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LABOUR LAW PRINCIPLES AND THEIR IMPORTANCE IN A HUMAN RIGHTS DEFENDER WORK

Аннотация: *the author in this article deals with the labor law principles and their significance as the formation and legislation application, especially as concerns the jurisdiction in Russia. Based on national and international regulations analysis, the article emphasizes that the labor law principles are fundamental guidelines that define the core values and goals of the labour legal system. The author discusses general and specific issues, examples of their application in judicial practice and their role in protecting the workers' rights.*

Ключевые слова: *Principles, Labour Law, Legislation, Judicial practice.*

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Abstract. *the author in this article deals with the labor law principles and their significance as the formation and legislation application, especially as concerns the jurisdiction in Russia. Based on national and international regulations analysis, the article emphasizes that the labor law principles are fundamental guidelines that define the core values and goals of the labour legal system. The author discusses general and specific issues, examples of their application in judicial practice and*

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The principles are fundamental guidelines for the formation and application of legislation, including labour law. In some cases, they can serve as tools to get a better understanding of the norms or to resolve controversial issues using legal analogy. The principles are characterized by objectivity, universal character and versatility. There are general legal principles that apply to all law branches, as well as principles which specific to individual branches.

Despite the high degree of labour law regulations, introduction to the principles remains important for the lawyers specializing in the workers' rights protection. Some principles despite their general focus on the workers protection, leave some room for judicial discretion, what may affect the outcome of the case. These principles knowledge can contribute to a deeper understanding of labor legislation by interpreting it on the basis of principles, as well as identifying contradictions between the law norms and the labor law fundamental principles. Therefore, the principles study of labor law contributes to a deeper understanding of the essence of this law branch.

The Labour Code Article 2 of the Russian Federation gives two categories of labour law principles [2, p.12]:

1. Principles aimed at ensuring the labor market operation. This group includes the following principles: the right to freedom of work, the right to manage your work abilities, the right to choose a profession, equality of rights and opportunities for employees, prohibition of forced labor, prohibition of discrimination in the

field of work (for example, based on gender, race, nationality, marital status), as well as ensuring the employee's rights to timely payment of wages, protection from unemployment and assistance in employment.

2. Principles relating to the fundamental labor rights of employees, including freedom of association in trade unions, the right to collective bargaining and conclusion of collective agreements, all forms of forced labor prohibition, the use of child labor prohibition, ensuring safe working conditions and protection of employee health, and other similar rights. These principles are derived from the "ILO Declaration on Fundamental Principles and Rights at Work" and, although they are not always textually enshrined in the Labor Code of the Russian Federation, they are valid within the framework of labor relations. For example, even if the principle of law abuse prohibition is not prescribed in legislation, courts can apply it in the labor disputes consideration [1].

It is also worth paying attention to Articles 3 and 4 of the Russian Federation Labor Code, which clarify the prohibition of discrimination in the field of labor and the forced labor prohibition, revealing the relevant provisions of Article 2 of the Russian Federation Labor Code. To understand these principles of the Russian Federation Labor Code and their application in practice, one should refer to international sources, such as the ILO conventions, which define the concepts content such as discrimination, as well as introduce standards into the sphere of labor and employment [4, p. 78]

Article 2 of the ILO Convention "On Discrimination in Employment and Occupation" provid

a definition of the term "discrimination"[3]. According to this convention, discrimination in the field of work means the following:

1. Any distinction, exclusion or preference that is based on characteristics such as race, skin color, gender, religion, political beliefs, nationality or social origin and that leads to the elimination or equality of opportunity violation or equality in work and occupation.
2. Any other distinction, exclusion or preference that also leads to the elimination or violation of opportunity equality or equity in work and occupation, as they may be determined by the member concerned.

However, this discrimination definition, despite its details, leaves room for judicial interpretation, and the assessment of specific cases of discrimination is often left to the discretion of the court. Therefore, some uncertainties remain in this legal category.

Article 4 of the Russian Federation Labour Code (RFLC) concerns the forced labor prohibition. It is also based on the conventions of the International Labour Organization (ILO), exactly "Forced labour"and "The abolition of forced labour". The Russian Federation Labour Code expands the scope of the concept of forced labour, including work that an employee may be forced to perform under threat of a punishment.

This makes it possible to regulate and prevent cases of forced labor more widely, ensuring the protection of workers' labour rights in Russia. Therefore, the paper will

consider the problem and shortcomings of labor legislation in this area.

Thus, based on the results of this paragraph, we can conclude that the principles are the guidelines that define the basic values and goals of the labor legal system. They serve not only as a source of inspiration, but also as a normative criterion for assessing compliance with employee rights and employers' actions.

Understanding principles such as the equality of workers' rights, the discrimination prohibition, the right to safe working conditions and some others, allows human rights defenders to protect the workers interests and rights more effectively. These principles can be used to interpret legislation, resolve disputes, and support clients.

In addition, the principles of labour law can serve as a basis for starting changes in legislation and practice aimed at improving working conditions and protecting workers' rights. Human rights defenders can use the principles to argue in front of authorities, employers and in court.

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