

EXPERIENCE OF FOREIGN COUNTRIES IN ORGANIZATION OF LABOR PROTECTION AT THE ENTERPRISES

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The greatest value for a person is their life and health. Therefore, the organization of labor protection is one of the priority areas of any activity.

Labor protection is an important vector for the development of the social policy of each state. Rapid pace of technological progress increases the level of labor protection at the enterprise. Today, the main objective of improving working conditions is to prevent deaths and accidents, as well as to preserve the lives and health of workers.

The Ukrainian healthcare system has some problems that need to be addressed. The experience of foreign countries in the field of labor protection may be useful in realizing the tasks connected with the improvement of the state of labor protection in Ukraine. Many developed countries pay special attention to labor safety, because they understand its importance in the modern world. In particular, for our country it is expedient to consider the system of organization of work in European countries.

Today, claiming one of the best places in Europe, with regard to labor safety, is the UK. In this country, labor protection is regulated by several regulations, the most important of which are the 1961 Factory Act and the 1974 Occupational Safety and Health Act, which aim to create the most safe and comfortable working conditions.

The level of occupational injury, including death, is much lower than anywhere else in Europe. So, in 2016, the mortality rate in the workplace in the UK amounted to 0.58 per 100,000 employees. For comparison: in other countries with a developed system of labor protection, this indicator is much higher - 0.9 in Germany, 2.64 - in France.

The country has a low rate of occupational diseases caused by the negative influence of harmful and dangerous production factors. In 2016, the number of workers who received hospital due to trauma in the workplace was 1.4%, and the number of employees who received occupational diseases - 1.9%. In Poland, this percentage is much higher - 7.7%.

The duty to organize proper work for the safety of workers in the UK is the employer's concern. He has the right to charge a staff member a fee for the organization of safety and health measures.

In some cases, a security representative may be elected from among employees. They are representatives of the interests of employees, therefore, they can organize a labor safety committee, which is set up to monitor the activities of the occupational safety and health organization.

The United Kingdom's compliance monitoring of labor safety legislation is carried out by the Secretary of State, and the Health and Safety Commission has been set up to help and obey it.

Violations of labor laws in the UK are subject to fines, imprisonment or a combination of these measures.

The UK's critical occupational safety and health measure remains the risk assessment of production. In the country, a high percentage of employers, timely carry out this assessment at their enterprises - not less than 92%. Partly for these purposes, their own staff is involved.

Italy is the leader in risk assessment across Europe. The country has an internal policy called "Politics 0". This is a very special policy in the field of labor safety, brought to perfection and almost constituted in the rank of religion. There are years of approved and mandatory rules that are universally recognized, without exception. There are a lot of moments that are not concerned in our country, and in the end, at the Italian enterprises, the death rate in the production is much lower than in our country. That's why, bringing the safety of workers to the rank of religion undoubtedly gives positive results.

"Politics 0" means that there should be no accidents in principle in the organization. In Italy, any production is assessed at the planning stage, all possible risks are assessed, potential injury sites are identified, and preventive measures are taken to prevent injury in the workplace. Already on the production of a method of visualization. It consists in the fact that the information necessary to understand the employee of possible risks is offered to him in the form of graphic information (all kinds of stickers, stickers, etc.). This is also an explanation, a person learns graphic information faster and better than text. In addition, an employee should not spend hours working on reading security texts.

The next important point is to provide employees with all the necessary means of personal protection. The Italian worker has everything, his PPE includes the means of protecting the respiratory system, the eyes, there is protection against burns and frostbite, from shock, cuts, mechanical shocks. This measure reduces the risk of injury in the work at times, practically reduces it to zero.

At the Italian enterprises, there is a special occupational safety and health group that runs around the company every day and includes a specialist - EHS-manager (environment, health and safety). This group estimates the production for the possibility of new risks, analyses and writes its results in the Heinrich Pyramid, which allows a clear assessment of the improvement process or vice versa of stagnation.

In Germany, regulation of work and work in case of accidents at work is compulsory and is an important part of the German law. Only in 2016, Germany registered 875,000 cases of injury at work.

The authorities of this country took the necessary points and implemented control over them. The process is managed by employers themselves. There is a council of entrepreneurs, who are divided by territorial and branch characteristics. There are one or more subdivisions in each sphere. They deal with safety and health issues.

Funding for these groups is due to insurance premiums of enterprises and membership fees. The amount depends on the size of the risks of the industrial sector and the amount of wages.

The main advantage of the German model of labor protection is the fact that the increased contributions are paid only by enterprises that do not implement modern measures to reduce the number of injuries in the workplace and neglect the safety of their employees. Naturally, these methods make any unit pay more attention to similar problems. The effectiveness of the system is proved by figures, because for 30 years the level of injuries has decreased by almost 50%. To warn the injuries, and not to look for the reasons for their receipt in fact - here's the main concept of occupational safety in Germany.

A low percentage of injuries in this country can be explained by several factors. The first of these is the presence of technical oversight supervisors, their responsibilities include not only inspections, but also advice on the introduction of a particular equipment. These individuals are experts in their area. They are hired by companies to carry out audits and training. The last point is also very important, as the training of personnel here is paid enough attention to.

The availability of special medical facilities, equipped with the most advanced equipment and experienced personnel, increases the effectiveness of the response in case of serious situations. When an employee is injured or an occupational disease is detected, any employee receives not only social benefits - he has the right to rely on repairs of housing, the receipt of a vehicle, the preservation of the workplace in case of light injury or retraining.

The latest factor in the well-functioning work of the units of labor protection is the presence of research groups. Their responsibilities include the development of new concepts of safety and the implementation of these innovations, depending on the scope of work.

Today, Ukraine is gradually adapting both legislative and regulatory frameworks and creates favorable conditions for observance of norms and rules of labor protection. Analysis of the best practices in labor protection in other countries, taking into account Ukrainian features, will significantly work-related injuries and occupational incidence at domestic enterprises. Preventing accidents at work is possible and necessary and economically profitable. This is evidenced by the experience of European countries that are seriously concerned with saving lives and health workers.

References

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