

UDK 37.02

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LABOR PROTECTION - BASIC CONCEPTS AND EXPLANATIONS

***Annotation:** The systematic establishment of labor protection is one of the important factors in creating decent working conditions for employees in enterprises, organizations and institutions. In this article highlights of notion labor protection and basic concepts, explanations, it's effect for work effectiveness.*

***Key words:** effectiveness, labor, labor protection, work, development, employee, factors.*

A large-scale reform of job creation is underway in our country. In this direction, special attention is paid to the protection of the human factor, its rights and interests. In particular, a special program is being developed and brought to life every year to ensure the employment of the population.

Labor protection is a system of preserving the life and health of employees in the course of work, including legal, socio-economic, organizational and technical, sanitary and hygienic, therapeutic and preventive, rehabilitation and other measures that form a mechanism for the implementation of the constitutional right of citizens to work in conditions that meet the requirements of safety and hygiene. The creation and application of such means the transition from a low-effective method of responding to numerous cases of occupational injuries and occupational diseases to a method of modern elimination of their causes - neutralization and prevention of occupational risks, i.e. to occupational risk management. In order to create a mechanism for managing occupational risks, significant work has been carried out in recent years to bring the Labor Code and other regulatory legal acts into line with the new order of labor

protection organization in industrial organizations caused by the transition to occupational risk management.

In recent years, a significant number of regulatory legal acts have been developed: new rules have been approved for the certification of workplaces according to working conditions, the passage of mandatory medical examinations by employees, accreditation of organizations providing services in the field of labor protection, etc. The legal basis for regulating relations in the field of labor protection between employers and employees is defined by the Constitution: everyone has the right to work in conditions that meet the requirements of safety and hygiene. Labor protection norms and rules are also contained in other federal laws and other regulatory legal acts. At the same time, specific requirements for compliance with labor protection are regulated by various regulatory acts, sanitary and construction rules, other regulatory documents approved by authorized state authorities. Labor protection covers almost all relations between an employer and an employee, up to equipping his workplace, working hours, rest breaks, vacations, providing special clothing and shoes, preventive nutrition, etc. For the purposes of labor protection legislation, the following basic concepts are used:

- labor protection is a system of preserving the life and health of employees in the course of their work, including legal, socio-economic, organizational and technical, sanitary and hygienic, therapeutic and preventive, rehabilitation and other measures;

- working conditions - a set of factors of the production environment and the labor process that affect the efficiency and health of the employee;

- harmful production factor - a production factor, the impact of which on an employee can lead to his illness;

- dangerous production factor - a production factor, the impact of which on an employee can lead to his injury;

- workplace - a place where an employee should be or to which he needs to arrive in connection with his work and which is directly;

- state examination of working conditions - assessment of compliance of the object of examination with the state regulatory requirements of labor protection;

- safe working conditions - working conditions in which the impact of harmful and (or) hazardous production factors on workers is excluded or the levels of their impact do not exceed the established standards;

- means of individual and collective protection of workers - technical means used to prevent or reduce the impact on workers of harmful and (or) hazardous production factors, as well as to protect against pollution;

- certificate of conformity of work on labor protection - a document certifying the compliance of the work carried out by the employer on labor protection with the state regulatory requirements of labor protection;

- production activity - a set of actions of employees with the use of labor tools necessary to turn resources into finished products, including the production and processing of various types of raw materials, construction, provision of various types of services;

- occupational safety requirements - state regulatory requirements for occupational safety, including occupational safety standards, as well as occupational safety requirements established by the rules on occupational safety;

- certification of workplaces according to working conditions - assessment of working conditions at workplaces in order to identify harmful and (or) hazardous production factors and implement measures to bring working conditions in line with state regulatory requirements for labor protection. Certification of workplaces according to working conditions is carried out in accordance with the procedure established by the federal executive authority responsible for the development of state policy and regulatory regulation in the field of labor;

- occupational safety standards - rules, procedures, criteria and standards aimed at preserving the life and health of employees in the course of work and regulating the implementation of socio-economic, organizational, sanitary-hygienic, therapeutic, preventive, rehabilitation measures in the field of occupational safety;

- occupational risk - the probability of causing harm to health as a result of exposure to harmful and (or) hazardous production factors when an employee performs duties under an employment contract or in other cases established by this Code, other federal laws. The procedure for assessing the level of occupational risk is established by the federal executive authority responsible for the development of state policy and regulatory regulation in the field of labor;

- occupational risk management is a set of interrelated measures that include measures to identify, assess and reduce the levels of occupational risks. The regulation on the occupational risk management system is approved by the federal executive authority responsible for the development of state policy and regulatory regulation in the field of labor, taking into account the opinion;

The unification of the basic concepts used is an indispensable condition for their correct and uniform application by both employers and employees, as well as public administration bodies, courts, etc. At the same time, which is no less important, the unification of concepts is a condition for the development and uniform application of state regulatory requirements for labor protection.

Any legislation can be quite effective if the goal it is aimed at achieving is initially clearly defined, and the tasks facing society, the solution of which can ensure the achievement of this goal. The goal of the legislation in the field of labor protection is aimed at creating working conditions that meet the requirements of preserving the life and health of employees in the course of their work. The State manages the labor protection system by carrying out the following measures:

- regulatory and legal regulation of the organization and conduct of work on labor protection - adopts and implements federal laws and other regulatory legal acts, laws and other regulatory legal acts of subjects in the field of labor protection, as well as federal target, departmental target and territorial target programs to improve working conditions and labor protection;

- introduction of state supervision and control over compliance with state regulatory requirements of labor protection;

- introduction of the state examination of working conditions;

- establishing the procedure for certification of workplaces according to working conditions and the procedure for confirming compliance of the organization of work on labor protection with state regulatory requirements for labor protection;

- assistance to public control over the observance of the rights and legitimate interests of workers in the field of labor protection (in this paragraph, apparently, it should have been written that assistance is provided not to some abstract public control, but to the trade union bodies of workers exercising such control).

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