SECTION 5.

MANAGEMENT, PUBLIC MANAGEMENT AND ADMINISTRATION

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INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH STANDARDS AS A BASIS FOR MANAGING WORKING CONDITIONS IN UKRAINE

In today's world, work takes up a significant part of everyone's life, making working conditions an important factor for both employee well-being and business efficiency. Not only does the level of safety and quality of the working environment affect labor productivity, but also the health, motivation and overall satisfaction of employees. In this context, the role of international labor standards, in particular those developed by the International Labor Organization (ILO), is an important component of ensuring decent working conditions that meet modern social and economic realities.

Working conditions are a multifaceted phenomenon that is shaped by interrelated socio-economic, technical, organizational and natural factors. These factors determine not only the physical environment in which people work, but also affect their health, emotional state, attitude to work and overall level of job satisfaction. The level of working conditions directly affects productivity, quality of tasks performed, production results, as well as the development and well-being of the employee as the most important component of the society's productive forces.

Creating the right working conditions requires taking into account technical support, workplace organization, preventive measures, employee qualifications and discipline. The absence of a systematic approach to these issues increases production risks, reduces product quality, employee motivation, and negatively affects the company's economic performance.

Improving working conditions, in particular through the introduction of modern technologies and sanitary and hygienic measures, reduces the risk of

injuries, improves employee health and increases effective working hours. This reduces staff turnover and compensation costs, increases employee motivation, and creates a favorable environment for achieving high economic results.

The social effect of improved working conditions is also worthy of note. Proper conditions have a positive impact on employees' health, social engagement, and overall quality of life. Creating a comfortable workplace fosters a sense of belonging to a common cause, which increases employee loyalty to the employer. They feel more satisfied with their work, which contributes to increased productivity and a better overall team atmosphere.

Working conditions are an integral part of the production system, which requires constant management influence. As an object of planning, organization, monitoring and optimization, working conditions are a central element of ensuring the safety and efficiency of the production process. Working conditions management is a continuous process aimed at maintaining employee health and reducing the impact of harmful factors. It includes organizational, technical, socio-economic and other measures that contribute to creating a safe and comfortable environment for employees.

The main goal of working conditions management is to achieve optimal interaction between the employee, the production environment and technical means. This implies the safety of the “human - production environment - equipment” system, which takes into account physiological, psychophysiological and sanitary and hygienic characteristics of work.

This goal results in a number of tasks: preserving employees' health through the rational use of vital forces and ensuring rapid recovery of working capacity; certification of workplaces to assess the conditions of the production environment and labor process; prevention of occupational injuries and diseases through continuous monitoring and improvement of working conditions; prevention of negative impact of working conditions on employees and implementation of compensation mechanisms to minimize risks.

To achieve these objectives, a comprehensive management system is required, which includes

– rational organization of the labor process with the use of technical means to facilitate work;

– motivation of employees by creating diversity in work, increasing its completeness, ensuring visibility of results, emphasizing the importance of each task

– material and moral incentives that reinforce employees' interest in performing their duties.

The main guideline for creating and improving the working conditions management system is the regulatory framework in the field of labor protection. Legislation defines standards for workplace conditions, safety of production facilities, sanitary conditions, and collective and individual protection of employees. Compliance with these standards ensures that working conditions meet the requirements of the times, creating a safe environment for employees and contributing to the economic efficiency of the enterprise.

International cooperation in the field of working conditions and health and safety plays an important role in the development of labor relations in Ukraine today. Improving national occupational health and safety systems through the study and implementation of international best practices, adoption of international standards and fulfillment of international obligations allows us to improve workplace safety and ensure that working conditions meet modern requirements..

International standards developed by the International Labor Organization (ILO) form the basic principles of worker protection. For example, the ILO Labor Inspection Convention, No. 81, ratified by Ukraine in 2004 [1], provides for the monitoring of working conditions. This document establishes the obligation to create an effective monitoring system to protect workers' rights to a safe environment.

In 1975, the International Labor Conference adopted a Resolution calling on countries to implement a systematic approach to managing working conditions. Subsequent ILO initiatives, in particular Convention No. 148 (1977) concerning the Working Environment and Convention No. 155 (1981) concerning Safety, Health and Work Environment, made it possible to develop integrated approaches in this area [2].

Convention No. 155 obliges ILO member states to develop and implement national policies aimed at minimizing risks in the workplace and preventing injuries and occupational diseases.

Ukraine is currently actively working to implement such provisions. Many companies have set up special health and safety committees, and modern standards such as ISO 45001 are being implemented as an effective tool to ensure safe working conditions.

Convention No. 187 (2006) enshrined the idea of a "national culture of prevention" that involves the active participation of governments, employers and employees in creating a safe working environment. In the international arena, the World Congresses on Occupational Safety and Health, held every four years, are an important resource for promoting a culture of safety. Ukraine actively participates

in these events, borrowing best practices in creating proper working conditions.

Modern Ukrainian companies are actively using international standards to modernize their occupational health and safety management systems. The introduction of digital solutions to monitor risks and improve workplace conditions is becoming an integral part of the modern production process.

Conclusions. Implementation of international occupational health and safety standards enables Ukraine to create a safe production environment, reduce workplace risks, improve the quality of working life and ensure decent working conditions for employees. This contributes not only to economic growth but also to the competitiveness of Ukrainian enterprises on the global stage.

At the same time, in wartime, Ukraine faces a number of serious challenges, including the destruction of production infrastructure, the relocation of enterprises and the need to organize work in dangerous regions. In such circumstances, the following urgent tasks remain:

– conducting a rapid risk assessment at workplaces in the affected regions to minimize injuries and protect employees' health;

– providing employees with protective equipment, taking into account the specifics of work in hazardous conditions;

– support for the psychological health of employees who have experienced stress or other negative effects related to military operations;

– adaptation of international occupational safety and health standards to the new realities of wartime through active involvement of international assistance and cooperation with the ILO.

In the current environment, it is necessary to change approaches to managing working conditions, focusing on the basic needs of employees, providing jobs and implementing a safety culture that meets the challenges of today.

Integration of the world's best practices and implementation of innovative solutions in this area is an important step in preserving the country's labor potential, supporting the economy and ensuring the stability of production activities. This will not only help minimize the negative effects of the war, but will also form the basis for Ukraine's recovery and sustainable development in the future.

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