

**THE ANALYSIS OF PROBLEMS OF SOCIAL JUSTICE IN THE SPHERE OF EMPLOYMENT
AND THE WAYS TO SOLVE THESE PROBLEMS IN THE REPUBLIC OF BELARUS**

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The article deals with the issues of gender equality and social justice in labour sphere. Statistical data, as well as the results of the data taken from the polls that were filled in by the population of both genders are given here, and also some approaches to the problem of gender inequality are analyzed in the article.

In the modern world, especially now the issues such as gender inequality, social justice, equal access to the rights and opportunities are of particular relevance.

As labour relations contain the most vulnerable spheres and confront sometimes with the area of social justice, such goals as the reduction of inequality, workplace conditions, eradication of poverty are considered as the key factors and are included into the Sustainable Development Agenda up to 2030 [1].

We consider that there are many violations in the sphere of employment. Such violations may indicate the unjustified dismissal or refusal to hire, failure of the employer to comply with the proper workplace conditions, late salary payments, etc. For example, the studies were conducted on the results of the survey done to 667 people on the issue of refusal to hire. The results showed that only a quarter of employers had explained to the employee the reason for refusal to hire, slightly more than 12% had explained the reason but only if there was a request from the applicant to justify the denial, the remaining, that was almost 60% of employers, did not respond to applicants at all [2].

There is no doubt that each person has his or her own understanding of the concept "justice". But if we identify some general ideas of this term, it can be argued that when it comes to justice, in almost all cases justice means the degree of the proportionality between an act and the response to that act [3]. In the field of labour relations it is a matter of fair payment for the work done, good working and resting conditions, the state of being responsible for what has been done, mutual fulfilment of obligations stated in the contract.

Citizens are increasingly facing social threats at the workplace due to modern labour trends, let us take as an example Amazon warehouses and people's working conditions there. However, each of the States, including the Republic of Belarus, tries to create the conditions that will be based on the universally recognized international principles and standards, and ensures the compliance with the legislation. For example, the Article 8th of the Constitution of the Republic of Belarus establishes its relevant compliance [4].

International standards for the protection of the right to work are contained in the Conventions of the International Labour Organization. The Republic of Belarus is a member of this organization. The legislation of Belarus has articles such as "On the discrimination in the sphere of employment or at the working place", "About the issue of Forced or Compulsory Labour" as well as other Conventions [5,6].

This shows that Belarus does its best to protect people's right on fair work. The organization of work aimed at the selection and development of women managers at various levels of leadership is very important for gender policy. Gender balance among managers is an important factor for the effective leadership. In most developed countries these issues are carried out very seriously.

A few decades ago a social stereotype of the role and the place of men and women in management was also proved by sociological research in various countries, where the majority of respondents preferred male managers rather than female. In the middle of the 20th century Gallup – one of the world's most well-known management consulting company - conducted a large survey in the USA, asking "Would you prefer your boss to be a woman or a man?", the results showed that 5% gave preference to a woman, 66% to a man, and the rest responded that they did not care. In 2012, the survey was held once again. As a result only 33% of the interviewees continued to insist that they wanted to have a man as a leader, one in five would choose a woman, and one in two answered that they did not care. Since then such a survey has begun to be conducted every year, and every year the number of people who prefer a female boss is increasing.

From our point of view this may be due to the following reasons. First of all it is connected to the women's level of literacy, which is usually higher than that of men's. Secondly, the process of emancipation has taken its place. Younger women now are choosing careers more often, they want to be economically independent from men, it is obvious that women have put aside the idea of the family life and the birth of children. According to the statistics gathered in Belarus, as well as in most European countries, there is a tendency for the increase of the

average age of women giving birth to a child, if earlier it was 20-22, now the woman becomes a mother at the age of 28 or more [7].

One more important step towards social justice and the expansion of social and labour guarantees has become the adoption of the law amendment and additions to the Labour Code of the Republic of Belarus [8].

Most of the amendments to the Labour Code of the Republic of Belarus involve guarantees for the employee in the sphere of employment, as well as financial support for employees in the case of dismissal, and many other guarantees. For this part the State is represented by authorized State bodies, and the Government seeks not only the ways how to provide a citizen with a workplace, but also the ways to provide a legal opportunity to fulfill its duties even remotely. In addition to all above mentioned, the citizen will now be able to spend more time with their families, which is important from our point of view, for example, for the implementation of the State policy in the field of family relations. The relations of employees with different forms of contract in terms of liability has also become a significant change.

All the above-mentioned changes, in our opinion, have huge impact in Belarus and help to solve the problem of social justice and inequality in the sphere of labour relations at the national level.

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