

Labour Protection Problems In Ensuring The Economic Security of Industrial Enterprises

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Abstract: In this article the great value of a labour protection and legal basis of conditions of fair work in social and economic developments of the state are described. On the basis of statistical data of information of industrial branch of the Kashkadarya region analyzed, arised occupational diseases and traumas in adverse working conditions. The factors brought to traumas in production are classified as well.

Keywords: Economy security, safety labour, legal base, professional diseases, a misfortune case, rate of noise, factors.

I. INTRODUCTION

Today, labour protection issues are becoming an increasingly important issue around the world. According to the International Labor Organization, every year there are about 270 million accidents in the production process in countries around the world. 2 million people die directly related to labor activity. Another 160 million people suffer from occupational diseases in the course of their work. According to experts, industrial accidents and occupational diseases cause an annual loss of 4% of world GDP (\$ 1.25 trillion). In the total number of such cases, the contribution of non-implementation of labour protection measures in industrial enterprises at the required level is greater.

Strengthening the system of economic incentives for measures to ensure labour protection in the effective organization of labour protection in industrial enterprises around the world, identifying new 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 directions [16]. Research in this area plays an important role in improving the scientific basis of the impact of the level of labour protection in industrial enterprises on sustainable economic growth, labour protection in ensuring high levels of employee productivity, scientific standards and requirements in this area. Accordingly, one of the most pressing issues today is to strengthen the policy of scientific organization of labor in industrial enterprises, the development and implementation of specific scientific recommendations for the introduction and implementation of innovative methods of labour protection.

II. LITERATURE REVIEW

In Uzbekistan, the regulation of labor relations, ensuring compliance with working conditions and the creation of a safe labor system play an important role in the activities of industrial enterprises. 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 [2] identifies important tasks to improve the economic security of industrial enterprises, create safe working conditions in production, and increase labor efficiency.

O.A. Benjamin [3], L.Vasie [4], D.Valterz [5], Methodological bases of labour protection, labour protection management in production, accident prevention, labor in the theoretical and practical aspects of labour protection in the activities of industrial horns Issues such as the relationship of working conditions with employee productivity IV Gates [6], VA Devisilov [7], GI Belyakov [8], OS Efremova [9], NN Karnaux [10], AM Lushnikov [11], OM Rodionova [12], VS Serdyuk [13], Problems of working conditions in this sector of the national economy of Uzbekistan, in general, the problems of labour protection in production K.Kh. Abdurahmonov [14], studied by O.K.Abdurahmonov [15].

The Republic of Uzbekistan also has nationwide regulations governing the health of the population and labour protection. These are sanitary norms and rules, state standards of labor safety system, construction norms and rules, norms of storage of harmful substances, fire and road safety rules. Article 37 of the Constitution of the Republic of Uzbekistan states that "Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment in accordance with the law." [16]. The Basic Law and by-laws have also been adopted. The Law of the Republic of Uzbekistan "On labor protection" [17] The principle of priority of life and health of the employee over the results of production activities is the main direction of state policy in the field of labor protection. The issues of labor protection, taking into account the interests of employees, employers and the state, are enshrined in more than thirty articles of the Labor Code of the Republic of Uzbekistan [18].

III. RESEARCH METHODOLOGY

It is known that labour protection is an important factor in ensuring the economic security of industrial enterprises. The increase in the number of injuries and occupational diseases at work leads to irreparable material and moral losses, first of all for employees and industrial enterprises, and then for the whole country. Only if all participants in the process of creating safe working conditions work together can the attitude of employers and employees to safety issues in the workplace be changed [1].

A security system that covers all components of production can only be effective if it reaches every workplace. Unfortunately, as a result of insufficient attention of many employers to the improvement of working conditions of workers, the right to work in healthy and safe working conditions is not observed and the efficiency of the use of working time in production is reduced.

IV. ANALYSIS AND RESULTS

It was found that 60-80% of the working time fund of workers employed due to lack of labour protection in industrial enterprises is lost as a result of illness (temporary disability) and various injuries (accidents). The working time fund lost as a result of the temporary incapacity of these workers is on average 5-8 days or even 21-28 days per year. When economically assessing temporary incapacity for work, it significantly reduces the efficiency of the use of the working time fund and leads to the expenditure of funds to pay a certain amount of temporary incapacity benefits, causing economic and financial damage to the enterprise.

Unfavorable working conditions lead to changes in various physiological conditions in a person, resulting in the weakening of the human body and illness. The connection between working conditions in the production process and human disease was established by scientists who lived and worked in the ancient world at that time. In the BC period, Hippocrates had identified the negative effects of dust on the human body, which is formed during the excavation of underground resources (coal, iron ore). At the time of development of modern science, the factors that interact with the sanitary and hygienic conditions and adverse conditions in the work process, as well as the incidence of occupational diseases are given in practical terms.

Occupational diseases in industrial production are mainly: a series of diseases of the human respiratory system caused by various dusts; diseases of the body caused by high vibration; consists of a complex of chronic and acute skin, internal and nervous diseases caused by working with various toxic and chemical agents. In determining the interdependence of working conditions in the production process in the incidence of an employee's illness, temporary incapacity for work is calculated on the basis of statistical calculations and in-depth analysis of medical care provided to employees in medical institutions. Based on this analysis, diseases

that can occur under the influence of various factors in production are identified and allow to take measures to improve working conditions and prevent disease.

Occupational disease is an occupational disease that is related to a person's work activities. 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. More than 60% of occupational diseases registered in the last 5 years are the result of exposure to physical factors [19]. Of these, 35% are due to noise, 26% are due to vibration, and more than 31% are due to chemical poisoning and disease. It should be noted that our research has shown that in the process of industrial production, workers working under the influence of poor sanitation, high noise and vibration feel tired and unable to concentrate on any process, as well as reduced productivity and injury. they often make mistakes and their labor is found to be unproductive and inefficient. As an experiment, it was possible to increase the level of labor productivity in production by reducing high noise and vibration levels over a period of time. As a result of effective measures taken to improve labour protection in large industries of Kashkadarya region, safe working conditions are being created (Table 1). In particular, 11.7% of employees in large industrial enterprises work in conditions that do not meet sanitary and hygienic requirements, 2.5% in high noise and 1.3% in excessive vibration. According to this Table 1, the number of people working in unsanitary conditions decreased by 8.5 points in 2019 compared to 2014, and the number of people working under excessive vibration decreased by 58.2 points, but those working under high noise decreased by 10.9 points during the analysis period increased to the band.

Table 1 Analysis of those employed in unfavorable working conditions in large industries of Kashkadarya region [19]

№	Indicators	Years					In 2019 compared to 2014, in%
		2014	2015	2017	2018	2019	
1. Those working in conditions that do not meet sanitary and hygienic requirements							
1.	In the general industrial network, (number of people)	4616	5351	5381	4876	4223	91,5
	hence:						
1.1.	Electric power	2545	2982	3368	3247	2567	100,9
1.2.	Fuel industry	568	524	371	365	384	67,6
1.3.	Metallurgy	-	14	16	-	-	-
1.4.	Chemical and petrochemical industry	1271	1365	1430	1232	1255	98,7
1.5.	Mechanical engineering and metal processing industry	-	19	19	23	17	17 марта
1.6.	Light industry	74	51	9	9	-	-
1.7.	Food industry	34	135	168	-	-	-
1.8.	Others	124	261	-	-	-	-
2. Those who work under the influence of high noise							
2.	In the general industrial network, (number of people)	805	956	919	736	893	110,9
	hence:						
2.1.	Electric power	402	567	564	527	-	-
2.2.	Fuel industry	-	1	1	1	8	-
2.3.	Metallurgy	-	16	16	-	-	-
2.4.	Chemical and petrochemical industry	211	227	265	185	885	419,4
2.5.	Mechanical engineering and metal processing industry	25	33	19	23	-	-
2.6.	Light industry	18	2	-	-	-	-
2.7.	Food industry	25	38	54	-	-	-
2.8.	Others	124	72	-	-	-	-

3. Those who work under the influence of excessive levels of vibration							
3.	In the general industrial network, (number of people)	1151	1187	1241	1064	481	41,8
	hence:						
3.1.	Electric power	936	970	1013	948	481	51,4
3.2.	Fuel industry	8	4	3	3	-	-
3.3.	Chemical and petrochemical industry	207	213	225	113	-	-

The negative change in unfavorable working conditions in the industry was due to the increase in high noise conditions in the chemical and petrochemical industries, which can be explained by the number of jobs in the current period in the process of launching new production facilities in the industry. The presence of unfavorable working conditions in the activities of industrial enterprises can lead to potential injuries.

Injuries in the manufacturing process of industrial enterprises are considered and evaluated into two types: production-related injuries and work-related injuries. The first type of injury consists of injuries sustained by an employee during the performance of a task assigned by the administration in the workplace, in a workshop, on site, during loading and unloading or during the relocation of goods. The second type of injury includes injuries sustained by the employee in the company's vehicles, on the way to work, during a business trip.

We carry out the analysis of injuries at industrial enterprises on the example of industrial production in Kashkadarya region, which plays a significant role in the economy of the republic (Figure 1).

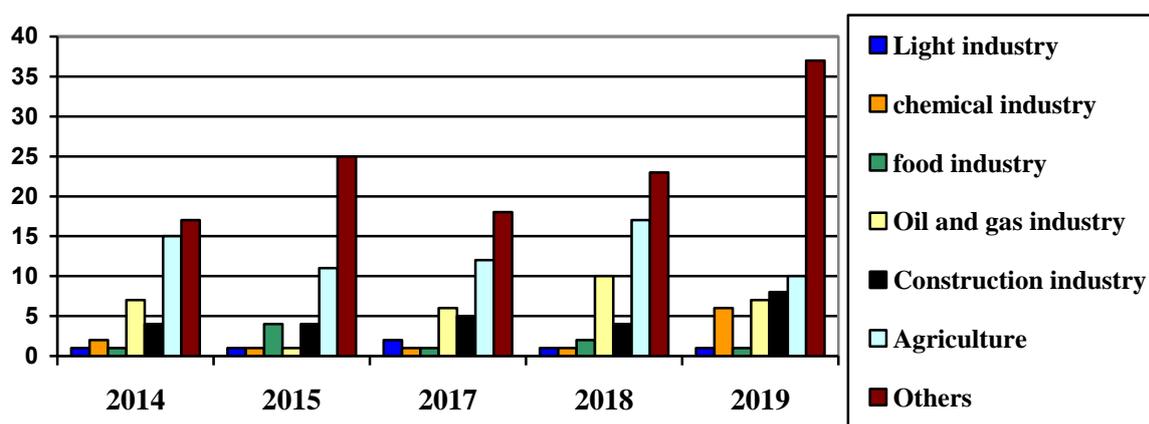


Figure 1. Injury dynamics by industry during 2014-2019 [19]

From the dynamics of injuries shown in Figure 1, it can be seen that the dynamics has an upward trend. If in 2014, 63 different injuries were recorded, in 2019 this figure decreased to 37 or 41.3 points. If we analyze the corresponding change in the cross-section of industries, it decreased by 3.4 times in the chemical industry, 1.9 times in the construction industry and others. In agriculture, food, and the oil and gas industry, the number of injuries has varied over different periods.

If we analyze the injuries that occurred in 2019 from the data of the dynamics of Figure 1, 13.9% in the agricultural sector, 12.1% in the construction industry, 10.0% in the oil and gas industry, 8.2% in the chemical industry and 55, 8 percent occurred in other industries in the industry. 44.3% of the injuries occurred were work-related, 41.8% were work-related and 13.9% were domestic. Of these injuries, 38.4 percent were fatal, 46.7 percent were severe, and 14.9 percent were mild.

As a result of the analysis of injuries (analysis of documents collected on the results of injuries, observation, survey, analysis of economic reports, statistics, etc.), it was found that the work on the occurrence of accidents in industrial production as a result of non-compliance with the factors affecting safety (removed in Figure 2).

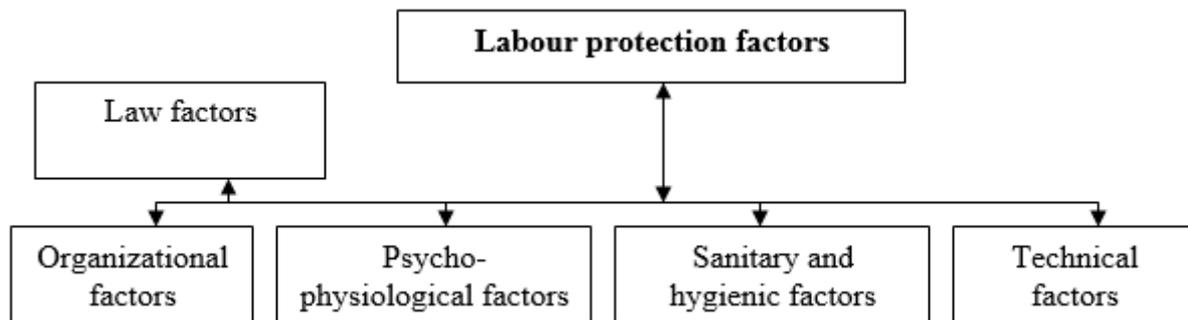


Figure 2. Classification of factors affecting occupational safety at the level of the industrial enterprise

The factors shown in Figure 2 are the factors that cause injuries in the activities of industrial enterprises.

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 turmoil, disagreement in the work team, the impact of previous illness complications, and more.

Organizational factors. Lack of training of employees in safe working methods, non-use of labor in their specialization, 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 industrial indiscipline.

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.

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 non-compliance of production rooms and sanitary rooms, non-compliance with personal hygiene requirements and regulations.

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 labour protection and health requirements.

Injuries to workers caused by these factors cause significant economic and financial damage to the industrial enterprise.

The protection of workers' labor in production, the creation of favorable working conditions for work is not only aimed at increasing the working time fund, but also to increase the competitiveness and efficiency of production.

V. CONCLUSIONS

The implementation of laws and regulations on labor protection in industrial enterprises, as well as a comprehensive study of occupational diseases and injuries caused by adverse working conditions, allowed to develop the following comments and recommendations:

1. Revision of normative documents on labor protection and development of an effective mechanism for continuous monitoring of the implementation of adopted laws;
2. Creation of a system of control over the practical operation of the mechanism of certification of labor processes and conditions;
3. Establishment of a permanent control mechanism to ensure the payment of benefits and compensations provided for by law to employees working in hazardous and dangerous working conditions;
4. Organization of labor on a scientific basis, taking into account the factors leading to injury.

In order to reduce the level of occupational injuries and diseases in industrial enterprises, it is necessary to consistently continue labour protection measures, adhere to the principles of social partnership, and make extensive use of existing world experience. The result is an increase in the volume and quality of production that ensures the economic security of industrial enterprises, reducing accidents and injuries, improving labor

efficiency, creating safe working conditions, increasing workers' incomes, job satisfaction, living standards and allows you to create opportunities.

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