



## EQUAL EMPLOYMENT OPPORTUNITIES

Shehanaz Begum K

Student, B.Com Corporate Secretaryship

Shrimathi Devkunvar Nanalal Bhatt Vaishnav College for Women

[shehanazbegum2005@gmail.com](mailto:shehanazbegum2005@gmail.com)

### ABSTRACT

*Nowadays all of us are given equal employment opportunity but do you think this would have been possible a few decades back? Do you think it would have been possible for women or disabled people to work in top position a few decades back? All of us are now given equal opportunities in employment because of Equal Employment Opportunity laws and Equal Employment Opportunity policies followed by many companies. Equal Employment Opportunity means they treat all equally in the form of employment without being discriminated on any bases such as gender, race, nationality, religion, or age. This study aims to find out if Equal Employment Opportunity is really provided to all the communities and to also to highlight some of the benefits of Equal Employment Opportunity.*

**Keywords** – *Equal Employment Opportunity, Equal Employment Opportunity laws and policies, Discrimination, Equal Employment Opportunity and communities, Benefits of Equal Employment Opportunity.*

### INTRODUCTION

In the past, most of higher positions in an organization was based on inheritance rather than skills but in the recent years all of us are given equal opportunities based on our skills without being discriminated during the employment process, thanks to Equal Employment Opportunity laws. They stand as protection against workplace discrimination and ensure people from different backgrounds work together in harmonious environment. Many organizations follow Equal Employment Opportunity policy which ensures that no potential employee is discriminated against any bases.

Equal Employment Opportunity means they treat all equally in the form of Employment. It doesn't guarantee employment but ensures that there is no discrimination during the employment process due to race, color, marital status, disability, gender, country of origin, religion or age.



Some cases of EEO are the Employment Act of 1967 for the US and Articles 15 and 16 for India. All countries have their own version of equal employment opportunity with the aim of providing equal opportunities and promoting diversities.

### **EMPLOYMENT OPPORTUNITIES AND DIFFERENT COMMUNITIES**

Although many effects are taken to promote diversity and give equal opportunities to all without any discrimination. To understand if all the communities are really given equal employment opportunities, we are going to study 4 categories in detail.

#### **Women**

Women are often victim of social discrimination, in the past most of the top positions were reserved for men and there was a huge social discrimination against women, although these have changed in the recent years the discrimination still hasn't completely disappeared. Now many top organizations have taken action to increase their women workforce and provide equal opportunities for women but still women continue to be a victim of wage discrimination and wage gap and on average, women are paid 20% less than men globally.

#### **LGBTI+**

All the members of the LGBTI+ community are often discriminated during the employment process; many members prefer to keep their identity in secret as they might get fired or denied a job because of it. Globally many actions have been taken to provide equal employment opportunities to all the members of the LGBTI's community but the discrimination still continues. According to a General Social Survey conducted by the University of Chicago it was revealed that 16% of the LGB respondents have lost their job due to their sexuality and 18% had the discrimination in applying for or keep a job because of their sex.

National Centre for Transgender Equality's 2015 US Transgender Survey (USTS) revealed that 16% of the transgender respondents have lost their job and 30% of the transgender respondents have been denied promotion or employment due to their gender identity or expression. Furthermore 15% of the respondents who held a job during that period reported that they were verbally harassed, physically attacked, or sexually assaulted.



### **Disabled and Physically Challenged People**

Disabled people are mostly unemployed or paid less than non-disabled persons, they are frequently subjected to discrimination by the employer. Most of the disabled people aren't provided a job even if they have the required knowledge and skills for the position. They aren't provided equal opportunities as others and the discrimination against them in employment is huge.

### **Person with criminal records**

The discrimination against person with criminal record is quiet high regardless of the type of crime or how long ago it occurred. This discrimination varies from country to country. According to the University of Michigan Law School, employers would call back an applicant with criminal record only 40 % of the times. Employers often trust that once a person has been accused of a crime, that the person is always unreliable. Many developed countries have passed legislation prohibiting discrimination based on criminal record. People living with a record of arrest or conviction are also people, they should be evaluated based on their skills and qualification and should not be denied the job because of the criminal record unless the person's criminal record proves that the person does not satisfy the inherent requirements of the job.

## **BENEFITS OF EQUAL EMPLOYMENT OPPORTUNITIES**

Equal Employment Opportunities provide benefits not only to the individuals but to the organization as well as the nation as a whole. Some of the benefits of following Equal Employment Opportunity are:

### **Promotes diversity in the workforce**

Equal Employment Opportunity allows people belonging to different background, religion, caste, race, gender, and age to work together to achieve the goals of the organization. It enables understand differences and build healthy relationship within the employees.

### **Increases the reputation of the organization**

An organization that provides employment opportunity to all will definitely have a great goodwill and support among the public, which will help the organization to survive in the long run leading to the development of both the organization and the individual.

### **Enables to provide better services**

Providing equal employment opportunity for all will help the organization to find the most suitable person for the job which in return will help the organization to provide better service and



increase the satisfaction of its customers which will eventually lead to increased revenue.

### **Contributes to overall development of the nation**

Providing Equal Employment Opportunities ensures that all are given equal opportunity including those who come from backward section of the society. It helps those from backward section of the society to get job and improve their economic condition which will eventually lead to development of the nation.

### **CONCLUSION**

In today's time we can say that most of us are provided equal employment opportunity to some extent but still equal employment opportunity is not provided to all the people, some people continue to be a victim of discrimination during the employment process due to their sexuality, nationality, race, age, caste or community. But still it is safe to say we have improved from the past and will do better in the future, maybe in the future all of the people will be provided equal employment opportunities without being a victim of any discrimination.

### **WEBSITE**

<https://acquirebpo.com>

<https://theundercoverrecruiter.com>

<https://blog.vantagecircle.com>

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