

I confirm:

Chairman of the Commission on
Business Environment and
International Rankings of the
Republic of Azerbaijan, First Deputy
Prime Minister of the Republic of
Azerbaijan

Yagub Eyyubov

25.08.2022

**Roadmap for 2022-2023 to implement improvements in the relevant field on indicator
"Workforce" of the World Bank Group's "Favorable Business Environment" project**

No.	Requirements of subcomponents	Measures	Last execution date	Executive agencies	Responsible persons
1. Improving the quality of labor legislation					
1.1. Improving labor legislation within the framework of social protection of workers					
1.1.1	Surveying progressive international practice in the field of labor legislation and incorporation thereof into legislation	1. Surveying international practice within the framework of improving the concept of minimum wage in accordance with the main and additional workplaces, developing projects on the amendments to legislation and submitting them for relevant purposes	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
		2. Surveying the international practice on labor standards and taking measures to develop relevant standards within the framework of cooperation with international organizations	01.04.2023	Ministry of Labor and Social Protection of Population	Orkhan Huseynzadeh, Fuad Heydarov

1.1.2	Making amendments to the labor legislation	1. Developing proposals for improving the norms regulating the right of employees to organize and collective bargaining and submitting relevant projects	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice, Azerbaijan Trade Unions, National Confederation of Entrepreneurs (Employers) Organizations of the Republic of Azerbaijan	Fuad Heydarov, Orkhan Huseynzadeh
		2. Developing drafts of amendments to labor legislation within the framework of safe and healthy working conditions, as well as the right to family leave and submitting them for relevant purposes	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
		3. Identifying the provisions violating the principle of gender equality in the workplace in the labor legislation, developing proposals for further amendments and submitting relevant projects	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
1.2. Administering amendments in the legislation within the framework of eliminating restrictions on employment					
1.2.1	Probation period, preventing abuse of fixed-term contracts, ensuring labor and social rights of workers, making amendments to the legislation regarding eliminating restrictions on the employment of women	1. Developing projects on improving the legislation on the regulation of the probation period of employees and submitting them relevant purposes	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
		2. Developing projects on amendments in the legislation related to the prevention of abuse of fixed-term contracts and submitting them for relevant purposes	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
		3. Developing and submitting drafts providing for the inclusion of provisions on documents to be submitted at the time of employment into the labor legislation to ensure the employee's labor and social rights guarantees and concessions	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh

		4. Developing projects on amendments to the labor legislation to eliminate restrictions prohibiting women from working at night jobs and submitting them for relevant purposes	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Justice	Fuad Heydarov, Orkhan Huseynzadeh
2. Ensuring the adequacy of public services on the labor market					
2.1. Improving public services in the field of social protection of workers					
2.1.1	Implementing improvements in the system of unemployment insurance and compulsory state social insurance to strengthen the social protection of workers	1. Expanding the scope of the persons entitled to receive unemployment insurance payments (in other cases where the employment contract is terminated for reasons beyond control) given the characteristics of the labor market, to strengthen the social protection of unemployed persons	31.12.2023	Ministry of Labor and Social Protection of Population, Ministry of Economy	Rashad Dayiyev, Jamaladdin Guliyev
		2. Developing proposals or projects on implementing the savings component in the insurance-pension system and establishing legislative framework that will regulate the formation and operation of non-state pension funds	31.12.2022	Ministry of Labor and Social Protection of Population, Ministry of Economy	Elnur Abbasov, Himalay Mamishov
2.1.2	Implementing measures to prevent informal employment	1. Surveying the international practice of covering informal workers with social protection measures	01.04.2023	Ministry of Labor and Social Protection of Population, Ministry of Economy	Rashad Dayiyev, Jamaladdin Guliyev, Orkhan Huseynzadeh
		2. Developing proposals on expanding the use of digital tools to strengthen the control of informal employment and submitting them for relevant purposes	30.06.2023	Ministry of Labor and Social Protection of Population, Ministry of Economy	Rashad Dayiyev, Jamaladdin Guliyev, Orkhan Huseynzadeh

2.2. Strengthening the activity of state employment agencies in providing employment services					
2.2.1	Increasing the efficiency of vocational education and training	1. Building new vocational education and vocational training centres and expanding the network	31.12.2022	Ministry of Labor and Social Protection of Population, Ministry of Science and Education	Jamaladdin Guliyev, Jeyhun Karamov
		2. Conducting promotional and educational activities within the framework of involving citizens into vocational training	31.12.2022	Ministry of Labor and Social Protection of Population, Ministry of Science and Education	Jamaladdin Guliyev, Jeyhun Karamov
2.2.2	Improving the self-employment program and the process of involving unemployed people in active employment measures	1. Analysing the efficiency of the self-employment program by involving independent evaluators	31.12.2022	Ministry of Labor and Social Protection of Population	Rashad Dayiyev, Jamaladdin Guliyev
		2. Introducing an automated system that will match the education, profession and skills of unemployed and job seekers with the requirements of employers in order to enable unemployed and jobseekers to find jobs faster based on their background, capabilities and skills, and employers to find employees who meet their requirements faster and based on objective choices	2022-2023	Ministry of Labor and Social Protection of Population	Jamaladdin Guliyev
2.3. Increasing efficiency in the activity of courts or administrative bodies dealing with the resolution of individual labor disputes					
2.3.1	Organizing public services in the field of resolving individual labor disputes arising from employee complaints	1.Reviewing electronic application opportunities to mediation services at the DOST Agency to resolve individual labor disputes based on the disagreement between the employer and the employee during the implementation of the terms of the labor contract, collective contract and agreement, the obligations of the parties, as well as the application of the Labor Code and other normative legal acts	31.12.2022	Ministry of Labor and Social Protection of Population	Farid Mammadov

		2. Developing electronicization of the service for receiving applications for violations of labor legislation	31.12.2022	Ministry of Labor and Social Protection of Population	Orkhan Huseynzadeh
2.3.2	Implementing relevant educational measures within the framework of ensuring the rights of workers	Developing and implementing a communication strategy (including a plan of actions) on education and advocacy with social partners to educate employees and stakeholders about labor and social rights	31.12.2022 (strategy development) 2023 (strategy execution)	Ministry of Labor and Social Protection of Population, Azerbaijan Trade Unions, National Confederation of Entrepreneurs (Employers) Organizations of the Republic of Azerbaijan	Orkhan Huseynzadeh
3. Ensuring easy recruitment of workforce					
3.1. Increasing efficiency in the implementation of labor legislation and public services in practice					
3.1.1	Identifying the administrative liability for involving employees in illegal overtime work	Developing proposals on identifying of administrative liability for illegally engaging employees in overtime work in the Code of Administrative Offenses of the Republic of Azerbaijan and submitting the relevant project	31.12.2022	Ministry of Labor and Social Protection of Population	Fuad Heydarov
3.1.2	Strengthening the activity in the field of ensuring the requirements of the labor legislation	Taking relevant measures within the framework of strengthening the activity of the State Labor Inspection Service on ensuring the requirements of the labor legislation	2023	Ministry of Labor and Social Protection of Population	Orkhan Huseynzadeh, Fuad Heydarov
3.1.3	Strengthening the staffing capacity of local employment agencies and expanding the use of digital tools in providing employment services	1. Building and developing a career counselling system at the stage of registration in employment agencies, given the problems of the unemployed citizens in the regions on the use and possession of electronic equipment	01.04.2023	Ministry of Labor and Social Protection of Population	Jamaladdin Guliyev
		2. Ensuring accessibility and efficiency of employment services nationwide digitization and electronicization of employment services	31.12.2022	Ministry of Labor and Social Protection of Population	Jamaladdin Guliyev

		3. Carrying out relevant reforms in the Regional Employment Branches, conducting regular trainings to enhance the knowledge, skills and competences of the selected personnel to ensure feasibility, transparency and efficiency in the employment services provided to citizens	2022-2023	Ministry of Labor and Social Protection of Population	Jamaladdin Guliyev
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