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FORMATION AND DEVELOPMENT OF LABOUR CONTRACTS DOCTRINE

Article is devoted to historical and legal analysis of the institute of labour contract. Basic theoretical approaches to the definition and legal nature of labour contract are analyzed. Based on the study author provides independent opinions.

Current discussions about the features and functions of the employment contract, the ratio of its civil-law agreements on labor demand thorough study of the past that will allow it to find answers to contemporary questions, because the problem of the legal nature of the employment contract – historical, so recognizing the emergence of new types of labor contracts, it is necessary to get acquainted with the history of the institute of labor law.

Modern domestic researches of labor contract theory researchers pay attention to its significant differences from civil agreements on labor, emphasize deep social nature of the employ-

ment contract, which is manifested in its broader socio-legal sense. Having concluded an employment contract, the owner not only employs the worker, but also undertakes to provide certain guarantees, benefits, and participation in social welfare worker. N.B. Bolotina also highlights emerging trends in the employment contract under the new conditions of market relations in Ukraine. The scientist says that the form and content of the employment contract is largely moving away from the rigid administrative structures and it becomes more flexible and not stable.

In modern science of labor law Ukraine emphasis on legal guarantees of labor rights at the conclusion, amendment and termination of the labor contract, social and legal status of the employment contract turns in providing certain guarantees to employees, benefits provided by labor legislation.