



The Role of Labor Protection in Production

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Abstract: *The article discusses the importance of organizing labor protection at the enterprise, their impact on the final result of production activities, a brief comparative analysis with foreign experience is carried out. It also examines the main factors affecting the safety of workers, and suggests ways to solve problems arising in the field of labor protection.*

Key words: *labor protection, enterprise, worker safety, profitability ratio, injuries, occupational diseases, safety measures, environmental factor, psychophysiological state, protection of workers from harmful and dangerous factors.*

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In the modern world, labor protection is of great importance due to the rapid development of the production sector and the emergence of new types of activity. Compliance with its principles allows you to solve a number of tasks, including:

- guaranteed protection of employees from harmful and dangerous factors affecting their health or the health of their children;
- Reducing the cost of the production process;
- Elimination of serious economic losses due to loss of working time;
- Exclusion of claims and financial sanctions of regulatory authorities for compliance with the requirements of labor legislation;
- Improving the productivity and quality of human resources.

Unfortunately, during the "period of stagnation" in the history of the modern development of our state

It must be said that many local enterprises did not pay due attention to labor protection. During the period of turbulent and uncontrolled formation of market relations, business leaders saw maximum profit in the short term as their main goal, while blatantly ignoring the rules of compliance with safety standards.

So what is the role of labor protection in the enterprise?

First, the highest value is always a person, his life and health. Neither the size of wages, nor the level of profitability of the enterprise, nor the cost of the manufactured products can be the reason for non-compliance with safety regulations and justify the existing threats to the life or health of

employees. Moreover, 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 labor protection increases the discipline of employees, which, in turn, leads to increased productivity, a reduction in the number of accidents, equipment failures and other emergencies, i.e. increases production efficiency.

Thirdly, labor protection is not only about ensuring the safety of employees in the performance of their duties. In fact, this includes a variety of measures: for example, the prevention of occupational diseases, the organization of adequate rest and nutrition during breaks at work, providing them with the necessary overalls and hygiene items, and even the implementation of social benefits and guarantees. The correct approach to the organization of labor protection at the enterprise, the competent use of various non-material methods of motivating employees gives the latter the reliability, stability and interest of the management in their employees. Thus, due to well-organized labor protection, staff turnover is reduced, which also has a positive effect on the sustainability of the entire enterprise.

It is obvious that there are other, less noticeable forms of the impact of labor protection on the efficiency of the enterprise. However, all three reasons are enough to understand the particular importance of maintaining safety at the proper level.

Work safety is more important today than ever. It is difficult to imagine a successful enterprise in a market that is indifferent to labor protection issues. It is known that industrial accidents usually disrupt the work of an enterprise for a long time, which not only creates a nervous environment in the team, but also leads to large financial losses. The experience of the largest companies in the world shows that top managers consider occupational safety one of their priorities. Thus, out of dozens of indicators of the enterprise's performance, they put the safety of their employees in second place after the qualifications and qualifications of their employees. For example, health and safety issues in the United States have long played a very important role. The legal basis of the current state system of labor protection in our country is the law on labor protection at work. Under this law, the Occupational Safety and Health Administration was created and became the chief executive in the United States. Each state has passed its own laws and created executive bodies in the field of labor protection.

In EU countries such as Spain, labor inspection is part of the Ministry of Labor and Social Protection. Its CEO is responsible for the Deputy Minister for Management, Planning and Organization of Inspection. Although the candidates for the post of Director General of the Inspectorate were originally proposed by the Minister of Labor, the final appointment must be approved by the Cabinet of Ministers. Insurance companies that pay compensation for work-related injuries or illnesses play an important role in the country's health and safety system. Employers, workers and employees are required by law to pay contributions to the National Institute for Social Security, which provides benefits such as old-age pensions, sickness and disability benefits. There are also various insurance agencies in Spain. They collect insurance premiums from their member companies and then pay them to employers and workers when they are not at work due to industrial accidents or occupational diseases, as well as workers with a degree of disability due to accident or illness, and pay workers ... In fact, these are non-profit insurance agencies authorized by the Ministry of Labor and Social Protection. Significant changes have taken place in working life, the use of computer technology, Finland's accession to the European Union, in legislation, in the work of labor protection authorities and in the organization of control over labor protection. The collective bargaining parties, which have concluded a number of important national agreements on occupational safety and health, play an important role in improving occupational safety and

health. At the same time, measures have been improved to promote labor protection in direct production.

The relevance of labor protection issues in Uzbekistan is much higher than in Western countries, which is explained by the fact that more than 80% of the fixed assets of these enterprises have long since exhausted their resources. Naturally, working with outdated equipment leads to an increase in accidents, as well as to varying degrees of accidents. In this regard, the role of labor protection is increasing as one of the priority directions of the enterprise's development. The growing importance of the safety of life and health of employees at the enterprise leads to the development of the following processes at the enterprise.

- Production and labor safety, comfortable and safe working conditions as one of the main factors affecting the health of employees;
- A source of financing for labor protection, which is an economic expression of the social significance of labor protection and increasing production efficiency as an important element of the company's competitiveness; Improving conditions and efficiency of measures to improve labor safety;
- The social significance of labor protection - to contribute to the growth of the efficiency of social production through continuous improvement and improvement of working conditions, increasing its safety, reducing industrial injuries and occupational diseases .;
- Increased productivity as a result of increased working hours by preventing premature fatigue, reducing the number of microtraumas, reducing the loss of daily work due to temporary disability due to injuries; occupational and general diseases.

It also plays an important role in increasing labor productivity and the importance of labor protection issues in the team, combining the factors that determine the psychological climate in the production team, psychological tools to improve its safety [1-5]. Members, professional recruiting, safe teaching and learning methods. labor of workers, placement and efficient use of labor resources, their interaction in the production process. Ethical tools for improving labor safety reflect the relationship between participants in the labor process, team members. The nature and manifestation of such relationships are the most important aspects of labor protection [6-12]. The attitude of workers to the labor process can be consistent, inconsistent, and sometimes contradicting the principles of organizing production. One of the main tasks of engineers - technicians - team leaders - is the formation of correct interpersonal relations in the work collective on the basis of the internal labor regulations, labor protection rules, norms and rules. The leader's ability to harmoniously and correctly build relationships in a subordinate team is an art form that depends on the result of the entire enterprise, its reputation in the market and, of course, its competitiveness. At the same time, in this activity, a special place should be given to ensuring safe working conditions for employees, that is, organizing work on labor protection. Addressing occupational safety issues ensures that employees, the business community work in a comfortable environment, comply with all safety requirements, and protect the employee and his or her family in the event of an accident (for example, an accident).

Thus, the importance of the role of labor protection in production is obvious, and ignoring these issues leads to obvious negative consequences. A list of types of legal documents in our country has been approved, including state regulatory requirements for labor protection [13-15]. Such acts include: intersectoral rules on labor protection; intersectoral labor protection standards; industry rules on labor protection; standard instructions for labor protection; state standards of the labor safety standards system; building regulations; design and construction standards; state sanitary and epidemiological rules and norms; hygiene standards; sanitary rules and norms; sanitary standards.

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