

**IMPROVING THE ORGANIZATION  
OF SAFE PRODUCTION THROUGH  
THE CREATION OF OCCUPATIONAL  
RISKS MANAGEMENT SYSTEM AT THE  
ENTERPRISE**

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Systemic nature of urgent problems necessitates reforming the entire OSH management system, i.e. the system of preservation of life and health of workers in the workplace, taking into account the needs of development of Kazakhstan's economy and the ambitious tasks set by the Government of Kazakhstan aimed at achieving new quality of life and working conditions in Kazakhstan. The main objective of the program should be the protection of employees' health and safety of work by introducing a system of professional risk management in every workplace and involvement of the main parties of social partnership, namely employers and employees, in the management of these risks. Action program for improvement of labor protection and safe production should be aimed at achieving the following strategic objectives:

1. Reduced risk of occupational diseases and accidents at work.
2. Improving the quality of jobs and working conditions.
3. Reducing mortality from preventable causes.
4. Increased life expectancy and improvement of workers' health.

The main task of the new labor protection management system should be a shift from post factum reaction to insurance cases to managing the risk of damage to workers' health. This goal can be achieved by organizing a comprehensive, transparent professional risk management system, which should be the basis of the control system of preservation of life and health of workers during labor activity, covering all workplaces, regardless of their size and form of ownership. The concept of professional risk management system should be based on the fundamental principle: «the one who creates risks has more opportunities to manage them». A special role of occupational risks management system should be given to social partnership bodies, primarily organized by workers' representatives, such as unions, whose main task is the protection of social and labor rights, professional interests of employees, as well as activation of the human factor of social and labor relations. The state also should not remain on the sidelines. It is necessary to modernize the social security system. Implementation of activities related to the reform of social security system, including early (discounted) pension benefits of workers exposed to harmful production factors, will require special attention.

We need to establish a system of actuarial calculations, which will not only determine the size of differentiated insurance rate, providing real compensation of harm to the workers' health and their social protection, but also solve the problem of absence of the necessary statistical base and, as a consequence, imperfect information, analytical and methodological support of the obligatory social insurance against accidents at work and occupational diseases. We should create a new model of interaction between the government and the employer in financing the costs aimed at reducing the impact of harmful production factors. State guarantees will apply to compensation for harm of employees' health in the amount of legally defined limit tariff, calculated according to the approved methodology. The harm caused to the employee in the workplace can be fully compensated by attracting private insurance companies that can offer flexible schemes of insurance coverage based on separation of the economic responsibilities of parties. Thus, there will be established a system enabling the implementation of measures aimed at changing the set of factors of production environment and the labor process, affecting the performance and health of workers. Along with these measures for the development of social partnership for active and mass employees' involvement in the risk management process, it is necessary to strengthen the informational impact on public consciousness and systematically improve the work culture. Implementation of strategy should be organized through the «horizontal» line of power by building effective partnerships with major players in the professional risk management system. Tengizshevroil and the Government of Kazakhstan should monitor the effectiveness of the program through the appropriate indicators (target indicators) of regional, sectoral and corporate components – similar programs in the regions of Kazakhstan, sectors and the enterprises themselves at the appropriate levels of social partnership, provided by the Labor Code of the Republic of Kazakhstan. Thus, there will be allocation of responsibility of the key program participants and through (solid) character of introduction of professional risk management system in every workplace, and as a result – bringing the politics to the main objective, which serves as a strategic guidance of the program.

#### References

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