Emperor Journal of Commerce

ISSN:2582-9815 **Mayas Publication®** www.mayas.info

Volume-VI **Issue-X** **October 2026**

Employment Opportunities as a Tool for Reducing Social Inequality

N.T. Ashifa
Research Scholar,
Department of Commerce,
Vels Institute of Science, Technology and Advanced Studies,
Pallavaram, Chennai.

Dr. A.S. Shashil
Assistant Professor and Research Supervisor,
Department of Commerce,
Vels Institute of Science, Technology and Advanced Studies,
Pallavaram, Chennai.

Abstract

Employment opportunities play an important role in reducing social inequality by providing income, improving living standards, and creating equal chances for people from different social backgrounds. Social inequality refers to differences in income, education, employment, and access to basic services among individuals and groups. Unemployment and unequal access to jobs often increase poverty and social exclusion. Employment can help people become financially independent and improve their social status. This study examines the role of employment opportunities in reducing social inequality, with special attention to women, youth, economically weaker sections, and disadvantaged communities. It discusses the importance of skill development, equal wages, fair recruitment, and government employment programmes. The study is based on secondary data collected from reports, research papers, books, and publications. The review indicates that employment can reduce inequality when jobs provide fair wages, job security, safe working conditions, and equal opportunities. Therefore, employment policies should focus not only on creating jobs but also on ensuring that decent work is available to all sections of society.

Keywords: Employment Opportunities, Social Inequality, Poverty Reduction, Equal Opportunities, Skill Development, Women Employment, Youth Employment, Economic Development, Social Justice.

I.INTRODUCTION

Social inequality is one of the major challenges faced by modern society. It occurs when people have unequal access to income, education, employment, healthcare, and other important resources. Differences in caste, gender, family background, economic status, disability, and educational qualifications can affect a person's chances of obtaining suitable employment. Employment is an important means of improving people's economic and social conditions. It provides income, develops skills, increases self-confidence, and helps individuals participate actively in society. Employment opportunities can reduce social inequality by allowing people from different backgrounds to earn a livelihood and improve their standard of living. When people receive equal opportunities to work, they become less dependent on others and can support their families. However, unemployment, low wages, discrimination, and insecure jobs continue to create inequality. The International Labour Organization's reports published in recent years highlight the continuing problems of unequal access to decent work, informal employment, and differences in job quality. Therefore, employment should be supported by fair wages, education, skill training, social protection, and equal treatment. Creating inclusive and decent employment opportunities is essential for building a fair and economically developed society.

Objectives of the Study

1. To understand the relationship between employment opportunities and social inequality.
2. To examine how employment helps reduce poverty and improve living standards.
3. To identify the employment challenges faced by women, youth, and disadvantaged communities.
4. To study the role of education, skill development, and government programmes in creating equal employment opportunities.
5. To suggest measures for making employment more inclusive and effective in reducing social inequality.

Recent Review of Literature

The following review presents recent studies and reports in simple language.

1. International Labour Organization (2023)

The International Labour Organization, in its report *World Employment and Social Outlook: Trends 2023*, examined employment conditions and labour market challenges across countries. The report explained that economic difficulties and unequal access to good jobs can affect workers' income and social security. It highlighted the importance of creating more employment opportunities and improving job quality to promote social justice.

2. Ernst, Merola and Reljic (2022)

In their study on labour market policies for inclusiveness, the authors examined how government spending and social support programmes influence employment. Their work highlighted the importance of policies that help disadvantaged people participate in the labour market. It suggested that employment policies and social protection should work together to reduce inequality.

3. Azzollini And Co-Authors (2023)

A study published in *Research in Social Stratification and Mobility* examined gender equality and household earnings inequality across 22 OECD countries. The findings suggested that reducing differences in employment between men and women could help reduce inequality in household earnings. The study showed that equal access to jobs is an important step towards economic equality.

4. International Labour Organization (2024)

The International Labour Organization's *World Employment and Social Outlook: Trends 2024* discussed employment challenges, wage differences, and informal work. The report highlighted that workers in lower-income countries often face greater employment difficulties and that many workers lack secure jobs. It emphasised the need for policies that promote decent work and protect workers' income.

5. International Labour Organization and OECD (2025)

The report *Policy Measures to Address Inequalities and Increase the Labour Income Share* discussed changes in workers' share of national income and the factors contributing to inequality. It highlighted the importance of fair wage-setting systems, collective bargaining, and the transition from informal to formal employment. The study indicated that job creation should be supported by policies that improve workers' earnings and employment security.

6. International Labour Organization (2026)

The report *Employment and Social Trends 2026* examined the condition of global labour markets. It highlighted continuing problems related to job quality, informal employment, youth unemployment, and unequal access to work. The report showed that increasing the number of jobs alone is not sufficient; employment must also

provide reasonable income, security, and opportunities for workers to improve their lives.

Research Gap

Previous studies have examined unemployment, wage inequality, gender differences, informal employment, and government employment policies. However, there is still a need to understand how employment opportunities can reduce different forms of social inequality together. Many studies focus mainly on income or employment rates, while less attention is given to the combined effects of employment on social status, financial independence, skill development, and the inclusion of disadvantaged groups. There is also a need to examine why the benefits of employment do not reach all sections of society equally. The present study addresses this gap by bringing together these issues and explaining how inclusive employment policies can help reduce social inequality.

Statement of the Problem

Social inequality continues to affect people who have limited access to education, skills, financial resources, and suitable employment. Many individuals from economically weaker sections struggle to find stable jobs because of inadequate training, discrimination, lack of experience, and limited job opportunities. Women and young people may also face difficulties in obtaining equal pay and secure employment. In addition, informal and low-paid work may not provide sufficient income or social security to improve living conditions. Although employment is considered an important way to reduce poverty, not every job guarantees economic security or social mobility. Therefore, the main problem addressed by this study is whether and how employment opportunities can effectively reduce social inequality, particularly when barriers to equal access and decent working conditions continue to exist.

Methodology

The study adopts a descriptive research design based on secondary data. Information has been collected from research papers, books, reports of the International Labour Organization, and publications relating to employment, poverty, wages, and social inequality. Recent literature from 2022 to 2026 has been considered to understand current employment challenges and policy approaches. The collected information has been reviewed and organised according to major themes, including income generation, gender equality, youth employment, skill development, informal employment, and social protection. A qualitative method of analysis has been used to identify common findings and explain the relationship between employment opportunities and social inequality. Since the study relies on secondary sources, the findings represent a review of existing evidence rather than results from a new field survey.

Analysis and Results

The analysis of the available literature indicates that employment opportunities can play a significant role in reducing social inequality by improving income, supporting families, and increasing access to education, healthcare, and other basic needs. People with regular employment are generally better able to meet their daily expenses and improve their standard of living. The literature also shows that women's participation in employment can reduce household income differences and strengthen their financial independence. Similarly, employment and skill development programmes can help young people and disadvantaged communities improve their chances of finding suitable work. However, the benefits of employment depend on the quality of jobs available. Low wages, insecure employment, discrimination, and informal working conditions may prevent workers from escaping poverty. Recent reports by the International Labour Organization also highlight continuing differences in job quality and access to social protection. The analysis therefore suggests that employment can be an effective tool for reducing social inequality when it is combined with fair wages, equal recruitment opportunities, vocational training, social security, and protection against workplace discrimination. These results are based on the review of existing literature and are not derived from primary survey data.

Findings of the Study

The major findings of the study are as follows:

1. **Employment Reduces Poverty:** Regular employment provides income and helps individuals and families meet their basic needs.

2. **Employment Promotes Social Equality:** Equal access to jobs gives people from different social and economic backgrounds opportunities to improve their living conditions.

3.**Women's Employment Improves Financial Independence:** Employment helps women earn their own income, participate in household decisions, and improve their social position.

4. **Youth Employment Supports Economic Development:** Suitable jobs and skill training help young people develop their abilities and become financially independent.

5.**Skill Development Improves Employment Opportunities:** Education, vocational training, and digital skills help people qualify for better jobs and improve their earning potential.

6. **Job Quality is Important:** Employment reduces inequality more effectively when workers receive fair wages, job security, safe working conditions, and social protection.

7.**Discrimination Remains A Major Barrier:** Gender, caste, disability, economic background, and unequal access to education can limit employment opportunities for disadvantaged groups.

8. **Government Support is Necessary:** Employment programmes, career guidance, financial assistance, and social security measures can help make the labour market more inclusive.

II.CONCLUSION

Employment opportunities are an important tool for reducing social inequality and promoting social justice. They provide income, improve living standards, develop skills, and help individuals become financially independent. Employment can also reduce poverty, strengthen women's participation in society, and provide young people with better opportunities for the future. However, creating jobs alone is not enough to eliminate inequality. Workers must also receive fair wages, equal treatment, safe working conditions, and access to social protection. Governments, private organisations, educational institutions, and community groups should work together to create inclusive employment opportunities. Special attention should be given to women, young people, persons with disabilities, and economically disadvantaged communities. Skill development, vocational education, fair recruitment, and support for formal employment can improve access to decent work. In conclusion, employment can contribute significantly to reducing social inequality when opportunities are accessible to all and jobs provide dignity, security, and a reasonable standard of living.

III.REFERENCES

1. Azzollini, L., et al. (2023). *From Gender Equality to Household Earnings Equality: The Role of Women's Labour Market Outcomes Across OECD Countries.* Research in Social Stratification and Mobility.

2. Ernst, E., Merola, R., and Reljic, J. (2022). *Labour Market Policies for Inclusiveness: A Literature Review with a Gap Analysis.* International Labour Organization.

3. International Labour Organization. (2023). *World Employment and Social Outlook: Trends 2023*. Geneva: ILO.

4. International Labour Organization. (2024). *World Employment and Social Outlook: Trends 2024*. Geneva: ILO.

5. International Labour Organization and Organisation for Economic Co-operation and Development. (2025). *Policy Measures to Address Inequalities and Increase the Labour Income Share.*

6. International Labour Organization. (2026). *Employment and Social Trends 2026*. Geneva: ILO.

7. International Labour Organization. (2026). *Inequalities in the World of Work*. Geneva: ILO.