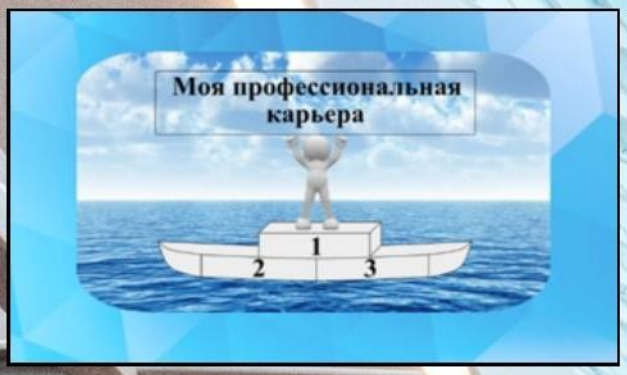

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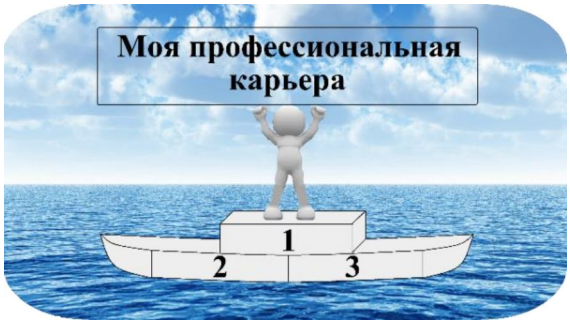

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Сборник содержит научные статьи отечественных и зарубежных авторов по экономическим, техническим, философским, юридическим и другим наукам.

Миссия научно-образовательного электронного журнала «ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ» состоит в поддержке интереса читателей к оригинальным исследованиям и инновационным подходам в различных тематических направлениях, которые способствуют распространению лучшей отечественной и зарубежной практики в интернет пространстве.

Целевая аудитория журнала охватывает работников сферы образования (воспитателей, педагогов, учителей, руководителей кружков) и школьников, интересующихся вопросами, освещаемыми в журнале.

Материалы публикуются в авторской редакции. За соблюдение законов об интеллектуальной собственности и за содержание статей ответственность несут авторы статей. Мнение редакции может не совпадать с мнением авторов статей. При использовании и заимствовании материалов ссылка на издание обязательна.

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Название публикации: «THE LEGAL BASIS FOR ASSESSING THE KNOWLEDGE OF LEADING EMPLOYEES AND SPECIALISTS IN LABOR PROTECTION IN UZBEKISTAN THROUGH DIGITAL TECHNOLOGIES»

Abstract: The article analyzes the processes of digitizing production and industry in Uzbekistan, as well as the legal foundations for training managers and specialists in labor protection using digital technologies. The benefits of the digital economy are examined in detail, with a particular focus on the necessity and importance of introducing digital technologies in the field of labor protection. It is noted that digitization enhances production efficiency and helps improve workers' qualifications by providing digital safety training. The article also emphasizes that implementing digital technologies based on legal regulations significantly improves the quality of work processes.

Keywords: " Digital economy, digitization, labor protection, safety technique, guideline, model, module, digital platform."

INTRODUCTION

In today's world, the rapid development of digital technologies is profoundly impacting various aspects of society. Specifically, the processes of digitalization in the economy, industry, and manufacturing sectors are advancing swiftly. Uzbekistan is also embracing this trend, taking significant steps towards developing a digital economy. Legal frameworks are being established through presidential decrees and government programs to further advance the digital economy.

The development of the digital economy not only enhances economic efficiency but also facilitates the implementation of innovations in various sectors of society. Particularly, the introduction of digital technologies in the field of occupational safety serves to protect workers' rights, ensure their safety, and increase the efficiency of work

processes. From this perspective, the digitalization of processes in occupational safety is of great importance.

This paper explores the issues of digitalizing occupational safety within the framework of developing the digital economy in Uzbekistan. It analyzes the advantages and effectiveness of the digitalization process and examines how this process positively impacts document management in occupational safety and the protection of workers' safety.

In various economic literature during the second decade of the 21st century, it has been noted that transitioning to a digital economy system is an important aspect of achieving sustainable socio-economic development and ensuring macroeconomic stability in Uzbekistan [1]. Uzbekistan aims to significantly improve the standard of living for its population in the near future and join the ranks of the world's top 50 developed countries. The reforms in this direction have also been positively evaluated by the international community. One of the prestigious global publications, *The Economist* magazine, recognized Uzbekistan as the "Country of the Year" in 2019 for implementing the most rapid reforms. Although positive changes have been observed in our country's ranking in the "International Information and Communication Technology Development Index," we are still far behind in the overall rating [2].

Article 17 of the Law on Labor Protection outlines the procedure for training, retraining, and improving the qualifications of specialists in labor protection as follows: "The training of specialists in labor protection in higher and secondary specialized vocational education institutions is ensured in the prescribed manner. Higher and secondary specialized vocational education institutions must organize mandatory study of the labor protection course by students and pupils, taking into account the characteristics of production in various sectors of the economy and the social sphere. Currently, the process of providing labor protection instructions to employees in production and conducting training courses and instructions is carried out offline, without any innovative systems or digital technologies. It is necessary to study how digitizing this system would impact the economy of the Republic and what legal foundations exist for digitization."

RESEARCH METHODS. In the research process, comparative analysis, generalization, expert surveys, models of digital technologies, platforms, and software tools were utilized.

LITERATURE REVIEW. In our country, the organization of labor protection in industrial enterprises, as well as the issues of training and testing the knowledge of employees in labor protection and safety techniques, have been reflected in the educational and scientific literature by scholars such as O'.R. Yuldoshev, G.Yo. Yormatov, Yo.U. Isamukhamedov, N.Q. Zokirova, Q. X. Abdurakhmonov, A. B. Irmatova, and B.X. Yunusov [3].

Regarding the digitization of labor protection in enterprises in CIS countries, scientific research has been conducted by scholars such as O.V. Kovrigo, A.V. Timofeev, V. Ye. Ryabova, G. Z. Faynburg, S. Yu. Ivanov, I. Kalagin, A. Titov, V. Shemelinin, D. Porochkin, G. V. Kuchumova, O. A. Melyakova, K. Shabunin, V. Sarev, Ye. Vesnin, A. Soloveva, and A. Venediktova [4].

The theoretical foundations of the digital economy have been thoroughly covered in the scientific research of foreign economists and experts such as M.A. Shneps-Shneppe, D.Ye. Namiot, P. Vinya, M. Keynes, N. Popper, Ye. Filippov, A. Fork, L.V. Lapidus, D. Bell, M. Castells, V. Desouza, D. McConnach, M. Lynch, S. Dirikan, S. Halford, and M. Savage. In particular, economists M.A. Shneps-Shneppe and D.Ye. Namiot have studied theories about the Digital Economy, highlighting telecommunications as a key element of development and its characteristics. L.V. Lapidus, in his research, has developed theoretical principles and practical recommendations on managing e-business and e-commerce from the perspective of business model changes under the influence of digital technology evolution [3].

Among Uzbek scholars, the theoretical foundations of the digital economy have been outlined in the works of S.S. G'ulomov, R.H. Ayupov, G.R. Boltaboeva, T. Shodiev, T.Z. Teshabaev, Z.M. Otakuzieva, Sh. Mustafakulov, R.S. Urunov, M.Yu. Jumaniyozova, Z.M. Qurbonov, and U.M. Asraev. Specifically, Sh. Mustafakulov has thoroughly illuminated the new trends and features of development in his research [5].

RESEARCH RESULTS AND DISCUSSIONS According to experts' calculations, the flow of information doubles every six months. The need for digitization increases further in the context of rapid development, which, in turn, requires a significant amount of resources. Therefore, transitioning to a digital economy has become an important task.

What is the digital economy? It is the transformation of the existing economy into a new system by creating and integrating new technologies, platforms, and business models into everyday life. The digital economy is a system that can be implemented through the use of digital technologies in economic, social, and cultural relations [2].

"Although this term was first introduced by American programmer Nicholas Negroponte in 1995, it is widely used in all fields today. The digital economy reduces corruption by establishing a management system without human intervention, increases tax revenues through 'smart' contracts, enhances the 'transparency' of budget expenditures, and provides the opportunity to deliver public services through a unified electronic platform" [3].

The new concept of the digital economy is a unified system that supports, processes, and transmits all information within the scope of human activity through the use of digitization technologies.

Digitizing the economy is increasingly integrating into the international division of labor and becoming a key factor in the development of the global economy. Through digitizing the economy, there is an opportunity to creatively build a new economy. Digitizing the economy is a way to maintain real competitiveness in the long term.

"The level of digitization of the economy is determined by several international indices, such as the Information and Communication Technology Development Index, the European Digital Economy and Society Index, the International Competitiveness Digitalization Index, the Global Evolution Index, the Digital Economy Index, the Network Readiness Index, the E-Government Development Index, the E-Participation Index, and the Global Connectivity Index. The establishment of the Republican Council on Working with International Ratings and Indices in Uzbekistan is not

without reason. These ratings differ from each other in the criteria considered for digitizing the economy. Depending on the goal and task, the levels of enterprise, sector, region, national, and global economies are selected" [4].

The criteria for determining ratings do not fundamentally differ from one another. The methodology for calculating indices is almost the same. Therefore, 'improving' one criterion, such as the level of internet service coverage among the population, has a uniformly positive impact on all rating indices. For example, in calculating the Information and Communication Technology (ICT) Development Index, aspects such as the number of landlines and mobile communication lines per 100 people, the availability of international channels for each internet user, the provision of households with computers and the internet, the number of internet users, and other factors are considered. This index can also be used to compare on a national scale and at the regional level. In conclusion, widely applying the digital economy in all sectors of our country ensures the rapid growth of the economy, ultimately leading to a significant improvement in the standard of living of the population.

At the current stage of economic development, developing the digital economy in the Republic of Uzbekistan, drafting system-related normative-legal documents, introducing new technologies, training personnel, and other important tasks that need to be implemented in our country are among the primary tasks to be accomplished. It should be noted that in recent years, several normative-legal documents have been developed in Uzbekistan related to the development of the digital economy, in which many tasks that need to be done to advance this system have been outlined. For example, the Decree of the President of the Republic of Uzbekistan No. PQ-3832, dated July 3, 2018, on measures to develop the digital economy in the Republic of Uzbekistan, and the Decree of the President of the Republic of Uzbekistan No. PK-6079, dated October 5, 2020, on the approval and effective implementation of the 'Digital Uzbekistan-2030' strategy, indicate that comprehensive measures have been planned to actively develop the digital economy in the republic and to widely implement modern information and communication technologies in all sectors in the near future [5].

Article 17 of the Labor Protection Law outlines the procedure for training, retraining, and improving the qualifications of labor protection specialists as follows:

"The preparation of labor protection specialists in higher and secondary special, vocational education institutions is ensured in the prescribed manner. Higher and secondary special, vocational education institutions must organize the mandatory study of labor protection courses by students, taking into account the characteristics of production and social sectors in various branches of the economy.

State and economic management bodies, as well as employers, ensure the retraining and improvement of qualifications of labor protection specialists.

The procedure for retraining and improving the qualifications of labor protection specialists is determined by the Cabinet of Ministers of the Republic of Uzbekistan" [9].

Article 25 of the same law outlines the procedure for "Providing guidance and training on labor protection to employees." This article states that the employer is obliged to provide guidance on labor protection, organize training on safe methods and techniques for performing work, and train employees on how to provide assistance to victims of accidents for all new employees and those being transferred to other positions. It emphasizes that "For employees entering hazardous production or jobs requiring professional selection, initial training in safe methods and techniques for performing work, followed by professional exams, one month of internship, and subsequent periodic certification on labor protection issues are mandatory" [10].

The employees of organizations, including their managers, must undergo training, receive guidance, have their knowledge tested, and be certified on labor protection issues according to the procedures and timelines established by the state bodies that carry out state management of labor protection.

It is prohibited to employ persons who have not undergone the prescribed training, received guidance, or had their knowledge tested in labor protection.

From the above, it can be concluded that training employees in labor protection and safety techniques and testing their knowledge in the prescribed manner is one of

the most important measures aimed at preventing accidents in production, which reflects the relevance of the dissertation topic.

Digitizing the management of labor protection, including training employees in labor protection and safety techniques and testing their knowledge, is one of the key elements in developing the digital economy in Uzbekistan. Developing the digital economy is a critical, strategic task for Uzbekistan, which determines its global competitiveness, and it envisions the need to create the necessary conditions for developing this sector and to stimulate this process. There are sufficient opportunities and conditions for developing the digital economy in Uzbekistan; however, the pace of development is very slow. Several factors contribute to this, with the most significant being the low speed and quality of the internet, the presence of monopolies in many sectors, outdated information technology legislation, low computer literacy levels, a shortage of information technology specialists, and insufficient information technology security [6].

Labor protection is an integral part of modern production, and in the current context of New Uzbekistan, protecting the health and workability of workers is one of the top priorities. The fact that the "Labor Protection Law of the Republic of Uzbekistan" and the "Labor Code of the Republic of Uzbekistan" have been re-adopted in a new version proves our point. In addition, the requirements for the integrated management system are also changing, requiring the application of modern management methods by integrating international standards, that is, the widespread use of digital technologies in management. The "digital" states, i.e., states with highly developed digital economies, include Norway, Sweden, and Switzerland. The United States, the United Kingdom, Denmark, Finland, Singapore, South Korea, and Hong Kong are among the top 10 countries with developed digital economies. Studying the experience of these countries and following these examples will help achieve the desired goal more quickly [7,8].

CONCLUSION. A series of regulatory and legal documents have been developed in Uzbekistan to promote the development of the digital economy, which outline significant steps for advancing this system. For instance, according to the Presidential

Decree No. PQ-3832 dated July 3, 2018, and Decree No. PK-6079 dated October 5, 2020, comprehensive measures are planned to actively develop the digital economy and widely implement modern information and communication technologies across all sectors.

In the context of digitizing occupational safety, it is important to detect risks and utilize artificial intelligence in work processes, as well as to introduce VR technologies in training for occupational safety and technical safety. Specifically, one of the most labor-intensive processes in organizing and managing occupational safety is the document circulation process. Therefore, transitioning this process to an electronic document circulation system is a timely issue that will contribute to enhancing the culture of workplace safety.

The digitization of document circulation in occupational safety will lead to the following positive outcomes:

1. Reduction in material costs.
2. Time savings in work processes.
3. Ensured reliability of electronic data storage.
4. Continuous monitoring of occupational safety and technical safety conditions by company and enterprise managers.
5. Elimination of legal violations in occupational safety documentation, including the preparation of false documents and backdating.
6. Full protection of workers' rights.
7. Ensured transparency in occupational safety reporting within enterprises.

This approach plays a crucial role not only in the development of the economy but also in ensuring worker safety. Additionally, the development of the digital economy in our country provides an opportunity to elevate the protection and safety of human labor to a new level.

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