

7. DEMOGRAPHY, LABOR ECONOMY, SOCIAL ECONOMY AND POLITICS

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SOCIAL STANDARDS IN THE AREA OF LABOUR REMUNERATION IN UKRAINE

The social standards in the field of labour remuneration and the dynamics of their formation and use in Ukraine are revealed. The essence of social standards, the main subjects and their tasks in the field of labour remuneration, as well as the plane of the system of social standards with the allocation of the sphere of standardization of rights and social standards, are substantiated. The disadvantages of the domestic system of social standards in the field of labour remuneration are considered in comparison with the corresponding international indicators.

Social standards in the field of wages – an important component of social policy, which forms the basis for ensuring the constitutional right of citizens to an adequate level of income. Their size usually corresponds to the peculiarities of the country's development and its ability to provide material and spiritual needs of the population.

Social standards in the field of labour remuneration are variable values that are determined by taking into account the objective patterns of development of society, the needs and opportunities of subjects of social and labour relations, and are established in order to achieve the optimal degree of order in ensuring social rights and guarantees of the popula-

tion in the field of labour remuneration. Given the complexity and content of this category, it is expedient to consider social standards in two areas: the standardization of rights that promote the implementation of social standards in the field of labour remuneration and ensure a sufficient level of income guaranteed to the citizens by the Constitution of Ukraine and that one that is carried out in compliance with a number of legal documents, declaring the right of citizens of Ukraine to wages, not lower than the statutory, equal pay for the work of equal value without any discrimination, indexation of wages, compliance of the level of remuneration with worker qualifications, etc.; standardization of social standards – quantitative and qualitative standardization in the field of labour remuneration, determined on the basis of objective laws of development of society, needs and opportunities of subjects of socio-labour relations, and provides the optimal level of satisfaction of their needs.

The study of modern social standards in the field of remuneration in Ukraine has shown that they are based mainly on social minima, and their artificial subordination has led to unacceptably low indicators of the standard of living of the country; the comparison of domestic social standards and

their normative values with international analogues has shown their considerable lag over the absence of a strong economic basis for raising social standards and the ineffectiveness of the social dialogue of subjects of socio-labour relations.

Perspective studies in this direction should be connected with the deepening of theo-

retical and methodological and methodical principles for assessing the system of social standards in the field of remuneration, given the acute need to form the basis for ensuring the constitutional right of citizens to an adequate level of income, equal access to public goods and services, and reducing the stratification of society.