

## The Importance of Labor Protection in Production

Bozorov Sanjarbek Dilmurod ogli

Student of the department of "Life safety" TSTU

Gulomjonov Botirjon Gulomjon ogli

Student of the department of "Life safety" TSTU

Eshburiyev Ulugbek Ismoil ogli

Student of the department of "Life safety" TSTU

### Abstract:

The article examines the importance of the organization of Labor security at the enterprise, the issues of their impact on the final results of production activities, conducted a short comparative analysis with foreign experience. Also, the main factors affecting the state of safety of workers in production were considered, and ways to solve the problems that arise in the field of labor protection were proposed.

**Keywords:** Labor protection, enterprise, safety of workers, economic factor of efficiency, trauma, occupational diseases, safety techniques, environmental factor, psychophysiological condition, protection of employees from harmful and dangerous factors.

### Introduction

In the modern world, labor protection is associated with the rapid development of the sphere of production and the emergence of new types of activities.

Compliance with its principles makes it possible to solve a number of tasks, in particular:

- guaranteed protection of employees of the enterprise from harmful and dangerous factors affecting their health or the health of their descendants;
- reduce the cost of ensuring the production process;
- elimination of serious economic losses due to loss of working time;
- to exclude the requirements and financial sanctions of the bodies that control compliance with the requirements of labor legislation; to increase the productivity and quality of employees ' labor.

Unfortunately, it should be noted that in the "period of stagnation" during the most recent history of the development of our country, insufficient attention was paid to labor protection at many enterprises of our country. During the rapid and poorly managed formation of market relations, the leaders of the enterprise considered it the main goal to get the maximum profit in a short period of time, while grossly ignoring the rules for the safety of elementary equipment or, at best, pushing them into the background.



However, even today, many leaders retain the conservative principles of previously absorbed Enterprise Management, which have given secondary importance to labor protection.

True, most of today's generation of managers understand the importance of the correct approach to the organization of labor protection at the enterprise, making the words "labor protection is the key to success" a slogan in their work.

So, what is the importance of labor protection at the enterprise?

First of all, the highest value is always a person, his life and health. Neither the amount of wages, nor the level of profitability of the enterprise, nor the value of the product produced cannot serve as a basis for ignoring safety rules and justifying existing life threats. In addition, in this case, we are talking about the value of a particular person as an employee with specific knowledge, skills and experience.

Secondly, properly organized work on ensuring safety increases the discipline of Labor employees, which in turn leads to an increase in labor productivity, a decrease in the number of accidents, equipment breakdown and other out-of-State situations, that is, it ultimately increases production efficiency.

Thirdly, labor protection implies not only ensuring the safety of employees in the performance of their duties. For example, the Prevention of occupational diseases, the organization of good rest and nutrition of workers during breaks, the provision of them with the necessary work clothes and hygiene products, and even the implementation of social benefits and guarantees. The correct approach to the organization of labor protection at the enterprise, the correct use of various intangible methods of employee motivation, gives employees the opinion that the necessary leadership is reliable, stable and insensitive. Thus, due to the established labor protection, the turnover of personnel is reduced, which also has a positive effect on the stability of the entire enterprise.

Obviously, there are other, less noticeable forms of labor protection that affect the work efficiency of the enterprise. However, even the three reasons mentioned are enough to understand the special importance of maintaining labor protection at the proper level.

Today, labor protection is more relevant than ever. In a market economy, it is difficult to imagine a successful enterprise in which management is negligent about labor protection issues. It is known that production accidents incapacitate the process, often, they interrupt the work of the enterprise for a long time, not only create a nervous situation in the team, but also lead to large financial losses. The experience of the largest companies in the world shows that top managers consider labor protection as one of their main priorities. Thus, they put the protection of Labor and health of workers from dozens of indicators of the functioning of the enterprise in second place after the qualifications and competence of employees. Labor protection issues in the United States, for example, have played a very important role since ancient times. The legal basis of the current state system for labor protection in this country is the labor safety in Production Act of 1970. The Act established the federal agency of the labor Security Administration in production, which became the primary executive body that ensured the enforcement of laws in all areas of the United States. Each state passed its own laws and created executive bodies in the field of Labor security. The state Labor departments develop



various restrictions related to hazardous raw materials, ventilation of production enterprises, water supply, storage of production waste, etc.

In European Union countries, such as Spain, the Labor Inspectorate is part of the Ministry of Labor and social protection of the population. Its director-general is in charge of the deputy minister for the management, planning and organization of the inspection work. While nominations for the position of director general of inspection were originally proposed by the minister of Labor, final appointments must be approved by the Cabinet. Insurance organizations providing compensation payments in cases of industrial injury or illness occupy an important place in the country's labor protection system. Under the law, employers, as well as workers and employees, must pay contributions to the National Institute of Social Protection, which provides them with benefits such as old age benefits, sickness and incapacity for work payments. In addition, there are various insurance agencies in Spain. They collect insurance contributions from their member companies, and the funds received thereafter are transferred to employers when they are not at work due to manufacturing accidents or illnesses, as well as to pay the wages of workers and employees with any level of disability as a result of an accident or illness.

The relevance of labor protection issues in Russia is much higher than in the West, and this is due to the fact that more than 80% of the main funds of Russian enterprises have already produced their resources. Naturally, work on outdated equipment leads to an increase in accident situations with accidents of varying degrees of severity. In this regard, the role of labor protection issues as one of the priority tasks of the development of the enterprise is growing. The importance of the safety of the life and health of workers at the enterprise leads to the development of the following processes at the enterprise:

- favorable and safe working conditions as one of the main factors affecting labor productivity and safety, the health of workers;
- the effectiveness of measures to improve conditions and increase labor security. This is an economic expression of the social importance of labor protection as a source of financing to protect labor protection and increase production efficiency, which is considered an important element of enterprise competitiveness;
- the social importance of labor protection consists in promoting the continuous improvement of working conditions and improving working conditions, increasing its safety, increasing the efficiency of social production by reducing production injuries and morbidity;
- internal shift stoppage by preventing premature fatigue, reducing the number of microenterprises, reducing the total loss of working time due to injury, occupational and general illness, and reducing the total loss of working time due to temporary incapacity, respectively, an increase in labor productivity as a result of an increase in the Working Time fund.

Also, an important role in increasing the importance of labor productivity and labor protection issues in the team is played by psychological means of increasing labor security, ensuring the psychological compatibility of its members, professional selection of employees, training and training of workers in safe methods of Labor, placement and effective use of labor resources,



their interaction in the production process. Moral means of increasing labor security reflect the relationship between the participants in the labor process, members of the team. The nature and expression of such relationships are the most important aspects of labor protection. In the process of Labor, the interaction of employees can be inconsistent and sometimes contradictory, corresponding to the principles of the organization of production. The formation of healthy interpersonal relationships in the Labor team on the basis of internal Labor procedures, rules, norms and guidelines for labor protection is one of the main tasks of engineering and technical personnel-team leaders. The ability of the manager to correctly establish relations in the team is a kind of art that ultimately depends on the result of the activities of the entire enterprise, its reputation in the market and, of course, competitiveness. At the same time, in this activity, special attention should be paid to the organization of work on the staff of the enterprise, that is, on the provision of safe working conditions for the protection of Labor.

Also, the solution of labor protection issues gives employees, the enterprise team a sense of confidence that he is working in favorable conditions in which all safety requirements are met, that in case of an accident, an employee and his family will be protected through compensation payments. Thus, labor protection is of great importance in production, and neglect of these issues leads to negative consequences. Today, the state raises the question of the culture of labor protection, which is one of the main elements of enterprise management. It would be better for the leaders of Uzbekistan to become this norm, and work on labor protection will be carried out officially. Unfortunately, there are no fewer cases of attempts to hide workplace accidents for "good" statistics. Therefore, the study and solution of problems associated with ensuring healthy and safe conditions in which human labor is carried out, -is one of the most important tasks in the development of new technologies and production systems. The study and identification of possible accidents, occupational diseases, explosions, fires in production, the development of activities and requirements aimed at eliminating these causes allow creating a safe and comfortable environment for human labor. The social significance of labor protection is manifested in the influence of changes in three main indicators that characterize the level of development of social production: improving health, maintaining labor resources at the expense of prolonging the average life expectancy and increasing the professional activity of workers, thereby leading to an increase in seniority; an increase in the professional level due to The total national product will increase due to the improvement of the above indicators. The efficiency of work increases and, due to the creation of favorable conditions for labor activity, the economic results of the enterprise increase, for example, by ensuring the optimal parameters of the microclimate, light and lighting environment, taking into account the psychophysiological and ergonomic characteristics of Labor, optimal formation of Labor and Recreation, conducting treatment and preventive measures. Due to injuries and illnesses, the Working Time fund increases due to non-arrival at work. It should be noted that working conditions significantly affect not only professional diseases, but also the appearance and duration of General diseases. Expenses are saved for benefits and compensation for work in unfavorable working conditions. Benefits and compensation, such as a reduced working day



and additional leave, are associated with large labor losses and are accompanied by large cash payments for time that did not actually work.

Such types of benefits and compensation, such as high tariff rates, preferential pensions, curative-preventive feed, free milk provision, also require large monetary costs. Creating conditions that meet the permissible regulatory requirements allows you to partially or completely reduce these costs.

Security and labor protection, as well as employee health issues, are very important and relevant for any enterprise. Labor protection is the most important element of the social policy of the modern state. It is impossible to effectively develop the industry without compliance with labor protection laws, as well as without modernization of measures to ensure safe working conditions at enterprises. The struggle to increase the culture of labor protection is a reliable way to ensure the life and health of workers.

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