

IV. НОВІТНІ ЗАХОДИ ТА ЗАСОБИ З ЕНЕРГОМЕНЕДЖМЕНТУ, ОХОРОНИ ПРАЦІ ТА БЕЗПЕКИ ЖИТТЄДІЯЛЬНОСТІ ЛЮДИНИ

УДК 331.45

MITJUK L. O., PhD, docent

National Technical University of Ukraine «Igor Sikorsky Kyiv Polytechnic Institute», Kyiv

XIEZHUOZHAO, for eigner bachelor

China

KALINCHYK V. V., master, assistant

LUTZ T. E., master, master senior lecturer.

ILCHUK O. V., PhD, master, assistant.

National Technical University of Ukraine «Igor Sikorsky Kyiv Polytechnic Institute», Kyiv

CURRENT PROBLEMS AND CAUSES OF LABOR PROTECTION WORK IN CHINA

***Анотація.** Розглянуто питання формування культури охорони праці на підприємствах в Китаї. Проаналізовані основні проблеми стану безпеки праці в Китаї, одна з яких — низький рівень знань щодо важливості та актуальності цього питання з боку як роботодавців, так і працівників. Визначено особливості питання низької зацікавленості в проблемах захисту здоров'я працівників підприємств в Китаї та надало пропозиції покращення виробничого середовища завдяки просвітницькій діяльності з питань охорони праці.*

***Ключові слова:** охорона праці, підприємства в Китаї, управління охороною праці, система заохочень та обмежень, освіта з питань охорони праці.*

***Abstract.** Building a safety culture in Chinese enterprises. One of the main problems of the building of such a culture is the low level of knowledge on labor protection from both employers and workers. The purpose of the article is to study the issue of low interest in the health safety of enterprise workers in China and to create proposals for improving the production environment through education activities on occupational safety.*

***Keywords:** labor protection, Chinese enterprises, safe production management system, site safety education and training system, safe production award and punishment system.*

1. The current problems in the work of labor protection

People are not aware of the importance of labor protection work awareness. The investigation found that in actual work, some employees did not realize the importance of labor protection. On the one hand, its awareness of labor protection only stays in the supervision of the operation of safety regulations and the use and supervision of labor protection articles such as simple helmets, safety belts and insulated shoes. Deeper labor protection such as labor protection work standards and labor protections norms of protection supervision and inspection, the damage of the production labor environment to the physical health of production workers have not yet taken root in the hearts of employees. On the other hand, the concept of full-scale labor protection has not been formed. It is believed that safe production and labor protection are matters of on-the-spot workers. The labor protection rules and regulations are indifferent, and there is a passive situation that must be supervised.

There is a lack of construction of employee labor protection organizations. Despite the relevant regulations on labor protection in trade unions, the branch established a network of labor protection supervision and inspection organizations for trade unions, trade union branches and trade union groups. However, due to the lack of hard indicators, the three-level labor protection supervision and inspection organization network is often unnamed, most of the work is only to deal with the situation can not be reached, so that the implementation of the relevant duties of labor protection supervision and inspection is not in place, not specific [1].

The labor protection supervision and inspection personnel's duties are not fulfilled. In the company, the position of the labor protection supervisor is a «virtual job». Many companies do not have a dedicated position, or they are unnecessarily present in the workshop or team. Because it is not an «official», it is said that no one listens, showing the embarrassing situation of no one to ask, no one to control, invisible to slack off the sense of responsibility, can't be classified as accidents and occupational hazards in the team, the workshop is listed as tracking the objectives of supervision and inspection make it impossible for the supervision and assistance of administrative implementation to be rectified in a timely and effective manner. The main reasons for the above problems: first, the labor protection team of the trade unions is relatively weak. At present, most of the labor protection supervision and inspectors of the branch are part-time. On the one hand, the specific duties of labor protection are not very clear. In actual work, there are situations in which opinions and work cannot be supervised on labor

protection work; on the other hand, it is easy for them to be truly responsible for their ideology — less control and supervision. The second is insufficient coordination. Trade unions, employee representatives and security departments have the responsibility to protect and supervise labor protection, employee rights, safety and health and labor environment. However, due to the fact that employees' understanding of the duties of trade unions, employee representatives and security departments is not very clear, cooperation is not easy to be in place, and they are not complemented, forming a situation in which trade unions are «single-handedly fighting» in the labor protection work of employees. Third, the incentive mechanism is not enough. It is understood that our company has a status quo with fewer penalties, and it is no exception in terms of labor protection. There are few or no rewards for the excellent work, but the punishment is increased. As a result, the initiative and enthusiasm of many employees' work are not fully exerted and their functions are limited [2].

2. The grassroots trade unions strengthen the countermeasures of labor protection

Improve the labor protection system so that labor protection can be implemented. Strengthening labor protection and building a stable labor protection system are prerequisites for doing a good job in labor protection for trade unions.

Improve the organization system of labor protection network. A sound labor protection system is the guarantee for the development of enterprises. Our branch office should strengthen the construction of the labor protection supervision and inspection team of the trade unions, and establish and improve the labor protection supervision and inspection committee of the enterprise trade unions. Equipped with specialized and part-time labor protection supervision inspectors, group labor protection inspectors, and clear responsible persons. Giving them the corresponding rights and interests, so that the labor safety team has the motivation and peace of mind.

Work hard on team training, proceed from reality, level, flexible and practical. For example, trade union cadres and labor protection supervision and inspectors responsible for labor protection work should regularly train and work hard on the word «special»; train the labor protection cadres of trade unions, staged and batched, adopt different types of lectures, special seminars, etc.. The labor protection inspectors of the grassroots trade union group should have adaptive, targeted and operability training methods.

Improve their theory, policy and professional skills through various channels and methods, and gradually establish a high quality that understands theory, understands policies, understands laws, understands technology, and has the ability to conduct research, comprehensive analysis and problem solving. The union labor protection is a backbone team.

Improve the safety supervision and inspection system. Establish «Safe Production Management System», «Site Safety Education and Training System», «Safe Production Award and Punishment System». The on-site safety production management system, such as the «Safe Production Responsibility System», clearly defines the responsibilities and tasks of leaders and departments in safety management in the responsibility system, and signs safety production responsibility books at all levels, and uses this as a safety target. Linked with the vital interests of the employees, the cadres and workers will further clarify their responsibilities and improve the ability of cadres and workers to safely produce and protect labor.

Play the role of the Staff Representative Conference in labor protection. It is necessary to take the workers' congress as a carrier, focus on investigation and research, do a good job in collecting occupational safety and health proposals, and inspecting employee representatives, strengthen supervision, and ensure that the contents of labor protection work approved by the workers' congress can be implemented.

Incorporate labor protection into the content of collective contracts. The contents of labor protection listed in the collective contract shall be comprehensive, standardized and collective. It must be operable and feasible. In the process of performing collective contracts, the trade unions must regularly organize employee representatives to conduct inspections. If there is a breach of contract, the relevant departments are required to promptly correct them [3].

Establish a system of mass participation in supervision. The branch trade union organization plays a role as a bridge. Trade union organizations should use their own advantages, start from education propaganda, and strengthen the safety awareness and self-protection awareness of all employees, especially young workers, through various effective methods, consciously resist illegal command and illegal operations, and violate labor discipline. Employees do something in their work to reduce or eliminate casualties.

Proactively create an atmosphere that values labor protection and improve employees' safety production quality and self-protection ability. The banner clearly promotes the policy of «safety first, prevention first» and increases the breadth and depth of safety promotion and safe-

ty education. Do a good job in the «Trade Union Law», «Labor Contract Law», «Safe Production Law» and the promotion of safety knowledge, and strive to achieve «group prevention and prevention» in labor protection work, so that the focus of labor protection work from passive protection to active prevention, Afterwards, the post-treatment will be changed to the precautionary measures, and the labor protection work of the employees will be moved forward, so that each employee becomes the master and supervisor of safe labor protection.

Vigorously carry out mass safety production supervision and inspection activities, establish appropriate mass reporting and investigation mechanisms, unblock the channels for reporting by the masses, and conduct key investigations and treatments on the labor safety and health issues reported by the masses. Reward and protect whistle-blowers, so that the trade unions, together with departmental safety management personnel and front-line workers, strengthen supervision over the production site, strengthen labor safety and democratic supervision and democratic management, document the hidden dangers of accidents, and track supervision and rectification work.

Move the center of gravity down and do a good job in service guidance. The first is to choose a typical unit of trees. Good job was made of the «demonstration» unit effect, organize learning exchanges, and promote it in a comprehensive manner. The effective monitoring and strengthening of the team safety infrastructure and the establishment of the «safe production standardization team» activities can be combined to consolidate the foundation of team safety construction. The second is to carry out the «Safety in My Heart» employee safety culture series activities, and take safety culture activities as a new content of corporate culture and spiritual civilization construction. Through the organization of a series of safety and cultural activities, such as safe cultural performances, knowledge contests, calligraphy comics, (photographs), safe aphorisms, etc., which are popular among employees, we strive to form a «people-oriented», «care for life» and «care for safety» in the enterprise. Atmosphere. The third is to actively carry out education activities for the popularization of workers' safety production knowledge. The trade unions should give full play to their own advantages and adopt various forms, combining the «Ankang Cup» competition and the «Safe Production Month» activities to popularize the knowledge of safe production among employees, so that employees can understand their rights in safety production and their obligations. Consciously follow the rules and discipline.

Giving full play to the supervision and inspection of grassroots trade unions and escorting safety. Dynamic monitoring to implement. In the implementation process, dynamic monitoring is realized from three aspects, one is the process and technical measures. Dynamically link the level of enterprise technology and equipment to the level of monitoring, and change accordingly. Second, in the process of production and operation, with the continuous change of production and management and systematic changes, each link and process form a system of mutual connection and mutual restraint. The third is the aspect of human behavior constraints. It is necessary to shift from the monitoring of physical and environmental factors to the comprehensive monitoring of people and the environment, and resolutely stop violations of labor discipline and other violations of labor discipline, and eliminate artificial insecurity. Persist in understanding the situation, clear goals, high standards, strict requirements, constantly looking for gaps, re-regulation, and then improve. It is necessary to actively cooperate with the security department and do a good job in labor protection.

The labor protection work of the trade union has close working relations with the labor and personnel department, the production competent department and the safety competent department, and all have common safety work objectives. Among them, the trade union organization is at the junction of the safety performance department and the grassroots security work. Therefore, the trade union organization to carry out the labor protection work of the employees must actively communicate with the administration, be a good assistant, and properly handle the relationship between the enterprise benefits and the employees' interests. It is necessary to take the labor protection work as the core, supervise the safety performance of the competent departments, coordinate and deal with the problems existing in the grassroots safety work and labor protection work, and grasp the initiative of the labor protection supervision and inspection work. It is necessary to actively assist the safety authorities to formulate labor protection work plans, supervise and inspect the implementation of labor protection measures, and actively create a good corporate safety work environment and atmosphere. It is the work of enterprise safety production throughout the mass labor protection work. It is necessary to urge labor protection supervision and inspectors to play their role [3].

The team is the ultimate goal of the security review work of the grassroots units. The labor protection of the team is particularly important. On the basis of establishing a three-level labor protection supervi-

sion and inspection organization network of trade unions, trade union branches (workshops) and trade union groups (teams), the grassroots trade unions implement a regular meeting system to urge labor supervisors and inspectors to define their duties and division of labor, and to play their role in supervision and inspection. To enable them to provide timely feedback on problems existing in the supervision and inspection of labor protection, so that all problems can be effectively implemented.

The conclusion. In short, grassroots trade union organizations should make full use of their own characteristics and advantages, extensively carry out mass labor protection supervision and inspection activities, improve employees' safety awareness and professional quality, mobilize the enthusiasm of employees, and achieve «win-win» for enterprise benefits and employees' physical and mental health.

References

1. Промисловість Китаю [Електронний ресурс] — <http://www.geograf.com.ua/china/627-china-industry>
2. Охорона праці в Китаї росте разом зі зростанням штрафів за порушення вимог з безпеки [Електронний ресурс] — <https://regnum.ru/news/2413653.html>
3. Nara Dillon. What can China teach sab out fighting poverty // The China questions. Critical in sights into a rising power / edited by Jennifer Rudolp hand Michal Szonyi / Harvard University Press, 2018.