AZERBAIJAN

Decent work indicator 2000 2005 2008 2010					
ages 15+, % 56.2 60.4 60.1 61.2 Male 68.4 65.3 63.1 64.8 Female 44.9 55.9 57.2 57.7 Unemployment rate, % 9.7 7.6 6.1 5.6 Youth unemployment rate, aged 15-19, % 15.1 17.7 10.1 11.0 Share of Informal employment, % 4.8 10.1 Average monthly nominal wage, in manats or AZN (49.5) (130.7) (334.0) (414.4) Low-pay rate, % 6.0 40.0 40.0 Excessive hours (more than 48 hours per week), % 12.4 10.6 4 14.8 5.7 Dismissal of employees due to staff cutback, % 11.4 8 8.1 2.6 5.4 Other dismissal reasons, % 17.6 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Cocupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2231 3293 3907 Share of collective agreements in all agreements between enterpereneurs (employers) and		2000	2005	2008	2010
Male 68.4² 65.3 63.1 64.8 Female 44.9² 55.9 57.2 57.7 Unemployment rate, % 9.7² 7.6 6.1 5.6 Youth unemployment rate, aged 15-19, % 15.1² 17.7 10.1 11.0 Share of Informal employment, % 4.8 10.1³ Average monthly nominal wage, in manats or AZN 44.3 123.6 274.4 331.5 (US dollars) (49.5) (130.7) (334.0) (414.4) Low-pay rate, % 6.0 40.0³ Excessive hours (more than 48 hours per week), % 12.4² 10.6⁴ 14.8 5.7 Dismissal of employees due to staff cutback, % 11.4⁵ 8.1 2.6 5.4 Other dismissal reasons, % 17.6⁵ 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 19.0 11.2 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 <td></td> <td>2</td> <td></td> <td></td> <td></td>		2			
Female	•				
Unemployment rate, % 9.72 7.6 6.1 5.6					
Youth unemployment rate, aged 15-19, % 15.1² 17.7 10.1 11.0 Share of Informal employment, % 4.8 10.1² Average monthly nominal wage, in manats or AZN (US dollars) 44.3 123.6 274.4 331.5 (US dollars) (49.5) (130.7) (334.0) (414.4) Low-pay rate, % 6.0 40.0³ Excessive hours (more than 48 hours per week), % 12.4² 10.6⁴ 14.8 5.7 Dismissal of employees due to staff cutback, % 11.4⁵ 8.1 2.6 5.4 Other dismissal reasons, % 17.6⁵ 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 0.3° 0.4					
19, %		9.7	7.6	6.1	5.6
Share of Informal employment, %		0			
Average monthly nominal wage, in manats or AZN (US dollars) (49.5) (130.7) (334.0) (414.4) (20.5) (130.7) (334.0) (414.4) (20.5) (20.7) (334.0) (414.4) (20.5) (20.7) (334.0) (414.4) (20.5) (20.7) (334.0) (414.4) (20.5) (20.7) (334.0) (414.4) (20.5) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7) (20.7		15.1 ²			11.0
Manats or AZN (US dollars) (49.5) (130.7) (334.0) (414.4)			4.8	10.1 ³	
(US dollars)	Average monthly nominal wage, in				
Low-pay rate, % Excessive hours (more than 48 hours per week), % Dismissal of employees due to staff cutback, % Other dismissal reasons, % Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % Occupational injuries, non-fatal, per 100,000 employees Share of economically active people contributing to a pension scheme, % Share of state expenses on social allowances and targeted state social arsistance in GDP, % Trade union density rate, % Number of members of employers' organization (enterprises and physical persons) Share of collective agreements in all agreements between entrepreneurs (employers) and	manats or AZN	44.3	123.6	274.4	331.5
Excessive hours (more than 48 hours per week), % 12.4² 10.6⁴ 14.8 5.7 Dismissal of employees due to staff cutback, % 11.4⁵ 8.1 2.6 5.4 Other dismissal reasons, % 17.6⁵ 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0⁶ 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 17.6 18.9 18.3 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2231 3293 3907 Share of collective agreements in all agreements between entrepreneurs (employers) and	(US dollars)	(49.5)	(130.7)	(334.0)	(414.4)
48 hours per week), % Dismissal of employees due to staff cutback, % Other dismissal reasons, % Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % Occupational injuries, non-fatal, per 100,000 employees Share of economically active people contributing to a pension scheme, % State social protection expenses for pension payments as a share of GDP Share of state expenses on social allowances and targeted state social assistance in GDP, % Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 22.6 5.4 5.4 5.5 8.1 2.6 5.4 5.4 5.4 5.4 5.5 8.1 2.6 5.4 5.4 5.4 5.4 5.4 5.5 8.1 2.6 5.4 5.4 5.4 5.4 5.6 5.4 5.6 5.4 5.6 5.4 5.6 5.4 5.6 5.6	Low-pay rate, %	6.0		40.0 ³	
Dismissal of employees due to staff cutback, % 11.4 ⁵ 8.1 2.6 5.4 Other dismissal reasons, % 17.6 ⁵ 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6 ³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0 ⁶ 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3 ⁷ 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	Excessive hours (more than				
Dismissal of employees due to staff cutback, % 11.4 ⁵ 8.1 2.6 5.4 Other dismissal reasons, % 17.6 ⁵ 26.2 22.6 31.6 Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6 ³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0 ⁶ 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3 ⁷ 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	48 hours per week), %	12.4 ²	10.6 ⁴	14.8	5.7
cutback, % Other dismissal reasons, % Other dismissal reasons, % Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % Occupational injuries, non-fatal, per 100,000 employees Share of economically active people contributing to a pension scheme, % State social protection expenses for pension payments as a share of GDP 4.06 Share of state expenses on social allowances and targeted state social assistance in GDP, % Trade union density rate, % Number of members of employers' organization (enterprises and physical persons) Share of collective agreements in all agreements between entrepreneurs (employers) and	Dismissal of employees due to staff				
Share of women in employment in ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2231 3293 3907 Share of collective agreements in all agreements between entrepreneurs (employers) and	cutback, %	11.4 ⁵	8.1	2.6	5.4
ISCO-88 groups 11 and 12 (legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	Other dismissal reasons, %	17.6 ⁵	26.2	22.6	31.6
(legislators, senior officials and corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	Share of women in employment in				
corporate managers), % 10.7 11.2 11.2 11.3 Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	ISCO-88 groups 11 and 12				
Occupational injuries, non-fatal, per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	(legislators, senior officials and				
per 100,000 employees 4.0 8.0 7.0 4.0 Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0° 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3° 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	corporate managers), %	10.7	11.2	11.2	11.3
Share of economically active people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0⁶ 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3⁶ 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	Occupational injuries, non-fatal,				
people contributing to a pension scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.0⁶ 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.3⁶ 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	per 100,000 employees	4.0	8.0	7.0	4.0
Scheme, % 16.6³ 17.6 18.9 18.4 State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	Share of economically active				
State social protection expenses for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	people contributing to a pension				
for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	scheme, %	16.6 ³	17.6	18.9	18.4
for pension payments as a share of GDP 4.06 3.1 2.4 3.8 Share of state expenses on social allowances and targeted state social assistance in GDP, % 0.37 0.4 0.8 Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and	State social protection expenses				
Share of state expenses on social allowances and targeted state social assistance in GDP, % Trade union density rate, % Number of members of employers' organization (enterprises and physical persons) Share of collective agreements in all agreements between entrepreneurs (employers) and	for pension payments as a share of				
allowances and targeted state social assistance in GDP, % Trade union density rate, % Number of members of employers' organization (enterprises and physical persons) Share of collective agreements in all agreements between entrepreneurs (employers) and	•	4.0 ⁶	3.1	2.4	3.8
allowances and targeted state social assistance in GDP, % Trade union density rate, % Number of members of employers' organization (enterprises and physical persons) Share of collective agreements in all agreements between entrepreneurs (employers) and	Share of state expenses on social				
Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and					
Trade union density rate, % 80.8 82.3 88.3 85.6 Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and			0.3 ⁷	0.4	0.8
Number of members of employers' organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and		80.8	82.3	88.3	
organization (enterprises and physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and					
physical persons) 520 2 231 3 293 3 907 Share of collective agreements in all agreements between entrepreneurs (employers) and					
Share of collective agreements in all agreements between entrepreneurs (employers) and		520	2 231	3 293	3 907
all agreements between entrepreneurs (employers) and					
entrepreneurs (employers) and					
trade unions. % 52.0 ⁶ 63.3 67.9 68.9					
	trade unions, %	52.0 ⁶	63.3	67.9	68.9

¹ For sources and definitions, see the Decent Work Country Profile Azerbaijan available at: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms 175754.pdf.

² Data for 2003. ³ Data for 2009. ⁴ Data for 2006. ⁵ Data for 2002. ⁶ Data for 2001. ⁷ Data for 2007.