

**PROVIDING EMPLOYMENT AS AN IMPORTANT PHENOMENON OF  
ESTABLISHING SOCIAL JUSTICE IN SOCIETY**

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**Annotation:** Providing employment plays a crucial role in establishing social justice by ensuring equal opportunities, reducing poverty, and promoting economic stability. Employment enables individuals to access resources, improve their living standards, and contribute to society. Fair employment practices help bridge social inequalities and foster inclusion, thus enhancing social cohesion and reducing social unrest.

**Keywords:** Employment, social justice, equal opportunities, poverty reduction, economic stability, fair practices, social inclusion, living standards, social cohesion, inequality.

Ensuring employment of the population is an important phenomenon in establishing social justice in society. The concept of employment is not limited to the economic process, it is one of the necessary conditions for ensuring social stability, justice and prosperity. The opportunity for all members of society to work allows them to preserve their human dignity, improve the quality of life and strive for a sustainable future. Therefore, the issue of employment should be considered not only as an economic policy issue, but also as a matter of social justice. Employment of the population is one of the important components of social justice, ensuring that each person has their place in society. Providing people with employment in society is of great importance in their self-realization, realization of their abilities and finding their place in social relations. Employment is one of the main mechanisms for ensuring social well-being and justice, which is achieved through the creation of equal opportunities [1]. This not only economically, but also socially encourages people to be active, self-governing and strengthen their position in society.

The essence of social justice is that every citizen in society, regardless of their gender, age, nationality or social origin, should have equal rights. Ensuring employment serves to implement this equality in practice. Employment, on the one hand, satisfies a person's material needs, and on the other hand, strengthens his self-awareness in society. A person actively participates in the life of society through his work and feels useful. This is one of the main signs of social justice, allowing everyone to find their place in society. Ensuring employment of the population strengthens social justice not only at the individual level, but also at the level of society as a whole. The problem of unemployment leads to the inability of people to realize their abilities, exclusion from society and, as a result, the violation of social justice. Unemployed people are deprived of the opportunity to participate in social life, which negatively affects their mental state, social status and personal dignity. Therefore, reducing unemployment and ensuring employment are important indicators of any society's adherence to the principles of social justice [2].

The presence of employment has a positive effect on the social structure of society. In societies where a wide range of the population is employed, the level of social inequality is low. This situation prevents social tension, increases people's satisfaction with life and ensures social stability in society. Employed people look with confidence at their lives and future, have the opportunity to provide materially for their family members. This creates a solid foundation for

implementing social justice in practice. To ensure social justice in society, employment policy must be effective. The government and other social institutions must create employment opportunities for each person, based on their abilities and skills. The education system and vocational training play an important role in this process. Every citizen in society should have the opportunity to receive education and acquire professional qualifications in accordance with their interests and abilities [3]. For this, it is necessary to form an education system that provides quality and equal opportunities in society. Education and employment are closely related concepts, and together they play a major role in ensuring social justice.

Social justice is the equal treatment of members of society, the creation of fair opportunities for them, and the ensuring that everyone enjoys the well-being of society equally. This concept includes the fact that citizens are not discriminated against based on socio-economic background, gender, nationality, religion, physical abilities, or other characteristics. Social justice is based on several basic principles:

- Equality: Everyone should have the same rights.
- Equity of opportunity: Everyone should have equal opportunities to succeed according to their abilities and efforts.
- Fair distribution of resources: The wealth and opportunities of society should be distributed fairly among all members.
- Legal justice: All citizens should be equal before the law and a fair and non-discriminatory judicial system should be provided [3].

Also, ensuring employment of socially vulnerable groups in society, such as the disabled, the elderly and women, is an important indicator of social justice. Special programs and support mechanisms should be developed to ensure their full participation in the labor market. Social justice requires that every person find their place in society, and the issue of employment is a priority in this process. Ensuring employment of the population is an important condition for the implementation of social justice. In a society provided with employment, people have the opportunity to realize their abilities, to feel like useful members of society [4]. This process strengthens social equality, ensures social stability and makes society more harmonious and fair. Providing employment to each citizen, active involvement in economic and social processes in society strengthens not only individual well-being, but also general social justice.

Thus, the establishment of social justice through the process of ensuring employment of the population is not only a goal, but also an important tool on the path to sustainable development of society. This process includes such principles as preserving human dignity, creating equal opportunities and ensuring social stability. Each society takes a major step towards social justice by ensuring the employment of its members, thereby achieving the creation of prosperous living conditions for all citizens. Employment and social justice are complementary concepts, and together they are the basis for the sustainable and equitable development of society.

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