

ILO Project *“Promoting OSH
through Social Dialogue in
Mining Sector in Kazakhstan”*

TRIPARTITE REVIEW SESSION:

Key activities, results and recommendations

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Questions:

1. Why was this intervention needed?
2. What was done?
3. What changed / what was achieved?
4. What should happen next?

Why this project / intervention?

- **Importance of mining sector**

- Mining and metallurgical industry ~17% GDP, ~16% of export, over 230 enterprises, ~ 250,000+ workers...

- **OSH challenges**

- Work-related accidents and injuries, high occupational morbidity in mining sector, absence of sound OSH policy and OSH culture, reactive → preventive;

- **Labour inspection challenges**

- not aligned with ILS (C081, C129), CEACR, CAS(2024), restrictions, limitations, capacities, training and education of labour inspectors...

- **Need for stronger tripartite cooperation**

- **Need for stronger alignment with international labour standards**

- C155, C187, C176, C081, C129, C087, C098, C102, C190

Intervention at a Glance



DURATION



**December 2024 –
June 2026**



**18-month
intervention**



FOCUS AREAS



OSH



Labour Inspection



Mining Sector



Social Dialogue



**International
Labour Standards**



STAKEHOLDERS



**Government
Institutions**



Employers
National Confederation of
Employers “PARYS”



Workers
Federation of Trade Unions
of Kazakhstan

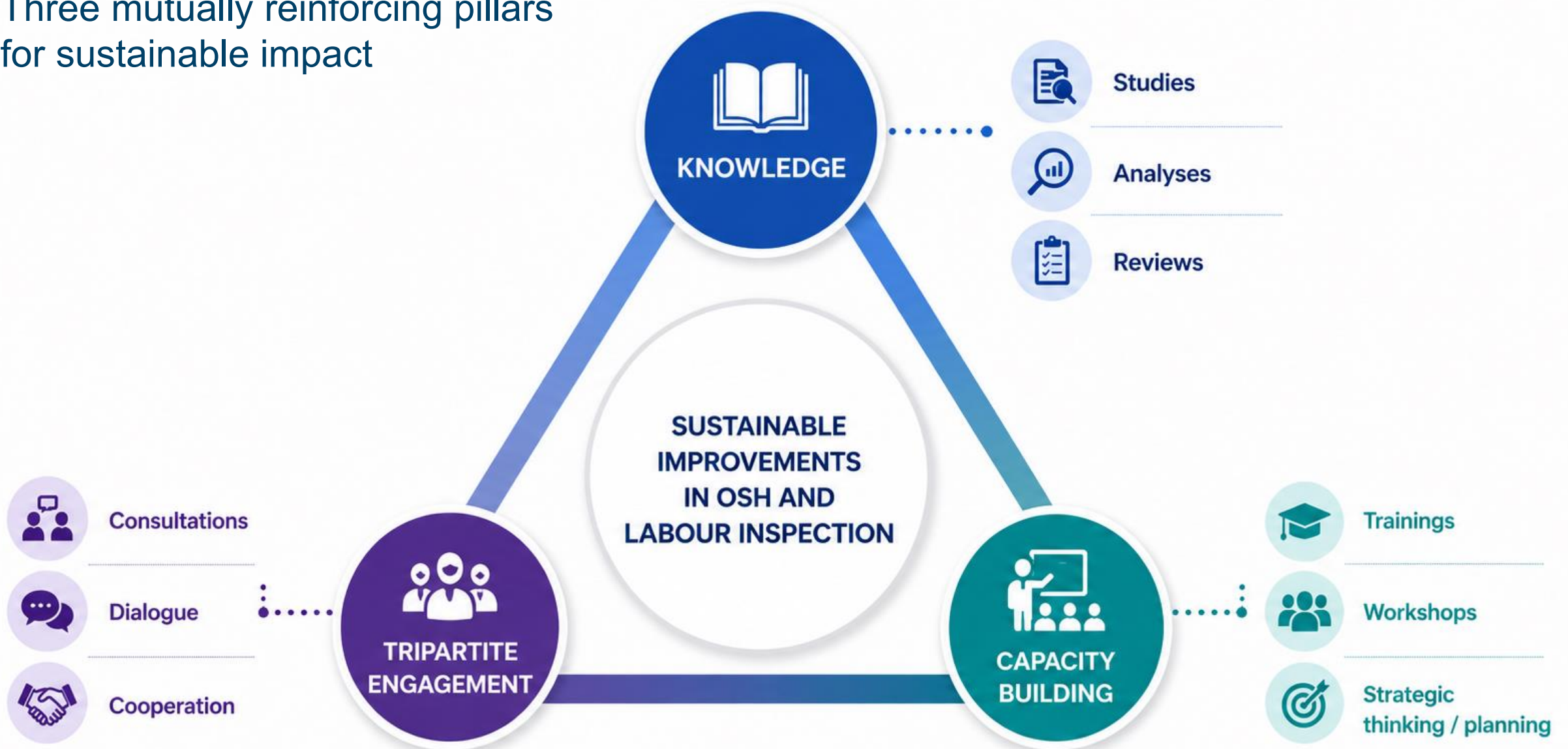


**Additional focus on
mining industry**



WHAT WAS DONE

Three mutually reinforcing pillars
for sustainable impact



Key Analytical Products Delivered

01



National OSH Profile

02



OSH in Mining
Section

03



C176 Gap Analysis

04



Expert's assessment and
recommendations/roadmap
on reforming the Working
Conditions Assessment and
transition from Compensation-
Based to a Risk-Oriented
Approach

05



Joint Strategy of the Sectoral
Trade Union of Coal Miners
and the FTU on Promoting
Safe and Healthy Working
Environments, and Advocacy
for Ratification of C176

06



Labour Inspection
System Gap Analysis
(C081&C129)

07



Recommendations
Package

08



Strategic Compliance
Plan for the SLIC

09



Training report, Workbook on
“Preventing and Eradicating
Violence and Harassment
at Work” and recommendations
for implementing provisions
of C190

10



Assessment of the legislation
and possible ratification
of the C102



Capacity Building Activities



Some of the trainings

**Fundamental OSH
Conventions**
(OSH as FPRW)

**Addressing and
Preventing V&H in the
world of work**

**Investigation of
Occupational Accidents
and Diseases**

EOSH - Essentials in OSH
(ILO ITC)

**LI Strategic Compliance
Planning (SCP)**

**ToT Building Modern and
Effective LI Systems**
(ILO ITC)

Risk Assessment
(transition from compensation
model to risk-based approach)

OSH in Mining Industry
(3 regional trainings
120+ pax)

**International Labour
Standards Academy**
(ILO ITC)

**ILO principles and
approaches to Labour
Inspection**

**International Standards on
Labour Inspection**
(ILO ITC)



International
Labour
Organization



WHO WE TARGETED

Participants - Outreach





International
Labour
Organization



WHAT WAS CHANGED / ACHIEVED

From Analysis to Action



Key achievements (1)

- Strengthened institutional capacities and stakeholder engagement;
- Enhanced understanding of International Labour Standards (ILS) and their practical application;
- Improved evidence base for policy development and decision making;
- Increased awareness of OSH challenges and of the preventive approach in OSH

Key achievements (2)

- Stronger tripartite cooperation and dialogue among key constituents;
- Strengthened engagement of mining sector stakeholders in OSH improvement efforts;
- Improved basis for future legislative, institutional and policy reforms



THE WAY FORWARD

on LABOUR INSPECTION SYSTEM (SLIC)

- consider developing **single law** governing the LI, to improve efficiency and effectiveness of the LI, to facilitate the employers and workers and their organizations to engage in strong dialogue and cooperation with the institution;
- bring national legal framework on LI **fully in line with the ratified ILS** (C081 & C129) – follow the observations, comments and conclusions of CEACR and CAS (2024);
- increase the **number of labour inspectors** and provide them with sufficient material, financial and operational **resources**, to ensure proper functioning of the Labour Inspectorate;
- ensure **labour inspections** to be carried out **as often** and as carefully, **without previous notice**, and inspectors to carry out any examination, test or enquiry which they may consider necessary to ensure effective application of legal provisions;

on LABOUR INSPECTION SYSTEM (SLIC) (2)

- remove limitations/restrictions imposed to labour inspectors by the **Entrepreneurial Code** – limit inspectors' ability to undertake inspections without prior notice; to conduct self-initiated inspections; to undertake labour inspections as often and as thoroughly as necessary; inspections to be reported to and approved by Public Prosecutor's Office; inspections to be limited in scope or invalidated; limitations on the frequency of inspections; penalties imposed on labour inspectors;
- Ensure that **risk-assessment criteria** (used for planning inspections) do not restrict the powers or the performance of labour inspections;
- work on building real **preventive and advisory function of the LI** and **building trust** among employers and workers
- strengthen the **reporting procedures**, including publishing sound and quality annual reports on the work of labour inspection; transmit to ILO;

on LABOUR INSPECTION SYSTEM (SLIC) (3)

- start to actively **implement** the **SCP (Strategic Compliance Plan)**, developed with the support of ILO (and ILO methodology) for the two sectors: mining and construction; continue fostering and developing the skills and acquired experience on strategic planning to ensure better compliance;
- Work on improving legal framework on the **status, recruitment procedures** and requirements for labour inspectors, licensing etc.
- Improve the mechanisms for **training of labour inspectors**; Establish dedicated **Inspectors' Training and Professional Development Unit** within the Labour Inspectorate (SLIC) to coordinate training and career development of labour inspectors, reporting, planning of inspections;

Other Recommendations (1)

- Continue efforts, policies, legal framework improvements - to facilitate **transition from compensation-based to risk-assessment / preventive approach** in OSH;
- Strengthen **educational/training programmes for OSH professionals**; system of licencing of OSH professionals/specialists, requirements; career development mechanisms;
- Continue serious and comprehensive work on permanent **promotion, awareness raising**, educating the workers, employers and general population on OSH, **OSH campaigns** etc.

Other Recommendations (2)

- consider developing **single Law on Occupational Safety and Health** governing the OSH system in Kazakhstan (using the ILO “*Support Kit for Developing OSH Legislation*”)
- finalize the process of **ratification of C176** (Safety and Health in Mines); consider ratification of other important OSH ILS (ex. C161-OHS, C167-OSH Agriculture etc.);
- consider developing and making **mandatory OSH trainings** for all workers in **specific (hazardous) sectors** like mining, construction;
- provide **mechanisms/tools for supporting SMEs** in risk assessment and OSH management. Tax incentives, subsidies for investing in improving working conditions, digital/online tools;

Other Recommendations (3)

- consider **integration of Workplace Certification (ARM) and Occupational Risk Assessment (ORA)** into a Unified System for Professional Risk Assessment and Management;
- test/pilot, monitor, evaluate and **further improve** (if necessary), the **risk-assessment mechanisms/models/tools**;
- consider to legally establish a clear **priority order for risk prevention and control measures (hierarchy of controls)**;
- development and strengthening the “**health**” **component of OSH** and the **Occupational Health Services**; Particularly, focus to be placed on **prevention of occupational diseases (ODs)**, and recognition, identification, recording, reporting on OD;

Other Recommendations (4)

- Consider merging/unifying/interlinking the **two concepts of occupational safety and industrial safety into one unified national system for managing occupational safety and health risks**; Enhancing coordination of the inspection/supervisory system; Integration of educational programs and specialist trainings;
- consider strengthening the formal structure for **tripartite+ consultations on OSH (tripartite advisory body – C187)**;
- strengthening **OSH notification and reporting, data collection, statistics and analyses**.

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The Project may be ending, but the work continues.
Moving forward together!



Thank you
for your attention!

