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THE ISSUE OF THE RATIO OF LABOUR CONFLICTS AND LABOUR DISPUTES

The article is devoted to the determination of the ratio of the labour conflicts and labour disputes in the science of labour law. The legal nature of the labour conflicts and labour disputes is cleared up, as well as by what criteria the above-named categories differ. The history of the ratio of the labour conflict and labour dispute is also considered.

The relevance of the chosen topic is conditioned by a clear definition of a labour conflict, a dispute to determine their causes and ways to resolve them in order to ensure the most efficient protection of rights and interests of the parties who are disputing, and harmonize labour relations.

The purpose of this article is to determine the issue of the relationship of the labour conflict and labour dispute in the science of labour law. In order to achieve a goal, the research process provides: clarify the legal nature of concepts of labour conflict and labour dispute; determine by what criteria the notions of labour conflict and

labour dispute can be distinguished; explore the history of the correlation of labour conflict and labour dispute.

Today in Ukraine, there is no single definition of a labour dispute, which can be officially recognized. In broad terms, the differences (conflicts) between the employee and the employer concerning the application of labour laws and the establishment of new or change of existing labour conditions are considered to be the labour disputes. However, in today's labour law and existing legislation, the term "labour conflicts" is also used. At present, there are diametrically opposed views on the correlation between labour conflict and labour dispute in the scientific literature.

The term "labour dispute" should be used when it comes to settling differences of subjects of labour relations by jurisdictional bodies, and the term "labour dispute" should only be used for transferring the differences to a specific body. In other words, conflict creates a dispute.