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PROBLEMS OF SOCIAL EQUITY IN EMPLOYMENT

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The article considers the problem of social justice in employment that is expressed in various forms, each of which requires careful study and the search for real solutions to address.

Solving the problem of social justice is aimed at reaching the balance between equality and inequality between people in a particular historical setting and in a specific field of activity. Justice is not equality in its pure form. The labor sphere is based on the division of labor and social hierarchy. Therefore, social justice in labour sphere should be referred to as a phenomenon that ensures equal conditions and opportunities for carrying out efforts.

The core of social justice, based on the balance of equality and inequality, is also driven by people's moral perceptions of men' and women's positions in the society. There exists the main problem that is raised from the historically established understanding of a family, where a woman is credited with the role of a house keeper, and a man is perceived as a provider or defender.

One of the seventeen sustainable development goals is gender equality and the empowerment of all females. This goal holds a worthy place among others. Therefore, the international community is in solidarity with the principle of opportunity equality and equal treatment in the field of labour and employment, the specific manifestation of which is the principle of gender equality which should be one of the priority principles of a democratic state.

Gender stereotypes are considered as the ground for economic dependence and gender inequality, they are undemocratic views on the situation of employment. Nevertheless, despite the difficulty of eradicating them from the consciousness of people, modern society seeks the ways to eliminate them.

Gender inequality is undoubtedly one of the humanity 's most difficult problems to solve, but it does not fill the gap in employment.

The modern world community recognizes a full and productive employment as a must for any country. Commitment No. 3 of the Copenhagen Declaration on Social Development, adopted by the World Summit for Social Development, states: "We commit ourselves to promoting the goal of full employment as a major priority of economic and social policy and to creating reliable and sustainable opportunities for all men and women to earn a living through freely chosen work and labour."

Employment is not just the state of being occupied, but a reliable and sustainable opportunity to earn a living through freely chosen productive work and labour. At the same time, employment is a prerequisite and a condition for human social integration, that determines the social nature of a person.

Unemployment cannot therefore be reduced to the absence of a working place or occupation for the sake of earnings at a given time or period. Unemployment is a person's inability to have a reliable and sustainable opportunity to earn a living through freely chosen productive work or occupation.

Fighting with unemployment is one of the goals of sustainable development - to promote inclusive and sustainable economic growth, full and productive employment and decent work for all. By achieving this we will contribute to economic sustainability and as a result the society and humanity as a whole will benefit.

The desire for rapid elimination of problems is undoubtedly inherent in every subject of the world community, but there is no impeccable unit that would have no significant obstacles and difficulties in achieving the task.

Taking into consideration the mentioned above, it can be concluded that the problem of social justice in the field of employment is not new, nevertheless, it remains relevant and requires effective measures, in particular, it should ensure equal conditions for education, for the realization of the acquired skills in the workplace. Also, it should include formation of a public image that will not divide professions on the basis of gender and race; elimination of stereotypes which create obstacles to women 's self-realization in the workplace in the public mind. Implementation of these measures will be effective and reasonable, as the proposed approach will contribute to the development of the economic sphere of the society, elimination of tensions between social sectors at the level of employment, the development of democratic thinking and the emergence of the society without social injustice, disadvantages, and inequalities.

REFERENCES

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