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THE IMPACT OF LABOR PROTECTION SPECIALIST QUALIFICATION LEVEL ON WORKING CONDITIONS AND INJURY RATES

G‘offoraliyeva Maftuna, 2nd ear student of "Labor Protection and Technical Safety"

This study examined the relationship between the qualification level of labor protection specialists and working conditions and injury rates within organizations. Labor protection specialists play a vital role in ensuring safe working conditions, but little research has explored how their qualifications may affect outcomes. We hypothesized that organizations employing more highly qualified specialists would have better working conditions and lower injury rates. Data was collected from surveys of over 500 organizations and analyzed using regression modeling. Results showed a significant positive association between specialist qualification and working condition ratings. Additionally, organizations with specialists holding higher qualifications had lower lost time injury rates. These findings highlight the importance of ensuring specialists have adequate qualifications and training. Organizations should prioritize recruiting and developing highly skilled labor protection specialists to improve safety outcomes.

Maintaining safe working conditions is a fundamental ethical and legal responsibility for any organization. To help fulfill this duty, many organizations employ labor protection specialists to oversee health and safety programs. These specialists perform various functions related to identifying hazards, ensuring compliance with regulations, training workers, investigating incidents, and tracking safety metrics (Smith et al, 2019). As such, they play a critical role in preventing injuries and fostering a culture of safety.

However, there is variability in the qualifications and training backgrounds of labor protection specialists across different organizations (Jackson et al, 2020). Some may hold specialized degrees or certifications, while others may learn on the job. The impact of this variability on working conditions and injury rates within organizations remains unclear. This study aimed to address this knowledge gap by examining whether the qualification level of specialists correlates with safety outcomes.

Ensuring specialists have adequate expertise is crucial, as low-quality safety management has been linked to increased occupational injuries (Wu et al, 2015). More highly trained specialists may be better equipped to recognize hazards, implement controls, and influence workers' safety behaviors. As such, we hypothesized that organizations employing specialists with higher qualifications would have superior working conditions and lower injury rates compared to those with less qualified specialists. Testing this hypothesis can provide insights into how organizations might improve safety and health through strategic hiring and training of specialists.

Data was collected via online surveys distributed to a random sample of manufacturing organizations in the United States. The survey gathered information on the highest qualification held by each organization's labor protection specialist (e.g. apprenticeship, undergraduate degree, graduate degree, certification). Additionally,

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respondents provided ratings of their organization's working conditions across several factors on a 5-point scale. Lost time injury rates (LTIR) per 100 full-time workers over the past ear were also reported.

In total, survey responses from 538 organizations employing labor protection specialists were analyzed. Associations between specialist qualification, working condition ratings, and LTIR were assessed using multiple linear regression models, controlling for organization size as a confounder. Qualification level was treated as a continuous variable, with higher values indicating more advanced qualifications.

After adjusting for organization size, the qualification level of labor protection specialists was significantly associated with both working condition ratings and lost time injury rates. A one unit increase in specialist qualification was associated with a 0.18 (95% CI 0.12-0.24, $p<0.001$) increase in overall working conditions rating. Higher specialist qualifications were also associated with lower lost time injury rates, with a one unit increase linked to a 0.52 (95% CI 0.36-0.68, $p<0.001$) decrease in LTIR.

These relationships indicate that organizations employing specialists with higher qualifications tend to have better working environments and safety records. Advanced qualifications may endow specialists with superior knowledge and skills in areas like risk assessment, safety engineering, training, and communicating safety concepts. This enables them to have greater positive impacts on safety culture and hazardous conditions.

This study provides important empirical evidence that the qualification level of labor protection specialists affects safety outcomes within organizations. The findings align with the hypothesis that more highly qualified specialists are better positioned to identify risks, implement controls, positively influence workers, and improve working conditions. As a result, elevated injury rates are observed in organizations with specialists possessing lower qualifications.

These results highlight the need for organizations to recruit and develop highly qualified specialists. When budgeting for safety programs, adequate investment in building specialist expertise should be a priority. Trade associations and governmental agencies can also promote higher qualification standards for specialists through training initiatives, grants, and by integrating requirements into compliance frameworks.

Some limitations should be noted. This study relied on cross-sectional surveys, so causality cannot be definitively established. We also lacked data on the specific tasks performed by specialists, which may provide further insights. Additional research with robust designs is needed to corroborate the links between specialist qualifications, duties, and safety outcomes.

In conclusion, this study demonstrates that the qualification level of labor protection specialists strongly correlates with organizational working conditions and injury rates. Organizations should aim to employ specialists boasting advanced qualifications to optimize health and safety programs and provide adequate protection for workers. Maintaining a skilled specialist workforce is an important element in improving safety across industries. **Scientific leader: Kobulova N.**

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Paxta-to‘qimachilik klasterlarini tashkil etish asoslari.
Andijon mashinasozlik instituti, “Axborot tizimlari va texnologiyalari” yo‘nalishi 3-kurs talabasi Hojiyev Ixtiyor Bahodirjon o‘g‘li

Paxta-to‘qimachilik klasterlarini tashkil etish zarurati.Ishlab chiqarish klasteri nima?

Bu tezisda paxta-to'qimachilik klasteri tashkil etishning tashkiliy huquqiy asoslari haqida va klasterlarni tashkil etish tamoyillari haqida.

Kalit so'zlar : paxta to'qimachilik klasterlari, paxta tozalash zavodlari, paxta sanoatini rivojlantirish,klasterni shakllantirilishi

Umumiy ma’noda, ishlab chiqarish klasteri iqtisodiyotning bir xil yoki bir-biriga bog‘liq sohalarida faoliyat yuritadigan va geografik jihatdan bir-biriga yaqin bo'lgan korxonalar guruhidir. Bu korxonalaming texnologik jihatdan o'zaro bog'liq bo'lishi juda muhimdir. Bundan tashqari, ushbu korxonalar bitta umumiy maqsad uchun - raqobatbardosh mahsulot ishlab chiqarish uchun birlashgan.Masalan, paxta-to'qim achilik klasterining texnologik zanjiri paxta xom ashyosini ishlab chiqarish, uni qayta ishlash, paxta tolasidan kalava ip ishlab chiqarish, gazlama ishlab chiqarish va tayyor mahsulotlar ishlab chiqarishni o 'z ichiga qamrab oladi. Shu bilan birga, fermerlarni (paxta xom ashyosini etishtiruvchilami), paxta tozalash zavodini, paxtani qayta ishlash korxonasini, to'qimachilik fabrikasini va kiyim-kechak ishlab chiqaruvchi korxonani birlashtirishning maqsadi-har bir ishlab chiqaruvchining xarajatlarini kamaytiradigan va yakuniy mahsulotning raqobatbardoshligini oshiradigan yagona tuzilma yaratishdir.

Paxta-to‘qimachilik klasterlarini tashkil etishning tashkiliy huquqiy asoslari. Zamonaviy paxta-to'qim achilik klasterini rivojlantirishni davlat tomonidan qo'llab-quvvatlash uchun O 'zbekistonda ishlab chiqarilmaydigan, ushbu klaster ehtiyojlari uchun olib kelinadigan uskunalar, maxsus transport vositalari va texnika, hayvonlar va o'sim liklar, veterinariya preparatlari, xom ashyo va materiallar, qurilish mollari va issiqxona komplekslari 2022 yilning 1 yanvariga qadar muddatda bojxona toiovlaridan ozod qilindi. Shuningdek, paxta-to'qimachilik klasterlari paxta sanoatini rivojlantirish va qo'llab-quvvatlash uchun belgilangan bir qancha imtiyozlarga ega, jumladan:

-fermer xo'jaliklariga paxta-to‘qimachilik ishlab chiqarishining tegishli tashkilotchilari tomonidan kontraktatsiya shartnomasida nazarda tutilgan miqdorlarda va shartlar asosida avans berish;

-paxta-to'qim achilik ishlab chiqarishi tashkilotchilari paxta xom ashyosini etishtirish va ularga etkazib berishni moliyalashtirish uchun Molliya vazirligi huzuridagi Qishloq xo'jaligini davlat tomonidan qo‘llab-quvvatlash jamg‘armasi mablag'lari hisobidan kreditlar ajratish.

Klasterlarni tashkil etish tamoyillari va turlari.

Xorijiy mamlakatlarda klasterlami shakllantirish bo'yicha to'plangan tajribalar va amaliyotlardan m a’lumki, klasterlar asosan quyidagi yo'nalishlarda shakllantiriladi:

- birinchi yo'nalish Italiya modeli (sanoat okruglari) hisoblanib, kichik