

A STUDY ON GENDER EQUITY IN EMPLOYMENT

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ABSTRACT

*“Every human has the right to enjoy equal treatment and opportunities”,
when this is followed there is no need to talk about gender equity.*

Gender equity is recognizing that strength, abilities and limitations in each gender and provide opportunities to attain equality, it is not only a fundamental human right, but anecessary foundation for a peaceful, prosperous and sustainable world.

Gender equality in employment means employees and employers of all gender have equalityin access to the following:

- *Equal pay for similar responsibilities*
- *Equal opportunities for promotions and career progression*
- *Equal consideration of needs*
- *Equal access to financial and other resource*
- *Equal training and learning opportunities within the company*
- *Strict company policies prohibiting sexual harassment and power abuse*
- *Equal societal approval*

Women currently make up just under 47% of the worldwide labour force. 72% of it is male. With certain places facing a disparity of more than 50 percentage points, that represents a difference of 25 percentage points.

According to a Forbes survey, 13.76% of Indian entrepreneurs are women. This figure has more or less remained the same throughout the past few decades. This is a result of the social and financial limitations that women confront.

This research paper, aims to examine the current state of gender equity in employment, themany steps that government has taken to bring in gender equity and the strategies to be adopted boost gender equity.