

## SUMMARY

**The theme:** «Judicial settlement of labor disputes (A Case Study of the Zheleznovodsk city court of Stavropol region).

**The author of the paper:** Karyakina V.P.

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### **The relevance of the research work:**

Currently a significant transformation of labor relations is taking place within our country. It is primarily caused by the state's refusal from its monopoly position in property relations. Therefore the monolithic labor society that used to exist in the past has become divided into two parts - owners and employers on the one hand and employees on the other. Often their interests not only diverge but also sharply contradict each other and in its turn the contradiction leads to labor conflicts and disputes.

One more specific feature of labor relations in Russia is that the state is diminishing its regulation role in the process of labor relations. The state pays lip service to the preventive measures and settlement of labor conflicts while as we know that according to the Constitution of the Russian Federation the state guarantees rights and freedoms, including labor freedom and ensures the free life of its citizens. In other words state refutes its role and obligations in the particular sphere. As a result employers and employees are put in the zero-sum game conditions.

The importance of the research is that it is necessary to analyze theoretical approaches of labor conflict, to study aspects related to judicial settlement and to work out recommendations with regard to preventive measures and settlement of labor conflicts. Besides, the topic is highly important due to the fact that it is poorly studied among experts.

**The goal of the paper:** the research of specific features of labor conflicts

and the process of their judicial settlement.

**The research tasks are:**

- to integrate scientific knowledge and theories concerning labor conflict as well as its types, functions and reasons;
- to analyze the forecasting and prevention processes of labor conflicts;
- to identify major ways of labor conflict settlement and to scrutiny judicial process of settlement in the case of the Zheleznovodsk city court of Stavropol region;
- to consider mediation as an alternative way of labor conflict settlement.

**The research work structure:** an introduction, 2 chapters, containing four paragraphs, a conclusion and references with 70 resources. Total volume of the research work is 51 pages.

