

LEGAL AND ORGANIZATIONAL FOUNDATIONS OF LIFE SAFETY

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Abstract: In this article, Labor protection is a set of laws aimed at ensuring human ability to work, health and safety in the work process, and includes socio-economic, organizational, technical, hygienic and preventive measures.

Any democratic society must have a legal framework aimed at protecting human rights. The foundations of life safety, such as labor protection, labor code, public control, and material and moral responsibilities, were discussed.

Key words: labor protection, labor code, law, article, human rights, administrative responsibility, criminal responsibility, material responsibility.

The Constitution of the Republic of Uzbekistan, adopted on December 8, 1992, serves as the basis for this law. Chapter IX of the Constitution is aimed at protecting the economic and social rights of the individual. Article 37 states that "Everyone has the right to work, to free choice of employment, to just and favourable working conditions and to protection against unemployment in accordance with the procedure established by law."

Article 39 states that "Everyone has the right to social security in the event of old age, disability, and other circumstances provided for by law."

Article 40 states that "Everyone has the right to access qualified medical care." Articles 43-52 of Chapter X define human rights, duties, and freedoms.

The goal is to analyze all decisions and documents related to occupational safety in organizations, to further improve the level of occupational safety, and to conduct technical safety training in work. In order to prevent injuries among teachers, students, employees, and workers of educational institutions and to comply with state standards, the Law "On Labor Protection" was adopted on May 6, 1993.

This law covers collective bargaining, employment contracts, personnel training and advanced training, labor discipline, women's and child labor, social and other issues.

Articles 1-7 of the law contain general rules, articles 8-15 provide for labor protection, articles 16-21 express guarantees for workers' rights to labor protection, and articles 22-29 state and public control over compliance with labor protection laws and other regulatory documents.

The Oliy Majlis of the Republic of Uzbekistan approved the Labor Code of the Republic of Uzbekistan on December 21, 1995

Chapter VI of the Code covers hiring and initial probationary period in Articles 73-87, termination of employment contracts in Articles 93-113, and provision of employees with milk, food, sparkling water, medical and preventive care, personal protection and hygiene products in Article.

The Labor Code protects women's labor, taking into account their physiology and the protection of motherhood. According to it, women are not allowed to work in heavy and physically harmful work.

They can carry up to 20 kg of cargo by hand and no more than 50 kg on a stretcher. Pregnant women are granted paid leave by the state. Pregnant women and women with children under 8 years of age are prohibited from being employed at night, on weekends, or on business trips.

During adolescence, vital functions, such as rapid growth and physical development of the body, are at their peak. At the same time, the joint apparatus is still fragile, muscles are prone to fatigue, and there are disturbances in the respiratory, circulatory, and digestive systems. According to labor laws, adolescents under the age of 16 are not allowed to work. In certain circumstances, adolescents over the age of 15 may be employed with the permission of the Labor Code. A 24-hour workweek is established for adolescents under the age of 16, and a 36-hour workweek for adolescents aged 16-18. Teenagers are granted one calendar month of vacation during peak periods of the year or at any time they wish. The use of juvenile labor in night work, on holidays outside of work, and in work that produces substances harmful to their health is prohibited. Adolescent boys under the age of 18 are allowed to lift loads weighing up to 16 kg, and girls up to 10 kg. 2. Monitoring of the implementation of laws on labor protection is entrusted to the following state organizations:

1. Ministry of Labor and Social Protection of the Population of the Republic of Uzbekistan. Controls the issues of safe work at enterprises, compliance with the norms and rules of technical safety, industrial sanitation, labor hygiene, and labor legislation. Each sector has its own technical inspector.

2. "Sanoatkontekhnazorat" agency. Controls the correct operation of steam boilers, pressure vessels, lifting machines (lifting cranes, elevators), excavators, gas equipment main pipelines and the use, jumping and transportation of explosives.

3. Sanitary and epidemiological supervision of the Ministry of Health of the Republic of Uzbekistan.

Controls the work on preventing air, water and soil pollution, eliminating noise and vibration, and improving the sanitary conditions of workshops (temperature, relative humidity, lighting, etc.).

4. Main Department of Fire Protection of the Ministry of Internal Affairs of the Republic. Controls fire prevention measures, the condition of fire extinguishing equipment, the operation of fire alarm systems.

5. State Joint-Stock Company of Energy and Electrification of the Republic of Uzbekistan. Controls the technical operation of energy systems in enterprises and compliance with the rules of safety equipment.

Public control - monitors the implementation of labor laws, safety equipment and industrial sanitation standards and regulations. It also controls how measures are implemented to reduce the occurrence of accidents and occupational diseases in the enterprise.

3-step control is carried out in all production enterprises:

Step 1: every day, the master supervisor-supervisor goes around the workplaces in the joint workshop and takes measures to correct the deficiencies found.

Step 2: Every week, the shop foreman, together with the senior supervisor, walks around the workplaces in the shop and takes measures to correct any deficiencies found.

Step 3: once a month, the chief engineer of the enterprise will tour the workplace together. A decision will be made at the enterprise regarding this control.

The Ministry of Labor and Social Protection of the Population is entrusted with the supreme control of the implementation of labor protection laws in all enterprises, organizations, institutions, ministries and sectors.

Labor protection work at manufacturing enterprises is carried out on the basis of a comprehensive plan of organizational and technical measures. These measures are developed by the enterprise administration together with the local trade union committee.

A comprehensive plan consists of annual, five-year or multi-year plans. It takes into account the achievements of science and technology in the field of labor protection, as well as the development prospects of the enterprise.

The supervision of the execution of the work is entrusted to the safety engineer, and the responsibility for its implementation is entrusted to the heads of the departments of the workshops of the enterprise. Activities requiring special funds and material support are included in the plan attached to the collective agreement. The collective agreement is concluded annually by the head of the enterprise with the trade union committee on behalf of the employees. A special act is drawn up on the use of funds allocated for the implementation of labor protection measures included in the collective agreement, which is signed by the chairman of the enterprise's trade union committee and the chief engineer of the enterprise.

3. State legislation establishes strict liability for violation of labor protection rules and regulations. The Prosecutor's Office of the Republic of Uzbekistan monitors the strict implementation of labor laws in all ministries, associations and industrial enterprises.

The prosecutor's office informs the management staff of the industrial enterprises about the results of the inspection in the general control procedure and demands the immediate elimination of the violation of the labor rule, requests administrative measures to be taken against the management staff, and appeals to the senior management staff.

Types of liability are divided into 3:

1. Administrative liability - humiliation, defamation, temporary or permanent transfer to a lower-level job, restriction of privileges.

2. Criminal liability is carried out in accordance with the Criminal Procedure Code of the Republic of Uzbekistan. For example:

-if violation of the rule leads to an accident, corrective labor for up to one year or imprisonment or a fine in the amount of 5 minimum wages or dismissal is applied.

- Pollution of air and water bodies due to waste from the enterprise is punishable by up to 1 year of correctional labor or a fine in the amount of 5 minimum wages.

3. Material liability - partial or full recovery from a managerial employee of the salary paid to a person who was illegally dismissed, forced to leave work, or injured due to an occupational disease.

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