

# СОЦІАЛЬНА СПРАВЕДЛИВІСТЬ У СФЕРІ ПРАЦІ УКРАЇНИ: СУЧАСНІ РЕАЛІЇ, ПРОБЛЕМИ ТА ПРОТИРІЧЧЯ

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*Наявність складних нерозв'язаних проблем у розвитку нашої держави актуалізує дослідження економічного контексту соціальної справедливості. Соціальна справедливість є загально визнаною цінністю сучасного демократичного суспільства, що закріплено в документах світової спільноти. Авторами виявлено проблеми ринку праці, зумовлені порушенням принципу соціальної справедливості, зокрема, відторгнення на ринку праці, прояви вікової та гендерної дискримінації, поширення неформальної зайнятості, значна диференціація (оплати праці, знецінення праці та зубожіння значної частини працюючого населення, незадовільні умови праці). У статті обґрунтовано співвідношення цілей суб'єктів соціально-трудових відносин у контексті забезпечення комплементарності економічної ефективності та соціальної справедливості. Досягнення комплементарності між економічною ефективністю та соціальною справедливістю має стати дієвим фактором зміцнення демократичних інститутів, розвитку громадянського суспільства, підвищення добробуту населення країни, що потребує насамперед запровадження системи соціального діалогу на основі принципу соціальної відповідальності.*

**Ключові слова:** соціальна справедливість, ринок праці, соціальна напруженість, дискримінація, відторгнення, гендерна асиметрія.

**Blyzniuk Viktoria, Yatsenko Lyubov**

## **SOCIAL JUSTICE IN THE WORKPLACE UKRAINE: MODERN REALITIES, PROBLEMS AND CONTRADICTIONS**

*The presence of complex unresolved problems in the development of our state actualizes the study of the economic context of social justice. Social justice is a universally recognized value of a modern democratic society, which is enshrined in the documents of the world community. The authors identify problems of the labor market, which are caused by violations of the principle of social justice, in particular, the rejection of the labor market, the manifestation of age and gender discrimination, the spread of informal employment, a significant differentiation of wages, the depreciation of labor and the impoverishment of a significant part of the working population, and poor working conditions. The article substantiates the correlation of the goals of the subjects of social and labor relations in the context of ensuring the complementarity of economic efficiency and social justice. The achievement of complementarity between economic efficiency and social justice should become an effective factor in strengthening democratic institutions, the development of civil society, and increasing the welfare of the population of the country, which requires, first of all, the introduction of a social dialogue system based on the principle of social responsibility.*

**Keywords:** social justice, labor market, social tension, discrimination, exclusion, gender asymmetry.

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