

Sociological Analysis of Social Justice in Labor Contracts between Employers and Workers (Grounded Theory Approach)

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Abstract: According to Rawls, the Covenant or Social Contract, consisting of the Comprehensive Joint Action Plan (CJAP), is the main component of establishing social justice, which is the most fundamental goal and Schalke of all existing systems. In this study, with the aim of determining the manifestations and aspects of social justice in labor contracts between employers and workers, we pointed to the sociological analysis of social justice in labor contracts and its characteristics. Finally, we achieved a data model of workplace alienation foundation using grounded theory method. Focus group method to confirm the theorems in this field. Using data-based method and conducting 30 interviews with government, labor and employer participants, which with about 2000 raw data to open coding to 416 concepts, in axial coding to first 190 subcategories and finally to 95 categories and five phenomena Axis of weak purchasing power, lack of job security, ambiguity in laws and regulations, inefficiency of organizations and concern for the future, and in the selective coding stage, we reached the selective phenomenon of alienation from work. Then, using the focus group method, we achieved the approval of the elements of the paradigm model with a tripartite combination of employers, workers and government representatives.

Keywords: employment contract, JCPOA contract, alienation from work, social justice, Grounded Theory, Focus Group.

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Introduction

The concept of social contract or social pact is very important in the field of political sociology. The social contract, in its deepest sense, provides the conditions under which a power can be legitimate; this means that it attracts public satisfaction or shows the will of the citizens (Shayaneh Mehr, 2006: 439). Considering these definitions, we will find that contracts: A) From a sociological point of view, it is a kind of social contract that has the following four conceptual features: 1. General interests 2. Public benefit 3. Public good 4. Collective rationality B) In terms of social effects, it is a type of contract that also has the following four characteristics:

1. A contract is required.
2. It is an unofficial marriage.
3. The contract is exchangeable.
4. In terms of the person doing the work (worker) is a personal contract.

From a legal point of view, it can be said that contracts are a kind of mutual obligation of the parties to the contract, according to which both parties (insurer and insurer, lender and borrower, professor and student, university and professor, university and student, etc.) In return, they commit to doing something. In other words, the obligation to do something is the guarantor of the two-way principle of work and wages, which is the first and most basic principle in labor law, which means that doing work is not free or labor, and work for wages and wages for witness work. It is claimed. Social justice refers to the fact that different social groups, ethnicities, races, religions and sects have the same opportunity to fertilize and express their views of interest, i.e. different social and cultural identities while maintaining their values and lifestyle in to be present and constructive in the life of the society (Soroush, 2007: 28). In

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this regard, the theorist who is known as the greatest moral-political philosopher of the twentieth century is "John Rawls". Harvard University Professor of Philosophy pays close attention to this and says at the beginning of the book *The Theory of Justice*: In our view, the main issue of justice is the basic structure of society, or more precisely the way in which important social institutions, rights and duties They distribute and determine how the benefits of social cooperation are shared (Rawls, 1971: 8). Rawls' theory of justice, the most prominent theory of social justice in recent decades, relies on contractual agreement as the basis for recognizing the principles of justice. He offers no preconceived notions of justice and devotes the content of the principles of justice to the agreement reached between individuals in the "first state" (Ibid, 2000). Rawls sets out his main idea: "My aim is to present a conception of justice which extends to the familiar theory of social contract, to which Locke, Rousseau and Kant have addressed in their statements, and to takes a higher level of abstraction.

Review of Literature

Among the various intellectual paradigms, Rawls chose Kant's philosophy of ethics as a significant topic for reviving liberal principles, using Kant's elements such as human freedom and the moral factor, and making his point of departure a critique of the school of utilitarianism have given. In the view of utilitarian, justice revolves around the axis of "good" and less attention is paid to the concept of "right". For this reason, the utilitarian view is that justice is a mechanism that controls the extravagance and hedonism of individuals and moderates inequality at the community level based on the "charity distribution system" (Nasiri, 2003: 48). Hence, utilitarians consider profit to be the end of justice. "Rawls" criticizes this view and believes that man is the end in itself and therefore we should seek the realization of human virtue and not seek benefit (Bashrieh, 2001: 42). Describing the characteristics of liberal American society in the 1970s, Rawls raises the question of how, given the capitalist system that rules liberal society, which has led to inequality, discrimination, and poverty, its dynamism can be maintained. From inequality to equality? In this society, to what extent can the humanity of individuals be saved, so that their lives are worth living? (Kazemi, 2003: 5). "I, like Kant, believe that human beings have a set of natural rights that they must enjoy, and that social good (the benefit of individuals) cannot take precedence over those natural rights, if human beings are free," says Rawls. And if they are equal, they will agree on principles that will ensure their natural rights (Rawls, 1997: 84). The motivation for righteous action in Rawls' thought is not profit, but morality and neutrality (Bashrieh, 1997: 116). Inspired by the works of thinkers such as John Locke, Kant, and Rousseau, John Rawls sought to solve the social dilemma of how "natural strife" between individuals to maximize the productive achievements of a society with "justice." Reconcile "which guarantees the survival of society (Dehbashi, 1999: 44).

In other words, Rawls seeks to depict a situation in which power and wealth are distributed proportionally among members of society. Rawls refers to justice as "social justice." In other words, "Rawls" does not seek the virtues of individuals, but tries to set principles for justice in order to resolve the conflict of interests of individuals who seek to increase their share of the distribution of social charities fairly (Malekian, 1997). : 81-80). According to Rawls, justice is achieved when we achieve the proper distribution of benefits and responsibilities in social cooperation, and this is related to the construction of society and its constituent institutions; Because "social institutions determine the way individuals access resources and include the rules for determining rights and privileges and achieving political power and capital accumulation" (Bashrieh, 2010: 117). Rawls says that the main issue of justice is the basic structure of society and the mechanism by which social institutions determine the basic rights and duties in distribution and how to distribute the benefits of social cooperation, so justice is the elimination of unreasonable privileges and the creation of There is a real balance between the conflicting desires of human beings that has been predicted in the structure of a social institution (Rawls, 1997: 82-80). Justice is achieved when there is a proper distribution of benefits and responsibilities in social cooperation. Now, Rawls' question is how this justice is achieved and how individuals will be able to achieve more benefits and society will be fair (Lesnaf, 1999: 365). Rawls argues that in order to believe in "dialogue," individuals must be free and equal in order to be able to choose principles based on the natural and inviolable rights of human beings. And this "agreement" and "dialogue" can only be imagined through the revival of social contract theory. This twentieth-century philosopher considers social contract theory to be very appropriate for solving the problem of justice at the theoretical level;

Because the problem of justice arises from the disagreement of individuals over their share of social interests. According to Rawls, in society there is both understanding and cooperation and conflict of interests, human beings can neither have a good life without each other nor can they possess Opportunities are indifferent to others; Therefore, it is necessary to prepare principles that provide the conditions for a rational life (Ibid: 399-363). According to Kant's fundamental principle that individuals should be seen as targets, not tools, individuals should not be sacrificed or used without their consent to serve the purposes of others. The independence of individuals is inviolable (Robert, 1974, 30). In Kant's idea of justice, the principles of justice, which are the basis of human behavior and social relations, depict the good and moral life of human beings. These principles are recognized by the pure intellect and its rulings are certain and necessary, and the understanding of these rulings is done by people who free themselves from the shackles of individual goals and intentions and only with good will (intention to do duty) to the voice of conscience. And listen to their pure intellect; Thus, the practical rules of pure reason depict the moral order, which determines the necessary and desirable moral system of human social and individual life, and is the answer to human epistemological questions in the field of morality and desirable social just life; Thus, Kant's theory of justice is clearly based on a particular moral epistemology and a special metaphysical view of the transcendental self, and involves the presentation of a comprehensive moral doctrine (Ibid, 2000).

Research Objectives

General purpose

Identifying determinants of social justice in employment contracts between employers and workers

Sub-objectives

1. Social determinants of social justice in employment contracts between employers and workers
2. Economic determinants of social justice in employment contracts between employers and workers
3. Explain the position of social justice in contracts between employers and workers
4. The role of labor contracts in achieving social justice between employers and workers
5. Presenting a theoretical model appropriate to social justice in the contracts of employers and workers
6. Presenting the final theoretical model of (social) work contracts with a focus on social justice and the impact on the social dimensions of workers' lives.

Research Questions

The main question

- What are the basic determinants of social justice in employment contracts between employers and workers?

Sub-questions

1. What are the social determinants of social justice in employment contracts between employers and workers?
2. What are the economic determinants of social justice in employment contracts between employers and workers?
3. How is it possible to explain the position of social justice in the contracts between employers and workers?
4. What is the role of labor contracts in achieving social justice (reducing inequality, eliminating discrimination, preventing conflict and gaps and creating satisfaction) between employers and workers?
5. What is the foundation's best data model for linking the contractual relationship between employers and workers to social justice?
6. To what extent does the best data model of the foundation affect the social dimensions of workers' lives with a focus on social justice?

The Limitations

The limitations of the research were:

- 1- From the perspective of coordinating the time of the interview: In this research, due to the position and social status of the participants (due to having an organizational position such as minister, deputy minister, member of parliament, general manager, etc.) very much time consuming and researcher involved. It took so long that it even took up to three to four months to arrange an interview, and of course after changing the time and day of the interview several times.
- 2- From the perspective of time-consuming and time-consuming interviews themselves: In this method, due to the knowledge and involvement of individuals in terms of knowledge and expertise (expertise) was very time-consuming and even some interviews up to four hours or several interviews Followed.
- 3- Lack of research resources and background on the subject of research.
- 4- In some cases, the participants did not cooperate properly.
- 5- The huge volume of raw data that made the process of conceptualization and reaching the categories and finally the central phenomena and the selected phenomenon difficult.
- 6- Existence of different opinions about some views and opinions of theorists.

Methodology

The fundamental theory method includes three types of coding; Open coding, axial coding and selective coding. In this study, after extracting the raw data from the interviews and coding it line by line, the basic categories appeared. This step was done by coding sentences and paragraphs and a label was attached to each concept during the interview and based on the characteristics of each concept, a large number of open and raw codes appeared. After open coding, concepts and sub-categories appeared. "Once the concepts and categories are defined, the open coding phase ends. At this time, the researcher has terms that he must place in a logical order to produce the theory. Axial coding is a process in which the main and sub-categories are expanded" (Strauss and Corbin, 1990: 99). In the axial coding stage, all categories of research are analyzed in six dimensions; the paradigm model includes "causal conditions", "phenomena", "contexts", "intervening conditions", "strategies / interactions" and "consequences". For example, in this research, among the data based on open coding, the phenomenon of alienation from work, which is an event or a fact (phenomenon) in labor contracts; Weakness and economic crisis (background) due to the effects of working conditions such as inequality, violence, discrimination and bullying (causal conditions) and conditions resulting from poor economic status; Acceptance of working conditions and concerns (intervening conditions) has emerged and led to strategies and interactions such as; Passivity, protest and isolation (strategies / interaction) that have led to consequences such as failure, collapse and inefficiency (consequences). Finally, relying on the various stages of the fundamental theory method; In line-by-line coding of thirty interviews, 975 raw data were obtained from interviews with participants, which were converted into concepts using three methods of question design, comparison and repeated reference to the data. The number of these concepts is 190 and the resulting concepts include 95 sub-categories and 6 main categories.

Research Findings

Labor contracts and the observance of social justice in the labor market, in which the supply and demand of labor will continuously lead to the dynamism and prosperity of a country's economy. Determining the minimum wage, labor contracts between workers and employers is one of the most basic areas of the labor market in the economy that can affect how to determine this mechanism and finally the consequences of this economic tool, labor contracts and wages that lead to social justice in society. This article examines the dimensions of economic inequality from the perspective of individuals in the three influential groups of workers, employers, and governments, and examines the dimensions and consequences of economic inequality. At the end of the data collection phase, using the model of Strauss and Corbin (1998), we began to extract concepts with the technique of labeling concepts and then analyzed the data, the technique of labeling concepts from the raw data of participants, to the researcher in Comparing concepts with each other helps, the sources of these concepts are diverse and from the data, the researcher's mental creativity as well as theoretical sensitivity is obtained

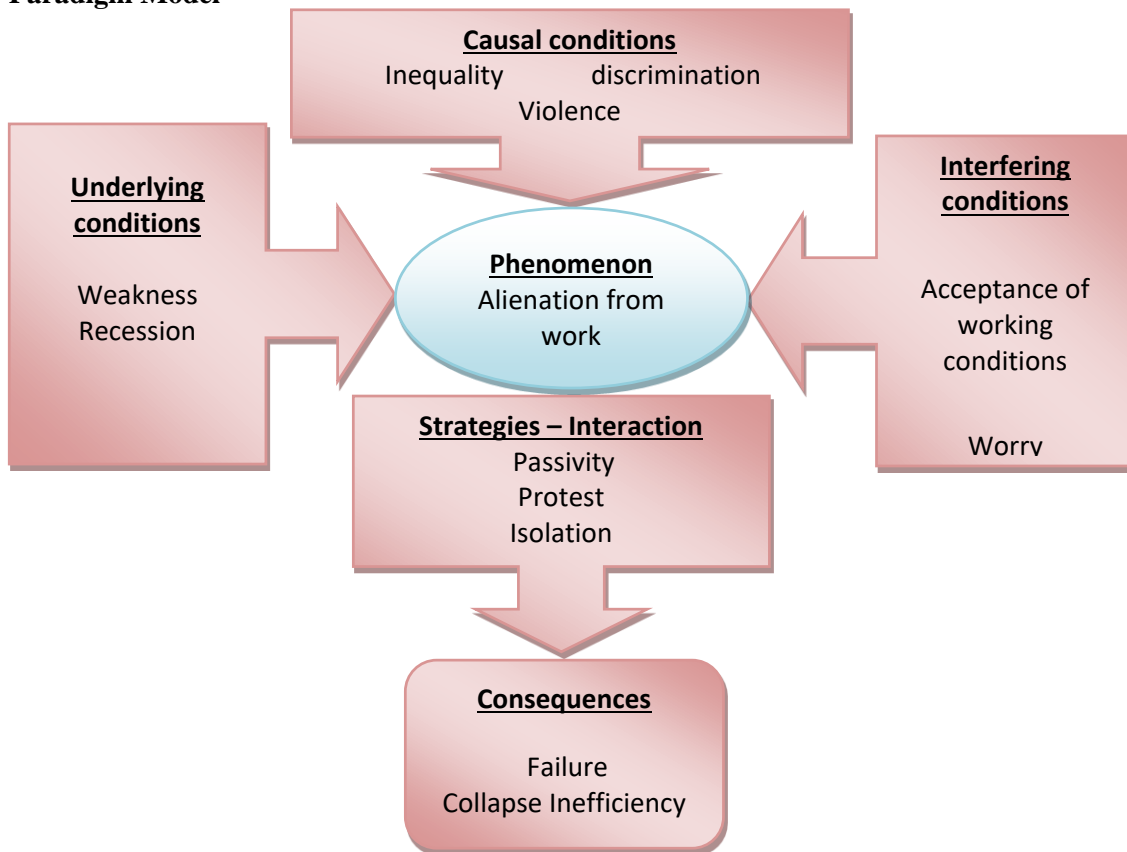
In this study, the researcher has used two methods of targeted and theoretical sampling. Purposeful sampling was used to select the interviewees and theoretical sampling was used to identify the number of people, determine the appropriate location of the data and find the research path. Participants were experienced, knowledgeable, and well-informed officials, members of parliament, and present at the High Council, and this familiarity with the environment provided a good context for selection. In purposeful sampling, the researcher collected information in a range of related fields, looking for more categories. After the participants were selected using purposive sampling according to the principle of tripartism from among the government, workers and employers, the representatives of the government were three former ministers plus the current minister, three deputy ministers for labor relations plus the current deputy minister for labor relations. Three directors general in the field of labor relations, three deputy directors general in the field of labor relations, four members of parliament from the Workers' House, three representatives of workers from the High Council of Labor, three representatives of the employer from the High Council of Labor and five workers and five employers were randomly selected. By conducting interviews and initial coding, it was found that the variable of work experience is an important factor in finding the desired concepts, so using theoretical sampling, they were asked to answer questions freely and regardless of their context based on their background and experience. And present their narrations of what is going on, and in some cases, the participants introduced people who had more expertise and experience in the field of labor relations and labor contracts and even social justice, so that the researcher could talk to them as well. Examine the angles of the subject further.

Participants were also divided into three groups of government, labor, and employers based on the same principle of tripartism, based on the answers they gave to some of the initial questions. This prevented the repetition of similar questions. Although the task was somewhat difficult, tedious and time consuming, it did lead to the collection of necessary data. This instilled a sense of trust between workers and employers and even research governments, and this reassurance allowed participants to express their views without fear of repercussions and to share their experiences on the subject of research, social justice, in the contractor. The use of two sampling methods could lead to the discovery of newer concepts and categories and the avoidance of duplication of similar questions or answers, and led to better interviews and, ultimately, the discovery of newer data. Data collection is necessary until the main categories appear. "Therefore, theoretical sampling will continue until the categories reach theoretical saturation. Saturation is closely related to sample size. Saturation means that the collected data is a repetition of the previous data and no new information is obtained "(Ibid: 64). In qualitative research, sampling is continued until theoretical saturation is achieved. In other words, data collection continues as long as the increase in information does not lead to the creation of new concepts, categories, subcategories and variations. Although it may never be 100% certain, but the researcher takes enough samples to convince himself and his readers that all points have been considered "(Mohammadi, 2009: 72).

Since there is no clear and quantitative criterion in terms of number of participants or data collection to measure the sample size in the basic theory method, so relying on the theoretical saturation of the data, which is also the strength of the data collected and experiences The researcher arose during the research, we were able to determine the sample size. Thus, in the process of research, the researcher realized that continuing the interviews does not lead to the discovery of new and unique concepts. Here, with the skill that the researcher gained during the work, as well as familiarizing him with the topics, this procedure continues until the last participant. This happened when the researcher came to the conclusion that the answers were very similar and led to repetition in interviews, and that new discoveries of concepts would no longer occur and that the number would suffice. Interviews Received this happened in interviews with about eighteen to twenty participants, but we conducted a number of interviews to validate the actions to be valid. Finally, the study saturated the data with interviews with 25 participants who made up our sample size. The fundamental theory method includes three types of coding; Open coding, axial coding and selective coding. In this study, after extracting the raw data from the interviews and coding it line by line, the basic categories appeared. This step was done by coding sentences and paragraphs and a label was attached to each concept during the interview and based on the characteristics of each concept, a large number of open and raw codes appeared. After open coding, concepts and sub-

categories appeared. "Once the concepts and categories are defined, the open coding phase ends. At this time, the researcher has terms that he must place in a logical order to produce the theory. Axial coding is a process in which the main and sub-categories are expanded" (Strauss and Corbin, 1990: 99). In the axial coding stage, all categories of research are analyzed in six dimensions; the paradigm model includes "causal conditions", "phenomena", "contexts", "intervening conditions", "strategies / interactions" and "consequences". For example, in this research, among the data based on open coding, the phenomenon of alienation from work, which is an event or a fact (phenomenon) in labor contracts; Weakness and economic crisis (background) due to the effects of working conditions such as inequality, violence, discrimination and bullying (causal conditions) and conditions resulting from poor economic status; Acceptance of working conditions and concerns (intervening conditions) has emerged and led to strategies and interactions such as; Passivity, protest and isolation (strategies / interaction) that have led to consequences such as failure, collapse and inefficiency (consequences). Finally, relying on the various stages of the fundamental theory method; In line-by-line coding of thirty interviews, 975 raw data were obtained from interviews with participants, which were converted into concepts using three methods of question design, comparison and repeated reference to the data. The number of these concepts is 190 and the resulting concepts include 95 sub-categories and 5 main categories.

Paradigm Model



Retesting and testing research theories and theorems

According to Ashtrush (1987), induction, analogy and confirmation are absolutely necessary, while Glaser (1992) believes that the fundamental theory is purely inductive (Azkia, 2012: 87). Participation of 12 people, two groups of 6 people with the same tripartite composition of workers, employers and government representatives, in which 6 participants participated as interviewees, as well as 6 people who did not attend the interviews. Focus group research method is a data collection method used in qualitative and ethnographic research. Kitzinger and Barbour (1999) define the focus group research method as follows: "The focus group research method is a qualitative interview method to create interaction between members of a group in order to create sufficient context and motivation for deeper discussions and thus dimensions "A variety of issues should be revealed." In the focus group research

method, it is very important and necessary to pay attention to various views, perceptions and perceptions. This research method is used to obtain a rich and accurate view of a relatively small area compared to the range of relatively targeted data that includes a large area. As a result, the resulting data will have good depth and validity but small range. In this research, a meeting was held on Sunday, November 9, 2016 at the Ministry. The researcher held a focus group meeting for 2:30, which was held using extensive paradigm models of axial phenomena with subcategories. Giving and explaining the researcher in twenty minutes the opinions of the group participants were expressed as follows and the paradigm models of the central phenomena will be presented to the final diagrams.

Reliability and Validity

In a qualitative research method, the validity or reliability or reliability of multiple instruments as well as the results of the data is slightly different from the research method. In general, according to Guba & Lincoln (2000), the validity and reliability verification of qualitative research includes four criteria: validity, portability, trust or reliability and verifiability (Guba & Lincoln, 2000). a. Validity or acceptability: Qualitative research data and findings must be acceptable and reliable, and this depends on the collection of real data. Ongoing conflict, the use of integration in research, the review of observers, the search for conflicting evidence, and the acceptance of the researcher are the things that are done to make qualitative research acceptable. In the present study, in addition to grounded theory (inductive method), I used the focus group method (deductive method) to integrate in research and review of central categories and phenomena, as well as the selected phenomenon by the participants. B. Portability: The ability to transmit and generalize the results to other groups and similar environments is called transferability. Of course, in this case, too, some do not believe in the significance of generalizability in qualitative research, because they believe that each person selected is a unique particle of experience from a world of experience. In fact, the main question of this criterion is whether the research findings can be transmitted to other people? (Siahkali Moradi, 2019).

Therefore, the case that can help the fit of the data is to provide more details of the informants and their characteristics and features. In this study, the presentation of demographic information such as gender, level of education, field of study and experience of activity of individuals, position, along with their field of activity, were presented in Tables 3-1 and 3-2. J. Reliability and reliability: Conceptually, reliability is very similar to reliability. If the findings of a study are close and related to each other, it means that the reader will be able to evaluate the adequacy of the analysis by following the researcher's decision-making process. Reliability is achieved when the researcher has proven the scientific accuracy of the findings. Reliability is not achieved without credibility. In order to achieve some measure of reliability, a consistency and consistency in data collection is essential (Stommel and Willis, 2004). In the present study, first, all the interviews, including the voice of the interviewer and the participant (interviewee) in the session, were recorded by the recorder with the permission of the recorder. A typed copy of the recorded interviews was then produced. Data collection tool Interview questions or letter form presented in Table 3-3. ٣. Verification: Another measure of data reliability is verifiability. Verification is a gradual and continuous process criterion. Step-by-step data recording and the time sequence of the data collection process are very important in verification. In the present study, in order to verify all research findings and conduct interviews, participants, day and date of the interview, implementation, typing, conceptualization, subcategories, categories, central phenomena and finally the main phenomenon and how to interpret and analyze them are documented at each stage. Recorded and reported.

Theoretical discussion and inference

This study is based on the researcher's 20 years of experience in the Ministry of Cooperatives, Labor and Social Welfare and direct contact with workers, employers and governments, as well as numerous field observations and interviews with participants, all of whom are government officials such as Minister, Deputy Minister and Director General. ... and workers, including ordinary workers and their representatives in the High Council of Labor and employers and their representatives in the High Council of Labor has been done using previous research and studies in the field of theories of justice and theories of social contract. This article seeks to examine social justice in labor contracts in Iran,

which means that in a cycle of cause and effect or the impact of the results and consequences of a set of policies arising from the labor market context in the field of social justice and labor contracts with Group Three Government, workers, and employers as actors in the field, and with an in-depth study evaluated the real world from the perspective of those participants and based on their lived experience, rather than relying solely on statistics but with A journey into the depths and roots of social thinking and equity resulting from employment contracts that have led to statistical outcomes that now plunge us into various economic crises and their detrimental consequences of job failure, worker personality and inefficiency, and inefficiency, inefficiency and productivity. The worker identifies the dimensions of the phenomenon of alienation from work and provides an accurate report of it. Studies show that the lack of social justice in labor contracts that led to the selective phenomenon of alienation and rejection has different social and economic dimensions that have made them unique phenomena in Iranian society. Given that social and economic phenomena are caused by several causes and have different and multiple dimensions and aspects, this interdisciplinary study in various fields of labor law and economic sociology and development leads to reliable results for further research on effective social factors. And economics has achieved social injustice in the contractor, lack of contractual justice or lack of fairness in labor contracts in Iran and from this perspective will be a new perspective for future studies in this field. Participants analyzed the different dimensions of the phenomenon according to different contextual, causal and intervening conditions, and the various strategies adopted in dealing with tariff issues, which ultimately led to consequences in the study population.

They raised. These consequences are nothing but the same major categories that have been mentioned in different sections and finally led to the emergence of the final theory of this research with a regular and meaningful correlation. In this view, alienation refers to the overt and covert functions of a phenomenon that can impede the movements of that phenomenon with serious obstacles. Failure, collapse and inefficiency is a term used in the word to mean useless, ineffective, defective and non-functional social justice in the employment contract, here inefficiency means the lack of fairness in labor contracts between workers and employers. The use of the word alienation in the view of a socio-economic researcher is made from the interpretation and analysis of concepts expressed by participants such as workers, employers and government officials who have reflected their first-hand perceptions of the issue without any intermediaries. This theory indicates the need for unfair attention. In labor contracts arises from the labor market and labor rights. The phenomenon of alienation from work, which leads to consequences such as failure, collapse and inefficiency, in addition to pointing to incorrect functions, shows the negative effects of effective tools on the hands of governments, employers and ultimately workers in the labor market and the Iranian economy. Rather than being a facilitator, it has become an obstacle in the way of goals and programs. The tripartite participants, as actors, witnessed and observed the conditions resulting from the implementation of various unfair labor contracts, which were not separate from the labor market conditions, including employment and unemployment in Iran, and grew in the same context. The narratives told by the target community stem from the decisions and actions of the Ministry of Cooperatives, Labor and Social Welfare, as well as the High Council of Labor, when they speak of instability and the decisions and instructions of the people of the hour. Finally, in this study, we have achieved the following statements;

The phenomenon of alienation from work will have inevitable economic consequences and prevent society from achieving sustainable development. Injustice in laws and regulations (employment contract) has caused alienation from the work process. Inequality in income and expenditure in the working class is associated with alienation in the labor process. The commodification of workers is associated with alienation from work. The existence of unfair contracts has led to alienation from work. Dominance of the labor market by employers and lack of government support for workers has led to alienation from work. Weak social security and a lack of oversight by government agencies are linked to alienation from workers. Instability, stagnation and inflation it is better to say that stagflation at the national level is related to alienation from work. Although according to the criteria of qualitative research, there is no claim that these propositions are generalizable, but it seems that economic manipulations without a scientific logic based on the criteria of economics and lack of political and economic stability in decisions and lack of a modern strategy in society regarding contracts. The same

results will be reached. This claim will be more comparable to the results obtained with other studies conducted in this field. 1- Solutions and suggestions: This study examines social justice in contracts between workers and employers in Iran, and offers the following solutions and suggestions for exploitation in the Ministry of Cooperatives, Labor and Social Welfare; - Studies and experiences of the International Labor Organization in the field of social justice as well as the labor contract should be considered. - Study the lived experience of current economies and use the successful models of those countries. - One of the dimensions of social injustice is the lack of contractual justice that should be carefully considered and studied. Other dimensions of social injustice, including the lack of political justice, the lack of economic justice, and the lack of judicial justice, can be studied and examined. Weakness in purchasing power due to rising living costs is one of the categories of alienation from work that should be considered in economic studies. - Lack of job security due to injustice in employment contracts should be considered in labor rights to be addressed in some way.

Solutions and Suggestions

This study examines social justice in contracts between workers and employers in Iran, and offers the following solutions and suggestions for exploitation in the Ministry of Cooperatives, Labor and Social Welfare; - Studies and experiences of the International Labor Organization in the field of social justice as well as the labor contract should be considered. - Study the lived experience of current economies and use the successful models of those countries. - One of the dimensions of social injustice is the lack of contractual justice that should be carefully considered and studied. Other dimensions of social injustice, including the lack of political justice, the lack of economic justice, and the lack of judicial justice, can be studied and examined. Weakness in purchasing power due to rising living costs is one of the categories of alienation from work that should be considered in economic studies. - Lack of job security due to injustice in employment contracts should be considered in labor rights to be addressed in some way.

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