

# Labor Security Management System Improvement Model

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**Abstract:** *This study presents proposals for the development of a new model for improving the occupational health and safety management system and its implementation in practice. The study highlights the need to modernize occupational health and safety management models, introduce innovative technologies, and foster a workplace safety culture. The topic is aimed at developing new approaches to strengthening occupational safety and supporting the work environment.*

**Keywords:** Labor protection, management system, safety models, innovative technologies, modernization, risk management, employee health, system monitoring, legislation, safety culture.

**Introduction.** The main responsibility for the implementation of Labor security requirements is the requirements of legislation and the regulation of the standard on the management of the labor security system is assigned to employers. Therefore, all enterprises have the management of the same type of Labor security system, the main task of which is the implementation of industrial requirements in the field of Labor security. The activities of the management of the labor security system are assessed mainly by reducing the main statistical indicators of accidents and occupational diseases.

**Current research.** According to the information provided by the International Labor Organization, an average of 5 thousand people worldwide die every day from production accidents and diseases, which is from 2 to 2.3 million in a year. of these, 350,000 are in production accidents, 1.7-2 million are in production-related diseases.

But these figures did not include many production-related accidents and illnesses, the reasons for which are taken into account only accidents in the real sector of the economy, some diseases develop after age, when a worker retires (heart, stroke and cancer), and these are not included.

The main reasons for the occurrence of industrial enterprises accidents are shortcomings in the organization of the production process, the elimination of which does not require additional financial investments: violation of current regulatory legal acts reflecting labor protection requirements, lack of labor protection guidelines in organizations, as well as personal protective equipment, violation of deadlines, lack of knowledge verification in the field of Labor security. All this makes it relevant to consider the basics of managing the quality of healthy and safe working conditions in organizations.

The relevance of the development of the modern labor security management system is due to the acceleration of scientific and technical progress, the creation of new products and services, the rapid development of infrastructure, as well as an increase in the number of business processes and organizational functions.

**Objectives and objectives of the study.** In accordance with modern requirements, the laws and conditions of the organization of market relations, sectors of the economy consist in developing theoretical principles and a model of a methodological approach in improving the management system of Labor security.

**Research results.** In modern management standards [6] the enterprise is considered as an internal system that actively interacts with the external environment. The management of the labor security system is part of the internal environment of the enterprise and depends on its characteristics. Therefore, it is an important stage to determine the internal and external environment of the enterprise, the scope of the management system, its goals, direction and processes.

Increasing the level of organizational culture is one of the tasks of managing the labor security system.

By the mualifs, a model is proposed that combines approaches to quality management and labor security management systems. The Model takes into account the interaction and requirements of the external and internal environment of the enterprise, as well as the main process groups of the management system (Figure 1).

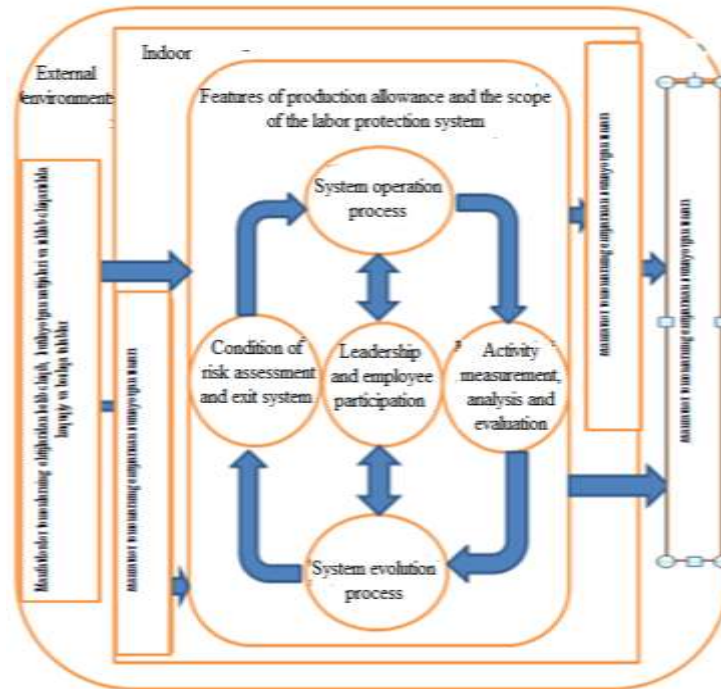


Figure 1. Labor security system management model

The most important condition for the success of the system is the leadership of management. The presented model combines the advantages of systematic and technological approaches to the management of Labor security. In control theory, system identification is understood to determine the structure of a system and its parameters by analyzing the input and output data of a system [8]. As can be seen from the proposed model, the management of the labor security system at the enterprise is part of its internal environment at the enterprise, and at the same time is formed under the influence of the main factors of this environment.

With this in mind, we will determine that the management of the labor security system is in the system (Table 1). These include: facilities and tools, personnel, working conditions, labor safety and environmental requirements of external and internal consumers, information about safe working methods, regulatory requirements for working conditions and the working environment, workplace organization, features of equipment, its technical condition and safety, information supply and automation level.

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Labor security system inputs	Objects and tools of Labor	Basic and auxiliary equipment
		Tool
		Raw materials and materials
		Production automation level
		Technical condition of the equipment
	Workplace organization	Workplace organization
		Organization of workspace space
	Labor safety factors	Production discipline
		Environmental safety
		Safety of production processes and equipment
		Safe work practice
		Providing special protective equipment, overalls and personal protective vests
		Special nutrition and medical care
		Organization of work and Recreation
	Qualification of human resources personnel	Training in the field of Labor security
		Employee reliability Preparedness for emergencies
		Employee participation in discussing problems and tasks
		Involvement of employees in processes
		Methods and means of monitoring labor security

	Methods and means of monitoring labor security	Availability of a subsystem for risk and hazard analysis
		Availability of a subsystem for risk and hazard analysis
		Availability of a subsystem for monitoring working conditions
		The presence of a subsystem for technical safety management of equipment and protective equipment
		Availability of a subsystem for monitoring health status personnel
	Legal and other requirements	Current legislation and regulatory requirements in the field of labor protection management and organization
		Current requirements for regulated harmful and dangerous factors
	Information about hazardous production environments	Information about labor safety requirements
		Information about safe ways to do the job
		Availability of information on labor safety
		Level of Information Technology at an enterprise in the It field
		Needs and expectations of local consumers in the field of working conditions
		Healthcare needs and local consumer expectations
		Needs and expectations of stakeholders
		Needs and expectations of other stakeholders (supervisors, General Organization, suppliers, contractors, consumers, trade unions, medical institutions)

When determining the inputs, it is necessary to take into account all the requirements of stakeholders, which include not only the business owners, shareholders, employees of the enterprise, but also regulatory bodies, contractors, resources, materials and suppliers of products, services and consumers of products included in the external environment of the enterprise [7].

Assessment of system results and mandatory reporting are formed taking into account the need to create Data (Table 2).

Table 2

Hen determining the inputs, it is necetem		
Occupational safety system output	Level of achievement of the set goals in the field of security	The level of security exit at the enterprise
		Information on the results of mandatory procedures
		Level of ensuring safe and healthy working conditions
		Occupational injuries and health hazards
		Occupational disease rate
		Level of professional qualifications of employees in the field of labor safety
	Customer satisfaction	Level of compliance with mandatory legislation and other requirements
		Meeting the needs and expectations of local consumers
		Meeting the needs and expectations of external customers
	Level of management achieved	Level of employee engagement
		Distribution of responsibilities in the field of labor protection
	Reliable and proven performance level for a fact-based decision - making monitoring results and changes for the implementation of mandatory procedures	Preparing for and minimizing risk
		Reliable information about the state of Labor security and the main processes of the system
		Minimize harm by reducing accidents, injuries, and occupational diseases

		Improving the main indicators of the company in the field of Occupational Safety and health
		Data for reviewing occupational safety management objectives and indicators

The normalization of system data determines the minimum level of compliance with the safety requirements necessary to achieve the satisfaction of all stakeholders, internal and external consumers. The level of compliance of the actual data on the state of system data with the established mandatory requirements describes the actual initial level of Labor security at the enterprise, as well as the possible risks associated with it. This indicator corresponds to the entry level of the quality of Labor impurity. Therefore, a reliable assessment of hazards, risks, mandatory requirements and assumptions guarantees the correctness of setting goals and formulating policies in the field of labor safety.

The introduction should be the first step in determining the basic parameters of the system and the level of quality. It is necessary to determine the results of the system in order to make evidence-based decisions, Plan Change Work and correct goals.

The results of the system are determined by reliable reporting data on the state of Occupational Safety, the level of achievement of goals, to what extent mandatory requirements are met, labor safety, the ability to maintain healthy working conditions, minimization of damage by reducing accidents, injuries and professional diseases, the level of satisfaction of internal and external stakeholders and the effectiveness of.

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We can conclude the following on the topic seen in the study.

### Conclusion:

The labor security management system (MXBT) requires the organization of effective mechanisms to protect the life and health of workers in order to work successfully. The main point in the article is that the main interruptions and disadvantages of existing MXBTS have been identified and new methods and models have been proposed to improve them. The need for safety requirements for each workplace, the use of innovative Tehnologies and accurate monitoring systems in the implementation of workers ' studies and behavior is emphasized.

### Suggestions:

1. Modulating MXBTS: Occupational Safety Systems must be provided with individual models tailored to each workplace. This will help workers implement safety measures based on specific risks.
2. The use of innovative techniques: nowadays, digitization and automation play an important role in ensuring security in workplaces. It is necessary to develop security training, monitoring and analysis through interactive platforms and mobile appliques.
3. Strengthening cooperation between workers and leaders: the development and implementation of security-related lectures, trainings and qualification curricula are required. This will help increase workers ' knowledge of safety.

Also, the proposals and models in the article can be successful steps to ensure safety in the workplace, protect the health of workers and improve the working environment.

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