**L. Kotova**

**Legal regulation of the work of persons with disabilities**

In the article, based on the analysis of scientific views of scientists, author's understanding of such concepts as «person with disabilities» and «legal regulation of the work of a person with a disability» is provided. The basic normative-legal acts, the norms of which are directed on regulation of work of the persons with the disability are defined. It is stressed that the normative acts specified in the article are not devoid of certain disadvantages, which give employers real opportunities in order to avoid the obligation to employ persons with disabilities in their enterprises or organizations.

The purpose of the article is to: consider how the legal regulation of the work of persons with disabilities in Ukraine occurs.

In today's conditions of socio-economic and political development, the issue of regulation and protection of labor of all categories of workers is particularly acute. However, the issue of legal regulation of the labor of the least protected categories of persons, namely the disabled, is of particular interest.

In the conditions of reforming all spheres of public life there is a tendency of discrimination of people who, due to certain restrictions, can not compete with other employees, which in turn leads to the fact that persons with disabilities lose faith in their powers and state as the guarantor of their legal rights and interests.

The legal regulation of the work of persons with disabilities should be understood as the purposeful influence exercised by the state on labor relations (one of whose participants is a person with a disability), with the help of the legal norms and other legally established means, in order to streamline these legal relations. Legal regulation is carried out using the rules of law, which are reflected in the relevant regulations.

The legal acts are analyzed, which are not devoid of certain disadvantages, which in turn gives employers the opportunity to violate the rights of persons with disabilities guaranteed by the Constitution of Ukraine. The level of administrative liability for non-compliance with the requirements of the legislation on the employment of disabled people is insufficient. At the same time, it should be noted that the government should more actively encourage employers to employ such a category of people. The author believes, that will not only promote the welfare of persons with disabilities, but will also create a positive image both for enterprises employing such persons and for the state as a guarantor for the protection of labor rights of employees.