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ON THE SPECIFICS OF WOMEN LABOUR: HISTORICAL AND LEGAL ASPECTS

The development of Soviet law, especially constitutional provisions concerning equal rights of men and women reflected the ideology of the state regarding women. A woman, according to the ideas of the Soviet state was a worker and a mother, and her husband's role was to be a worker, an employee. As we see, in that period in the Soviet state women were not seen as socially significant workers. Soviet and Ukrainian Soviet law reflected the formal relationship to the idea of equality between the sexes. Rejecting the ideology of feminism as unsuitable for socialism, Soviet law surprised the world with consolidation of the principles of equality, especially in the Constitution. However, these constitutional provisions were quite formal, legal mechanism for ensuring equal opportunities had not been created.

In 1922 was adopted the Labour Code, which contained a system of rules establishing the features of the regulation of women labour. Article 131 of the Labor Code prohibited for pregnant women night and overtime works: "Pregnant women and those nursing babies can not work at night and unsociable hours". Resolution of the Central Election Commission and the Council of the People's Commissars on June 4, 1926 stated that women can work at night at the seasonal work, except for pregnant women and those who are nursing babies.

During the period from 1917 to 1991, many legislative acts in the field of women's work were adopted in the USSR. Their analysis on the one hand, shows the care and support of women, on the other – makes it possible to trace changes in the status of women, depending on the state policy in the community.

Labour Code of 1971 is still in operation. It is believed that it started a new, modern stage of labor legislation of Ukraine. In 1991, Ukraine became independent. Development of a new labor law began, but on the basis of the Labour Code of 1971.

The next fundamental step in the development of women's right to work was the adoption of the Law of Ukraine of September 8, 2005 № 2866-IV "On Ensuring Equal Rights and Opportunities for Women and Men" aimed to achieve parity of women and men in all spheres of society, including employment, by law ensuring equal rights and opportunities for women and men, the elimination of gender discrimination and the use of temporary special measures aimed at addressing the imbalance between women and men to exercise the same rights granted to them by the Constitution and laws of Ukraine. State policy to ensure equal rights and opportunities for women and men is aimed at: ensuring equal opportunities for women and men with a combination of work and family life;

family support, responsible parenthood (Article 3) and others.

However, gradually, with the development of society the system of laws improved as well, particularly, regulations enshrining certain employment guarantees for women. On the one hand, the state allegedly cared about women, and, on the other hand, used

them to the maximum. This continued until this policy was reflected in a decrease in birth rates. Only after that, woman began to be considered as a special subject of the employment relationship. Thus, women in the modern world have full status of the object of labor rights through a long way to the formation of labor laws.