FOREIGN EXPERIENCE OF LABOR INSPECTION ACTIVITIES

Problem setting. The feature of labor relations is that the state has powers of the supervision over compliance of labor legislation by employer. The existing system of labor inspection in Ukraine isn’t effective and one that meets the requirements of ILO.

Recent research and publications analysis. Despite scientific developments of authors M. S. Osiychuk, I. P. Lavrinchuk, G. O. Bila, Ye. V. Krasnov, K. V. Nebozhenko and others concerning the subject of research, practical issues of the functioning of state labor inspections in developed European countries are not sufficiently highlighted by them.

Paper objective Paper main body is analysis of foreign experience in the field of and control over the compliance of labor legislation and determining the possibilities of its application in Ukraine.

In economically developed countries the functions of supervision over the compliance of labor legislation are assigned to specially authorized bodies - labor inspections, which ensure the implementation of legislation, carry out a marketing function to raise awareness of standards and government regulations, disseminate best practices, carry out advisory, information, education and monitoring functions.

The experience of systems of labor inspections (Czech Republic, Romania, Belgium) shows: duplication of administrative functions, separate databases and
insufficiently coordinated use of human and material resources leads to losses and reduces the efficiency of activities. When the functional duties of labor inspection are combined into one inspection system / Denmark, Spain, Portugal, Italy, Germany, France, Czech Republic, Poland, Netherlands, Sweden / in the state department that is part of the Ministry of Labor, or intersectoral labor inspection, coordinated by the Ministry of Labor - there is a tendency towards the introduction of strong, well-organized, coordinated, effective and efficient services provided by labor inspectorates.

The characteristic features of the activity of labor inspections of the supervision over compliance of labor legislation in European countries are the following:

– the general principle of activity is to encourage the compliance with laws which protect workers' rights,
– they are guided by strategic plans, which are developed for up to 5 years, according to which the system of supervision and control develops,
– progress in the activities is achieved by coordination of the interaction of the labor inspection with other areas of public administration, with the population,
– use of the media as a channel for disseminating information about legal obligations and marketing tools / results of control measures, amount and size of sanctions, etc.
– considerable attention is paid to the training of labor inspectors.

Conclusions of the researchs. Qualitatively functioning labor inspections of European countries are characterized by: the availability of sufficient resources (human resources, infrastructure), hiring and training policies, centralized management, integration of the various types of inspections, focusing on preventive measures and training, ensuring compliance with the law, and targeting firms in terms of risks.

The reformation of the labor inspection system in Ukraine should be carried out in an evolutionary way, which will allow to achieve the tidiness of the structure of this supervisory body. Conducting administrative integration without providing
the labor inspectorate with the necessary resources, unreasonable transformation of
one body into another will weaken the supervisory and preventive functions of the
labor inspection system.

Prospects for further research are the scientific substantiation of the
implementation of the functions of the labor inspection system of Ukraine in the
conditions of their current state security and identification of the consequences on
the labor market.