

TECHNIQUES FOR IMPROVING THE EFFECTIVENESS OF WOMEN LABOUR PROTECTION MANAGEMENT

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Annotation

This article examines the theoretical and practical aspects of women labour protection management, the impact of working conditions on the labour process through the highly effective use of workers' working and leisure time. In the unfavorable working conditions created, unhappy employees and occupational diseases arising as a result of various physiological stresses are classified. In the process of Labor, the amount of work was calculated and analyzed according to its physical exertion.

Keywords: Labor Protection, time of work and rest, labor efficiency, physiological stress, labor process, occupational disease, physical overload, unhappy employees.

Introduction

Rational and effective use of labor factors in the implementation of social Labor Relations is an important condition of modern economic development, the management of labor safety is a constant acting factor of any activity. At any time and in all spheres of human activity, along with the level of armament with the techniques and technologies, a well-organized work has ensured the achievement of high results. As you know, the process of production is primarily a labor process, which involves the labor of a person, the subject of Labor and the means of Labor. Labor _ is a conscious activity of people with a certain purpose, as a result of this activity, they create material blessings and cultural riches by changing the existing things in nature, adapting them to their own needs. The essence of Labor, expressed in this way, remains the main condition of production, even in any personality society. Because, there can be no process of creating, producing or servicing material blessings without labor[1].

Forms of Labor distribution in enterprises have a positive impact on the settlement of employees, the level of use of labor resources at the cognitive and cultural level, that is, on labor productivity. These are the requirements for the rational distribution of labor in state and non – state enterprises-to create conditions for saving and full use

of working time, to make the labor of each employee as meaningful and interesting as possible, to ensure the preservation of Health and working capacity[1].

Material and Style

In the field of labor protection of the Republic of Uzbekistan, the norms for the Prevention of physiological stress of women working in economic sectors are envisaged. Working conditions are prohibited in unfavorable works, as well as in underground work, the use of women's labor, except for some work under the ground (non-physical work or sanitary and household work) [2].

For girls, women under the age of 18, pregnant women, the norms of the limit loads that can be allowed in carrying and carrying heavy loads, the lifting and carrying of loads are allowed only if they do not exceed the following norms and are associated with the work that they perform constantly and consist of a third of the Working Time [3].

1-Table For girls younger than 18 years of age, the limit norms of loads for manual lifting and transportation of heavy loads

Type of Transportation	Limit weight of the load	Limit lifting norm* and transportation conditions
Manual	Up to 7 kg	It should not exceed 0,01
One-wheeled cart	not allowed	-
Two-wheeled trolley	not allowed	-
Three and four rolling stock	52 кг	On a flat surface it is allowed to move no more than 0,02
Wagon	224	It is allowed to move only on rails without exceeding 0,01

* A boundary lift is the ratio of the highest altitude to the length of the road.

All shipping standards, together with the weight of the cargo, also include objects that can carry and carry them.

Scientifically based norms and norms of Labor will be designed for a certain specific conditions, depending on the experience of advanced production (service). Therefore, in addition to monitoring, studying the use of employee working time, the organization of the workplace, planning, designing, servicing, equipping and equipping, specialization, Occupational Safety and sanitary and hygienic conditions, working and recreational procedures are also studied in detail. And the study of the state of the place of work provides an opportunity to develop and introduce elements of the organization of Labor, provide data for the normalization of the amount of

working time expenditure required for rest, determine the requirements for the design of workplaces [4,5,6].

2-Table Limit norms of transportation and transportation of heavy loads for women

Type of Transportation	Limit weight of the load, kg	Transportation conditions and limit lifting standards
Manual (1 person)	9	On a flat surface
On the stretcher (up to 2 persons)	22	On a flat surface
One-wheeled cart	22	Only rolling board without exceeding 0,02
Three-and four-wheeled cart	50	On an uneven surface no more than 0,01
Two-wheeled hand trolley	60	With a flat surface no more than 0.02
Wagons	300	With an uneven surface no more than 0.01

* A boundary lift is the ratio of the highest altitude to the length of the road.

Measures to improve working conditions and culture of production have a great impact on the enterprise, its economy[7]. Observations show that the implementation of mental physiological and sanitary and hygienic measures in the implementation of plans for the organization of Labor gives a significant socio-economic effect to the Enterprise (see Table 3).

From the table it follows that improving working conditions and growing a culture of production is a factor that directly affects the economy of the enterprise, the health of the employees operating in it. But this socio-economic effect is rapid and does not happen at once, it affects the enterprise and its employees gradually, imperceptibly.

Working time this is the time that a person spends at work, performing the tasks assigned to him within the framework of the work schedule or labor discipline. The concept of a working day means a time limit, during which the employee does not leave the place of work.

3-Table The effectiveness of the assumption of psycho-physiological and sanitary and hygienic measures in the implementation of plans for the organization of labor at enterprises

No	Events	Labor productivity, %	Impact on employee status
1.	Introduction of physiologically based work and rest procedures	15-20	The activity of the nervous, cardiac, respiratory and muscular system improves. Symptoms of fatigue disappear
2.	Regulation of working hours taking into account the psycho-physiological characteristics of a person	5-10	The condition of the work, the quality of the service and the nervous system improves
3.	Improvement of workplaces on the basis of physiological data	17-20	Symptoms of fatigue and reduced obtaining of jörohät. The combination of movements improves
4.	Paint the premises and equipment in the appropriate color for the purpose	6-10	Improves the functioning of the nervous system. Increases the feeling of satisfaction from work, service
5.	Introduction of a set of physiologically based physical exercises	10-12	The quality of work, Service is improved, the period of productivity is increased, the period of adaptation is reduced
6.	Intelligent Light selection	10-15	The quality of labor increases. The headache disappears and the symptoms of fatigue decrease
7.	Reduce noise to the level of normative requirements	4-10	Headache and inappropriate excitation of the asabs, occupational diseases are reduced
8.	High heat level(30-350C) drop to normal level	10-18	The process of heat exchange and sweating is reduced

The culture of production in workplaces is created not only on account of the high level of technique and organization of work, but also on the account of improving the provision of services to the workers [8,9]. In particular, toilets, dressing rooms, dressing rooms, rest and leisure rooms, clothing cabinets, kitchens are included in this account. Particular attention should be paid to the working conditions of women in sewing and textile enterprises.

Results and Discussions

Provision of comfortable working conditions Article 37 of the Constitution of the Republic of Uzbekistan defines as "each person has the right to work, to choose a free profession, to work in fair working conditions and to protect against unemployment in the manner prescribed by law"[4,5].

Article 114 of the labor code describes the concept of working time as "the time at which an employee must perform his labor duties in accordance with the work schedule or the terms of the employment contract is considered working time" [2,9].

In the utilization of working time and through comprehensive analysis of its effectiveness, the elimination of inadequately spent working time is one of the main tasks of organizing labor on a scientific basis. One of the conditions for achieving high productivity of Labor is also the full use of working time[6,10].

The main direction of analyzing the use of working time Fund in industrial enterprises is to determine the loss of working time within the daily working period (shift). A large part of the loss of inefficient time expenditure in shifts occurs on the basis of organizational and technical factors. This is caused by the lack of timely participation of raw materials and the necessary tools in the production process, unfavorable working conditions, non-implementation of labor protection measures, non-discipline of employees, moral and material depreciation of the main technical means, as well as technical malfunctions [1].

Effective use of working time it is connected not only with the introduction of new techniques-technology, the involvement of resources and materials in production, but also with increasing the working day and its duration, but also with the organization of comfortable working conditions in the enterprise[4]. Working time is the main economic category, the main economic category, which measures the labor costs that are spent on the performance of production processes. All labor, technological and production processes take place in time and space. Therefore, working time serves not only as a prime production resource, but also as a prime criterion that determines the efficiency of production. For the production of a particular item in enterprises, it is necessary to specify the real time norm that will be spent on it, or the norm for the production of products. To do this, it is also important to learn and determine how much working time is required to complete it. The convenience of working conditions leads to an increase in the amount of work (see Formula 1) of workers and the expenditure of excess effort energy.

$$A = (P \cdot H) : \frac{P \cdot L}{9} : \frac{P \cdot H_1}{2} \cdot K \quad (1)$$

here: A-the amount of work, kg / m; R – the mass of the lifting load, kg; N – the height of the lifting load, m; L – the load on the horizon , m; K – the coefficient equal to six. There is a concept of "work power" for an organism that does something in a certain period of time.

The power of work is the amount of work in a unit of time, which is determined by the following formula 2:

$$N = \frac{A}{t \cdot K_1} \quad (2)$$

where N is the capacity of the work, 1 sec/Watt; A is the work, kg/m; t is the time/SEC for which the same work is performed; K is the conversion coefficient to Times equal to 1 – 10 kg/m.

The strength of the work is one of the main factors determining the severity of Labor. A distinctive feature of the time of service to the workplace is that its elements are repeated over a certain period of time, the duration of these intervals does not depend on the operation performed in the equipment, depends on the quality of the equipment used, on the physico-chemical properties, quality, hardness and softness of the raw materials being processed, on the For example, if the raw material is of poor quality, a lot of waste comes out, it is necessary to sweep it often.

Especially in the current conditions of strong competition and rapid development of production, every minute spent on unskilled labor and inefficiency seriously affects labor productivity, economic efficiency [6].

Conclusion

One of the best ways to increase labor efficiency and restore working capacity is to relax. Article 126 of the labor code describes the concept of rest time as "rest time is the time when an employee is free from performing labor duties and from which he can use it at his discretion." All employees are given weekends. In the 5-day work week, employees are given 2 days a week, and in the 6-Day Work Week, 1 day off and General rest on Sunday. In jobs where it is not possible to give a break for rest and nutrition according to the conditions of production, the employer is obliged to provide the employee with the opportunity to eat during work. The list, mode of nutrition and place of such work are determined by the rules of the internal Labor regime.

Of course, the state of illness, which arises as a result of unfavorable working conditions in the production process and the negative impact on human health under the influence of other factors, leads to the loss of working time of an industrial enterprise. The correct expenditure of working time of employees, the equal distribution of work weights directly depends on the direct measurement of working time and the observation of working time.

The positive side of the method of direct measurement of working time consumption is that it provides an opportunity to study in detail the use of labor processes and equipment and to obtain sufficient information about each job, the methods and methods of performing the type of service, the procedures for performing their elements and, finally, the amount of time spent on each

Monitoring the consumption of working time means that the devices that measure the

time (hour, stopwatch, etc.k.) depending on the indication, the results obtained are recorded manually. It is desirable to choose such a method of observation, in order to know the exact opposite, the amount of actual working time spent by each employee during the working day (shift).

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