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## **LOCAL MANDATORY FORMS IN THE SYSTEM OF LABOUR LAW RULES**

The article deals with the specificity of legal regulations of labor relations that stipulate the availability of law rule and are created directly by enterprises, institutions and organizations, which are called local. They are classified into local contracting forms, the will of the employer and employees are coordinated, the only peculiarity of local mandatory forms of which is the will of the employer. The article is devoted to the clarification of mandatory local law rule essence, their place and role of labor regulation and closely connected relations in the condition of contemporary management. The author states that the local mandatory rules solve two major problems in the legal regulation: firstly, it concretizes and details law principles of normative legal acts and they are more effectual in law than local acts and secondly, they fill legal regulation gaps.

Local mandatory forms inherent characteristics typical for all kinds of law: to a great extent abstract, non-personified which are characterized by repeated use;

it is admitted a state coercion to the failure of the established rules of conduct.

The author considers that the main specific characteristics of local peremptory norms are the method of establishment and predominantly mandatory standards of norms. Rules of conduct that set by employers are well defined and compulsory for certain group of people.

The author thinks it will not be in contrast with law if local mandatory rules are changed by agreement between the employer and the employee, taking into account the specificity work duties and last interested party. Such amendments should not step outside the employer's competence and couldn't make worse employee's position according to valid legislation.

In order to ensure the effective operation of the local mandatory rules it is necessary to define a sphere of local regulation in the legislation and to formalize the decentralized norm-setting procedure which should define the competence of the subjects, preparation and adoption of standards and accrual disputes.

