



THEORETICAL FOUNDATIONS OF REGULATING ETHICAL NORMS IN LABOR RELATIONS

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ABSTRACT

This article analyzes the theoretical foundations of regulating ethical norms in labor relations. It highlights the significance of ethical norms in labor relations, their harmony with legal norms, and their practical role. Furthermore, it examines the challenges and contemporary trends in integrating ethical norms into legal frameworks. The article provides recommendations for improving the regulation of ethical norms in labor relations.

KEYWORDS: labor relations, ethical norms, legal regulation, code of ethics, harmony between law and ethics, modern trends, digital environment, international standards.

INTRODUCTION

Labor relations are an integral part of the system of social relations and play an important role in ensuring the stable development of society and the protection of human rights. The regulation of ethical norms in labor relations arises as an issue of balancing modern legislation with the moral values of society. This article examines the theoretical foundations of regulating ethical norms in labor relations, their practical importance, and contemporary trends.

The Importance of Ethical Norms in Labor Relations

Ethical norms are behavioral rules in social relations, and their practical value in labor relations is significant. These norms are important in the following aspects:

1. Humanizing Labor Relations – Ethical norms ensure principles of fairness, respect, and mutual trust in the relationship between employers and employees.
2. Stabilizing Relationships – Adherence to ethical rules helps reduce conflicts and confrontations within organizations.
3. Enriching Labor Law – Ethical norms complement labor law provisions, contributing to the humanization of legal norms.

Harmonizing Legal Regulation and Ethical Norms

The regulation of labor relations while considering ethical norms relies on the following principles:

1. Interrelation Between Law and Ethics

Legal norms and ethical norms are two essential components of social relations, functioning effectively through mutual integration. References to ethical principles in labor codes play a crucial role in ensuring this harmony.

2. Integrating Ethical Norms into Legal Frameworks

Ethical norms can be reflected in legal documents. For instance, ethical rules may be explicitly outlined in an employer's code of ethics.

3. Significance of Codes of Ethics

Codes of ethics serve as tools for regulating ethical norms in labor relations. They are vital in ensuring social stability within labor collectives.

Challenges in Regulating Ethical Norms

1. Conflicts Between Legal and Ethical Norms

In some cases, conflicts between legal norms and ethical principles arise, complicating the regulation of labor relations.

2. Complexity of Integrating Ethical Norms into Legal Processes

The theoretical and practical foundations for translating ethical norms into clear and actionable legal provisions are not sufficiently developed.

Contemporary Trends

Modern trends in regulating ethical norms in labor relations include the following:

1. Ethical Norms in the Context of Digital Technologies

Ethical norms have become increasingly important in remote work systems. Rules aimed at ensuring harmony between ethics and law in the digital environment are being developed.

2. International Standards and National Legislation

International guidelines on ethical norms in labor relations (e.g., ILO standards) are being integrated into national legislation.

CONCLUSION AND RECOMMENDATIONS

To improve the regulation of ethical norms in labor relations, the following recommendations are proposed:

1. Introduce codes of ethics and align them with legal frameworks.
2. Expand scientific research on the integration of ethical norms into legal provisions.
3. Develop ethical-legal education in labor relations.

Regulating ethical norms in labor relations is essential for humanizing these relations and ensuring their stable development. Strengthening theoretical foundations and implementing them in practice is of significant importance

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