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METHODS FOR ASSESSING THE CREATION OF FAVORABLE WORKING CONDITIONS FOR WORKERS DURING THEIR WORK AND PREVENTING UNFAVORABLE WORKING CONDITIONS.

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Abstract

This article presents methods for workers to work in comfortable working conditions, measures to create a healthy working environment based on the rules established in the Labor Code, and measures to prevent the occurrence of occupational diseases.

Key words

Work style, comfortable working conditions, ergonometry, timing, psychophysiological characteristics.

World Day for Safety and Health at Work is celebrated every year under different slogans. The slogans are mainly related to ensuring safety in the workplace and saving people's lives. This year, this day is celebrated under the slogan "The impact of climate change on occupational safety and health." In our country, there is also a system of laws, standards, regulations, instructions, industrial sanitation standards and other regulatory documents on occupational safety.

Occupational safety is enshrined in state legislation, and this system operates in all sectors with the participation of employers, health authorities, trade union committees, including workers' activists. Of course, relevant norms, rules and measures play a very important role in creating decent working conditions, ensuring and maintaining safety[2].

According to the Labor Code, state guarantees of labor rights and freedoms of employees, including the right to work, free choice of work, fair and safe working conditions, and protection from unemployment;

ensuring the implementation of employers' rights in the field of personnel selection, placement and organization of effective labor process;

promotion and development of social partnership in the field of work;

ensuring the protection of the rights and legal interests of employees and employers;

to facilitate the effective functioning of the labor market[3].

Discrimination in the field of labor and occupation is prohibited. Any direct or indirect restrictions in the field of labor and occupation, as well as any direct or indirect granting of privileges, based on sex, age, race, nationality, language, social origin, criminal record of relatives, property and official status, place of residence, religious affiliation, beliefs, membership in public associations, as well as other factors not related to the working qualities and results of labor, shall be considered discrimination[1,3,4].

Any justified distinction, exclusion, preference, or restriction of the rights of employees in the field of labor and occupation, in connection with the requirements inherent in a certain type of labor or special care for persons in need of higher social protection (persons engaged in performing family duties, minors, persons with disabilities, pregnant women, etc.), shall not be considered discrimination[2].

Justified differences in the legal regulation of the labor of certain categories of employees may depend on the nature of the employee's labor relationship with the employer, the place of performance of labor activities, the conditions and nature of the employee's labor, the legal status of the employer, the specific characteristics of the labor of employees in certain industries and professions, the psychophysiological characteristics of the body, the presence of family responsibilities, and other objective circumstances[5].

A person who considers himself discriminated against in the field of labor and (or) occupation may file a complaint against the fact of discrimination in the established manner, including an application to the court for the elimination of discrimination and compensation for material damage caused to him and compensation for moral damage.

Freedom of labor means the right of everyone to use his abilities to work, to exercise them in any form not prohibited by law, to freely choose the type of occupation, profession and specialty, place of work and working conditions.

In accordance with individual labor relations, labor freedom is manifested in the freedom of the labor contract, which means the following: the freedom of employees and employers to conclude an employment contract. It is not allowed to force an employee and an employer to conclude an employment contract. The employer must conclude an employment contract with an employee in cases where the employer is obliged to conclude a contract in accordance with this Code, the law or a voluntarily accepted obligation;

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to determine the contractual (main and additional) terms of the employment contract by agreement of the parties to this contract;

the possibility of changing the employment contract by agreement between the employee and the employer;

the possibility of terminating any employment contract at any time by agreement of the parties to this contract;

the right of the employee to terminate the employment contract on his own initiative in accordance with the procedure established by this Code;

the right of the employer to terminate the employment contract concluded with the employee on his own initiative if the grounds for terminating the employment contract provided for in this Code exist and in compliance with the established procedure;

In cases established by this Code or other law, the possibility of providing for additional grounds for its termination in the employment contract.

Forced labor means any work or service that is required from a natural person under the threat of punishment, for the performance of which this person has not voluntarily offered his services. Punishment means the application or threat of application of any material, physical or psychological measures of influence against this person, in the absence of the voluntary consent of the natural person, which compels him to perform labor activities[6].

Forced labor: the performance of work of a military nature or work related to alternative service in accordance with the Law of the Republic of Uzbekistan "On General Military Obligation and Military Service";

work, the performance of which is caused by the introduction of a state of emergency or martial law;

does not include work performed as a punishment under the supervision of state bodies responsible for compliance with the law during the execution of court decisions[3,5].

The principle of social partnership in the field of labor consists in the cooperation of employees, their representatives, employers, their representatives, as well as state bodies aimed at ensuring the coordination of the interests of employees, employers and the state on issues of regulating social and labor relations[2,4].

Based on the principle of social partnership in the field of labor, labor legislation: creates the necessary conditions for the implementation of bilateral (between employees, their representatives and employers, their representatives) and tripartite (between representatives of employees, employers and executive authorities) cooperation in the field of labor in order to coordinate the interests of

employees and employers on issues of regulating individual labor relations and social relations directly related to them;

guarantees the right of employees and employers to associate to ensure representation and protect their interests;

strengthens the right of employees' and employers' representatives to conduct collective negotiations, conclude collective agreements and collective contracts;

determines what internal documents may be adopted by the employer in agreement with the elected body of the primary trade union organization (trade union committee, trade union organizer or trade union group organizer) or other representative body of employees (hereinafter referred to as the trade union committee);

provides for the participation of employees' and employers' representatives in the resolution (regulation) of labor disputes;

strengthens other measures aimed at ensuring the balance of interests of employees and employers in the labor sphere.

Labor legislation strengthens a set of means and methods that ensure:

the implementation of the rights of employees and employers in the labor sphere established by labor legislation and other legal acts on labor, as well as in the employment contract;

the fulfillment by employers and employees of the obligations established by labor legislation and other legal acts on labor, as well as by the employment contract;

the protection of labor rights of employees and employers and the restoration of violated rights;

the employer's liability for violation of labor rights of employees, labor legislation, as well as the employee's liability for violation of his labor obligations.

Any regulatory legal act should not worsen the legal status of an employee in comparison with a regulatory legal act of higher legal force. No internal document, individual legal act of the employer may worsen the legal status of an employee in comparison with regulatory legal acts.

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