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## **LEGAL REGULATION OF WORKING TIME AS THE INSTITUTE OF LABOR LAW**

Working time as the Institute of Labor Law and a legal category is a combination of legal rules that determine the length, mode, composition and procedure of working time.

As an employee you must be sure that you know your responsibilities regarding working hours. You need to make sure that you comply with Working Time Regulations, and protect both your health and safety.

Nowadays, the Working Time Regulations is arguably the most crucial part of legislation concerning the way we employ people in Ukraine.

### **What do the regulations mean in practice?**

According to current legislation of Ukraine, standard working week length is 40 hours with 5 working days per week and 8 working hours per day. Normal working week starts on Monday [2].

However, sometimes the employer may adopt a decision to introduce a six-day working week with up to 7 working hours per day. [2] Moreover, the employee shall be at the working place at the beginning of his shift and leave the workplace only after the end of his shift which is undoubtedly vital [2].

Many modern workplaces are experimenting with accommodating changes in the workforce and the basic structure of scheduled work. Flextime allows office workers to shift their working time away from rush-hour traffic; for example, arriving at 10:00 am and leaving at 6:00 pm [3]. Telecommuting permits employees to work from their homes or in satellite locations (not owned by the employer), eliminating or reducing long commute times in heavily populated areas.

All in all, working time is the period of time that a person spends at paid labor.

And the main goal of the Working time regulation is, and must remain the protection of workers against health and safety risks of long and irregular hours.

There is no denying that the concept of health and safety must be interpreted in a wide sense, as embracing all factors, physical or otherwise,

capable of affecting health and safety of the worker in his working environment, and taking into consideration new insights in health and safety needs of workers.

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## **MANSPLAINING, MANTERRUPTING AND BROPPROPRIATING**

*Men and women have roles – their roles are different,  
but their rights are equal. ~ Harri Holkeri*

While the past few decades have seen an improvement in the treatment of females in the struggle for their rights and for opportunity to be equal with men, it would be premature to declare victory and dismiss issues of all gender bias and gender inequality.

There are plenty of neologisms going around sparking online gender wars. Women accuse men of everything from *mansplaining* to *manslamming*, and men counter them by calling women *feminazis* and *man-haters*, saying they are hallucinating bad behaviour by men everywhere.

On the way of this struggle, women have repeatedly faced with the fact that they have not been heard or have been interrupted by men. Researchers have been exploring and writing about how often women get interrupted by men in