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UKRAINE'S STATE POLICY ON OCCUPATIONAL HEALTH AND SAFETY

The article looks at how Ukraine treats workers' health and safety. Occupational health and safety is a system of measures and means that are used by legal entities and people to make sure that working conditions are good enough to prevent threats to an employee's life and health while he is doing his job.

The essence and principles of state policy in the field of occupational safety and health have been explained. These principles include the importance of protecting the life and health of employees, the responsibility of the employer for creating safe and healthy working conditions, the need to keep production, technologies, and products safe and harmless, and the need to help enterprises create safe and harmless working conditions.

We need to solve occupational safety problems using programs from different parts of the country and around the world. We should also consider other things like science and technology, protecting the environment, protecting workers, and paying people who get hurt at work or get sick at work.

Creating safety rules for all businesses, no matter who owns them or what they do. Making sure workers are safe and healthy by changing how they work, considering their health and mental state. The government can help pay for safety measures, but only if it doesn't go against the rules.

It is said that occupational safety and health have a big impact on modern economic processes. Economic importance is measured by how well workers work, how much money they make from working, and how much they pay for injuries or illnesses that affect their health and safety.

Keywords: *state policy, labor protection, occupational safety, regulation, normativity, universality, mandatoryness, systematicity, stability.*

ДЕРЖАВНА ПОЛІТИКА ЩОДО ОХОРОНИ І БЕЗПЕКИ ПРАЦІ В УКРАЇНІ

У статті розглядається, як в Україні ставляться до охорони праці працівників. Охорона праці – це система заходів і засобів, які застосовуються юридичними особами і громадянами для забезпечення належних умов праці, що запобігають загрози життю і здоров'ю працівника під час виконання ним трудової діяльності. Розкрито сутність та принципи державної політики у сфері охорони праці. Ці принципи включають важливість захисту життя та здоров'я працівників, відповідальність роботодавця за створення безпечних і здорових умов праці, необхідність підтримувати виробництво, технології та продукцію безпечними та нешкідливими, а також необхідність допомагати підприємствам створювати безпечні та безпечні умови праці. нешкідливі умови праці. Нам потрібно вирішувати проблеми охорони праці за програмами з різних куточків

країни та світу. Ми також повинні розглянути інші речі, такі як наука і технології, захист навколишнього середовища, захист працівників і оплата людям, які постраждали на роботі або захворіли на роботі. Створення правил безпеки для всіх підприємств, незалежно від того, хто ними володіє та чим вони займаються. Переконайтеся, що працівники безпечні та здорові, змінивши спосіб їх роботи, враховуючи їхнє здоров'я та психічний стан. Уряд може допомогти оплатити заходи безпеки, але тільки якщо це не суперечить правилам. Кажуть, що охорона праці має великий вплив на сучасні економічні процеси. Економічна важливість вимірюється тим, наскільки добре працюють працівники, скільки грошей вони заробляють на роботі та скільки вони платять за травми чи хвороби, які впливають на їхнє здоров'я та безпеку.

Ключові слова: державна політика, охорона праці, безпека праці, регулятивність, нормативність, універсальність, обов'язковість, системність, стабільність.

Problem statement. Labor is not only the most responsible sphere of society's life, but it is also the key to the very existence of humanity. Labor is the foundation of a person's life as an individual and a member of society. It has a direct impact on the establishment and advancement of social relationships. Therefore, it is imperative for any democratic state to establish the most favorable conditions for productive labor and ensure its safeguarding.

The International Labor Office estimates that occupational illnesses and accidents cost the US economy more than 1.25 trillion dollars a year and result in the deaths of about 2 million people. According to International Labor Organization statistics, occupational illnesses and accidents cost the global economy 4% of its gross domestic product. Every year, there are 160 million occupational illnesses and 270 million occupational accidents worldwide. The processes of economic globalization are closely linked to issues of occupational safety and health on a worldwide scale.

All of this is extremely concerning for Ukraine, which loses over 1 billion UAH a year due to occupational illnesses and injuries, which has resulted in a sharp decline in awareness of working conditions and management of their state. The level of labor protection at industrial businesses is inadequate, and one in three public sector workers perform their jobs in hazardous environments. All of this calls for the necessary actions to normalize working conditions at the state and individual business levels, both in the present and in the future.

Analysis of recent research and publications. M. Bilynska, D. Bogynya, N. Boretska, and V. Goshovska are among the scientists who have studied state policy issues pertaining to labor safety and protection in Ukraine, including labor relations and labor potential. O. H. Danylyshyn, T. Zayets, A. Kolot, M. Kravchenko, E. Libanova, O. Makarova, V. Novikov, V. Onikienko, M. Orlaty, O. Petroe, A. Revenko, V. Skurativsky, V. Steshenko, V. Tropina, V. Cherenko, and others were among the individuals who were involved.

Additionally, a number of Ukrainian scientists, including A. Amosha, V. Dzhigyrey, V. Zhydetsky, L. Kerb, L. Logacheva, N. Lukyanchenko, O. Martyakova, O. Novikova, K. N. Tkachuk, L. Shaulska, V. Shulga, and others, examined various facets of worker protection and working conditions as a factor in increasing the efficiency of social production.

Clarifying the current situation and identifying priority areas for enhancing state policy and management of occupational safety in Ukraine is the **aim of this study**.

Presentation of the main material. A system of legal, economic, social, and organizational measures must be implemented by the public administration, society, and employers in the contemporary Ukrainian state in order to maintain and restore a person's physiological and psychological functions, optimal working capacity, and social activity for the longest period of time that is biologically possible for each individual. Every individual engaged in labor activity must carry out his assigned tasks in a quality and productive manner, adhere to production and technological discipline, follow certain rules of conduct, and follow occupational safety and health regulations.

If we consider occupational health and safety as a subject of scientific research, then the term "occupational health and safety" may refer to various concepts, including but not limited to: a) the principle of labor law, or the entitlement of an employee to safe working conditions; b) the legal framework of labor law, among others. Hence, work in contemporary times is a deliberate human

endeavor that focuses on the creation and utilization of tools of production, as well as the material and spiritual values essential for the well-being of individuals [1]

Regarding the term "occupational safety," it pertains to the working conditions at facilities for material production, specifically industry and transportation, which exclude the impact of hazardous and harmful factors on workers. In Ukraine, occupational safety is supported by the implementation of a set of measures to prevent injuries, diseases, and accidents. These measures are also regulated by regulatory documents that are combined into the System of Occupational Safety Standards. Their classification applies to all types of work.

The implementation of state policy in the field of occupational health and safety in Ukraine is accomplished through a system of specific stipulated principles pertaining to the organization and provision of working conditions in production, which should be a priority and aimed at safeguarding human life and health. The content of these principles illustrates their essential content and significance for the field of occupational health and safety. The content load emphasizes fully the significance of a particular principle within the context of legal regulation of occupational health and safety.

There are indications of the principles of occupational health and safety [2]

1. It is of historical nature. The principles of law are not eternal, nor are the relationships that they express. They are the historical and transitional products of all social phenomena.

2. There is an objective conditionality. Any implementation of the principle in the life of the state is a totally conditioned objective necessity. Simultaneously, the political and economic framework of the state must facilitate the consistent and thoughtful implementation of such principles.

3. Regulativity. Regulation of relations is always closely linked to the principles on which it is based. The principles of occupational health and safety provide clear direction for regulation in this area.

4. The concept of normativity. The principles of occupational safety and health differ from the corresponding industry standards in that they do not contain

fixed specific rules of conduct, but rather serve as a fundamental means of directing regulation in a particular sphere of social relations.

5. Universality. Any aspect of regulation in this area is greatly influenced by the concepts of occupational safety and health. The development of a complex set of regulatory standards in the area of occupational safety and health by legislative bodies further demonstrates the universal nature of the principles.

6. Duty. This is a crucial aspect of the occupational safety and health principles. In a particular area of social relations, the principles of law serve as the foundation for both the development of new legal norms and the application of preexisting ones.

7. Methodicalness. The principles are responsible for the formation of a system of occupational health and safety norms and the intentional action they aim to achieve. The norm of the law should develop and combine the principles in a way that makes them cohesive and creates a strong, structured system.

8. Stability. shows how dependable the system for occupational health and safety is. The principles' durability in governing social relations will vanish if they are subject to change.

9. Depending on the level of certainty. The subject certainty of occupational health and safety principles is that they precisely represent the core of the set of standards in the field by objective criteria and serve as the foundation for efforts to prevent violations of workers' lives and health while they are carrying out their job duties [2].

The government's plan for keeping workers healthy and safe at work is based on two main ideas: making sure workers' lives and health are taken care of first, and making sure factories are safe by constantly checking how things are made.

The establishment of uniform requirements for occupational health and safety for all businesses and business entities, regardless of ownership and types of activity, the social protection of workers, full compensation for damages to individuals who suffered from industrial accidents and occupational diseases, the

coordination of the activities of state authorities, institutions, organizations, and associations of citizens that solve health, hygiene, and occupational safety problems, the cooperation and consultations between employers and employees and all social groups when making decisions on occupational health and safety at the local and state levels, etc. are additional principles.

To make sure workers are safe and healthy at work, employers must follow safety and health rules. This helps workers stay healthy and work better. Special labor protection services check workplaces to make sure they follow safety and health rules.

This matter needs legislative consolidation because human rights are currently getting a lot of attention from both scholars and practitioners. The right to life refers to individual human rights. Civil and human rights are those rights that should ensure a person's personal needs and his personal life. These are universal rights, which are especially stressed by the legislator.

Constitutional rules set aside the right to health care for workers. In Article 49 of the Ukrainian Constitution, everyone has the right to health care, medical care, and medical insurance. The state makes sure that all citizens can get good medical care. Medical care is provided for free in state and municipal health care institutions. The number of these organizations cannot be reduced.

Also, employees who work under an employment contract have the right to decent, safe, and healthy working conditions. This rule applies to everyone who hires workers, including employees. All work done in Ukraine must be safe and clean.

The next principle of raising the level of industrial safety is to implement technical oversight over the present state of production, individual technologies, and manufactured products. To ensure the implementation of this principle, the employer is required to effectively organize the work of employees, introduce modern and state-of-the-art safety equipment, fully mechanize and automate powerful production processes, control over labor and production discipline, comply with labor laws, and be in charge of creating their work.

A whole-system approach to making sure workers is safe at work helps make better rules, programs, and actions to keep workers healthy and safe. Using new and better tools and equipment makes factories safer.

To make sure workers are safe at work, companies should follow the rules set by the government in Ukraine's Law on Occupational Safety.

High-quality planning of systemic measures to ensure industrial and fire safety, improve safety conditions, and protect workers from emergencies at all levels are strategic measures that will ensure the solution of industrial safety issues in production. A system for keeping workers safe at work, including medical care and preventing injuries. The system is checked regularly to make sure workers are safe and protected from harmful things. They also check how well they are doing and keep improving. They use international standards for their paperwork and make sure workers have the right qualifications [8].

So, a plan to make work safer and healthier should be part of the company's plan to grow economically. An operational plan of measures must be brought to the structural divisions of the enterprise and the organization, which must contain measures to improve or maintain the current level of conditions and occupational safety. According to this plan, it is important to come up with organizational measures for industrial safety that are designed for the future.

It is based on national, sectoral, and regional programs on relevant issues. Other areas of economic, production, and social policy are also considered. Occupational safety tasks at the state and other levels require a comprehensive approach that includes the areas of economic, production, and social policy of the state.

To deal with safety and health issues at work, plans are made and approved for five years or each year. The main goal of these programs is to create a state system of occupational safety management that will help solve the problems of legal, organizational, material, technical, scientific, and economic support for work in the field of occupational safety and health.

This principle is widely used in the field of occupational health and safety management with the goal of preparing, adopting, and further implementing measures that protect human health, life, and working capacity.

Public administration is the necessary starting point for new laws, the creation of departments that deal with occupational health and safety issues, the guarantee of rights, obligations, and responsibilities in the context of state policy.

The principle of social protection for workers is based on the idea that in the event of a loss of working capacity, an individual must keep their job and current average salary until they can work again.

The specified principle sets general requirements for occupational health and safety for all enterprises, regardless of their form of ownership or type of activity. Also, the principle provides for a single regulatory framework, a legal field for all types of businesses. All employees are entitled to occupational health and safety.

Establishing requirements for occupational health and safety for all business entities is the creation of a good way to make sure employees work properly. These prerequisites are an important tool for setting up occupational health and safety measures.

Today, the government mostly uses money to pay for safety and health measures at work. To reach its goal, the country asks people to give money or other money. This helps provide information, education, important job training, and advanced training. Also, economic measures of management say that occupational health and safety funds should only be used to implement occupational health and safety measures.

This principle requires that enterprises and employers pay a fine for violations of occupational health and safety regulations. If the owner directs funds to occupational health and safety measures, the state will set preferential taxation conditions for him and will also exclude from the tax list the amount spent on compensation for damage and one-time material assistance paid to the victim.

Giving the public the information, they need to establish the groundwork for occupational health and safety in public education from an early age is a key part

of the principle of informing the public, training workers, and doing advanced training on occupational health and safety issues. The planning of informational and educational events helps the population get the legal education they need.

All the people in charge of fixing health, safety, and hygiene problems at work in Ukraine work together when they make decisions at the state and local levels.

Conclusions. Given the above, we can say that the content of the principles of occupational health and safety is the essential content of the guiding and fundamental principles and directions in the specified area. Understanding the meaning of each rule helps us understand the group of rules. These principles are important not only in the process of developing doctrine, but also in practice. Based on the ideas in the rules, all the laws about working safely and health develop. Also, legislative norms must match these principles and not deny their essence.

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