

UDC 316

PROBLEMS OF SOCIAL EQUITY IN EMPLOYMENT

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The article contains information on the problems of social justice in the Republic of Belarus in the field of employment.

Before talking about social justice, it is necessary to give its definition. Social justice is a measure of equality in the life of people, social groups, society, which is objectively determined by the level of material and spiritual development of the society, and is subjectively assessed as ideal, the highest principle of the relationship between people [5].

This topic is very important in the Republic of Belarus, since Article 1 of the Constitution of the Republic of Belarus states that Belarus is a social state [4]. And this means that the activities of the state are aimed at creating conditions that would ensure a decent life and free development for the people. Also, the Constitution of the Republic of Belarus states: "The Citizens of the Republic of Belarus are guaranteed the right to work - as the most valuable mean of self-affirmation of a human being, that is, the right to choose a profession and occupation in accordance with the desired sphere, capabilities, education, training, and social needs, as well as people are guaranteed healthy and safe working conditions" [4].

However, according to ITUC Global Rights Index statistics dated 2019, which was compiled by the international trade union confederation, Belarus is one of the countries in which workers' rights are not guaranteed [1]. There is also a problem of gender inequality in the workforce in our country. The report on the study "Gender discrimination in the labor market" concluded that 85% of Belarusian people face this very problem [3].

First of all, I would like to note that the current picture of the labor market and income distribution in the Republic of Belarus is characterized as follows: workers in the major cities of Belarus, especially in its capital, receive the largest salary. Thus, the average salary for January 2020 in Minsk was 1589.9 rubles [2]. But the income situation in other cities and areas is much worse. This already suggests a social injustice in a country where workers in big cities is valued more than in smaller cities and areas. There is also so-called "a poverty trap" group in Belarus. This group includes women who have given birth to children being too young themselves, people who were born in rural areas, poor families who work in low-paid jobs. This means that this group of people cannot have or do not have the opportunity to apply for the best jobs or simply to get employed. This "trap" also shows social injustice and explains why Belarus is among the countries which do not guarantee workers' rights and equality.

There is also a problem of discrimination against workers in Belarus. Thus, it is more difficult for disabled people and pensioners to find employment. On the other hand, people with disabilities have the Constitutional right to work if they wish so, but unfortunately there are very few working people with disabilities in Belarus.

With the development of IT-technologies, the IT professions have become very popular. But there is discrimination as well. First of all, because of age. People of mature age are increasingly being replaced by young specialists, as older people are considered to lack the knowledge of rapidly developing technologies.

The issues of gender inequality in the workplace should be discussed in this essay too. As mentioned above, 85% of Belarusian people face gender inequality. Married and unmarried women under 35 without children, women with children under 10, and women on parental leave are the most vulnerable groups. This is mainly because the role of a woman from the society perspective is the role of a mother or a wife. Young women-specialists with higher education are often refused because they are considered inexperienced. The statistics also shows that 18.8% respondents (23% women and 14.6% men) have suffered violations of their rights. 73.8% women have faced discrimination in hiring. The main obstacle to the protection of workers' rights is the perception of working population that this is meaningless and will not have the results for the better, and in the cases when people have tried to protect their rights, 30% of such workers have been dismissed [3]. This indicates that there is no such employment system in the Republic of Belarus that will ensure the constitutional rights at a working place.

Thus, on the basis of the above-mentioned problems, it can be concluded that there is social injustice in the Republic of Belarus. Although in our country attempts are being made to rectify this situation, in any case, there is no complete solution to this problem. The Republic of Belarus has been placed in the ratings of the ITUC Global Rights Index as the country with no guarantees of the rights of workers. This suggests that public authorities are not interested in solving these problems. That is why I am studying at the faculty of law and I do hope that

after graduation I will be able to solve at least some problems that exist in my country as I do believe it is high time to change the system and start fighting for our rights.

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