

Urgency of Organizing Training and Testing Knowledge on Labor Protection in Agriculture

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ABSTRACT

Today, it has become a pressing issue, and 34% of the unemployed in the country are informally employed in agricultural enterprises, and self-employed farmers are not protected and there are many accidents. Of course, in order to prevent accidents, it is necessary to train them to work safely. The number of accidents will be significantly reduced if properly trained and practiced.

Agriculture is based on hard physical work, so creating safe working conditions is the basis of labor protection. Agriculture is the most important sector that determines the standard of living of the population and its well-being. Safety and labor protection in agriculture depends on the labor protection management system created in the enterprise, timely assessment of working conditions and dangerous and harmful effects on employees.

It is mandatory to comply with the requirements of the law and by-laws in all sectors of the labor protection organization. The implementation of safety regulations begins with the development of safe projects for each workplace, considering all the features of the production process. Management of the labor protection system is controlled by public commissions and inspections of state structures. An employer of an enterprise of any size develops labor protection guidelines for agriculture in accordance with its activities. The documents require a record of the knowledge gained from the guidelines, and the topics of the knowledge test are also recorded there. It is required to acquaint employees with changes in legislation, technical updates, new requirements for the organization and performance of assigned tasks.

Every activity in agriculture requires a safe environment. The essence of the movement is that there are many risks in any workplace. This is due to the handling of equipment, transport and chemical compounds at each site. Most of the risks are related to work mode and workplace that are not protected from climate and natural phenomena.

It is of great importance to create acceptable working conditions in agricultural production and to

control their observance. This allows to maintain the high working capacity of workers for as long as possible, based on taking care of the psychophysiological health of the person. It also helps to significantly increase labor productivity in the agricultural enterprise, which affects the economic efficiency of all agricultural production.



Pic.1. the process of training agricultural workers.

Organization of labor protection training and knowledge testing.

Giving instructions to workers.

Employees who are employed in agricultural enterprises are allowed to work independently only after receiving instructions on safe work, after appropriate internship and knowledge verification, as well as control of timely and quality training of employees shall be entrusted to the labor protection service in safe work methods.

Providing instructions to workers and employees is divided into ***introductory*** and ***workplace instructions***. Giving instructions at the workplace, in turn, is divided into ***initial***, ***periodic*** and ***extraordinary instructions***.

Introduction guide. All workers entering agricultural enterprises, employees of other organizations, those sent on a business trip to work on this farm (regardless of qualifications, seniority and work experience), as well as those undergoing internships and students, will undergo the entrance instruction.

The labor protection officer or other employee entrusted with this task should conduct the entrance instruction of the workers. If the recruitment of workers is carried out directly in the departments, then one of the heads of the department should conduct the induction training.

Introductory instruction is conducted in the labor protection room with the use of modern technical means of education, demonstration manuals and literature suitable for the specific content of the educational material and production conditions. Introductory training can be conducted both with a group of workers and with individual workers. ***As a rule***, the number of group participants should not exceed ten people.

The fact that the introduction instruction has been carried out is written in the journal of the entry

instruction record, and the employee's employment record is marked accordingly.

Giving instructions at the workplace. Giving instructions at the workplace. All workers must receive on-the-job training in addition to induction training. The purpose of workplace instruction is to teach each worker proper, safe work methods and techniques. In the process of instruction, workers are introduced to equipment, mechanisms, devices, their description and characteristics, possible risks, safe methods and methods of work, and are taught to prepare the workplace for work.

Conducting instructions at the workplace is the responsibility of the foreman sent directly to the worker.

The initial instruction with practical training (internship) should be given directly at the workplace before the workers are put to work independently, when they are transferred to another job or site with special characteristics (when production conditions are changed).

Workers, regardless of their qualifications and work experience, receive (periodic) instruction on safe work in a period of not less than 6 months. The purpose of periodic instruction is to update and supplement the worker's knowledge of basic and other frequently performed tasks within a certain period of time.

If for some reasons (holiday, illness, business trip, etc.) they cannot receive instructions at the specified time, instructions should be given on the day of starting work.

An extraordinary instruction will be held for workers to carry out work safely. This instruction is carried out in the following situations:

- ✓ when the production process changes, when one type of equipment is replaced by another, etc., in cases that cause a change in working conditions;
- ✓ in the event of an accident or accident in the workshop, section, brigade;
- ✓ when there is a need to convey to workers the additional requirements arising from the introduction of new rules and guidelines for safe conduct of work;
- ✓ in violation of rules and guidelines, production discipline, despite the effective measures taken.

In an emergency instruction, only the part of the initial instruction program that is directly related to the reason for the instruction will be considered.

Extraordinary instruction of workers is conducted by the direct supervisors (masters) of work, just like initial and periodic instructions.

It is necessary to write down in the journal of the issuance of instructions at the workplace that the instructions have been given at the workplace, only the reason for the extraordinary instruction should be indicated.

Checking the knowledge of workers.

Knowledge testing is divided into *preliminary*, *periodic* and *extraordinary* types. It is necessary to check the knowledge of workers (before employment or when transferring from one job to another) on the safe conduct of work after the initial instruction and internship. The examination of knowledge is conducted by a commission appointed by the management of the enterprise and headed by one of the heads of the department. If necessary, mechanical, energy and other experts may be included in the commission based on specific circumstances. After conducting the initial examination of the worker's knowledge, he will be issued a special certificate of knowledge examination in a uniform form after the appropriate formalization.

The knowledge of all workers should be *periodically* checked once a year (according to the schedule). The schedule is prepared annually by the masters and approved by the department heads.

Extraordinary examination of knowledge:

- when the production process changes,
- when new types of equipment and mechanisms are implemented, as well as when new rules and guidelines are introduced;
- when rules and guidelines are violated;
- it is conducted at the request of the heads of enterprises and state control bodies when insufficient knowledge of the rules and guidelines is detected.

If the employee receives an unsatisfactory grade in the inspection, he will not be allowed to work independently, and will undergo a re-examination within two weeks. Failure to be present at the re-examination or failure to prepare for it without reason is considered a violation of labor discipline. Disciplinary measures provided for in the rules of the internal labor procedure may be applied to workers who commit such a violation.



To date, there are cases of looking down on Labor protection and relations in agriculture. As a result of this, the lack of knowledge and training of workers leads to light, moderate and severe accidents. Statistics of accidents that occurred in the Republic of Uzbekistan in the 6th month of 2022 (January-June) show that 332 accidents occurred. Of these, 23 were fatal, 242 were severe, and 67 were fatal. A total of 366 workers were injured in these accidents. Of these, 96 were killed, 6 were lightly injured, and 264 were seriously injured. It can be seen that the consequences of accidents at agricultural facilities are inevitable. Of course, we can prevent 65%-75% of accidents if we organize labor protection requirements in all agricultural enterprises in the prescribed manner.

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