

Example of essay on women human rights in usa

[Countries](#), [United States](#)



History

History of women's rights in the United States goes back nearly 70 years before Jeannette Rankin's entry into congress . The reforms were concerned about broad range of issues before focusing on franchise for women. The first gathering in support of their rights was held in 1848 in Seneca Falls, NY. The movement carried onwards in waves, and concentrated in addressing social and institutional barriers. In 1869, the movement divided into two factions: National Woman Suffrage Association (NWSA); and American Woman Suffrage Association (AWSA). The next turning point came in early 1890s, when United States experienced surge in middle-class women volunteerism. Their resolve to expand their sphere of influence their immediate home gave further legitimacy to their movement, and gave momentum to both these organizations. For the following decades, NAWA worked tirelessly with other organizations in pursuit of gaining franchise for women. As a result of their efforts, the first state to offer them voting rights was the state of Wyoming. This was followed closely by Colorado, Utah and Idaho. In spite growing momentum, and reasonable gain, there were few members who wanted more. This set in the next stage of movement, which is securing their rightful place in local and national political offices.

Current Status

Over 100 years ago, writer and activist, Emma Goldman wrote the “ The Tragedy of Woman's Emancipation.” It states that some of the issues raised then are relevant even today. Among them, four of them would be worth the mention. Men in general dominate profession that have higher prestige

associated with them. They are also paid higher compared to women professional in that field. It has also been observed that work related stress affects women relatively more. Though, women have recently been taking greater control of these issues. The supposedly “ freedom at workplace” may not be more than the notion itself. The prevalence of gender-based wage gap, glass ceiling and occupational segregation may make a frustrating work experience for women. Finally, women end up having double responsibility of work and home.

Abortion Issue

The report states that women face greater hurdle in their effort to rise in government circles. The article quotes U. S. Equal Employment Commission in stating that the major hindrances being the lack of flexibility for women in raising young children. Among the possible suggestions towards seeking solutions are: expansion of job-sharing possibilities; creation of different start and end times for workers; and creation of satellite work stations that reduce commute times.

The other organizational factors mentioned include lack of mentoring and training facilities for women who want to rise to high levels in management. Therefore, this report suggests creation of mentoring program for women, and monitoring its effectiveness. This is in spite of the fact that women in federal services do better than those in corporate sector, but advancement still need to be made. This relatively better pay and higher position in federal sector can be attributed to more mature equal opportunity program they get over here.

The report created by working group composed of – federal equal

opportunity directors and government program managers entrusted with increasing employment among underrepresented groups – cited various challenges for women. In federal workforce, women are underrepresented in science, technology, engineering and mathematics fields. They suggested offering scholarships to women seeking advanced education in science and maths, and pairing them with mentors. They observed that women in general don't have pay parity with male members, but the situation is better than private sector. Also, gender bias and stereotypes still run deep when it comes to employment related decisions. To bring about favourable behavioural change, they suggest suitable employee training. Lastly, there is general perception among women that federal agencies lack commitment to help women attain parity in terms of salary and status.

Women in Private Sector

An issue very close to women's in United States is their desire to rise in corporate ladder . And this hasn't been easy for them either. In fact is a continuous uphill task. Recently, General Motors (GM) appointed its first female Chief Executive, which was a few days after Twitter added a woman board of directors. This development, no matter significant, rekindled the debate about women's fight to overcome imbalance in terms of pay and power in the corporate world.

Contrary to the popular belief, larger corporations have been found to be more forthcoming in this affirmative action. Smaller companies have a fewer number of female employees, and so is their percentage representation at higher levels. This disparity grows even more as the size of the organization goes down.

I would this would be because of the fact that the smaller the size of organization, the greater are the chances they are family owned traditional organization. In contrast, the larger organization would have a mature human resource policy seeking greater representation for women employees. Also, larger corporations tend to seek better education women employees. Because of this they are better equipped to get executive level positions.

Women in Federal Sector

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African-American Women Issues

African-American women have a chequered success in human rights activism. They have been fairly successful in cities such as Boston and Philadelphia . Back in 1830s, black women in Philadelphia were successful in establishing the Female Literacy Society of Philadelphia. Those in Boston established the Female Afric-American Intelligence Society. Beside their focus on literacy, they also became a hub for them to network and share their views. The women of this city benefitted immensely from a white abolitionist William Lloyd Garrison. In contrast, the movement couldn't gather much moment in the New York City.

More recently, in 70s, in response to dual challenge of race and gender they formed the National Black Feminist Organization . In addition, they faced threats surprisingly from the leaders of African-American human rights movement. They felt that the women's movement might divert attention

from their larger cause . Even when an African-American woman headed one of the largest organizations, the National Organization for Women, they didn't have substantial representation in the organization. Even when their issues were discussed in – workshops, liberation groups, and private conversation – the discussion didn't go beyond the difference between theirs and white women's .

Conclusion

The United States of America has had a long history of women's human rights movement. As early as 19th century, they gathered momentum and formed organizations. The initial issues were related to literacy and electoral franchise. Later, they formed two major organizations, which carried their movement forward.

In spite of long and arduous struggle, major challenges remain till today. Most of them are related to parity at workplace, in terms of pay and prestige. They are not adequately represented in senior management, both in federal and private sector alike. Although, the leaders of large corporation are making deliberate effort to change this trend. There are very serious challenges pertaining to abortion issues, and how it relates to their continuance with their jobs. These challenges are further compounded if they are of African-American decent. However, as the American history has shown, gaps can be narrowed through persistent efforts.

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