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## **INTERNATIONAL LEGAL ACTS IN THE SYSTEM OF SOURCES OF LABOR LAW OF UKRAINE IN THE AVIATION SPHERE**

The study of the system of sources of labour law today is a share among other studies in the field of labour relations, because there is a change in the entire legislative and regulatory framework of the country, new laws are adopted, and, consequently, sources are changing. At present, the influence of international law is growing with all obviousness not only on the law of the international community, but also on the domestic law of the states that are part of this community. The role of international law in the protection of human rights is especially important, including labour rights.

Current international treaties ratified by Ukraine are part of the national legislation, as stated in Article 9 of the Constitution of Ukraine. Also, their priority over national legislation is additionally proclaimed at the international level in the Vienna Convention on the Law of International Treaties. That is, in the case when a conflict arises between certain rules specified in the labour legislation of Ukraine and those defined by an international treaty or agreement in which Ukraine participates, preference is given to the rules of international law [1; 2; 3].

Such agreements in the field of labour primarily include ratified or approved conventions and recommendations of the International Labour Organization, officially published in Ukraine, which was established in 1919 and is a specialized UN agency. The organization carries out extensive rule-making activities and cooperation with member states and organizations of entrepreneurs and workers. International legal regulation of labour is the regulation, through international agreements, of issues related to the use of labour, improvement of its conditions, labour protection, protection of collective and individual interests of workers.

The ILO adopted 188 conventions and 199 recommendations. As sources of international legal regulation, conventions and recommendations have different legal status. The Convention acquires the status of a multilateral international agreement after its ratification by at least two ILO Member States and from that moment imposes certain obligations both on the countries that ratified it and on others. The ILO recommendation is not an international treaty and is not subject to ratification. Governments or other legislatures of states decide on the ratification of conventions, as well as determine what changes should be made to national legislation in this regard. From the moment of entry into force of the Convention, this state is obliged to take all necessary measures (laws, by-laws, etc.) to guarantee the execution of its decision, but the state has the right to refuse to enforce the decision in the future by denunciation. Conventions and recommendations cover, in fact, all major issues related to labour, employment and social and labour relations [4].

The first international legal document that proclaimed fundamental human rights and freedoms was the Universal Declaration of Human Rights, which spells out the main norms of labour relations (everyone has the right to work, free choice of work, fair and favourable working conditions and protection from unemployment. which provides a person with a decent existence, himself and his family and which, if necessary, is supplemented by other means of social security) [5].

Another important legal act regulating labour relations was the International Covenant on Economic Social and Cultural Rights (“states participating in this Covenant recognize the right to work, which includes the right of every person to be able to earn a living by work that he freely chooses or to which he freely agrees, and will take appropriate steps to ensure this right”) [6].

International agreements, which are sources of labour law, are often concluded at the regional level. Such agreements include the European Social Charter, which was ratified by Ukraine in September 2009.

The Charter is a multilateral regional treaty that establishes a mechanism for the international protection of economic and social human rights directly for the Member States of the Council of Europe. This Charter complements within the Council of Europe the Convention for the Protection of Human Rights and Fundamental Freedoms,

which provides for the protection of civil and political rights. Legal regulation in this area is carried out on the basis of the case law of the European Committee of Social Rights, which is based on the European Social Charter [7].

Thus, based on the foregoing, we come to the following conclusions. Modern developed labour law as such is impossible without comprehensive regulatory interaction of international and national labour standards.

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