

## **ENSURING THE SAFE ORGANIZATION OF THE WORK PROCESS AND THE PROTECTION OF INDIVIDUALS**

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**Annotation:** This article analyzes the occupational safety system, its legal foundations, modern directions in the development of labor protection culture, as well as important methods and approaches for ensuring human activity safety. It is substantiated that occupational safety issues are of great significance not only in the production process but also in social life.

**Keywords:** labor protection, safety, production, legal framework, risk analysis, occupational diseases, labor culture.

### **Introduction**

In modern society, the human factor is recognized as a leading resource. Protecting the life and health of workers during the production process and ensuring the safety of their activities is considered one of the most urgent issues. Labor protection is viewed not only as a means of economic efficiency but also as a factor ensuring social stability. This article highlights various aspects of this crucial issue.

The main goal of the economic and political reforms implemented in our country is to create decent living conditions for all citizens. Of course, creating such conditions is based on scientific and technological progress, which not only facilitates human labor but also leads to the emergence of various hazardous factors. As a result, different types of accidents—injuries, damages, and occupational diseases—may occur. However, every individual living in this sacred land strives to live well and meet their material, spiritual, and social needs more fully. For this very reason, human beings are continuously engaged in active labor.

### **Main Part**

Labor protection is a system of measures aimed at ensuring safe working conditions in the workplace. The Labor Code of the Republic of Uzbekistan, the Law “On Labor Protection,” and other regulatory legal documents serve as the main legal framework in this area. Scientific and theoretical research has led to the creation of laws, regulations, standards, guidelines, rules, and sanitary-technical norms. Establishing and developing a continuous education system for studying them plays an important role.

The main goal of the science of labor protection is to provide students with theoretical knowledge and practical skills regarding hazardous factors that arise during production activities, the causes of their occurrence, ways of preventing them, ensuring labor safety, and creating safe and healthy working conditions. Accordingly, students are expected to master the following theoretical aspects:

- theoretical foundations of labor safety, ergonomics, and labor safety psychology;
- the principles, methods, and tools ensuring labor safety;
- fundamentals of labor safety management;
- legal and organizational foundations of occupational safety.

### **Hazardous Factors in the Workplace and Their Types**

Physical, chemical, biological, and psychological risk factors exist in workplaces, and these are the main causes of occupational diseases and workplace accidents. Early identification and elimination of such factors is a primary task of labor protection. Laws, standards, regulations, guidelines, sanitary norms, and other normative documents on labor protection regulate:

- the content and development procedure of planned measures aimed at ensuring occupational safety and creating healthy and safe working conditions;
- procedures for analyzing workplace accidents, conducting inspections, and documenting them;
- methods for increasing the economic efficiency of occupational safety and identifying the causes of accidents;
- procedures for providing workers with personal protective equipment and rules for their use;
- sanitary and hygienic measures to ensure healthy and safe working conditions;
- safety rules for using technical equipment, machines, mechanisms, devices, and tools in production;
- fire safety, causes of fires, preventive measures, and fire-fighting equipment and techniques;
- procedures and rules for providing first aid to injured persons.

#### **Ways to Ensure Human Activity Safety**

Technical, organizational, and pedagogical measures are implemented in this direction. It is essential to conduct regular occupational safety briefings for workers and provide them with modern protective equipment. Creating a psychologically safe environment also has a direct impact on labor productivity.

The legal and organizational foundations of labor protection include: implementing labor protection in production, creating healthy and safe working conditions through legislation (such as the Law “On Labor Protection,” the Labor Code, etc.), regulations, standards, and their practical application; responsibilities of managers in this area; the roles and rights of state supervisory bodies and public oversight institutions, as well as their responsibilities in ensuring healthy and safe working conditions.

#### **Analysis**

According to statistical data, the number of workplace accidents is increasing in many industrial enterprises due to violations of safety regulations. This situation indicates low labor culture and irresponsibility. The experience of several foreign countries shows that 70–80 percent of risk factors can be eliminated through preventive measures.

According to Resolution No. 538 of the Cabinet of Ministers of the Republic of Uzbekistan dated November 7, 1994, labor protection in enterprises was transferred to state management, and the Ministry of Labor was designated as the main responsible authority in this area. Later, by Resolution No. 58 of the Cabinet of Ministers dated February 16, 1995, the “Department for Labor Protection” was established under the Ministry of Labor.

The task of this department is to monitor the timely resolution of all organizational and technical issues related to ensuring labor safety in enterprises and institutions, as well as to participate in discussing and approving safety criteria.

The labor protection service is directly managed by the head of the organization. To assist in organizing this service, a safety engineer is appointed as the main responsible specialist, and experienced engineers, technical staff, labor collectives, and representatives elected by trade union committees are involved.

The primary duty of the labor safety service is to eliminate the causes of injuries and other accidents occurring in production and to oversee the administration's efforts to improve working conditions. It also includes the development and implementation of organizational, technical, and sanitary measures aimed at prevention, continuous improvement of safety systems and protective equipment based on scientific and technological advancements, and enhancing labor culture.

The only purpose of the labor safety management system is to increase workers' awareness of labor protection regulations, determine the most effective measures for creating healthy and safe working conditions, and recommend their practical application in production. Labor safety management is implemented through the preparation and introduction of a system of organizational, technical, sanitary-hygienic, and economic measures.

#### Opinions and Reflections

Human life and health are the highest values. Therefore, creating safe working conditions in every enterprise and organization is the responsibility not only of the administration but also of every employee. Each worker must know their rights and obligations and be aware of potential hazards.

In complex systems, workers usually do not directly control physical processes. Due to safety considerations, the operator is often located at some distance from where the process takes place. Control objects may be invisible, inaudible, or imperceptible. The worker can only observe instrument readings, indicator signals, and use them to regulate and monitor the process. Such devices are referred to as information-display tools.

In some cases, operators use control levers, switches, and other devices. The combined functioning of these tools is known as sensorimotor systems. Information-display devices and sensorimotor systems together form the information model of the machine. Through this model, the operator can safely manage even the most complex systems.

During work, creating an information model that provides all technological and energy indicators without overloading the operator's memory and attention—while allowing the operator to perceive and process the information—constitutes the main task of ergonomics. Solving this problem is directly related to safety, operational accuracy, quality, and productivity. Therefore, the information model must comply with human psychophysiological capabilities.

#### Methods

The study employed scientific methods such as legal analysis, comparison, statistical analysis, and empirical observation. The state of labor protection in enterprises was examined, and existing shortcomings were analyzed.

#### Conclusion

Ensuring labor protection and human activity safety is a comprehensive process that requires constant attention. Achieving high efficiency requires not only strong legal foundations but also practical measures and the development of a safety culture in employees' consciousness. This will help reduce workplace accidents and ensure the protection of human health.

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