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A REVIEW OF LABOR PROTECTION MANAGEMENT SYSTEM RESEARCH AND IMPLEMENTATION

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Abstract

This review synthesizes current research on labor protection management systems to identify key elements, implementation strategies, and opportunities for further study. Robust management systems are crucial for protecting worker health and safety, but many organizations struggle with effective development and implementation. Analysis of literature identifies critical components including leadership commitment, hazard identification and risk management, training and competence, performance measurement, and safety culture. Phased implementation, adaptation to local context, and worker participation emerge as key implementation success factors. Significant knowledge gaps remain regarding system evaluation approaches, impact on safety metrics, and comparative effectiveness of specific system components. Additional research should address these gaps and engage wider international perspectives. Ultimately, further work is needed to translate identified best practices into sustained improvements in occupational health and safety through contextualized management system implementation.

Introduction

- Background on occupational injury/illness rates and consequences
- Importance of labor protection management systems
- Standards such as OHSAS 18001 provide frameworks
- But organizations struggle to implement effective systems in practice
- Purpose to review literature on labor protection management systems in order to:
  - Identify key system components
  - Understand implementation challenges and best practices
  - Highlight significant research gaps to guide future studies

Key Elements of Labor Protection Management Systems

- Leadership commitment and worker participation
- Hazard identification, risk assessment and control
- Policies, procedures, training
- Incident investigation and organizational learning
- Performance measurement and improvement
- Safety culture

Implementation Strategies

- Phased approach focused on high risk areas first
- Alignment with local organizational context
- Direct worker involvement and consultation
- Sustained commitment to continuous improvement

Research Gaps and Future Directions

- More work needed on system evaluation approaches and impact measurement

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- Understanding comparative efficacy of specific system components
- Incorporating wider international perspectives
- Studies tracking long-term implementation and impact

Conclusion

- Effective labor protection management is crucial but challenging
- Key elements are established, but translating into practice remains difficult
- Further research targeting identified gaps can support strengthened practice
- Ultimately, contextualized implementation sustaining progressive enhancement is needed.

Scientific leader: Kobulova N.

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