

2011-2015 State Program on implementation of the Employment Strategy of the Republic of Azerbaijan

I. Introduction

The main priority objectives of the social and economical policy implemented in the republic are to protect the labour rights of the citizens of the Azerbaijan Republic, to implement a good policy in the field of rational labour, employment and population's social protection, to improve the national labour legislation and to meet employees' financial, moral, social and other vital needs.

In the process of implementation of the 2009-2013 State Program for social and economic development of the regions of the Azerbaijan Republic approved by Presidential Decree number 80 as of April 14, 2009, as well as of the 2008-2015 State Program for poverty reduction and sustainable development in the Azerbaijan Republic approved by Presidential Order number 3043 as of September 15, 2008 and of the 2007-2010 State Program for implementation of the Employment Strategy of the Azerbaijan Republic approved by Presidential Order number 2167 as of May 15, 2007, appropriate activities were carried out towards improvement of the population's social welfare, poverty reduction, increase of employment, and overall maintenance and development of human resources in the country.

As a result of rational use of the internal capacity in the Azerbaijan Republic, liberalization of economy, creation of sound competition conditions for economic activity participants and promotion of development in small and medium-size businesses, 912899 new jobs, including 654809 permanent jobs were opened in the Republic in the period from October 1, 2003 to January 1, 2011. The distribution of the new job openings was as follows: 79.1% in regions, 87.0% in the non-government sector and the absolute majority in the non-oil sector.

As a result of the economic reforms successfully implemented in the country, Azerbaijan among other world countries has demonstrated the highest rate of advancement in terms of human resource development over the period of 2005-2010. With 0.713 HR Development Index for the year 2010, Azerbaijan rates 67th among 169 world countries and has moved from the moderate HR development to the high HR development group of countries. In the period from 1995 to 2010, Azerbaijan's HR Development Index has increased by 27% from the former 0.563 value to have reached the current level. Over the mentioned period, the life expectancy, the academic years expectancy and per capita GDP in Azerbaijan have grown by 5 years, 3 years and 338% respectively. Progress in all spheres has resulted in annual growth in the value of every component of the HR Index in Azerbaijan.

At the first phase covering the 2006-2010 year period of the implementation of the "2006-2015 Employment Strategy of the Azerbaijan Republic" approved by Presidential Order as of October 26, 2005, the existing unemployment rate was considerably reduced, improvement of the social protection for the unemployed and vulnerable population strata was accomplished, and appropriate activities were carried out to develop the labour market, to improve the quality of labour resources and build up their competitive capacity, and to generate favourable conditions for boosting economic activity.

As of January 1, 2011, the number of economically active population totalled 4346.3 thousand people, having increased by 19.4% as compared to the year 1995 and by 0.3% as compared to the year 2009. In 2009 as compared to the year 2006, the number of economically active population and the number of the employed population totalled 4331.8 and 4071.6 thousand people respectively, having increased by 1.6% and 2.5% respectively.

The number of people engaged in the economic sector in 2010 totalled 4088.0 thousand people having grown by 16.4 thousand people as compared to the year 2009.

Due to the structural changes that have taken place in the economy recently, a reduction in the specific weight of those employed in the state-owned sector is witnessed with 56.1% in 1995 as compared to 28.0% in 2010. At the same time, the specific weight of those employed in the non-governmental sector increased from 43.9% to 72.0%.

The country-wide unemployment rate made up 17.2% according to the results of the research held by the International Labour Organisation in 1995, 16.25% according to the data obtained from population registration in 1999, 9.7% according to the selective statistic analysis of the population's economic activeness held covering the territory of the republic with the participation of UNDP and the International Labour Organisation in 2003. In the years to follow, the unemployment rate declined year by year. As a result of the global financial crisis that hit the world in 2008, the macroeconomic stability was maintained and even economic growth was achieved in our country against the background of the increasing unemployment in many world countries, including USA and the European Union states. Thus, the unemployment rate in our country made up 6.0% in 2009 and 5.9% in 2010.

In order to ensure consistency of the state policy in the field of population employment according to the item 9.2 of the "2007-2010 State Program for implementation of the Employment Strategy of the Azerbaijan Republic" approved by Presidential Order number 2167 as of May 15, 2007, a State Program was developed for carrying out the second implementation phase of the Employment Strategy of the Azerbaijan Republic.

The State Program covers the 2011-2015 year period of the Employment Strategy and envisages formation of such business environment which would be up to the high international standards and promote the demand for labour force, deepening the structural reforms, increasing the investments, and provision of high development level of human resources.

II. The primary objectives and tasks of the State Program

The main objective of the State Program is to ensure implementation of the priority activities envisaged for the 2011-2015 year period in the "2006-2015 Employment Strategy of the Azerbaijan Republic" approved by Presidential Order number 1068 as of October 26, 2005 by means of generating an appropriate political, economical, social and institutional environment which would promote development of population's rational employment.

The tasks of the State Program are as follows:

For developing macro-economical policy and entrepreneurship:

- to continue building up the achievements made in terms of macro-economic stability in the country; to continue the monetary policy which supports restraining of inflation and stability of Azerbaijani Manat;
- to carry out activities towards increasing local industrial products' competitive capacity at the world market;
- to broaden regional economic relations;
- to form and develop fair/sound competition environment;
- to introduce advanced technologies and innovations for developing the spheres with scientific content;
- to improve the technical regulation, standardization and certification systems in the framework of preparatory activities for Azerbaijan's admission to the World Trade Organisation.

For improving the labour market:

- to create the conditions to keep up the balance between the number of offered labour force and open jobs;
- to eliminate informal employment;
- to spend part of the oil export revenues on the development of the human factor;
- to implement special activities facilitating provision of social protection to the unemployed and employment of citizens with employment difficulty;
- to secure development of entrepreneurship, small and medium-size businesses, as well as provision of economic incentives to those engaged in individual business activity (particularly in the areas with tension in the labour market);
- to develop new classification of specialities and specialization in order to bring professional education into correspondence with the changing demands of the labour market;
- to establish and apply a labour market analytical-information system for providing every citizen with information about definite proposals regarding vocational training (additional education), vacancies and labour force in the regions;
- to conduct stage-wise increase of the minimum salary rate depending on economic development in order to ensure proper life quality of the employed;
- to continue activities aimed at estimating the real status of employment and unemployment rates;
- to ensure control over observation of the labour legislation;
- to create vacancies which meet the contemporary requirements in terms of the working conditions and payment and to increase rationality of the existing employment positions;
- to regulate the internal and foreign migration processes;
- to improve the labour migration management system.

For promoting the demand for workforce and developing human resources:

- to improve the professional education system for training personnel with competitive professions in view of the labour market demands;
- to continue on-job training, to further improve the continues professional education system and introduce progressive education forms (distance learning, module based training, etc.);
- to develop curricula which meet the modern requirements to technical vocational education and to update speciality classification;
- to identify the opportunities for attracting investments targeted at human factor development;
- to develop updated speciality classification, profession and training standards on basis of the ISCO-88/ISCO-08 system;
- to create new jobs/vacancies through development of the non-oil sector, particularly, of the agrarian, knitting, processing and service industries;
- to reduce the migration rate of population, particularly of youths, through development of the social and communal public service infrastructure in rural areas.

For developing employment of socially vulnerable population groups:

- to facilitate provision of employment to citizens with employment difficulty;
- to increase women's competitive capacity on the labour market and to promote entrepreneurship and self-employment among them, to provide vocational training and supplementary education to unemployed and job-seeking women;
- to increase employment of youths in order to develop the youths employment policy in the Azerbaijan Republic;
- to ensure integration of disabled people capable of working into the community, particularly into the labour market and to increase their employment rate;
- to provide vocational training to refugees and internally displaced people and to promote self-employment among them;
- to arrange vocational training courses at places of confinement in order to facilitate employment of the persons to be discharged.

For social protection of the unemployed and job-seekers:

- to improve the efforts of associating social protection of the unemployed and job-seeking citizens with the directed state social support system;
- to implement appropriate activities to ensure unemployed citizen's access to education, healthcare and other services through applying the directed state social support system;
- to create new jobs for population groups in particular need for social protection;
- to increase the minimal amount of the unemployment allowance to make it stage-wise reach the level of the minimum life standards.

For strengthening the social partnership principles:

- to increase state supervision over arrangement of local collective agreement and facility-based collective contract signing;
- to reflect the issues of employment provision, HR training and employees' better social protection in the collective agreements and contracts;
- to conduct activities aimed at increasing population's employment rate on the basis of the social partnership principle;
- to conduct activities for establishing a permanently active trilateral committee on social and economical issues in order to improve rationality of social partnership.

III. Expected outcome

The outcome expected from the implementation of the activities envisaged in the State Program for the years 2011-2015 is as follows:

- favourable conditions will be created for implementing the rational employment policy;
- favourable conditions will be created for qualitative improvement of labour resources, increasing its competitive capacity and economic activeness; the activity of the HR training system including the vocational and supplementary education network will be brought into dynamic conformity with the demands and requirements of the labour market;
- social protection of the unemployed and job-seeking citizens will be further improved;
- the institutional infrastructure targeted at increasing the dynamic correspondence between the demand and supply at the labour market will be improved;
- a business environment corresponding to the high international standards will be formed;
- structural reforms will be deepened and investment activity intensified;
- high development level of human resources will be ensured.

IV. Financing of the State Program implementation

The State Program is financed from the state budget allocated for such purposes, from non-budget state funds, from the funds of the National Entrepreneurship Support Foundation and other sources without violation of the legislation of the Azerbaijan Republic.

Activity Plan

for the

“2011-2015 State Program for implementation of the Employment Strategy of the Azerbaijan Republic”

Ref. №	Name of the activity	To be performed by	Imple- menta- tion period
1	2	3	4
1. Macro-economic policy and development of entrepreneurship			
1.1	Provision of financial support for issuing of credits on preferential terms in the regions in order to promote the development of entrepreneurship and business activity of the population	Ministry of Economic Development	2011-2015
1.2	Creation of a state support mechanism in order to form initial funds for those wishing to launch entrepreneurship activity	Cabinet of Ministers, Ministry of Economic Development	2011-2015
1.3	Provision of financial support to create new production and processing facilities in accordance with the economic peculiarities characteristic of every administrative unit and city of the republic, as well as to restore the activity of adjourned productions in order to increase employment in the regions	Ministry of Economic Development	2011-2015
1.4	Creation of favourable conditions for opening of new vacancies in the regions that are not attractive for investors, for the purpose of constant improvement of the business environment in the Azerbaijan Republic	Cabinet of Ministers, Ministry of Economic Development, local executive authorities	2011-2015
1.5	Conducting of appropriate activities towards identification of the investment opportunities in priority areas of the regions and development of definite investment proposals to be made to foreign investors in order to create new vacancies and attract investors to the regions	Ministry of Economic Development, Ministry of Taxation, State Customs Committee, local executive authorities	2011-2015
1.6	Giving preference to organisations which offer domestic goods (works and services) in the bidding processes for state procurement	Ministry of Economic Development, State Procurement Agency, relevant state bodies	2011-2015
1.7	Application of electronic procurement in state procurement processes	State Procurement Agency	2011-2015
1.8	Improvement of procurement legislation in order to increase competitive capacity	State Procurement Agency	2011-2015

	and participation in state procurement processes		
1.9	Conducting of activities aimed at expanding the activity of non-bank credit organisations	Central Bank, Ministry of Finance, Ministry of Economic Development	2011-2015
1.10	Conducting of appropriate activities to improve the economic entity registration system in order to accelerate the development of entrepreneurship	Cabinet of Ministers, Ministry of Taxation, Ministry of Economic Development	2011-2015
1.11	Intensification of activities to prevent illegal entrepreneurship and cases of entrepreneurship activity without due registration at a taxation agency and to form a fair competition environment	Ministry of Taxation, Ministry of Economic Development, Ministry of Transportation, State Migration Service	2011-2015
1.12	When issuing credits to entrepreneurs, preference to be given primarily to projects targeted at creation of new vacancies	Cabinet of Ministers, Ministry of Economic Development, relevant state bodies	2011-2015
1.13	Expansion of the computer terminals network in order to create favourable conditions for informing those engaged in entrepreneurship and for fulfilment of tax obligations	Ministry of Taxation, Ministry of Finance, Ministry of Economic Development, Azerbaijan Television and Radio Broadcasting JSC	2011-2015
1.14	Conducting of appropriate activities to introduce progressive technologies and innovations connected with the development of scientific content areas	Ministry of Economic Development, Ministry of Industry and Energy, Ministry of Defence Industry, National Academy of Sciences	2011-2015
1.15	Taking into account the necessity to gradually adopt the European standards and norms in our country, implementation of appropriate activities to improve the non-oil sector's exporting capacity, to ensure local producer's access to foreign markets and elimination of technical obstacles in the country in order to meet the European requirements applied to the quality infrastructure and technical regulation system	Ministry of Economic Development, State Committee on Standardization, Metrology and Patents	2011-2015
1.16	In the framework of preparatory work in connection with Azerbaijan's admission to WTO, conducting of activities aimed at improving the technical regulation, standardization and certification systems	Cabinet of Ministers, State Committee on Standardization, Metrology and Patents, Ministry of Economic Development, State Customs Committee	2011-2015
1.17	Conducting of appropriate activities in order to increase state support to the expansion of export-oriented production by local facilities	Ministry of Economic Development, State Committee on Standardization, Metrology and Patents	2011-2015
1.18	Conducting of activities aimed at stimulating introduction of new technologies at small enterprises and increasing competitive capacity of products made from local	Ministry of Economic Development, State Committee on Standardization, Metrology	2011-2015

	materials	and Patents	
1.19	Application of appropriate regulation methods in order to maintain inflation within acceptable boundaries	Cabinet of Ministers, Ministry of Finance, Ministry of Economic Development	2011-2015
1.20	Expansion of ICT application in order to boost the population's employment opportunities and to carry out activities to increase awareness in this direction	Ministry of Communication and Information Technologies, Ministry of Economic Development, Ministry of Labour and Social Protection of population, Ministry of Education	2011-2015
1.21	Continuing performance of appropriate activities towards development of cooperation in production and sale of agricultural products in the regions	Ministry of Agriculture, Ministry of Economic Development, local executive authorities	2011-2015
1.22	Expansion of the agrarian service network in order to develop agrarian services in rural areas and improve the agricultural producers' opportunities to use the agricultural machines	Ministry of Agriculture, Ministry of Economic Development, local executive authorities	2011-2015
1.23	Conducting of appropriate activities to improve and develop the melioration and irrigation system for the purpose of rational use of existing lands by rural population	Azerbaijan Melioration and Water Industry Open Joint-stock Company, Ministry of Economic Development, local executive authorities	2011-2015
1.24	Development of grain growing, sapling and pedigree, and creation of new vacancies in rural areas by strengthening the material and technical base of such businesses	Ministry of Agriculture, Ministry of Economic Development, local executive authorities	2011-2015
2. Improvement of labour market regulation			
2.1.	Development of recommendations for improvement of the existing legislation base regarding labour, protection of labour, employment of population and labour migration	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Justice, Ministry of Emergency Situations, Ministry of Health, State Committee on Standardization, Metrology and Patents, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic, Azerbaijan Confederation of Trade Unions	2011-2014
2.2.	Making of appropriate addendums to the existing legislation norms in order to provide incentives to the employers who employ citizens who are in special need of	Cabinet of Ministers, Ministry of Labour and Social Protection of population,	2011-2013

	social protection and have difficulty finding a job	Ministry of Economic Development, Ministry of Taxation	
2.3.	Making of amendments and addendums to appropriate legislation acts in order to secure development of entrepreneurship, inflow of investment, opening of new vacancies in the country and particularly in the regions which rapidly develop in terms of population employment rate, as well as maintenance and development of the existing employment positions to keep up the domestic market	Cabinet of Ministers, Ministry of Economic Development, Ministry of Labour and Social Protection of population, Ministry of Justice	2011-2015
2.4	Development and introduction of a mechanism for insurance from unemployment in order to intensify social protection of the unemployed and job-seeking citizens	Cabinet of Ministers, Ministry of Labour and Social Protection of population, State Social Protection Foundation	since 2010
2.5.	Ratification or preparation for ratification of the Convention №155 “On safety of labour and hygiene” of the International Labour Organisation	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Foreign Affairs, Ministry of Emergency Situations, Ministry of Health, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic, Azerbaijan Confederation of Trade Unions	2011-2013
2.6.	Strengthening of state control over observation of labour legislation	Ministry of Labour and Social Protection of population, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic, Azerbaijan Confederation of Trade Unions	constantly
2.7	Conducting of appropriate activities to build up the capacity of the State Labour Inspection which executes state control over enforcement of labour legislation	Ministry of Labour and Social Protection of population	2011-2013
2.8	Development of a National Strategy on Labour Safety and Health	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Emergency Situations, Ministry of Economic Development, World Bank, Azerbaijan Confederation of Trade Unions and National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011-2012

2.9	Strengthening of state control over arrangement of efforts for signing collective agreements on area scale and collective contracts on facility scale	Ministry of Labour and Social Protection of population, Azerbaijan Confederation of Trade Unions, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011-2015
2.10	Ensuring of employment through collective agreements and contracts, HR training and reflection of the issues of strengthening social protection of employees	Cabinet of Ministers, Azerbaijan Confederation of Trade Unions, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011-2015
2.11	Establishment of a national information system on the labour market, employment, and norms and standards of labour safety	Ministry of Labour and Social Protection of population, Ministry of Economic Development, State Statistics Committee, Ministry of Emergency Situations, State Committee on Standardization, Metrology and Patents	2011-2013
2.12	Conducting of activities for development of standards for safe and healthy working conditions for every area of economy respectively	Cabinet of Ministers, State Committee on Standardization, Metrology and Patents, Ministry of Emergency Situations, Ministry of Labour and Social Protection of population, Ministry of Health, with involvement of employer unions and trade unions	2011- 2015
2.13	Raising the minimal salary to the level of minimal living allowance country-wide and bringing it into correspondence with the requirements of the European Social Charter (revised) in order to ensure proper life quality of the employed citizens	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Finance, with involvement of employer unions and trade unions	2011- 2015
2.14	Conducting of appropriate activities to regulate the ratio among the tariff (position) salaries on basis of labour remuneration degrees defined by the Unified Tariff List	Cabinet of Ministers, Ministry of Labour and Social Protection of population, with involvement of employer unions and trade unions	2011-2012
2.15	Development of recommendations regarding improvement of the labour remuneration system to the employees engaged in organisations financed from	Cabinet of Ministers, Ministry of Labour and Social Protection of population,	Regularly

	state budget by taking into account increased independence and responsibility of such organisations	Ministry of Finance, with involvement of employer unions and trade unions	
2.16	Determining of the minimum wage amount by areas of economy and its reflection in the “Main Collective Agreement”	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Finance, Azerbaijan Confederation of Trade Unions, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011-2012
2.17	Conducting of appropriate research in economic regions in order to correctly estimate the real situation on the labour market, and the employment and unemployment rates	Ministry of Labour and Social Protection of population, Ministry of Economic Development, State Statistics Committee	Regularly
2.18	Establishment of an appropriate committee for monitoring the wages, enforcement of the labour legislation and labour force movement in every type of economic activity in order to increase rationality of social partnership in strengthening of employees’ social protection and regulating the labour market, and to prevent illegal employment	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Taxation, State Statistics Committee, State Social Protection Foundation, Azerbaijan Confederation of Trade Unions, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011
2.19	Conducting of quarterly statistical observation of “The population’s economic activeness” by covering at least 1% of the total number of households in order to conduct statistical research of the labour market and to determine the employment and unemployment rates	State Statistics Committee, Ministry of Labour and Social Protection of population	regularly
2.20	Conducting of appropriate activities to build up the capacity of the State Employment Service and bring its material and technical base into correspondence with the modern requirements	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Finance	2011-2013
2.21	On basis of international experience to establish and ensure application of a mechanism for evaluating the performance of the State Employment Service and State Labour Inspection	Cabinet of Ministers, Ministry of Labour and Social Protection of population	2011-2015
2.22	Conducting activities towards provision of social protection to the unemployed, including development of HR capacity through improvement of HR vocational	Ministry of Labour and Social Protection of population	2011-2015

	training and supplementary education system		
2.23	Provision of new consulting services for the unemployed, improvement of the performance of the labour exchange, and holding of labour fairs	Ministry of Labour and Social Protection of population	2011-2015
2.24	Improvement of the unified database of vacancies in order to ensure the balance between the supply of workforce and existing employment positions	Ministry of Labour and Social Protection of population, State Statistics Committee	2011-2012
2.25	Establishment of regional training centres (that comply with modern requirements) at state employment service agencies with involvement of the initial vocational-specialised education facilities and increasing of their coordinating role among other similar organisations in order to strengthen social protection of the unemployed and job-seeking citizens	Ministry of Labour and Social Protection of population, Ministry of Education	2011-2015
2.26	Establishment of Vocational training centres for youths in Baku city and three regions of the republic	Ministry of Labour and Social Protection of population, Ministry of Education	2011-2013
2.27	Conducting appropriate activities for helping the unemployed and job-seeking citizens willing to engage in entrepreneurship activity	Ministry of Labour and Social Protection of population, Ministry of Economic Development	2011-2015
2.28	Development of vocational training systems at General Education schools and arrangement of training courses regarding self-employment and entrepreneurship	Ministry of Education, Ministry of Labour and Social Protection of population, Ministry of Economic Development	2011-2015
2.29	Development and implementation of regional social and economic development and employment programs with preference to creation of new vacancies in the non-oil sector; improvement of these programs' quality and strengthening of supervision over their implementation	Ministry of Economic Development, Ministry of Labour and Social Protection of population, local executive authorities, local self-governance bodies, with involvement of employer unions and trade unions	2011-2015
2.30	Intensification of the activity of local coordination committees which promote employment and establishment of a Republic-wide Coordination Committee in order to increase the rationality of activities targeted at local development of employment	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Economic Development, local executive authorities, local self-governance bodies, with involvement of employer unions and trade unions	2011-2012
2.31	Conducting activities to regulate participation of foreign workforce in the labour market of the republic, to protect the rights of migrant labourers within the country and to intensify supervision activities in this area	Cabinet of Ministers, Ministry of Labour and Social Protection of population, State Migration Service, Ministry of Internal	2011-2015

		Affairs, Ministry of Foreign Affairs together with relevant state bodies	
2.32	Broader application of the capacity and potential of the existing initial vocational-specialised education facilities in the regions in order to develop high school students' labour skills	Ministry of Education, Ministry of Labour and Social Protection of population	2011-2015
2.33	Arrangement of brief training courses in occupations that are in demand on the labour market to be conducted at initial vocational-specialised education facilities and at the training centres of state employment agencies in order to strengthen social protection of the unemployed and job-seeking citizens	Ministry of Education, Ministry of Labour and Social Protection of population	2011-2015
3. Stimulating of demand for labour force and HR development			
3.1	Conducting of research in order to identify the demand for cadres with different specialities through the analysis of the existing situation on the labour market and precise forecasting	Ministry of Labour and Social Protection of population, Ministry of Education, State Statistics Committee	regularly
3.2	Development of a methodology for forecasting the demand for personnel on the labour market	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Economic Development	2011-2012
3.3	By taking into account the demands of the labour market, to conduct activities for improving the vocation training system to train personnel for professions that have competitive capacity	Cabinet of Ministers, Ministry of Education, Ministry of Labour and Social Protection of population, Ministry of Economic Development	2011-2015
3.4	Conducting appropriate activities to continue on-job education and to apply continuous and distant education forms	Ministry of Education, Ministry of Labour and Social Protection of population, Ministry of Communication and Information Technologies	2011-2015
3.5	Conducting appropriate activities to explore and apply progressive and advanced education forms for vocational training and supplementary education	Ministry of Education, Ministry of Labour and Social Protection of population, Ministry of Communication and Information Technologies	2011-2015
3.6	Arrangement of week-end trainings at the existing initial vocational-specialised education facilities and training centres in the regions of the republic in order to create business and entrepreneurship activity and conduct educational activities regarding the requirements of the existing legislation	Ministry of Education, relevant state bodies	2011-2015
3.7	Development of the draft state program on "2012-2022 Demography and	Cabinet of Ministers, Ministry of Labour	2011-2012

	Population Development” by taking into account the influence of demographic processes on the development of the labour market	and Social Protection of population, relevant state bodies	
3.8	Establishment of a National Occupation Standards Agency for developing occupation standards and improved speciality classifications on basis of the international employment classification ISCO-88/ISCO-08, as well as for certification of specialised skills that meet employer’s requirements	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Economic Development, Ministry of Education, relevant state bodies	2011
3.9	Development and application of modular training programs in occupations demanded at the labour market	Ministry of Education, Ministry of Labour and Social Protection of population, Ministry of Education	2011-2015
3.10	Conducting of appropriate activities to apply the labour safety standards	Ministry of Labour and Social Protection of population, Azerbaijan Confederation of Trade Unions, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic	2011-2015
3.11	Arrangement of training activity for improving professional capacity of employed relevant specialists and job-seeking citizens (including accounting students in higher and secondary vocational schools) in order to accelerate the introduction of the approved National Accounting Standards developed in accordance with the international accounting standards and International Financial Statement Standards	Ministry of Education, Ministry of Economic Development, Ministry of Labour and Social Protection of population and relevant education facilities	2011-2015
3.12	Conducting appropriate activities to arrange supplementary education for state service employees	Cabinet of Ministers, Committee on State Service issues under the auspices of the President of the Azerbaijan Republic, Ministry of Labour and Social Protection of population, State Management Academy under the auspices of the President of the Azerbaijan Republic	regularly
3.13	Conducting activities to expand application of the new model of supplementary education for employed specialists in secondary education	Cabinet of Ministers, Ministry of Education, Ministry of Labour and Social Protection of population	2011-2013
3.14	Conducting research to determine the opportunities for attracting investments aimed at the development of HR potential	Ministry of Education, Ministry of Economic Development, Ministry of	regularly

		Labour and Social Protection of population, National Confederation of Employers (Entrepreneurs) of the Azerbaijan Republic, Azerbaijan Confederation of Trade Unions, Azerbaijan National Academy of Sciences	
4. Development of employment of socially vulnerable population groups			
4.1	Conducting activities to facilitate employment provision of citizens with difficulty in finding a job	Ministry of Labour and Social Protection of population	2011-2015
4.2	Conducting appropriate activities to increase women's competitive capacity on the labour market, to develop entrepreneurship and self-employment among women, and to secure vocational training and supplementary education of the unemployed and job-seeking women	Ministry of Economic Development, State Committee on Family, Woman and Child issues, Ministry of Social Protection of Population, local executive authorities	2011-2012
4.3	Development and approval of activity plan for youth's employment in order to develop the youths employment policy in the Azerbaijan Republic	Cabinet of Ministers, Ministry of Youths and Sports, Ministry of Labour and Social Protection of population, Ministry of Economic Development, Ministry of Education, Ministry of Finance	2011-2015
4.4	Creation of opportunities for the unemployed and job-seeking citizens (and particularly for youths) to obtain micro-credits for engaging in small entrepreneurship	Ministry of Economic Development, Ministry of Labour and Social Protection of population	2011-2015
4.5	Conducting of activities to facilitate the process of "transition from school to work" for youths and to arrange consultancy services regarding choice of profession and career development for youths and the elderly	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Youths and Sports	2011-2013
4.6	Development of programs for facilitating choice of profession and career development for youths and the elderly, particularly for the youths deprived of parental care and those who have grown up in boarding schools	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Youths and Sports	2011-2013
4.7	Development of methodical aids and training programs for youths to gain labour skills and learn the essentials of economic activity	Ministry of Youths and Sports, Ministry of Labour and Social Protection of population, Ministry of Education	2011-2015
4.8	Conducting appropriate activities to secure integration of the disabled into the society and to increase their employment level/rate	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Health	2011-2013

4.9	Development and implementation of specialised modular training programs for the disabled	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Health	2011-2015
4.10	Development of appropriate recommendations regarding issuing of credits on preferential terms in order to develop the entrepreneurship activity of the disabled	Cabinet of Ministers, Ministry of Economic Development, Ministry of Labour and Social Protection of population, Central Bank, Ministry of Finance	2011-2012
4.11	Supporting creation of specialised production areas suitable for the disabled in the regions in order to promote provision of the disabled with jobs	Cabinet of Ministers, Ministry of Labour and Social Protection of Population, Ministry of Economic Development, Ministry of Finance, local executive authorities	2011-2015
4.12	Development of psychological and vocational tests in order to ensure rational employment of the unemployed, including the disabled	Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Health	2011-2012
4.13	Provision of vocational training for refugees and internally displaced people (IDPs), and rendering of appropriate assistance to develop self-employment among them	Ministry of Economic Development, Ministry of Labour and Social Protection of population, State Committee on Refugee and IDP issues	2011-2012
4.14	Expansion of production areas and arrangement of vocational training courses at places of confinement to facilitate future employment of the to-be-discharged	Ministry of Economic Development, Ministry of Labour and Social Protection of population, Ministry of Justice, Ministry of Education, together with relevant state bodies	2011-2015
4.15	Conducting of appropriate activities regarding vocational training of women and the under-age to be discharged from places of confinement	Ministry of Justice, State Committee on Family, Woman and Child issues, Ministry of Labour and Social Protection of population, Ministry of Economic Development	2011-2015
5. Strengthening of social protection of the unemployed and job-seeking citizens			
5.1	Raising of the minimum amount of the unemployment allowance to make it stage-wise reach the minimum living standards	Cabinet of Ministers, Ministry of Labour and Social Protection of population, State Social Protection Foundation	2011-2015

5.2	Raising of the minimum amount of the scholarship for the unemployed and job-seeking citizens during their vocational training and supplementary education process to make it stage-wise reach the minimum living standards	Cabinet of Ministers, Ministry of Labour and Social Protection of population	2011-2015
5.3	Improvement of coordination between social protection of the unemployed and job-seeking citizens and directed state social aid system	Ministry of Labour and Social Protection of population, Ministry of Economic Development, relevant state bodies	2011-2015
5.4	Conducting of appropriate activities to ensure access to education, medical and other services for the families of unemployed citizens, by means of the directed state social aid system	Cabinet of Ministers, Ministry of Labour and Social Protection of population, Ministry of Education, Ministry of Health	2011-2012
6. Final provision			
6.1	Development of a report about implementation of the “2011-2015 State Program for implementation of the Employment Strategy” on basis of the conducted monitoring of the program implementation for submission to the President of the Azerbaijan Republic	Cabinet of Ministers, Ministry of Labour and Social Protection of population	2015