disease occurs simultaneously with an accident, such accident is investigated in accordance with the procedure of internal investigation of occupational accidents. An internal investigation of a chronic occupational disease is carried out within 10 days after notification of the chronic occupational disease. The results of the internal investigation are entered in a statement on the internal investigation according to Form No.4. One copy each of the statement is issued to the members of the commission, the victim, and, if necessary, to the social insurance bodies.

Health organizations maintain statistics of acute occupational diseases (poisonings).
6.2. Main indicators of occupational injuries and diseases

OSH work in the Republic is not organized in a way that effectively contributes to reducing the rate of occupational injuries (see Table).

The main causes of occupational injuries are still unsatisfactory work organization, poor training in labour safety, lack of the work performance plans, technological flow charts, violation of safety rules in operating transport means, machine tools and equipment without protective devices, etc.

The table below shows the dynamics of occupational injuries in the period between 2002-2007 provided by the statistical service of the Republic of Armenia on the basis of reports.

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total victims</td>
<td>110</td>
<td>95</td>
<td>85</td>
<td>75</td>
<td>100</td>
</tr>
<tr>
<td>Of whom women</td>
<td>2</td>
<td>4</td>
<td>7</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Total with lethal outcome</td>
<td>15</td>
<td>27</td>
<td>22</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>Of whom women</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>k/ch</td>
<td>0.7</td>
<td>0.8</td>
<td>0.8</td>
<td>0.7</td>
<td>0.9</td>
</tr>
<tr>
<td>Number of man/days of disability</td>
<td>3800</td>
<td>4200</td>
<td>3500</td>
<td>2300</td>
<td>3000</td>
</tr>
<tr>
<td>K/t</td>
<td>34.5</td>
<td>44.2</td>
<td>41.1</td>
<td>30.6</td>
<td>30.6</td>
</tr>
<tr>
<td>En route to work</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>En route home</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

As seen from the table the total number of victims in the Republic at the end of 2006 was 100 vs 75 in 2005, a growth by 25%.

The main causes of occupational diseases remain unsatisfactory working conditions, high noise levels because of poor technological equipment used in mines, lack or inadequate supplies of work clothes, special footgear and other individual protection means.

6.3. The main forms of recording occupational injuries and diseases.

The main form of recording cases of occupational injuries is state statistical report form 7 tvr approved by the State Statistical Council on August 12, 2002,
No.170-N. Reports on occupational diseases are submitted according to Form 7 (occupational diseases).

6.4. Main forms of gathering statistical information.

Every year before January 25 legal entities, enterprises and private entrepreneurs send a report of Form 7 tvr on occupational injuries to the territorial statistical authorities which aggregate the reports presented and send them to the Statistical Service of the RA before February 15.

Report of Form 7 on occupational diseases is sent by the Medical Social Expert Agency to the Statistical Service of the RA.

6.5. Number of registered occupational accidents with lethal outcome.

See Table 6.2.

6.6. Number of registered occupational injuries

2006 saw a 25% growth of occupational injuries and a 15% growth of disability days. As of the end of 2006 200 persons became Category 1 invalids due to occupational injuries of whom 36 were women, 1099 persons became Category 2 invalids (219 women) and 1703 victims became category 3 invalids (247 women).

The rate of occupational injuries with a lethal outcome is growing in construction, the energy and metallurgical sectors.

6.7. Number of registered occupational disease cases

See table 6.2.
6.8. Number of persons in work places with hazardous labour conditions

The number of workers in work places with hazardous labour conditions is reported to the Statistical Service of the RA in Report form 1-T Labour Conditions.

Statistics of the distribution of workers in harmful and hazardous work environments by sector are given in the following table.

<table>
<thead>
<tr>
<th>In % of total</th>
<th>Of whom in organizations</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in industry</td>
<td>in construction</td>
<td>transport</td>
<td>communications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workers in unhygienic conditions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>3.6</td>
<td>3.2</td>
<td>0.04</td>
<td>4.8</td>
<td>11.1</td>
<td></td>
</tr>
<tr>
<td>2003</td>
<td>3.4</td>
<td>4.5</td>
<td>0.2</td>
<td>3.8</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>1.8</td>
<td>3.7</td>
<td>-</td>
<td>4.6</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>1.0</td>
<td>3.9</td>
<td>0.3</td>
<td>4.3</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Engaged in hard manual labour

<table>
<thead>
<tr>
<th>In % of total</th>
<th>Of whom in organizations</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in industry</td>
<td>in construction</td>
<td>transport</td>
<td>communications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>0.3</td>
<td>0.2</td>
<td>0.5</td>
<td>0.5</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2003</td>
<td>4.9</td>
<td>6.6</td>
<td>2.4</td>
<td>1.4</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>0.6</td>
<td>0.5</td>
<td>7.1</td>
<td>1.6</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>0.3</td>
<td>1.1</td>
<td>1.7</td>
<td>1.1</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Working with unsafe equipment

<table>
<thead>
<tr>
<th>In % of total</th>
<th>Of whom in organizations</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in industry</td>
<td>in construction</td>
<td>transport</td>
<td>communications</td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>0.03</td>
<td>0.02</td>
<td>-</td>
<td>0.2</td>
<td>-</td>
</tr>
<tr>
<td>2003</td>
<td>2.3</td>
<td>3.4</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2004</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2005</td>
<td>-</td>
<td>0.2</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Distribution of workers in harmful and hazardous jobs by gender and sector of industry will be found in the table below.

<table>
<thead>
<tr>
<th>In % of those employed in the sector</th>
<th>Of whom in organizations</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in industry</td>
<td>in construction</td>
<td>transport</td>
<td>communications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workers in unhygienic conditions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men 2004</td>
<td>4.7</td>
<td>-</td>
<td>0.4</td>
<td>2.4</td>
<td>2.2</td>
<td></td>
</tr>
<tr>
<td>Women 2004</td>
<td>1.5</td>
<td>2.0</td>
<td>-</td>
<td>0.1</td>
<td>13.5</td>
<td></td>
</tr>
<tr>
<td>Men 2005</td>
<td>4.7</td>
<td>-</td>
<td>0.4</td>
<td>2.4</td>
<td>2.2</td>
<td></td>
</tr>
<tr>
<td>Women 2005</td>
<td>1.5</td>
<td>2.0</td>
<td>-</td>
<td>0.1</td>
<td>12.2</td>
<td></td>
</tr>
<tr>
<td>Of whom in organizations</td>
<td>In industry</td>
<td>In construction</td>
<td>Transport</td>
<td>Communications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>-----------</td>
<td>----------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engaged in hard manual labour</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>0.8</td>
<td>1.4</td>
<td>8.2</td>
<td>1.9</td>
<td>0.6</td>
<td>0.2</td>
</tr>
<tr>
<td>Women</td>
<td>-</td>
<td>0.5</td>
<td>0.6</td>
<td>-</td>
<td>6.1</td>
<td>4.8</td>
</tr>
<tr>
<td>Working in high noise, infra and ultrasound environments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>1.5</td>
<td>1.2</td>
<td>-</td>
<td>0.2</td>
<td>1.4</td>
<td>0.9</td>
</tr>
<tr>
<td>Women</td>
<td>0.4</td>
<td>0.6</td>
<td>-</td>
<td>-</td>
<td>7.5</td>
<td>5.4</td>
</tr>
<tr>
<td>Working in environments exceeding maximum allowable dust concentrations in the work zone</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>3.2</td>
<td>3.5</td>
<td>1</td>
<td>0.2</td>
<td>1.0</td>
<td>1.3</td>
</tr>
<tr>
<td>Women</td>
<td>1.1</td>
<td>1.4</td>
<td>-</td>
<td>0.1</td>
<td>6.0</td>
<td>6.8</td>
</tr>
</tbody>
</table>

6.9. Assessment of the scale of underreporting

At the end of every year the relevant department of the Trade Union Confederation of Armenia verifies the cases investigated by sectoral trade unions against the data of the statistical services of the Republic of Armenia. If divergences are found the reports are corrected. Thus, in 2005 experts of sectoral trade unions reported 17 cases with a lethal outcome while the data provided to Statistical Service put the number of dead at 11. The Statistical Service managed to reveal the concealed cases and adjust the final figure. But hidden cases are not always revealed. Thus, in 2007 30 cases were investigated by the sectoral trade unions while statistical services reported 22 cases, in 2006 the figures were respectively 21 for the trade unions and 17 for Statistical Service. And according to the report of the State Labour Inspection published in the press in 2006 a total of 26 accidents were registered whereas according to the Statistical Service there were 100 accidents in 2006, of which 17 involved loss of life.

The table below shows the distribution of lethal accidents by sector in the period between 2002 and 2006 which were investigated by experts of the Trade Union Confederation of the Republic of Armenia.
<table>
<thead>
<tr>
<th>Name of sector</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agro-industrial complex</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Housing and utilities</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Construction organizations</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td>Mining and metallurgical industry</td>
<td>2</td>
<td>3</td>
<td>7</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Power</td>
<td>5</td>
<td>7</td>
<td>7</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Railways</td>
<td>-</td>
<td>1</td>
<td>4</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>Machine-building</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Chemistry</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Transport</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Geology</td>
<td>-</td>
<td>1</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Public health</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Banks</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>13</td>
<td>19</td>
<td>30</td>
<td>17</td>
<td>21</td>
</tr>
<tr>
<td>Official Statistical Service data</td>
<td>15</td>
<td>27</td>
<td>22</td>
<td>17</td>
<td>17</td>
</tr>
</tbody>
</table>
7. REGULAR MEASURES AND PERMANENT
OSH WORK: SPECIFIC EXAMPLES

7.1. Regular measures at the national level

None.

7.1.1. National initiatives

A number of decrees of the government of the RA in line with the EU directives and ILO conventions are to be adopted with the aim of improving legal relations in the field of OSH.

7.1.2. Initiatives in industry

To create healthy and safe working conditions under Article 253 of the Labour Code the employer may establish a health and safety commission at the enterprise.

The government’s decree No. 107-N of June 29, 2006 establishes the rules of the work of health and safety commissions in organizations.

The main tasks of the commission are to identify occupational risks at the enterprise, to develop measures to create healthy and safe labour conditions, contribute to the introduction of labour safety regulations, study the proposals of workers on ways to improve working conditions and organize health screening of workers.

The commission consists of equal number of representatives of the employer and the trade union organization. The numerical size of the commission is established by mutual agreement, but in any case cannot be less than six depending on the total size of the workforce and the nature of the enterprise. Representatives of the trade union organization are elected at the general meeting and the
representatives of the employer are appointed by the employer’s executive order. The commission elects the chairman and the secretary from its number. The chairman of the commission may not be an OSH service worker. The composition of the commission is approved by the executive order of the CEO.

The Commission organizes its work in accordance with the provision approved by the Commission.

Meetings of the commission are held as the need arises, but not less frequently than once in three months. Periodically, but not less than once a year, the commission reports back to the workforce. At present 50 such commissions are active.

7.1.3. Trade union activities and initiatives in the field of OSH

As stated in Section 6.1 the representatives of trade union organizations are not included in the commissions of internal investigation of accidents and are not presented with data on accidents. However, the trade unions manage to analyze the causes of occupational injuries, develop measures to liquidate these causes and include them in the collective agreements at enterprises and in sectors. Thus, the republican union of mining and metallurgical workers initiated signing an agreement with the National Technical Safety Center on joint technical investigations of accidents in hazardous production facilities. 27 such investigations have been carried out.

Under the Criminal Procedural Code an investigator from the Prosecutor’s Office has the right at his discretion to bring in experts or specialists in the sector to provide their opinions on the accident that has occurred at an enterprise, to reveal the causes of the accident, identify the persons who have violated safety rules that led to the accident. At the initiative of the trade unions trade union specialists are often invited as experts. This makes it possible to conduct the investigation in a timely manner, to resolve the issues of damage compensation and to obtain the necessary information. Over 5 years experts of the republican sectoral trade unions delivered their opinions on 100 lethal accidents. Trade unions conduct seminars, train trade union activists from different sectors in labour safety. Such seminars are conducted at the regional level by all the sectoral trade unions.
The Trade Union Confederation has developed a special form according to which sectoral committees submit once a year, not later than February 25 data on the number of collective agreements signed at enterprises, the number of investigated accidents, including lethal ones, and the number of commissions created on matters of health and safety.

7.2. International cooperation.

7.2.1. World Labour Day.

In 2005 the World Labour Day, April 28 was marked at the Almaz plant where an agreement was signed on OSH between the trade union organization and the plant’s managers.

Representatives of the Ministry of Labour and Social Affairs go on national media to report on the work in the field of OSH during the past year.

7.2.2. Agreements on cooperation and projects with ILO, other international agencies or states (alliances of states).

On the issues of OSH the Ministry of Labour and Social Affairs of the RA, other ministries and agencies, the Union of Industrialists and Entrepreneurs (Employers) of Armenia, the Trade Union Confederation of Armenia are cooperating closely with the ILO, the World Health Organization, the International Trade Union Confederation and the relevant EU structures.

A Programme of Technical Cooperation for 2004-2006 between the Ministry of Labour and Social Affairs of the RA, the Union of Industrialists and Entrepreneurs (Employers) of Armenia, the Armenian Trade Union Confederation and the International Labour Organization was adopted in 2004. It envisages measures to improve mechanisms of social partnership, ensure occupational safety and health and social insurance.

On March 26, 2007 the Programme Decent Work in the Republic of Armenia – 2007–2011 was adopted. The aim of the programme is to stimulate decent work as a key element of the country’s social and economic policy. The programme is

The Programme reflects the priorities of the authorized partners of the ILO in Armenia: the Ministry of Labour and Social Affairs of the RA, the Union of Industrialists and Entrepreneurs (Employers) of Armenia, the Trade Union Confederation of Armenia, the ILO Subregional Office for Eastern Europe and Central Asia. The programme outlines the policy, strategy and expected results of progress in ensuring decent work. It lays down the cooperation strategy between the Republic of Armenia and the ILO for 2007-2011. An action plan to implement the programme has been adopted. The programme and the action plan assign considerable significance to improving social protection and occupational safety and health.

7.2.3. The activities of the national and cooperating OSH information centres of the ILO

None.
8. ANALYSIS OF THE STRENGTHS AND WEAKNESSES OF THE NATIONAL SYSTEM OF OSH

The process of development of the National OSH Profile of the Republic of Armenia has confirmed the fact that the enterprises and organizations which have OSH systems and pay much attention to these issues achieve higher performance indicators in the occupational safety and in production spheres than those that do not have such systems.

Some problems with introducing international occupational safety standards stem to a large extent from the fact that the central staffs of sectoral ministries and agencies have downsized the OSH units (services) that existed formerly, and where such units exist, they do not have enough qualified personnel.

In our opinion, a considerable factor that increases the rate of occupational accidents, especially those with lethal outcome, is the flawed regulatory legal framework in the field of OSH which cannot keep up with the pace of the country’s economic development, absence of many essential norms and neglect on the part of government bodies and many employers and insufficient potential of the trade unions.

The adoption of the ILO regulations on OSH management systems (ILO OSH 2001) and the corresponding EU directives is an urgent need.

Each of the supervisory bodies in the country has its own procedure of investigating accidents which differ in terms of the composition of commissions, the procedure of document gathering, etc. We believe it is practicable to develop a single statute on the investigation of accidents.

The lack of a single form of reporting industrial injuries is the main reason of the disparities between the real number of occupational accidents, including lethal ones, and the official statistical data.
There is no systemic approach to the issues of occupational safety. The development of the National Occupational Safety and Health Programme would fill that gap.

In Armenia most occupational accidents and diseases occur in the primary sector of the economy: the power industry, construction, agriculture, transport and mining.

Insufficient attention of employers to occupational safety, the training of workers in safety rules, perfunctory conduct of briefings lead to a high rate of injuries, mortality and occupational diseases. One should stress the need to pass a law on mandatory social insurance against occupational accidents and diseases.
9. GENERAL CONCLUSIONS
FROM THE NATIONAL OSH PROFILE

The work on this profile has revealed that the occupational safety system in Armenia is in need of further development and improvement. We believe the following tasks need to be addressed:

1. The creation and introduction, nationwide, of an effective system of occupational safety management that meets modern requirements.

2. Further development, strengthening and improvement of state supervision and monitoring of occupational safety in the light of international experience.

3. The creation and introduction of a national system of OSH standards.

4. The introduction at the republic’s enterprises and organizations of an occupational safety and health management system, international standards and management recommended by the ILO.


7. Improvement of the regulatory legal basis in the OSH field.

8. Development of a set of measures to coordinate the activities of state bodies, services, inspections and laboratories in the OSH field.

9. Establishing an effective social partnership at the regional and territorial levels. Social partners shall include OSH issues in tripartite agreements.

10. Creating a system and structures for the training and retraining of personnel in the field of OSH and forming an adequate research base.

11. Providing enterprises and organizations with training and methodological literature, instructions on occupational safety and health, fire and road safety.

12. Initiating legislation to improve the economic methods of regulating and stimulating the activities of employers in the field of OSH.
1. Main laws and other regulatory legal acts on occupational safety and health

2. Civil Code of the Republic of Armenia
4. Tax Laws of the RA
6. The Law of the RA On Road Safety
7. The Law of the RA On Seismic Protection
8. The Law of the RA On Employers of February 27, 2007
13. The Law of the RA On Mandatory Social Insurance against Temporary Disability, October 24, 2005
15. The Law of the RA On Streamlining of Technical Safety of October 24, 2005
16. The Law of the RA On Road Safety
17. The Law of the RA On Employment of October 24, 2005
22. The Law of the RA On Food Safety, October 27, 2006
27. The Law of the RA On Inspection of Food Products of...
30. Decree of the RA Government On Approving the Procedure of Licensing and Form of Licensing of Work to Transport Radioactive Substances, Equipment Containing Radioactive Substances or Sources of Radiation, December 9, 2004, No. 1791-N
31. Decree of the RA Government On Approving the Procedure of Licensing and Form of Licensing of Work to Transport Radioactive Substances, Equipment Containing Radioactive Substances or Sources of Radiation, December 9, 2004, No. 1792-N
32. Decree of the RA Government On Approving the Procedure of Licensing and Form of Licensing of Work to Transport Radioactive Substances, Equipment
33. On Approving the Procedure of Classification of Accidents in the Power Industry, their Special Investigation and Annulment of the Government Decree No. 1530-N of August 18, 2005


35. Decree of the RA Government On Approving the List of Categories of Workers Entitled to Additional and Longer Leaves of August 11, 2005

36. Decree of the RA Government On Introducing Amendments to the State of the State Energy Inspection and Its Structures of June 1, 2005

37. Decree on State Labour Inspection, July 29, 2004

38. Decree of the RA Government On the Procedure of Mandatory Preliminary Medical Examination, on the Sphere of activities in which Workers are subject to Mandatory Medical Examination, on the List of the Extent and Frequency of Medical Examinations and Approving the Forms of Personal Sanitary (Medical) Card and List of Names of Persons Subject to Medical Examination of July 15, 2004, No. 1089-N


41. Decree of the RA Government on Approving the Form of Submitting Information on Persons Operating a Hazardous Facility, of September 4, 2006, No. 177-N

42. Decree of the RA Government On Establishing Requirements to the Certification of Technical Safety of a Hazardous Production Facility of May 16, 2006 No 88-N

44. Decree of the RA Government On Approving Maximum Allowable Concentrations of Harmful Substances of February 16, 2006, No. 182-N

45. Decree of the RA Government On the Procedure of Establishing the Degree of Occupational Disability due to Occupational Accidents and Diseases of May 11, 2006 No. 619-N

2. List of official sites related to OSH and other information resources

The site of the President of the Republic of Armenia www.president.am
The site of the National Assembly of the RA www.parliament.am
The site of the RA Government www.gov.am
The site of the National Statistical Service of Armenia www.armstat.am
Minister of Labour and Social Affairs of the RA www.mss.am
Ministry of Territorial Administration of the RA www.mta.am
Ministry of Trade and Economic Development of the RA
Ministry of Health of the RA www.moh.am
Ministry of Nature Conservation of the RA www.nature.am
Ministry of Construction of the RA www.am
Energy Ministry of the RA www.minenergy.am
Ministry of Agriculture of the RA www.minagro.am
Ministry of Transport and Communications of the RA www.mtc.am
Union of Industrialists and Entrepreneurs (Employers) of Armenia
www.umba.com

Armenia is in the group of countries with average human development potential. Armenia’s human development index (HDI) is 0.775.

Per capita GDP is $1785.

Average life expectancy is 71.7 years.

Literacy level is 99.4%.
### 4. Selected social and economic indicators of the RA, 2006

<table>
<thead>
<tr>
<th></th>
<th>January-December 2006</th>
<th>January-December 2006 to January-December 2005, %</th>
<th>December 2006 to November, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross domestic product, m drams</td>
<td>2665036.6</td>
<td>113.4</td>
<td>142.2</td>
</tr>
<tr>
<td>In market prices</td>
<td>2447072.8</td>
<td>113.6</td>
<td>x</td>
</tr>
<tr>
<td>GDP deflator index (ratio of GDP in current prices to GDP computed in comparable prices of the previous year), %</td>
<td>x</td>
<td>104.8</td>
<td>x</td>
</tr>
<tr>
<td>Industrial output, m drams</td>
<td>643503.7</td>
<td>99.1</td>
<td>108.0</td>
</tr>
<tr>
<td>Consumer goods production, m drams</td>
<td>230852.6</td>
<td>102.1</td>
<td>x</td>
</tr>
<tr>
<td>Power generation, m drams</td>
<td>5940.8</td>
<td>94.1</td>
<td>137.7</td>
</tr>
<tr>
<td>Gross agricultural output, m drams</td>
<td>555922.3</td>
<td>100.4</td>
<td>109.7</td>
</tr>
<tr>
<td>Construction</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Volume of construction, m drams</td>
<td>623111.5</td>
<td>137.1</td>
<td>131.4</td>
</tr>
<tr>
<td>Introduction of housing, '000 sq m</td>
<td>365721</td>
<td>106.6</td>
<td>78.9</td>
</tr>
<tr>
<td>Foreign trade</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$ m</td>
<td>3198.3</td>
<td>115.2</td>
<td>112.4</td>
</tr>
<tr>
<td>m drams</td>
<td>1314.4</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Export of goods</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$ m</td>
<td>1004.0</td>
<td>103.1</td>
<td>129.8</td>
</tr>
<tr>
<td>m drams</td>
<td>412.2</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Import of goods</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$ m</td>
<td>2194.3</td>
<td>121.8</td>
<td>106.0</td>
</tr>
<tr>
<td>m drams</td>
<td>902.2</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Average nominal wage per worker (estimate, drams)</td>
<td>64001</td>
<td>123.5</td>
<td>119.6</td>
</tr>
<tr>
<td>Incomes of the population, m drams</td>
<td>1722253.7</td>
<td>119.8</td>
<td>162.4</td>
</tr>
<tr>
<td>Real disposable incomes, m drams</td>
<td>158943.2</td>
<td>116.7</td>
<td>161.3</td>
</tr>
<tr>
<td>Consumer price index, %</td>
<td>x</td>
<td>102.9</td>
<td>101.6</td>
</tr>
</tbody>
</table>
5. GDP growth rate (%)

6. Human Resources in Armenia

The bulk of Armenia’s population are persons aged between 17 and 59

More than 60 higher education institutions with a student body of more than 77000

8 foreign universities including:

♦ American University in Armenia;
♦ French University;
♦ European University.

More than 96 research institutes and centers

Literacy level 99%
7. Labour resources of the Republic of Armenia

(1000 persons)

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour resources</td>
<td>2406.2</td>
<td>1976.9</td>
<td>2008.4</td>
<td>2041.5</td>
<td>2072.4</td>
</tr>
<tr>
<td>Economically active population</td>
<td>2141.7</td>
<td>1240.1</td>
<td>1232.4</td>
<td>1196.5</td>
<td>1195.8</td>
</tr>
<tr>
<td>Engaged in the economy</td>
<td>1264.9</td>
<td>1106.4</td>
<td>1107.6</td>
<td>1081.7</td>
<td>1097.8</td>
</tr>
<tr>
<td>Of which in the government sector</td>
<td>313.3</td>
<td>285.8</td>
<td>257.8</td>
<td>228.2</td>
<td>217.3</td>
</tr>
<tr>
<td>In the non-government sector</td>
<td>951.6</td>
<td>820.6</td>
<td>849.8</td>
<td>853.5</td>
<td>880.5</td>
</tr>
<tr>
<td>Engaged in farming</td>
<td>553.6</td>
<td>492.8</td>
<td>503.5</td>
<td>501.6</td>
<td>502.3</td>
</tr>
<tr>
<td>Self-employed</td>
<td>55</td>
<td>60.0</td>
<td>62.7</td>
<td>64.9</td>
<td>66.2</td>
</tr>
<tr>
<td>Other employed population</td>
<td>656.3</td>
<td>553.6</td>
<td>541.4</td>
<td>515.2</td>
<td>529.3</td>
</tr>
<tr>
<td>Registered unemployed</td>
<td>146.8</td>
<td>133.7</td>
<td>124.8</td>
<td>114.8</td>
<td>98.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economically active population</td>
<td>58.7</td>
<td>62.7</td>
<td>61.4</td>
<td>58.6</td>
<td>57.7</td>
</tr>
<tr>
<td>Engaged in sectors of the economy</td>
<td>52.6</td>
<td>56.0</td>
<td>55.1</td>
<td>53.0</td>
<td>53.0</td>
</tr>
<tr>
<td>Engaged in farming</td>
<td>23.0</td>
<td>24.9</td>
<td>25.1</td>
<td>24.6</td>
<td>24.2</td>
</tr>
<tr>
<td>Self-employed</td>
<td>2.3</td>
<td>3.0</td>
<td>3.1</td>
<td>3.2</td>
<td>3.2</td>
</tr>
<tr>
<td>Other employed population</td>
<td>27.3</td>
<td>28</td>
<td>27.0</td>
<td>25.2</td>
<td>25.5</td>
</tr>
</tbody>
</table>
## 8. Average annual number by sector

(1000 persons)

<table>
<thead>
<tr>
<th>Sector</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total in sectors of industry</td>
<td>1264.9</td>
<td>1106.4</td>
<td>1107.6</td>
<td>1081.7</td>
<td>1097.8</td>
</tr>
<tr>
<td>Industry</td>
<td>169.6</td>
<td>143.1</td>
<td>138.8</td>
<td>132.0</td>
<td>134.6</td>
</tr>
<tr>
<td>Agriculture</td>
<td>570.0</td>
<td>500.8</td>
<td>509.0</td>
<td>507.1</td>
<td>507.6</td>
</tr>
<tr>
<td>Construction</td>
<td>41.2</td>
<td>36.1</td>
<td>37.2</td>
<td>33.3</td>
<td>34.6</td>
</tr>
<tr>
<td>Transport and communications</td>
<td>44.2</td>
<td>40.2</td>
<td>41.8</td>
<td>46.5</td>
<td>49.7</td>
</tr>
<tr>
<td>Trade and public catering</td>
<td>110.5</td>
<td>99.6</td>
<td>105.0</td>
<td>103.8</td>
<td>108.9</td>
</tr>
<tr>
<td>Housing and utilities, non-production services</td>
<td>37.0</td>
<td>30.2</td>
<td>32.6</td>
<td>33.0</td>
<td>34.4</td>
</tr>
<tr>
<td>Public health, physical culture and social security</td>
<td>79.3</td>
<td>66.9</td>
<td>60.3</td>
<td>49.8</td>
<td>50.6</td>
</tr>
<tr>
<td>Education, culture, arts</td>
<td>155.2</td>
<td>138.3</td>
<td>132.2</td>
<td>120.8</td>
<td>119.0</td>
</tr>
<tr>
<td>Science and science servicing</td>
<td>14.6</td>
<td>13.2</td>
<td>12.3</td>
<td>12.2</td>
<td>14.0</td>
</tr>
<tr>
<td>Lending and insurance</td>
<td>6.7</td>
<td>5.2</td>
<td>5.0</td>
<td>5.6</td>
<td>6.6</td>
</tr>
<tr>
<td>Administrative apparatus</td>
<td>25.2</td>
<td>23.8</td>
<td>25.0</td>
<td>26.6</td>
<td>28.2</td>
</tr>
<tr>
<td>Other sectors</td>
<td>11.4</td>
<td>9.0</td>
<td>8.0</td>
<td>11.2</td>
<td>10.1</td>
</tr>
</tbody>
</table>

## 9. Breakdown of the employed and unemployed by gender

(1000 persons)

<table>
<thead>
<tr>
<th>Category</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average annual number of employed in the economy</td>
<td>1264.9</td>
<td>1106.4</td>
<td>1107.6</td>
<td>1081.7</td>
<td>1097.8</td>
</tr>
<tr>
<td>Men</td>
<td>682.9</td>
<td>582.1</td>
<td>581.8</td>
<td>584.2</td>
<td>597.1</td>
</tr>
<tr>
<td>Women</td>
<td>582.0</td>
<td>524.3</td>
<td>525.8</td>
<td>497.5</td>
<td>500.7</td>
</tr>
<tr>
<td>Average annual number of registered unemployed</td>
<td>146.8</td>
<td>133.7</td>
<td>124.8</td>
<td>114.8</td>
<td>98</td>
</tr>
<tr>
<td>Men</td>
<td>50.9</td>
<td>44.9</td>
<td>40.1</td>
<td>35.0</td>
<td>29</td>
</tr>
<tr>
<td>Women</td>
<td>95.9</td>
<td>88.8</td>
<td>84.7</td>
<td>79.8</td>
<td>64</td>
</tr>
<tr>
<td>Young people aged 16-30</td>
<td>39.8</td>
<td>35.9</td>
<td>33.4</td>
<td>22.0</td>
<td>13.3</td>
</tr>
</tbody>
</table>
10. Number of employed by sectors of economy in 2005

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Government sector</th>
<th>Non-government sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total in all sectors of the economy</td>
<td>1097.8</td>
<td>217.3</td>
<td>880.5</td>
</tr>
<tr>
<td>Industry</td>
<td>134.6</td>
<td>7.7</td>
<td>126.9</td>
</tr>
<tr>
<td>Agriculture and forestry</td>
<td>507.6</td>
<td>3.7</td>
<td>503.9</td>
</tr>
<tr>
<td>Construction</td>
<td>34.6</td>
<td>1.7</td>
<td>32.9</td>
</tr>
<tr>
<td>Transport and communications</td>
<td>49.7</td>
<td>12.9</td>
<td>36.9</td>
</tr>
<tr>
<td>Trade and public catering</td>
<td>108.9</td>
<td>0.2</td>
<td>108.7</td>
</tr>
<tr>
<td>Housing and utilities, services</td>
<td>34.4</td>
<td>2.5</td>
<td>31.9</td>
</tr>
<tr>
<td>Public health, physical culture and social security</td>
<td>50.6</td>
<td>39.3</td>
<td>11.3</td>
</tr>
<tr>
<td>Science and science servicing</td>
<td>14.0</td>
<td>10.0</td>
<td>4.0</td>
</tr>
<tr>
<td>Lending and insurance</td>
<td>6.1</td>
<td>0.6</td>
<td>5.5</td>
</tr>
<tr>
<td>Administrative apparatus</td>
<td>28.2</td>
<td>27.2</td>
<td>1.0</td>
</tr>
<tr>
<td>Other</td>
<td>10.1</td>
<td>3.8</td>
<td>6.3</td>
</tr>
</tbody>
</table>

11. Gender and age breakdown of population
as of January 1, 2006

<table>
<thead>
<tr>
<th>Age</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The whole population</td>
<td>1554</td>
<td>1665</td>
<td>3219.2</td>
</tr>
<tr>
<td>Under 1</td>
<td>19.9</td>
<td>17.2</td>
<td>37.1</td>
</tr>
<tr>
<td>1-4</td>
<td>76.2</td>
<td>66.0</td>
<td>142.2</td>
</tr>
<tr>
<td>5-9</td>
<td>111.8</td>
<td>98.7</td>
<td>210.5</td>
</tr>
<tr>
<td>10-14</td>
<td>141.1</td>
<td>133.6</td>
<td>274.7</td>
</tr>
<tr>
<td>15-19</td>
<td>162.2</td>
<td>158.0</td>
<td>320.2</td>
</tr>
<tr>
<td>20-24</td>
<td>152.7</td>
<td>151.8</td>
<td>304.5</td>
</tr>
<tr>
<td>25-29</td>
<td>126.1</td>
<td>128.8</td>
<td>254.9</td>
</tr>
<tr>
<td>30-34</td>
<td>101.6</td>
<td>108.9</td>
<td>210.5</td>
</tr>
<tr>
<td>35-39</td>
<td>96.6</td>
<td>105.8</td>
<td>202.4</td>
</tr>
<tr>
<td>40-44</td>
<td>119.7</td>
<td>133.2</td>
<td>252.9</td>
</tr>
<tr>
<td>45-49</td>
<td>123.1</td>
<td>136.3</td>
<td>259.4</td>
</tr>
<tr>
<td>50-54</td>
<td>89.7</td>
<td>103.4</td>
<td>193.1</td>
</tr>
<tr>
<td>55-59</td>
<td>60.5</td>
<td>73.1</td>
<td>133.6</td>
</tr>
<tr>
<td>60-64</td>
<td>33.4</td>
<td>43.3</td>
<td>76.7</td>
</tr>
<tr>
<td>65 plus</td>
<td>139.5</td>
<td>207.0</td>
<td>346.5</td>
</tr>
</tbody>
</table>
12. Economic liberty index

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARMENIA</td>
<td>45</td>
<td>44</td>
<td>44</td>
<td>42</td>
<td>27</td>
<td>32</td>
</tr>
<tr>
<td>AZERBAIJAN</td>
<td>118</td>
<td>104</td>
<td>106</td>
<td>103</td>
<td>123</td>
<td>107</td>
</tr>
<tr>
<td>GEORGIA</td>
<td>108</td>
<td>113</td>
<td>91</td>
<td>100</td>
<td>68</td>
<td>35</td>
</tr>
<tr>
<td>FRANCE</td>
<td>45</td>
<td>40</td>
<td>44</td>
<td>44</td>
<td>44</td>
<td>45</td>
</tr>
<tr>
<td>GERMANY</td>
<td>20</td>
<td>19</td>
<td>18</td>
<td>18</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>HUNGARY</td>
<td>32</td>
<td>44</td>
<td>42</td>
<td>35</td>
<td>40</td>
<td>44</td>
</tr>
<tr>
<td>IRAN</td>
<td>151</td>
<td>146</td>
<td>148</td>
<td>148</td>
<td>156</td>
<td>150</td>
</tr>
<tr>
<td>POLAND</td>
<td>45</td>
<td>66</td>
<td>56</td>
<td>41</td>
<td>41</td>
<td>87</td>
</tr>
<tr>
<td>RUSSIA</td>
<td>131</td>
<td>135</td>
<td>114</td>
<td>124</td>
<td>122</td>
<td>120</td>
</tr>
<tr>
<td>TURKEY</td>
<td>105</td>
<td>119</td>
<td>106</td>
<td>112</td>
<td>85</td>
<td>83</td>
</tr>
<tr>
<td>UKRAINE</td>
<td>137</td>
<td>131</td>
<td>117</td>
<td>88</td>
<td>99</td>
<td>125</td>
</tr>
<tr>
<td>USA</td>
<td>4</td>
<td>6</td>
<td>10</td>
<td>12</td>
<td>9</td>
<td>4</td>
</tr>
</tbody>
</table>


![Graph showing annual growth of exports 2002-2006 against 2001]
14. Dynamics of occupational diseases

Distribution of registered invalids by gender, cause and group of invalidity, 2005

<table>
<thead>
<tr>
<th></th>
<th>Group I</th>
<th>Group II</th>
<th>Group III</th>
<th>Disabled child</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Of whom</td>
<td>Total</td>
<td>Of whom</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women</td>
<td></td>
<td>women</td>
</tr>
<tr>
<td>Occupational injury</td>
<td>196</td>
<td>35</td>
<td>1114</td>
<td>220</td>
</tr>
<tr>
<td>or trauma</td>
<td></td>
<td></td>
<td></td>
<td>1787</td>
</tr>
<tr>
<td>Occupational disease</td>
<td>22</td>
<td>4</td>
<td>277</td>
<td>65</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>229</td>
</tr>
</tbody>
</table>

Distribution of urban invalids by gender, cause and group of invalidity, 2005

<table>
<thead>
<tr>
<th></th>
<th>Group I</th>
<th>Group II</th>
<th>Group III</th>
<th>Disabled child</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Of whom</td>
<td>Total</td>
<td>Of whom</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women</td>
<td></td>
<td>women</td>
</tr>
<tr>
<td>Occupational injury</td>
<td>139</td>
<td>26</td>
<td>785</td>
<td>154</td>
</tr>
<tr>
<td>or trauma</td>
<td></td>
<td></td>
<td></td>
<td>1284</td>
</tr>
<tr>
<td>Occupational disease</td>
<td>20</td>
<td>3</td>
<td>236</td>
<td>57</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>181</td>
</tr>
</tbody>
</table>

Distribution of registered invalids by gender, cause and group of invalidity, 2006

<table>
<thead>
<tr>
<th></th>
<th>Group I</th>
<th>Group II</th>
<th>Group III</th>
<th>Disabled child</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Of whom</td>
<td>Total</td>
<td>Of whom</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women</td>
<td></td>
<td>women</td>
</tr>
<tr>
<td>Occupational injury</td>
<td>200</td>
<td>36</td>
<td>1099</td>
<td>219</td>
</tr>
<tr>
<td>or trauma</td>
<td></td>
<td></td>
<td></td>
<td>1703</td>
</tr>
<tr>
<td>Occupational disease</td>
<td>21</td>
<td>4</td>
<td>260</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>212</td>
</tr>
</tbody>
</table>

Distribution of newly declared invalids by gender and cause of invalidity, 2006

<table>
<thead>
<tr>
<th></th>
<th>Declared invalids</th>
<th>Of whom:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Of working age</td>
</tr>
<tr>
<td></td>
<td>Of whom women</td>
<td>Of whom women</td>
</tr>
<tr>
<td>Occupational injury</td>
<td>15</td>
<td>2</td>
</tr>
<tr>
<td>or trauma</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupational disease</td>
<td>1</td>
<td>-</td>
</tr>
</tbody>
</table>