

Protection of Workers Sleep on Modern Solutions

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Abstract: If insufficient attention is paid to the labor protection training system in production enterprises, it not only endangers the health of an employee who does not have sufficient knowledge and skills, but also endangers the workers in the surrounding area. For employees entering high-risk production or work requiring professional choice, preliminary training on safe methods and methods, occupational safety training for one month, and passing an exam and then mandatory periodical attestation on labor protection issues will be conducted.

INTRODUCTION. The employees of the organizations, including the leaders, are trained, guided, and have their knowledge checked by the bodies implementing the state management of labor protection in accordance with the procedures and deadlines established for the profession and types of work of these employees and leaders. must be carried out. It is stipulated that the employer shall exclude from work persons who have not received training, guidance, and whose knowledge has not been tested in accordance with the established procedure for labor protection.

For any society, a person should have dignity throughout his life, regardless of what kind of activity he is engaged in. Because attention to the health and life of its citizens is one of the main measuring criteria of the level of development of any society. From the first year of the independence of the Republic of Uzbekistan, the state determined the political, social and economic directions of the country based on the principle of the main reformer and continues to follow this path [1].

Taking into account that man is the main force in the development of society and the management of production, the maintenance of his safety and health is an important factor in the way of social development.

On December 10, 1948, the United Nations (UN) adopted the Universal Declaration of Human Rights. Article 9 of this declaration states: - "Every person has the right to life...", and Article 23 reads as follows - "Every person has the right to work, freely choose a profession, fair and favorable conditions... has". Articles 42 - 46 of the Constitution of the Republic of Uzbekistan in the new version, which was adopted by popular vote in the referendum of the Republic of Uzbekistan held on April 30, 2023, are consistent with Articles 3 and 23 of the above declaration, for example, Article 42 states : - "Everyone has the right to work decently, to freely choose a profession and type of activity, to work in comfortable working conditions that meet safety and hygiene requirements, to receive a fair wage for their work without any discrimination and not less than the specified minimum wage , and also has the right to be protected from unemployment in accordance with the law." Therefore, in the Republic of Uzbekistan, the protection of citizens' labor and ensuring the safety of their activities has risen to the level of a state-wide issue. Every year on April 28, "International Day of Labor Protection" is widely celebrated all over the world. The services of "International Labor Organization" (ILO) are important in celebrating this day [2].

According to the figures published by this organization, 2 million (that means more than 6,000 people every day) people die every year due to industrial accidents and occupational diseases. At the same time, the growth rate of this indicator is increasing by 10% from year to year. In addition, 270 mln. people become victims of production. More than 600,000 accidents during working hours are registered in the CIS countries alone.

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According to the ILO, 4% of the world's gross domestic product is lost due to unfavorable working conditions and accidents at work. Today, the concept of labor protection is considered one of the most urgent and serious problems at the international level [3].

The following requirements are included among the international norms regarding labor protection:

protection of health and life of workers;

adoption of standards ensuring labor protection at the state level and ratification of international documents;

state administration on labor protection;

conducting state control over the fulfillment of labor protection requirements;

conducting general public control over the implementation of labor protection requirements;

coordinate the protection of labor protection, environmental protection, and protection of other types of social and economic activities;

state financing of labor protection projects;

issue of supply of qualified labor protection experts;

issues such as the creation of a single information system on labor protection and international standards for their implementation have been determined.

Based on the norms adopted in the 52nd Convention of the International Labor Organization, the International Labor Office (ILO) has developed the guideline "Ensuring Labor Protection and Safety". It contains clear instructions on methods of correct risk assessment and identification, risk management system. The recommendations mentioned in this legal document make it possible to correctly assess possible risks in working conditions, manage them at the national and regional levels, eliminate dangerous factors in time, and reduce them by developing a system of safe working conditions. will give. This, in turn, leads to improvements in the economic, social and technical spheres of society. For this reason, a number of international standards have been ratified in the legislation of our country [4].

One of the main conditions for the existence, survival and development of human society is the carrying out of various forms of activity in it. The subject conducting the activity is only a person with consciousness and thinking. There is a form of activity that is of greatest importance to society. This is considered the highest form of activity - labor. Because all material, spiritual and other wealth of humanity is created only due to work. There are different forms of work. They include practical, mental and spiritual processes that take place in marriage, community life, culture, production, science and other spheres of life [5].

Methods. In order to improve the quality and productivity of his work, man continuously and continuously changes and perfects his tools and means of production. As a result, he is constantly exposed to various harmful and dangerous factors during his work. Being under the influence of various harmful and dangerous factors has become an urgent problem now, when humanity enters the 21st century. As a result of the use of complex technical devices and machines in various sectors of the economy, neuro-psychological, static loads, neurosis, occupational diseases have increased among workers, and the occurrence of accidents and disasters has increased. These, in turn, increase the importance of ensuring labor safety in production [6].

The development of employee skills in an organization involves the transfer of employees from one official responsibility to another, for example, to occupy a higher position within the organization and from one department of the organization to another.

RESULTS AND DISCUSSIONS. For example, for transfers, it may involve moving employees from one country to another. These rotations and transfers help the employees gain knowledge about the various operations within the organization and the differences in the different countries where the



organization operates. The knowledge acquired by the employees selected for this method is useful for the organization because it can increase the competitive advantage of the organization.

STATUS OF WORKING CONDITIONS INFORMATION FOR RISDA 2022

STATUS OF LABOR CONDITIONS

Indicator name	String code	This is for the end of the year in an enterprise, organization employment records total available number of employees, people	Including:			
			Women	From the age of 18 small persons	foreign citizens	persons with disabilities
A	B	1	2	3	4	5
According to labor protection rules and guidelines, those who are employed in workplaces that do not meet sanitary and hygienic standards, people	101	-	-	-	-	-
From the data of line 101: under the influence of harmful substances, chemical factors	102	-	-	-	-	-
under the influence of biological factors	103	-	-	-	-	-
under the influence of physical factors	104	-	-	-	-	-
From the data of line 104: high level noise	105	-	-	-	-	-
high degree of tremor	106	-	-	-	-	-
uncomfortable temperature	107	-	-	-	-	-
other factors (radiation, light, etc.)	108	-	-	-	-	-
According to labor protection rules and guidelines, those employed at workplaces with a risk of injury that do not meet sanitary and hygienic standards, persons	109	-	-	-	-	-
- Those engaged in hard physical work	110	-	-	-	-	-
Those engaged in physical work that affects the nervous system	111	-	-	-	-	-
The number of employees employed in unfavorable working conditions, provided with PPE (personal protective equipment)	112	203	-	-	-	-
For reference:						
Employees who have employment records in this enterprise or organization by December 31, 2022	113	1	1	-	-	-



(without those who have taken additional leave to take care of their child until the age of three)						
including: workers	114	1	1	-	-	-
Jobs found suitable for working conditions throughout the year	115	128	7	1	-	-

**FOR WORKING IN ADVERSE WORKING CONDITIONS
BENEFITS AND COMPENSATIONS**

Indicator name	String code	Year to the end - total, person	that's it including: Women	The organization made benefits and compensations to all employees during the year expenses, thousand soums
A	B	1	2	3
The number of employees who have labor records in this enterprise, organization has been granted the following benefits for working in unfavorable working conditions.		812	24	71 280
additional leave	201	-	-	-
reduced working day	202	-	-	-
free diet meals	203	-	-	-
receiving free milk or equivalent food products	204	812	24	70 305
increased tariff rates	205	-	-	-
Nto employees who are employed in decent working conditionsadditional payment	206	812	24	1 132 215,147
the right to receive a state pension under preferential conditions:		-	-	-
No. 1 according to the list	207	-	-	X
No. 2 according to the list	208	-	-	X
No. 3 according to the list	209	-	-	X
other pensions established by legislation under special conditions	210	-	-	X
allowance set by the organization	211	-	-	X
The number of employees who have labor records in this enterprise, organization, where any kind of benefit or compensation specified in lines 201-211	212	812	24	X
Working pensioners from the data of lines 207-211	213	-	-	X

Methods of increasing the effectiveness of training of employees on labor protection.

We classify the research methods of our master's dissertation work as follows.

The purpose of on-the-job training is to provide the employee with specific knowledge and skills in the field of work. The knowledge and skills provided in the workplace are directly related to the job requirements. Job training techniques, job rotation, mentoring, and apprenticeship training are common forms of on-the-job training methods. Full-time on-the-job training theoretically does not include any off-the-job training. However, it is very rare that 100% of the education passes as part of the student's productive work. On-the-job training is a systematic approach to training that requires



trainees to go through a series of steps in a sequential sequence.

This type of training is good for task-oriented tasks such as operating equipment. A teacher or supervisor prepares a section of work by observing an experienced worker at each step of the work. The training technique consists of four stages: preparation, presentation, testing and observation [7]. Job rotation is the systematic movement of employees from job to job or project within an organization as a way to achieve various human resource goals, such as: regular employee placement, new employee orientation, job boredom or burnout prevention, employee reward, increasing career development, exposing employees to different environments.

A good job rotation program can reduce training costs while increasing the impact of training because job rotation depends on experience. Job rotation makes employees self-motivated, flexible, innovative, eager to learn and effective communicators.

One potential problem with rotation programs is cost, as job rotation increases management time to spend on lower-level employees. This turnover can increase workload and reduce productivity for the manager and other employees. Job rotation may be of particular importance to organizations that require firm-specific skills, as it helps to motivate organizations from within. Coaching is the process of providing one-on-one guidance and direction to improve knowledge, skills and performance. Coaching is becoming a very popular development tool and is often one-on-one with the student to assess needs, set key goals for implementation, develop an action plan, and support the student in carrying out the plan. -Includes solo work.

This is another way of learning and development. This includes introducing and training new employees to a new job within the organization. During this process, they are exposed to various responsibilities, such as the nature of their new job, how they are expected to carry out assigned tasks and responsibilities, and what is generally expected of employees by the organization. environment, including work systems, technology and office layout, existing organizational culture, health and safety issues, working conditions, processes and procedures are briefed.

Listeners are given some information related to describing roles, concerns, goals, responsibilities, emotions and much more. Below is an overview of the situation and the challenges they face. The interns are there after they have to fulfill their roles. This method is most effective when conducted in a stress-free or alternatively minimally stressful environment to facilitate easy learning. It is a very effective training method for a wide range of employees, for example in sales or customer service, management and support staff.

CONCLUSION. These are some of the methods that can be used to develop the skills required in an organization. These courses and programs are usually defined and known set of programs in which the content, duration and all details of the training should be provided to both the organization and the training. Formal training and programs can be planned and evaluated in advance, unlike informal training and programs that are understandable to existing employees. Employees can complete these courses and programs for a specified period of time while on leave or alternatively work part-time. These programs can be conducted within the organization (enterprise) or outside the work.

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