LOSS OF WORKING CAPACITY IN PRODUCTION

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Working capacity is a person's ability to perform the required amount of physical or mental work assigned to them. Research conducted by occupational hygienists and physiologists has shown that human work performance, regardless of whether the work is mental or physical, depends on many factors.

These factors include the functional systems of the human body, such as the nervous system, endocrine glands, regulation of body temperature, respiratory system, circulatory system, and skeletal muscles. A disturbance in the functioning of any of the above-mentioned systems can lead to a significant decrease in a person's working capacity.

Research has also established that harmful habits have a negative impact on working capacity. Smoking cigarettes and excessive consumption of alcoholic beverages can cause lung and liver diseases and lead to various health complications. As a result, a decrease in the working capacity of people engaged in both physical and mental labor can be observed. Medical statistics also confirm this situation. In many enterprises in a number of European countries, it is not accidental that the wages of workers with harmful habits are reduced due to their decreased working capacity, particularly lower labor productivity.

All occupational hygienists and physiologists confirm that a person who leads a healthy lifestyle can maintain a high level of work productivity not only throughout their entire working life but also afterward. In addition, research has identified the following regularities [1].

1) The physiological functions of most human organs are more active during the daytime. Therefore, working capacity during the day is higher than at night.

2) It is well known that medical institutions (hospitals, emergency and trauma centers, etc.), power plants, a number of industrial enterprises, and railway transport, particularly long-distance trains, operate continuously around the clock. At night, the work productivity of people performing physically demanding tasks is relatively low. Between 02:00 and 04:00, working capacity decreases to approximately the lowest daytime level; in addition, both productivity and the quality of work decline. Compared with daytime work, the number of errors made in the early morning can be approximately twice as high. Dispatching service personnel take this circumstance into account, since the safety of other people may depend on their performance.

3) The highest level of work productivity can be achieved in any type of activity when a person's work and rest schedule corresponds to the biological rhythms of the body.

4) Physical work can be performed in the evening, in the morning, and during the daytime.

5) During normal waking hours, a person can consciously adjust the period of highest working capacity according to their needs or preferences. This has been confirmed by both scientific research and practical experience. This is particularly relevant to people engaged in mental work. At the same time, it is indisputable that productivity in mental work is higher after a period of rest, such as sleep or a break, and this is normally taken into account when planning work activities.

When mental work is properly planned in advance, employees can achieve the highest level of work productivity. Another important condition for maintaining work capacity is a balanced and rational diet. Food intake should neither be excessive nor insufficient. Inadequate nutrition does not provide the body with enough calories to restore its energy reserves, which leads to a decrease in working capacity.

The proper organization of work and rest processes is one of the important conditions for preventing occupational injuries.

A person's working capacity depends on their reaction to various harmful and hazardous occupational factors, as well as on the duration of continuous work. If a person works continuously for

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longer than the prescribed period during the working day, they experience not only physical fatigue but also nervous and mental fatigue. The presence of harmful and hazardous factors in the working environment, such as noise, vibration, gas contamination, dust, and other similar factors, increases the likelihood of occupational injuries and accidents. Therefore, the administration must strictly comply with the work and rest regime established by the country's labor legislation. An employee may not be required to work continuously for two shifts [2].

The Labor Code of the Republic of Uzbekistan pays particular attention to the labor rights and working conditions of workers and employees. The legislation establishes a standard working week of 40 hours. In a six-day working week, the duration of daily work should not exceed 7 hours, while in a five-day working week it should not exceed 8 hours. For children aged 15–16, the working week is limited to 24 hours, while for adolescents aged 16–18, the duration of the working week is limited to 36 hours. If work is performed under harmful working conditions, the duration of the working week may be reduced to 36 hours.

For employees engaged in work with extremely harmful and extremely difficult working conditions, the maximum duration of working time is established by the Government of the Republic of Uzbekistan. On the days preceding public holidays, the duration of the daily working shift is reduced by at least one hour for all employees. If at least half of the employee's established daily working shift falls during nighttime, the duration of night work is reduced by one hour, and the weekly working time is reduced accordingly. The period from 22:00 to 06:00 is considered nighttime (Article 122).

For types of work where it is not possible to comply with the normal daily working-time requirements, legislation allows the administration, in agreement with the trade union committee, to introduce a summarized working-time system. At the same time, the duration of one work shift must not exceed 12 hours, and the average weekly working time must not exceed 40 hours. For certain categories of employees whose work involves a high level of emotional stress, mental strain, or nervous tension, that is, work of a special nature, including medical workers, teachers, and others, the duration of working time is established at no more than 36 hours per week.

Work performed outside normal working hours is carried out with the permission of the trade union committee.

According to labor legislation, the total amount of overtime work during one year for each employee must not exceed 120 hours, and overtime work during two consecutive working days must not exceed 4 hours. Payment for overtime work is made in accordance with Article 157 of the Labor Code.

The legislation prohibits employing persons under the age of 18, as well as pregnant women and women caring for young children, in overtime work. At the request of a pregnant woman, a woman who has a child under the age of 14 (or a child with a disability under the age of 16), including a woman who has such a child under her guardianship, or a person caring for a sick family member, the employer is required, in accordance with a medical opinion, to establish a part-time working day or part-time working week for them.

Overtime work is performed in cases related to the defense of the country, the prevention of accidents, the elimination of accidents or their consequences, as well as in situations involving water, gas, heating, electricity, sewage, and similar systems where their failure could result in damage to public and state property. Overtime work may also be required when loading or unloading operations need to be completed promptly.

For persons with Group I and Group II disabilities, reduced working hours of no more than 36 hours per week are established without reducing their wages. These employees are granted extended annual basic leave of at least 30 calendar days.

Persons with disabilities may be engaged in night work, overtime work, or work on days off only with their consent. In such cases, the work assigned to them must not be prohibited by medical recommendations.

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Work on days off is prohibited. By order of the employer, individual employees may be required to work on days off only in exceptional cases and on the grounds established by a collective agreement in coordination with the trade union committee (Article 130).

Employees may be engaged in work on their days off provided that the restrictions established by Articles 220, 228, and 245 are observed. Work on public holidays is permitted at workplaces where, due to production, technical, or other conditions, it is impossible to suspend operations; in activities where continuous service to the population is necessary; as well as for urgent repair, loading, and unloading operations that cannot be postponed (Article 132).

Compensation and payment for work performed on days off and public holidays are provided in accordance with Article 157 of the Labor Code [1].

Rest time is the period during which an employee is free from performing work duties and may use the time at their own discretion. Employees must be provided with a break during the working day for rest and meals; this break is not included in working time. The duration of daily rest between the end of one working day and the beginning of the next working day may not be less than 12 hours.

All employees are entitled to days off. In a five-day working week, employees are provided with two days off per week, while in a six-day working week, they are provided with one day off per week. Sunday is the general day of rest.

Employees are granted annual basic leave of at least 15 working days.

In the following cases, employees are granted extended annual basic leave, taking into account their age and health status:

Persons under 18 years of age – 30 calendar days;

Working persons with Group I and Group II disabilities – 30 calendar days.

Certain categories of employees are granted extended leave in accordance with legislation, taking into account the specific nature and characteristics of their work duties and other relevant circumstances [3].

Failure to comply with occupational safety requirements and rules, violations of sanitary and hygienic standards, as well as breaches of labor discipline, can lead to the occurrence of occupational accidents.

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