

Improving the Safety of Working Conditions for Teachers and Employees of Higher Education Institutions

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Abstract

This article discusses improving the safety of working conditions for teachers and employees of higher education institutions. Methodological recommendations on the organization of preventive measures to ensure the safety of the educational process in an educational organization are sufficient to help the administration of the educational organization, pedagogical staff responsible for the prevention of children's injuries. These rules of its activity forms the basis of the theory and methods of ensuring human safety in all its forms.

Keywords: safety of working conditions, teachers, employees, higher education, methodological recommendations, preventive measures, educational process, educational organization, pedagogical staff.

Introduction

The security system of the educational organization ensures the state of protection of the educational organization from real and assumed threats of social, man-made and natural nature, as well as its safe operation. Security threat is a set of conditions and factors that threaten the vital interests of the individual, society and the state. Arising from internal and external sources of risk real and potential threats to security objects determine the content of activities to ensure internal and external security. The security system is a set of methods and technical means that implement measures in the environment between the threatened object

and the protected object in order to reduce the threatened object, in order to increase its safety in the protected object.

It is known that any human activity that is useful for its existence can be a source of dangerous, negative impact at the same time, causing injuries, diseases and sometimes death. Any activity can harm a person: work, education and labor, as well as recreation and entertainment. The analysis of diseases and phenomena in human health gives reason to confirm this. Any activity of students and employees of an educational institution can be dangerous. At the same time, any activity can be protected, the risk of its dangerous effects and consequences can be reduced. These rules of its activity forms the basis of the theory and methods of ensuring human safety in all its forms.

The main findings and results

Labor protection - measures aimed at maintaining the safety, health and working ability of a person in the labor process. Social-economic, organizational, technical, sanitary-hygienic, treatment-prophylactic measures used in the labor process are defined in the legal documents. Protecting the safety, health, ability to work of the working person, creating healthy working conditions, reducing the risk of occupational diseases prevention, prevention of injuries in production are the tasks of labor protection. The rights of citizens to work in safe and comfortable working conditions in the Republic of Uzbekistan are enshrined in the Constitution. Specific measures aimed at the implementation of this constitutional guarantee are defined in the Labor Code of the Republic of Uzbekistan, the Law "On Labor Protection", a number of other laws and normative documents under the law. In Uzbekistan, large financial funds are allocated and appropriated for labor protection. The right to work in healthy and safe working conditions is one of the most basic labor rights of citizens of the Republic of Uzbekistan. Labor protection requirements and standards, internal labor regulations of enterprises and organizations produced on the basis of the requirements of the Labor Code, the Law "On Labor Protection", collective agreements, branch or regional collective agreements, other internal regulatory legal documents of enterprises, a specific field, profession, shall be defined in the Labor Protection Standards for workplaces. Regardless of the form of ownership and the method of business management, all enterprises, institutions, organizations must create healthy and safe working conditions for their employees, take safety measures, organize labor protection services, and implement other technical organizational measures.

Compliance with labor protection rules is monitored by special state bodies and the public. The General Prosecutor of the Republic of Uzbekistan and subordinate prosecutors exercise general control over compliance with laws, including laws on labor protection. Methodological recommendations on the organization of preventive measures to ensure the safety of the educational process in an educational organization are sufficient to help the administration of the educational organization, pedagogical staff responsible for the prevention of children's injuries. These instructions determine the main components of creating favorable conditions for maintaining and strengthening the health of teachers in the educational organization and creating a holistic work system for the prevention of children's injuries. A safe educational environment is an educational environment in which harmful or harmful factors are excluded for students or their exposure levels do not exceed the established standards. A dangerous factor in the educational environment is the impact on the student's body a factor that can cause injury. Such dangerous factors in the educational organization and its territory include:

- 1 On the territory of the educational organization - broken pencils, broken windows, open sewer hatches.
- 2 In the classrooms - poorly fixed stands, damaged table covers, empty cabinets on the cabinets, flowers and other things, table frames, weak fixing of chairs, lack of corridors, things that stick out.
- 3 Violation of the conditions for the safety of students in the educational organization (organization of shifts at the school, violations in the organization of the educational process).

If the safe living conditions of students are violated, there is a risk of injury during the educational process. Factors that contribute to the emergence of risks include:

- 1 Lack of student discipline;
- 2 Children's failure to recognize the situation that causes injury;
- 3 Children's underestimation of the danger level of a sudden situation;
- 4 Adequate training of children in the necessary skills of behavior in the educational environment;

Student injuries during the learning process can be prevented by preventing or taking preventive measures. The main areas of prevention of injuries among students in an educational organization are as follows:

- 1 Compliance with the rules and regulations that ensure the safety of the educational process;
- 2 Compliance with the requirements of work hygiene training conditions;
- 3 Organization of changes;
- 4 Organization of hours for the administration and teachers of the educational organization.

Ensuring the safety of the participants of the educational process in the educational organization is aimed at preserving the life and health of teachers in the course of educational activities. Educational process the main areas that ensure safety are not only individual safety, but also collective safety of all participants of the educational process. In order to carry out activities within these directions, it is necessary to create conditions for preventing physical and mental injury, forming safe behavior skills, and facilitating the educational process. Learning process in educational organization.

The main conditions for ensuring the safety of the participants of the educational process in the educational organization are as follows:

- 1 to ensure that the students and teachers of the educational organization fulfill the requirements of the legislation and normative legal documents regulating the creation of healthy and safe conditions in the educational organization;
- 2 In the educational process, as well as in various activities within the framework of educational activities (travels, participation in sports and sports events, visits to museums, exhibitions, conferences, etc.) to prevent accidents with students;

Ensuring safety depends not only on the equipment of educational institutions with modern technical equipment and equipment, but also on the professional skills of the employees who use this equipment, and the literacy and skills of the persons responsible for

safety. From the coordination of educational organizations and the educational process, their joint work with the administration and the pedagogical team.

In short, it is known that any human activity that is useful for its existence can be a source of dangerous, negative impact at the same time, causing injuries, diseases and sometimes death. Any activity can harm a person: work, education and labor, as well as recreation and entertainment. The analysis of diseases and phenomena in human health gives reason to confirm this. Any activity of students and employees of an educational institution can be dangerous. At the same time, any activity can be protected, the risk of its dangerous effects and consequences can be reduced.

One of the most important factors for a decent life and human development is the system of safety of life and health of workers.

Some employers believe that if the production they organize is not dangerous and harmful, then labor protection requirements should not be important and priority areas. Creation of acceptable conditions for the protection and maintenance of the health of students (cadets) and teachers is the responsibility of the educational institution.

The management of the labor protection management system is assigned to the rector (vice-rector) of the educational institution. The head of an educational institution (on the basis of regulatory documents) organizes the development, approves, puts into effect local regulations on labor protection - regulations, rules, instructions, etc., ensures control over their proper implementation in the course of activities, and, if necessary, issues orders (instructions) in certain areas of labor protection.

To determine labor protection measures, the rector (vice-rector) of an educational institution forms a local (corporate) labor protection system.

A huge role in the implementation of the main directions of state policy in the field of labor protection belongs to the Ministry of Labor and Social Protection of Russia and the Ministry of Health of Uzbekistan. The procedure for developing, approving and changing state regulatory requirements for labor protection is established by the Government of Uzbekistan, taking into account the opinion of the Uzbek tripartite commission for the regulation of social and labor relations.

According to clause 2 of this Regulation, state labor protection requirements are contained in the following regulatory legal acts:

- Labor safety standards. They regulate the implementation of socio-economic, organizational, sanitary and hygienic, medical and preventive, rehabilitation measures in the field of labor protection;
- Rules and standard instructions for labor protection;
- State sanitary and epidemiological rules and regulations.

All employees of the educational institution take part in the labor protection management system, in accordance with the recommendations of the International Labor Organization. To this end, job descriptions of employees introduce duties on labor protection.

Occupational safety requirements that are mandatory for employees are usually contained in the internal labor regulations and instructions on safety and labor protection.

Instructions are developed on the basis of laws and regulations, including intersectoral and industry standard instructions on labor protection, taking into account the working conditions characteristic of the respective positions and the presence of hazardous and harmful production factors.

Instructions developed in the organization must be agreed with the elected body of the primary trade union organization or other authorized body of employees in the manner prescribed by Article 372 of the Labor Code of Uzbekistan for the adoption of local regulations, and approved by the employer.

According to the legislator, measures to preserve the health and life of workers are the basis of the institution of labor protection. Disclosure of the content of these events is not very successful. The law provides an open list of measures and does not define the content of the relationship between the nature of the impact of these measures on the labor protection management system.

The technological process is the basis of any activity, including hired labor. This is a conscious activity, consisting in the form of a certain system of labor actions, operations, united by a technological sequence. The head of the enterprise offers the employee the sequence of labor operations, their content, the result, which is achieved with the participation and under the control of the performer.

The employer develops a system of norms and, accordingly, local regulatory legal acts on labor protection in relation to those technological processes that he uses in his organization.

Only the system is able to create the necessary conditions for safe work. It is the system that will help to neutralize, minimize in an appropriate way the harmfulness and dangers, coming from the technological process. Such a system cannot be an abstract construction of an employer. It is always specific, since it pursues certain goals related to the neutralization of the dangers and hazards of the technological process used by the employer. Because of this, in local regulatory legal acts, the rules, procedures and criteria for preserving the life and health of employees are formulated taking into account the hazards and dangers of a particular technological process, financial and other opportunities of the employer.

Activities for the management of labor protection in the education system are aimed at:

- ensuring compliance with the requirements of legislative, regulatory legal acts to create healthy and safe working conditions and the educational process;
- Organization and implementation of preventive work to prevent injuries, occupational and production-related morbidity among workers; Activities for the management of labor protection in the education system are aimed at:
- Ensuring compliance with the requirements of legislative, regulatory legal acts to create healthy and safe working conditions and the educational process;
- organizing and carrying out preventive work to prevent injuries, occupational and production-related morbidity among workers;
- Protection and promotion of the health of workers, students, organization of their medical and preventive services, creation of an optimal combination of work, training, organized recreation;
- creation and improvement of a continuous education system in the field of life safety, including preschool, all types of general, primary vocational, secondary and higher pedagogical education, a system of retraining and advanced training of personnel.

As mentioned above, one of the most important tasks of the labor protection management system is to preserve the life and health of students (cadets) and teachers.

Health protection of students includes several types of measures aimed mainly at preventing the occurrence of diseases among students. Prevention is a set of measures aimed at maintaining and strengthening health and including the formation of a healthy lifestyle, prevention of the occurrence and (or) spread of diseases, their early detection, identification of the causes and conditions for their occurrence and development, as well as aimed at eliminating the harmful effects environmental factors on human health.

The implementation of this measure is ensured by solving the following tasks:

- Introduction of modern educational technologies, forms and methods of work with adolescents and families in difficult life situations;
- Introduction of modern educational technologies, forms and methods of work on the prevention of the use of psychoactive substances;
- increasing the effectiveness of social, psychological and legal assistance to students in difficult life situations, as well as bringing the standards of this work to a level that meets European standards and the needs of modern society;
- increasing legal literacy in matters of normative legal regulation of work on the prevention of the use of psychoactive substances, ensuring the protection of the rights and interests of children;
- advanced training of pedagogical workers of educational organizations on the prevention of the use of psychoactive substances;
- training parents (legal representatives) of adolescents in modern forms of work with children in the family on the prevention of the use of psychoactive substances, as well as contributing to the creation of a healthy life situation in the family;
- The formation of practical skills for parents (legal representatives) of adolescents to create a healthy and safe environment for the child in the family;
- ensuring the safety of students during their stay in an organization carrying out educational activities;
- Prevention of accidents with students during their stay in an organization carrying out educational activities;
- Implementation of sanitary anti-epidemic and preventive measures.

The purpose of management activity is to ensure the optimal operation of the entire educational institution, the transfer of each of the subsystems to a higher level of development. It is necessary to get the best result with the least effort, time and money.

The Cabinet of Ministers of the Republic of Uzbekistan, together with the Council of the Federation of Trade Unions of Uzbekistan, is necessary to ensure labor safety in production by developing and adopting scientifically based standards, rules and norms for the protection of labor and the environment, determines the level of requirements, as well as, in agreement with trade unions, develops and provides financial support for specific programs of the republic aimed at improving working conditions, preventing industrial injuries and occupational diseases, and monitors their implementation.

Specialists of labor protection services monitor the compliance of all employees with labor protection rules and standards, give mandatory instructions to the heads of branch departments to eliminate identified defects, as well as enforce labor protection laws, have the right to make submissions to the heads of enterprises about holding the violators accountable.

According to the law, when a situation that threatens the health or life of an employee occurs, he must immediately report it to the administration, and if this situation is approved by the supervisory authorities, the administration must stop work and take measures to eliminate the danger. In case the necessary measures are not taken by the administration, the employee has the right to suspend the work until the danger is eliminated, and no disciplinary punishment will be imposed on him/her.

Labor protection in the broadest sense consists of a system of legal, socio-economic, sanitary-hygienic, treatment-prophylactic, rehabilitation and other activities aimed at ensuring the safety of human life and health during work. Such a broad concept of labor protection is aimed at ensuring safe and healthy working conditions and includes all means, i.e. legal, economic, organizational-technical, medical and others. This event is embodied in the Law of the Republic of Uzbekistan “On Labor Protection” dated May 6, 1993.

It is worth noting that only the broad concept of labor protection can ensure safe and healthy working conditions. If any of its components (legal, medical, economic or technical) is not adequately provided, labor protection will not be provided at all. Therefore, issues of labor protection are taught in various institutes. The concept of labor protection in the narrow sense of labor law as an institution consists of a set of legal norms aimed at creating safe and healthy working conditions for the life and health of an employee during his work in production. In addition, labor protection is considered as one of the main principles of the institute of labor law, that is, the principle of ensuring labor protection, as well as the subjective right of the employee to labor protection. Here, the possibility of the employee to have safe and healthy working conditions, and to demand their provision from the employer is meant.

The above-mentioned Law of the Republic of Uzbekistan “On Labor Protection: of May 6, 1993 and “On Protection of Citizens’ Health” of August 29, 1996 in the legal regulation of labor protection relations is important. This law defines a single procedure for organizing labor protection, regardless of the production methods and the form of ownership. This law is aimed at ensuring health and labor protection of citizens, and according to its article 1, citizens of the Republic of Uzbekistan, foreign citizens and stateless persons have the right to labor protection.

State policy on labor protection:

- ✓ the priority of the employee’s life and health in relation to the results of the production activity of enterprises;
- ✓ to coordinate activities in the field of labor protection with other directions of economic and social policy;
- ✓ establishing a uniform procedure and rules in the field of labor protection for all enterprises, regardless of the form of property and business management;
- ✓ ensuring the creation of ecologically safe working conditions and regular monitoring of the environment at workplaces;
- ✓ control over the fulfillment of labor protection requirements in enterprises everywhere;
- ✓ participation of the state in funding labor protection;
- ✓ training of experts on labor protection in higher and secondary special educational institutions;
- ✓ promoting the development and introduction of technical safety, technologies and personnel protection tools;
- ✓ extensive use of scientific and technical achievements and advanced experience of our country and abroad in labor protection;

- ✓ providing employees with special clothes and shoes, personal protective equipment, diet food free of charge;
- ✓ maintaining a tax policy that helps to create healthy and safe working conditions in enterprises;
- ✓ the obligation to investigate and record every accident in production and every occupational disease and, on this basis, to inform the population about the level of injuries and occupational diseases in production;
- ✓ social protection of the interests of employees affected by accidents in production or suffering from occupational diseases;
- ✓ comprehensively support the activities of trade unions and other public associations, enterprises and individuals aimed at ensuring labor protection;
- ✓ Based on the principles of establishing international cooperation when solving problems related to labor protection.

It should be mentioned that the Law of the Republic of Uzbekistan "On the Protection of Citizens' Health" dated August 26, 1996 contains relevant norms that correspond to these principles in terms of content and essence.

When enterprises and citizens of the Republic of Uzbekistan perform work on the basis of international contracts and agreements, the requirements for labor protection provided for them are applied in accordance with this law and labor laws of the Republic of Uzbekistan. Unless otherwise specified.

The rules and regulations developed and agreed on labor protection are submitted to the Ministry of Labor and Social Protection of the Republic of Uzbekistan or the Agency for Control of Safe Conduct of Work in Industry and Mining for approval on the objects under control, except for the rules and norms approved by some bodies and the Ministry of Health in accordance with the law.

The working conditions of teachers of higher education cannot be characterized by general regulatory criteria for assessing tension, fatigue and performance, which are used to attest workplaces of various professions, because they have certain specifics. The boundaries of criteria indicators that characterize different stages of changes in performance depending on the dynamics of accumulation of physical, emotional and mental tension for pedagogical professions are much wider and more blurred than for a human operator.

This is due to the fact that the work of a human teacher in the conditions of modern technical equipment of classrooms and classrooms is associated with the need to promptly maintain feedback not only with a personal computer standing on his desk, but also with a student audience, as well as personally with each student, for whom the teacher is the final instance of obtaining new knowledge and solving a wide variety of issues and problems of a scientific, cultural and everyday nature.

An analysis of literary sources showed that with a change in the technological equipment of the educational process and with a wide

The introduction of the methodology of computer training and knowledge accounting significantly changes the quality and intensity of the impact on a human teacher of many factors that surrounds him at the workplace for a long time and negatively affects the health of this category of workers.

In general, over the past 5-7 years, the physical load of teachers of higher educational institutions has significantly decreased, but the psycho-emotional load has increased. As a result, not only hygienic, but also therapeutic and prophylactic measures are of great importance in the prevention of diseases of teachers of higher educational institutions:

- 1 health assessment when applying for a job,
- 2 development and implementation of methods for early diagnosis of various diseases,
- 3 passing medical re-examinations,
- 4 the implementation of preventive measures that prevent the possibility of illness or fatigue.

In this regard, the purpose of the study was: the development of methodological foundations and practical approaches for attesting the jobs of the teaching staff in terms of interactions in the person-person system, as well as the creation of a program of preventive measures aimed at reducing the risk of occupationally caused diseases. Consequently, additional factors in increasing the professional workload and tension of university teachers are, on the one hand, the growing unmet need for qualified teaching staff for higher education and the steady aging of the teaching staff.

Thus, the work of the preventive service should be based on effective methods of organizing optimal working conditions and systematic monitoring of the level of tension in the physiological state of teachers in the course of their teaching activities.

In order to prevent an increase in the level of morbidity of workers of all categories and professions throughout the country, competent state bodies have developed and are implementing the most general system of complex organizational, administrative and sanitary and preventive measures, the planned development of which is justified by the results of attestation of workplaces in terms of working conditions.

At the same time, world technological progress has changed the human environment, generated new factors of harmful effects on human health, causing deterioration in working conditions, the occurrence of information overload, stress, gopo- and hyperdynamia, tension of sensory organs and the central system as a whole. All this creates the prerequisites for the systematic accumulation physiological and nervous tension and significantly affects the normal regulation of the vital functions of the human body, its physical well-being, emotional mood, thus reducing both the physical and mental performance of various specialists, and as a result, increases the risk of occupational morbidity among workers.

Conclusion

To improve the working conditions of the teaching staff, it is necessary to develop new methodological foundations and practical approaches for attesting workplaces in terms of interactions in the person-to-person system, create preventive programs, measures aimed at reducing the risk of occupational diseases. And also to develop additional indicators and criteria for hygienic assessment and classification of working conditions, taking into account the specifics of work in the teaching mode.

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