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FEATURES OF LEGAL REGULATION OF FEMALE LABOR IN UKRAINE

This article explores the state of the legal regulation of female labor in developed countries. The regulations governing the employment of women in Ukraine are characterized. The features and shortcomings of the legal regulation of female labor in Ukraine are specified. The relevance of this topic is determined by the fact that the constitutionalization of freedom, equality and legal protection of women in public production should be reflected in the system of principles of labor law, particularly, the principle of increased protection of women. The principle of increased protection of women who combine work with motherhood should be understood as fundamental judgment of legislature on essential, the main legal regulation of all forms and types of hired labor of mothers, its organization and management without sacrificing motherhood based on socio-economic and demographic laws of society's development and its moral and ethical beliefs about the role of the family in it and on right enshrined in the law. Creating special protection of women is one of the most important social problems for all countries. Thus, the ILO Convention №103 on Maternity Protection (revised in 1952) establishes requirements for increased protection of women in industrial enterprises and agriculture. In addition, women make up more than half of the total labor force in Ukrainian economy. Four-fifths of women of working age

are economically active population that is employed or actively engaged in seeking work. A considerable number (more than 40% of working women) have a higher or specialized secondary education. Besides, for men this figure is 35%.

The issue of legal regulation of women's work in Ukraine has become fairly extensive discussion among scientists.

The purpose of this paper is to outline the peculiarities of legal regulation of female labor in Ukraine in a market economy compared to other countries, to determine rights and guarantees provided for working women, to identify gaps in the legal regulation of female labor in our country.

Thus, to summarize the abovementioned, such peculiarities of legal regulation of women's work in Ukraine are determined:

1. Legislation of Ukraine, compared to other countries, provides a significant number of benefits and guaranties for women and mothers.

2. Female labor is regulated by Soviet standards which are still in force, and, though providing a significant amount of rights for women, are not always efficient and effective because a mechanism for their implementation is quite outdated.

3. It is necessary to improve the rules governing female labor and the responsibilities of employers for their failure, as well as to adopt regulations to modern conditions.