

IN PAYING COMPENSATION FOR ACCIDENTS AND OCCUPATIONAL DISEASES IN AUTOMOTIVE ENTERPRISES

Abdurakhmanov Abdurashid,
Professor of Andijan Institute of Mechanical Engineering,
Tel. +998914957165, E-mail: abdurashid1948@mail.ru

Abstract

Foreign experience in the prevention of accidents and occupational diseases and compensation for injured persons in the automotive industry is of great importance. Studying best practices in this area helps to improve worker safety, ensure effective management of the economy and ensure social justice. This article studies the experiences of Germany, China, Japan and Russia. Based on the results of the analysis, the necessary conclusions and recommendations were developed.

Keywords: Occupational safety, environment, accidents, occupational diseases, injuries, safety training, training courses, compensation.

Introduction

Foreign experience in the prevention of accidents and occupational diseases in the automotive industry and compensation for injured workers is very important. Studying best practices in this area will help improve worker safety, ensure effective management of the economy, and ensure social justice. Let's take a closer look at this issue.

1. Prevention of accidents and occupational diseases:

In foreign experience, a number of preventive measures are taken to ensure personal safety and worker health. These measures include:

- Safety training and education : Automotive companies organize regular training to strengthen workers' safety knowledge and skills. This involves educating workers on the risks and hazards of the process or technical safety:
- Technical modernization and innovation : Overseas, automotive companies are constantly improving safety equipment and technological processes. These processes are increasingly using robotics and automation, which significantly reduces the risk of injury to workers.
- Conditions and workplace design: Corporations take the work environment very seriously to create safe workplace conditions. Workplace optimization, hazard zones, and the construction of new devices play an important role in this.

2. Procedure for paying compensation to injured parties:

From occupational diseases and accidents is also well developed abroad. Typically, this process is carried out in foreign automotive enterprises in the following ways:



- Compensation for work-related injuries: If an employee is injured in the course of work, the company will cover all or part of their medical expenses. Often, in foreign countries, a separate compensation fund is paid to the employee for injuries sustained in the course of work;
- Compensation for loss of work: If an injured worker is unable to work during the treatment period, they are paid monthly compensation. In this case, the worker is always provided with legal and financial assistance;
- Medical Insurance: In many developed countries, workers are offered company-paid health insurance to protect them from occupational diseases. This insurance helps the worker pay for all or part of the medical services;
- Legislation and legal guarantees: Automotive companies are subject to laws aimed at protecting workers. In some countries, there is an obligation to always pay workers compensation under the contract;
- Social security system: It is very important to use social security systems for the injured worker, whether it is aimed at harm or for personal health problems. For example, in Germany, a social security system for workers operates, in which social protection is guaranteed for the worker.

Adapting foreign experience to Uzbek conditions:

In Uzbekistan, special attention is also paid to issues related to worker safety and occupational diseases at automotive enterprises.

To implement such international experiments:

1. Government-level laws and regulations: Develop new laws and regulations to ensure worker safety, as well as monitor their current activities.
2. Corporate Social Responsibility: Businesses should be responsible for ensuring the safety of workers on the farm. Programs and standards based on foreign experience should be developed in this area.
3. Protecting workers' rights: It is necessary to develop social programs to protect workers' rights and deepen the procedure for paying compensation to them.

Studying foreign experiences in this area. It will help improve occupational safety and social protection at automotive enterprises in Uzbekistan. Very good, to answer your question, we will analyze the practices of Germany, China, Russia and Japan in the field of occupational safety and occupational diseases at automotive enterprises. We will compare the systems of these countries with those of Uzbekistan and draw conclusions.

1. Germany

Safety and prevention of occupational diseases:

- Germany has made great progress in terms of worker safety and the prevention of occupational diseases. The Federal Institute for Occupational Safety and Health (BAuA) develops excellent training and programs to ensure worker safety.
- The German automotive industry places great emphasis on technical modernization and automation. For example, in automobile production, robots and automated systems are used to simplify work processes and protect workers from harm.



Injuries and compensation:

- In Germany, if a worker is injured or suffers from an occupational disease and loses his job, the employer pays full compensation to the worker. Germany also has a special state insurance system for the social security of workers. Workers are insured and receive full or partial compensation when injured.

Comparison with Uzbekistan: - The approach in Germany is very advanced and automated. Uzbekistan is also developing in this area, but the situation requires further modernization. For example, there are some obstacles and misconceptions regarding security regulations and practices in Uzbekistan.

2. China**Safety and prevention of occupational diseases:**

- Safety measures are of great importance for workers in the auto industry in China. There are special trainings for workers and programs aimed at improving workplace conditions.

- However, the level of technical safety and youth employment in China is not healthy. Some enterprises do not have sufficient safety equipment.

Injuries and compensation:

- Compensation for workers' injuries in China depends largely on local systems and internal company policies. Compensation or insurance may be paid to each worker based on labor awards.

Comparison with Uzbekistan:

- Practices in China have some similarities compared to Uzbekistan, but the compensation system in China is developed and systematically implemented. This mechanism needs to be improved in Uzbekistan.

3. Russia**Safety and prevention of occupational diseases:**

- In Russia, much attention is paid to the issue of worker safety, but there are some problems in this regard. Many enterprises do not have sufficient technical conditions to ensure the safety of workers.

- There are various occupational diseases, including those that affect workers' respiratory tracts. However, preventive work against occupational diseases at enterprises in Russia is bearing fruit.

Injuries and compensation: In Russia, there is a special mechanism for paying compensation when a worker is injured or suffers from an occupational disease. The worker is provided with financial assistance and medical care. There is also stable state support in the form of social insurance and compensation.

Comparison with Uzbekistan:

Although the compensation system in Russia is developed, there are fewer measures for mutual protection and assistance. In Uzbekistan, work on this issue also needs to be developed. Another



issue is that safety conditions for workers at Russian enterprises are insufficient, and this needs to be addressed in Uzbekistan as well.

4. Japan

Safety and prevention of occupational diseases:

- Japanese auto companies pay great attention to worker safety. The high level of development of robotization and automation in Japanese companies helps to ensure worker safety.
- The Japanese economy implements comprehensive preventive measures against occupational diseases for workers. This includes providing workers with specialized medical care and quality medical services to prevent occupational diseases.

Injuries and compensation:

- In Japan, the compensation system for workers who are injured is well-developed. Each worker is given bonuses and compensation in the form of financial assistance. The social insurance system in Japan is very developed and workers' rights are highly protected.

Comparison with Uzbekistan:

- Japan's practice is very advanced in ensuring territorial and occupational safety. In Uzbekistan, however, financial investments are required to easily introduce innovations and automation in this area.-

Conclusion

Germany, China, Russia, and Japan have their own characteristics in each country.

- In Germany and Japan, the worker safety and compensation system is very developed, high efficiency has been achieved, and innovations have been introduced.
- There are problems in this area in Russia and China, but in both countries, labor safety and compensation mechanisms are developing.
- Uzbekistan also has shortcomings in these areas, but work is being carried out based on foreign experience. This will allow, first of all, to improve safety conditions and the compensation system based on world experience.

These analyses and data are based on general knowledge and practices, and I recommend the following sources and literature for information on this topic. These sources provide in-depth study of these issues through articles, studies, and laws related to worker safety, compensation systems, and occupational disease prevention:

1. Germany "Arbeits- und Gesundheitsschutz in Deutschland" (Occupational Health and Safety System in Germany) - information from the Federal Institute for Occupational Safety and Health (BAuA).

German Social Accident Insurance (DGUV) — Articles and production systems on the safety and health of workers in Germany.

European Agency for Safety and Health at Work (EU-OSHA) — general reports on occupational safety within the European Union.

2. China. "China's Occupational Safety and Health Regulation" — laws on occupational safety and workers' rights in China.



Occupational Health and Safety in China (Wang, C.) — Research and analysis on occupational safety and health in China.

"China Labour Bulletin" — information on labor rights and safety in China.

3. Russia . " Trudovoe zakonodatelstvo Rossii" - laws on labor rights and safety in Russia.

Rossiysky Soyuz Strakhov shch ikov (Russian Federation) — labor and worker insurance in Russia.

Russian system of occupational safety : experience , problems , prospects — analysis of the system of occupational safety and health in Russia.

4. Japan . " Occupational Health and Safety in Japan: A Historical Review" (K. Hirota) — A historical analysis of occupational health and safety in Japan .

Japan's Labor Standards Law — Japan's labor laws and standards for worker safety.

"Labor and Employment in Japan: Law and Practice" (Yuki Tatsumi) is a book about labor rights and worker protection in Japan.

5. International organizations and general sources : International Labour Organization (ILO) — International standards on occupational safety and workers' rights.

World Health Organization (WHO) — Guidelines on occupational diseases and the protection of workers' health.

Occupational Health and Safety Standards, International Labour Organization — Occupational health and safety standards of the International Labour Organization.

6. Uzbekistan . Labor Code of the Republic of Uzbekistan — laws in Uzbekistan regarding workers' rights, occupational diseases , and safety.

"Occupational safety and occupational diseases in Uzbekistan: status and development trends" — State and enterprise policy on occupational safety and occupational diseases in Uzbekistan.

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