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INTERNATIONAL EXPERIENCE OF LEGAL REGULATION OF SUPERVISION AND CONTROL OVER OBSERVANCE OF LABOUR LEGISLATION

In this paper the problems of legal regulation of legal supervision and state control over observance of labour legislation in Poland, Germany, France and Italy are observed. The basic features of the reform of supervision and control over the observance of labour laws in those countries are determined. The ways of solving problems of supervision and control over the observance of labour legislation in Ukraine in view of the experience of other countries are suggested. Relevance of the article is determined by the fact that the State Inspection of Ukraine in Labour Affairs is part of the executive power and provides implementation of state policy on supervision and control over the observance of labour and employment legislation, as well as legislation on compulsory social insurance against industrial accidents and occupational disease that cause disablement, against temporary disability in connection with expenses related to the birth and burial, in case of unemployment in the appointment of the calculation and provision of benefits, compensations, social services and other kinds of material security to comply with rights and guarantees of insured persons. This body is primarily responsible for supervision and control over the observance of labour legislation, but the current state of labour relations in Ukraine shows the ineffectiveness of its ac-

tivities and overall social tension. There is an acute need to reform public bodies.

The purpose of this article is to analyze the international experience of regulation of supervision and control, determine the most optimal ways of its implementation in Ukraine using the experience of developed countries and EU.

For Ukraine it is necessary to review and study international experience in normative and legal activity, as well as in actual implementation of the right to safe working conditions in developed countries with high efficiency and social protection of its system.

Conclusion is made that in Ukraine mechanism of supervision and control is outdated and does not meet the requirements of present time, therefore it seems necessary to carry out labour reform. Particular attention should be paid to supervision and control over compliance with labour laws. Thus, in our opinion, in the field of public control it is considered appropriate to apply the experience of Germany and France, where an important role is given to labour unions and elected bodies of workforce. As for state supervision and control, experience of Poland and Italy, where up to date labour inspections ensure effective coordination and cooperation with non-governmental bodies, enterprises and organizations, is considered to be useful.