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EMPLOYERS, THEIR ORGANIZATIONS AND ASSOCIATIONS AS PARTICIPANTS IN SOCIAL DIALOGUE

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Problem Statement. The prerequisite for the creation of organizations and associations of employers is the actual presence of employers, entrepreneurs in society. From the beginning of the transformation of Ukrainian society, the emergence of various forms management, reforming property relations, emergence entrepreneurs as a separate stratum, an opportunity appeared and arose the need for their civilized union. In the modern conditions of every society, the need is acutely felt viable institutions of social dialogue. they have it to ensure stable, effective links between employers and employees, and, accordingly, the adaptation of labor relations to changes in economy at this time, it is the social dialogue that should act as a method civilized coordination of the interests of different groups when resolving contradictions, which arise, and prevention of conflicts in social, economic and labor spheres. In the modern period, the state of Ukraine faces the task of introducing an effectively functioning system of social dialogue at all levels as a foundation and the guarantee of the development of civil society, the formation of a social market economy.

Objectives. The objectives of the research are to the definition of the concept, subject, subjects, principles, results of organizational and legal forms of social dialogue in the field of labor, establishing the primary and secondary functions of subjects of social dialogue, carrying out a comparative legal analysis of international labor norms in the field of social dialogue and acts of national legislation, as well as Labor projects code and some other laws, development of specific proposals and recommendations for their improvement.

Methods. The methodological basis of the study the selected dialectical method of scientific knowledge of legal processes and phenomenon that allows us to consider them in their development among themselves and with society, identify

patterns and trends in the development of social relationships dialogue in the field of work. To achieve the goal and perform the tasks special scientific methods were also used in the research work systemic, historical, structural-functional and regulatory-comparative analysis. The historical method was used to reveal genesis of relations from social dialogue; system-functional for study of their features, structure, place in the labor subject rights The normative-comparative method was widely used in the work analysis, in particular, when studying the experience of legal regulation of relations with social dialogue in ILO conventions and recommendations, acts of the Council of Europe, the European Union, the legislation of developed countries market economy.

Results. Organizations of employers, their associations represent the rights and legitimate interests of employers in economic, social, labor and other areas. Legal, socio-economic and organizational principles creation and functioning of employers' organizations have many common features with trade unions. Peculiarities of legal regulation and guarantees of employers' activities, as well as the basic principles of their interaction with state authorities and local self-government bodies, trade unions and their associations, other associations of citizens, enterprises, institutions and organizations are defined by the Law of Ukraine dated June 22, 2012 "On employers' organizations, their associations, rights and guarantees of their activity" and other legislative acts.

The employer is a legal entity (enterprise, institution, organization) or an individual entrepreneur, who within the scope of labor relations uses the work of individuals. Employers' organizations are created and operate on a territorial basis or a branch feature and have the status of local, regional, republican. The main function of employers' organizations and their associations is representation and protection of the rights and legitimate interests of employers in socio-economic, labor and other spheres, including in their relations with other parties of social dialogue.

Conclusions. Having studied all aspects of this issue, we can say that employers and their associations play a very important role in the functioning of social dialogue in every state. Of course, if they act in accordance with the current legislation and publicly declared principles, this contributes to the effective development and progress of improving the legal system. and the welfare state, and the institution of civil society, because these important aspects must always exist for the development and existence of a modern democratic system in every society.

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