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LABOR PROTECTION IN ENSURING ECONOMIC SECURITY OF INDUSTRIAL ENTERPRISES

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Abstract. This article classifies the legal framework of labor protection, decent working conditions and their socio-economic significance in ensuring economic security in industrial enterprises. Various occupational diseases and accidents caused by unfavorable working conditions in industrial enterprises were analyzed on the basis of industry statistics, which are the locomotive of the country's economy. Factors leading to accidents in industrial production are also classified, and scientific and practical recommendations for the creation of harmless and safe working conditions have been developed. On the basis of the study, the author formulated the following conclusions and recommendations: the creation of a system of transparent control over the implementation of the mechanism of certification of work processes and conditions in the enterprises of the real sector; creation of a permanent control mechanism to ensure the payment of benefits and compensation provided by law to employees working in hazardous and dangerous working conditions at enterprises; Development of an effective roadmap and continuous monitoring of its implementation, taking into account the affiliation of the industry, to eliminate the factors that lead to accidents in the real sector.

Keywords: economic security, labor protection, regulatory framework, occupational diseases, accident, noise level.

Introduction

At the international level, occupational safety is becoming an increasingly important issue. According to the International Labor Organization, every year on average, about 270 million different accidents occur during production in countries around the world. On average, more than 2 million people die in these accidents directly related to labor activity. Another 160 million people lose their ability to work as a result of various occupational diseases. According to international experts, the presence of industrial accidents and occupational diseases leads to the loss of 4% of world GDP (1.25 trillion US dollars) per year [1]. In the total number of such accidents and occupational diseases, the share of non-implementation of labor protection measures in industrial enterprises is high.

Strengthening the system of economic incentives for measures to ensure decent working conditions in the effective organization of occupational safety in industrial enterprises [2], identifying modern sources of risk in production, ensuring

safe working conditions based on decent work principles and encouraging the creation of "green" jobs has become one of the important areas of scientific research.

Literature review

The State Program for the Implementation of the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021 [3] sets specific objectives to ensure the economic security of existing industrial enterprises, increase the export potential of enterprises, create safe working conditions, increase labor efficiency.

The Labor Code of the Republic of Uzbekistan, entered into force on April 1, 1996, interprets labor legislation taking into account the interests of workers, employers and the state, as well as fair and safe working conditions, protection of labor rights and health of workers.

More than 30 articles of the Labor Code relate directly to labor protection issues, including:

- ◆ labor protection requirements (Art. 211);
- ◆ ensuring safe and healthy working conditions (Article 212);
- ◆ conducting briefing and training on labor protection issues (Article 215);
- ◆ regulation of working hours at jobs with unfavorable working conditions for workers with a special nature of work and under 18 \$ years of age (Articles 116, 117, 118);
- ◆ conditions for involving disabled people in various types of work (Article 220);
- ◆ providing workers with milk, therapeutic and prophylactic food, personal protective equipment and hygiene (Article 217);
- ◆ provision of first aid to workers who fall ill at the place of work (Article 221);
- ◆ accounting and investigation of accidents, supervision, control over the state of working conditions (Article 222), etc [19].

Theoretical and practical aspects of occupational safety in enterprises O.A. Benjamin [4], L.Vasie [5], D.Valterz [6], Methodological bases of occupational safety, occupational safety management in production, prevention of accidents, working conditions issues such as the interaction of employees with labor productivity I.V. Gates [7], V.A. Devisilov [8], G.I. Belyakov [9], O.S. Efremova [10], N.N. Karnaux [11], AM Lushnikov [12], OM Rodionova [13], VS Serdyuk [14], Problems of working conditions in this sector of the national economy of Uzbekistan, in general, occupational safety in production K.Kh. Abdurahmonov [15], OK Abdurahmonov [16], SB Goyibnazarov [17].

Research methodology

Given the complexity and breadth of the topic, the theoretical part of the

topic was explored through scientific abstraction, induction and deduction methods in the research process.

Methods of analysis and synthesis were used in the study of conditions and factors of occupational safety in industrial enterprises.

Analysis and results

A disease caused by the presence of unfavorable working conditions is an occupational disease in which a person is dependent on labor activity. Due to unfavorable working conditions in the workplace alone, every year on average in the country more than a thousand workers become disabled as a result of occupational diseases. 21.9% of the total number of employees in the real sector of the country are employed in hazardous and unsafe working conditions. The number of people killed in industrial accidents as a result of these adverse labor conditions is 54, or 4.3 per 10,000 workers, compared to 37 in the industrial sector when analyzed by type of economic activity. 9 in construction and 8 in transportation and storage [21]. As an experiment, it was found that in the observed industrial enterprises it is possible to increase the level of labor productivity in production by reducing the level of high noise and vibration for a certain period of time. In our analysis, the share of women and men in industry, which does not meet sanitary and hygienic standards, is 16.4 and 29.7%, in construction - 10 and 16.3%, in transportation and storage - 13.2 and 13.3%, and in the communications sector - 2.8 and 4%. , 7%, the share of women and men in unfavorable working conditions in industry was 26.4% and 37.3%, in construction 14.7% and 31.4%, in transportation and storage 20.3% and 22.8%, and in the communications sector 5.2%. and 18.7 percent.

As a result of the analysis of injuries in the real sector (analysis of documents collected on the expert opinion on the results of injuries, observation, analysis of economic reports, statistics, etc.), it was found that the number of accidents in industrial production a classification of non-compliance with factors affecting safety has been developed (Figure 1).

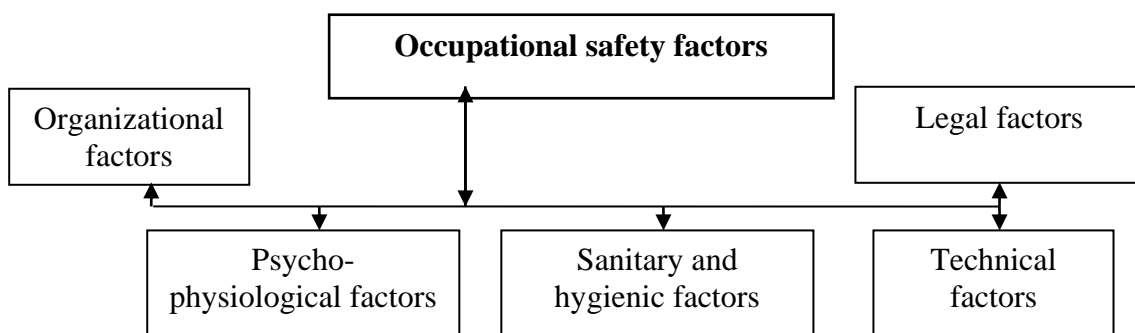


Figure 1. Classification of factors affecting occupational safety in real sector networks

The factors shown in Figure 1 are the factors that cause a person to be injured. The following is a classification of the impact of these factors on occupational safety.

Legal factors. Insufficient work is being done to improve the regulatory framework in the field of labor protection, reduction of the number of labor protection specialists in government agencies and enterprises, unsatisfactory preventive work by employers and employees to prevent violations of regulatory and legal documents, inadequate state and administrative control over compliance with occupational safety and health requirements.

Organizational factors. Lack of training of employees in safe working methods, non-use of labor in their specialty, lack of technical control of safe work, violation of technological processes and work and rest, mistakes in the design of the enterprise, use of uncomfortable tools, personal protective equipment (special clothing, footwear), low economic interest in providing safe working conditions for employers, technological and production indiscipline.

Sanitary-hygienic factors. These include air pollution, presence of harmful substances, workplace, passageways, unlit lighting of the area, presence of noise and vibration, inadequacy or inadequacy of production rooms and sanitary rooms, non-compliance with personal hygiene requirements and regulations.

Psycho-physiological factors. It can be caused by a violation of the psychological regime of the worker, fatigue, illness, physical (metabolic) defects in the body, family unrest, disagreement in the work team, the impact of previous illness complications, and more.

Technical factors. Defects in equipment, work tools, auxiliary tools, moving and load-bearing parts (obsolescence of fixed assets) and imperfections of technological processes are affected [20].

Conclusion and recommendations

The issue of labor protection allowed to develop the following conclusions and relevant recommendations in the course of a comprehensive study of the implementation of laws and regulations adopted in the country in industrial enterprises in the real sector and the incidence of occupational diseases and injuries caused by adverse working conditions:

1. Creation of a system of transparent control over the implementation of the mechanism of certification of labor processes and conditions in the enterprises of the real sector;
2. Establishment of a permanent control mechanism to ensure the payment of benefits and compensations provided by law to employees working in hazardous and unsafe working conditions at enterprises;

3. Development of an effective roadmap and continuous monitoring of its implementation, taking into account the affiliation of the industry, to eliminate the factors that lead to accidents in the real sector [20].

In order to ensure the economic security of industrial enterprises operating in the real sector, it is important to consistently implement labor protection measures to reduce the level of occupational injuries and diseases, adhere to the principles of social partnership in occupational safety, extensive use of world experience.

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