

PROBLEMS OF SOCIAL EQUITY IN EMPLOYMENT*I. KOROBKINA, Y. BORODICH, I. SHAKHNOVSKAYA*

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Justice is one of the most important moral problems of our time. This is a historically changing phenomenon which acquires new qualities in new conditions, and which content is constantly changing.

The first ideas about justice appeared and found their further development in philosophical sciences. In general, both norms and laws of social justice cannot be recognized as fair. Taking into consideration the fact that justice should be inherent in the law as a whole, law should not only strive for justice, but also embody justice in the current economic, political and social conditions of the state policy [3].

To begin with we should say that the problem of social justice has existed for a long time. Social justice is a critical factor on the base of which the rights are protected, as well as freedoms and interests of a person in various fields, including labor where it must be ensured by appropriate conditions for fulfilling the labor function [1].

Many centuries ago it was the main problem for ancient Greek scholars and the problem of achieving principles of social justice is relevant now as well. Moreover, it has emerged more vividly in many countries because of the economic crisis and in a number of Arab countries as a result of ongoing conflict. In this way the sharp decline in the standard of living has led to the inability of satisfying basic living needs.

To the most up-to-date problems in the field of social justice belong: the employment of population, labor, gender equality in labor and equal payments for both sexes. As stated, a person is highly qualified in the society not because of their gender, but because of their outstanding personal qualities.

We agree that one of the main tasks of a state is to ensure the principle of social justice both for men and women. But to maintain social justice is not only the main function and task of a state, but also a duty of every citizen.

Despite the fact that there are a lot of disagreements between representatives of different religions, sectors of the society, and social groups, they all share a single opinion that to ensure a nation's well-being, the principle of social justice must be respected.

Here we would like to mention the existing ways of solving some problems that can come along with social justice implementation. They are: the improvement of law, the conduction of an active and clear social policy of the state, tax increase [1].

It is important to note that ensuring full, productive, and chosen employment of the population is one of the state's priorities. For this purpose the cooperation between every sector of the government is being carried out in the field of employment and human resources development. Namely, the promotion of jobs with high productivity, safe working conditions, decent wages, and equal rights for men and women. But still we are facing a lot of problems with this issue now. For example, the International Labor Organization announced the report according to which the number of unemployed in the world in 2017 reached the highest number of 192.7 million people. In 2018 this number dropped to 0.1%. And in 2019 it grew again to 193.6 millions. [2].

The problem of unemployment is one of the most serious problems in North Africa. Almost one third of its young population is unemployed. The problem, according to analysts, is exacerbated by gender inequality [4]

For this reason the fight against unemployment was defined as a prerequisite for ensuring "social justice" in ILO Constitution [2]. In order to maintain social justice in a person's life, one must be provided with the opportunity to have a decent life by conscientious and freely chosen labor [2].

Nowadays we are facing the greatest problem that will change the world forever. This is a pandemic virus which brings crises, death, changes to the disease cure perspectives, ways of working and people's attitude to labor.

In the conclusion we would like to say that:

1. The mechanism for implementing the idea of social justice in labor relations should be based on: a) the knowledge of the main interests of all subjects of labor relations; b) the knowledge of labor subjects gender differences.

2. The idea of social justice in labor relations should be implemented by the state.

3. The job and the payment should not be based on gender preferences.

In the end it is worth saying that nowadays we still have problems concerning gender equality, especially in post-soviet countries as according to the basic idea of the society it is man's duty to earn money, woman's duty

is to take care of the family. That is why a lot of women who were able to achieve results in their career had to take male characteristics, the ones that are more associated with a man and are considered as masculine.

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