

Hello and welcome to my presentation about women's work rights. And women in their workspace

Insert German explanation-

I will be talking about the evolution of work and work rights for women.

History of women in their workplace (the four phases)

Discrimination

Equality of opportunity and treatment in employment and occupation

Gender equality

Sexual harassment

Violence at work, gender-based

Women's work rights nowadays

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Women have worked in agricultural tasks since ancient times, and continue to do so around the world. The industrial revolution of the late 18th and early 19th centuries changed the nature of work in Europe and other countries of the western world.

During the 19th century, an increasing number of women in Western countries took jobs in factories, such as textile mills, or on assembly lines for machinery or other goods.

Inequality in Wages was to be expected for women. In 1906, the government found that the average weekly factory wage for a woman ranged from 3 dollars and 11 cents to 8 dollars and 18 cents, whereas a man's average weekly wage was around 9 dollars and 25 cents.

In the beginning of the 20th century, women were regarded as society's guardians of morality; they were seen as possessing a finer nature than men and were expected to act as such. Their role was not defined as workers or as money makers. Women were expected to hold on to their innocence until the right man came along so that they can start a family and inculcate that morality they were in charge of preserving. The role of men was to support the family financially.

Yet at the turn of the 20th century, social attitudes toward educating young women were changing. Women in north America and western Europe were now becoming more educated. By 1900, four out of five colleges accepted women and a whole co-ed concept was becoming more and more accepted.

The increase of women in the Labor force of Western countries gained momentum in the late 19th century. At this point women married early on and were defined by their marriages. If they entered the workforce, but only if it was out of necessity.

The first phase encompasses the time between the late 19th century to the 1930s. This era gave birth to the "independent female worker". From 1890 to 1930, women in the workforce were typically young and unmarried. They had little or no learning on the job and typically held clerical and teaching positions. Many women also worked in textile manufacturing or as domestics. Women promptly exited the work force when they were married, unless the family needed two incomes.

Towards the end of the 1920s, as we enter into the second phase, married women begin to exit the work force less and less. Labor force productivity for married women 35–44 years of age increase by 15.5 percentage points from 10% to 25%. There was a greater demand for clerical positions and as the number of women graduating high school increased they began to hold more "respectable", steady jobs.

This phase has been appropriately labeled as the Transition Era referring to the time period between 1930 and 1950. During this time the discriminatory institution of marriage bars, which forced women out of the work force after marriage, were eliminated, allowing more participation in the work force of single and married women. Additionally, women's labor force participation increased because there was an increase in demand for office workers and women participated in the high school movement. However, still women's work was contingent upon their husband's income. Women did not normally work to fulfill a personal need to define ones career and social worth; they worked out of necessity.

In the third phase, labeled the "roots of the revolution" encompassing the time from 1950– mid-to-late 1970s, the movement began to approach the warning signs of a revolution. Women's expectations of future employment changed. Women began to see themselves going on to college and working through their marriages and even attending graduate school. Many however still had brief and intermittent work force participation, without necessarily having expectations for a "career". To illustrate, most women were secondary earners, and worked in "pink-collar jobs" as secretaries, teachers, nurses, and librarians. Although more women attended college, it was often expected that they attended to find a spouse—the so-called "M.R.S. degree". Nevertheless, Labor force participation by women still grew significantly.

The fourth phase, known as the "Quiet Revolution", began in the late 1970s and continues on today. Beginning in the 1970s women began to flood colleges and grad schools. They began to enter profession like medicine, law, dental and business. More women were going to college and expected to be employed at the age of 35, as opposed to past generations that only worked intermittently due to marriage and childbirth. They were able to define themselves prior to a serious relationship. Research indicates that from 1965 to 2002, the increase in women's labor force participation more than offset the decline for men.

Discrimination

Discrimination is not new and certain forms of discrimination, most notably those on grounds of race or ethnicity and sex, have a long history. More recently, changes in the structure and dynamics of labour markets, themselves responding to broader political, economic and socio-cultural processes, have produced new forms of discrimination based on factors such as HIV-positive status, sexual orientation, employment history or religion. Dealing with discrimination is complicated by the fact that discrimination depends on perceptions and subjective opinions or preconceptions about the abilities or attitudes ascribed to individuals belonging to particular groups, rather than on objective facts, and is often invisible or disguised. Nonetheless, the elimination of discrimination at work is indispensable to any strategy to achieve decent work, reduce poverty and ensure sustainable development. Governments, employers and their organizations, and workers' organizations all have a duty to combat it in the ways appropriate to them.

An understanding of the distinction between direct and indirect discrimination is useful here. Direct sex discrimination exists when unequal treatment between women and men stems directly from laws, rules or practices making an explicit difference between women and men. Indirect sex discrimination happens when rules and practices which appear gender-neutral lead in practice to disadvantages being suffered primarily by persons of one sex. It is often evident not at first glance but only after having it analysed.

Equality of opportunity and treatment in employment and occupation

Equality of opportunity and equality of treatment are two complementary aspects of equality in employment and occupation. Equal opportunity means having an equal chance to apply for a particular job to be employed, to attend educational or training courses, to be eligible to attain certain qualifications and to be considered as a worker or for a promotion in all occupations or positions, including those dominated by one sex or the other. Equal treatment refers to equal entitlements in pay, working conditions, security of employment, reconciliation between work and family life, and social protection. The reference to both employment and occupation means that protection from discrimination is provided not only to employees but also to other segments of the labour force, such as own-account or self-employed workers, owners of enterprises and unpaid family workers.

Gender equality

Gender equality refers to the enjoyment of equal rights, opportunities and treatment by all people in all spheres of life. It asserts that people's rights, responsibilities, social status and access to resources do not depend on whether what gender they were born or identify as. It does not mean, however, that everyone is the same or must become the same, or that all labour market measures must arrive at the same results. Gender equality implies that all people are free to develop their personal abilities and make life choices without the limitations set by stereotypes or pre-judices about gender roles or the characteristics of only men and women.

In the context of decent work, gender equality embraces equality of opportunity and treatment, equality of remuneration and access to safe and healthy working environments, equality in association and collective bargaining, equality in obtaining meaningful career development, maternity protection, and a balance between work and home life that is fair to everyone.

Sexual harassment

Broadly speaking, sexual harassment in the workplace is any unwelcome sexual advances or verbal or physical conduct of a sexual nature, acceptance of which is explicitly or implicitly made a condition for favourable decisions affecting one's employment, or which has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, abusive or offensive working environment. Sexual harassment may consist of:

- insults, remarks, jokes and insinuations of a sexual nature and inappropriate comments on a person's dress, physique, age or family situation;
- undesired and unnecessary physical contact such as touching, caresses, pinching or assault;
- embarrassing remarks and other verbal harassment;
- Le-scivious looks and gestures associated with sexuality;
- compromising invitations;
- requests or demands for sexual favours;
- explicit or implied threats of dismissal, refusal of promotion, etc. if sexual favours are not granted.

Sexual harassment is considered to be a violation of human rights, a form of discrimination, and a safety and health issue. It offends the dignity and personal integrity of workers and calls into question their individual integrity and well-being. It also undermines their right to equal opportunity and treatment. It should be prevented in the workplace; where it occurs despite all efforts, it should be punished and the victims protected. The victims are often unaware of their rights and afraid of retaliation or of losing their jobs, so awareness-raising is an important element of the fight against sexual harassment.

Sexual harassment is a potential threat not only to workers but also to enterprises. It is recognized as contrary to the objectives of employers, since it weakens the basis upon which industrial relations are built and potentially has a negative effect on productivity, for instance through absenteeism, staff turnover and low staff morale. It can also tarnish a firm's public image and ultimately decrease its profits both through bad publicity and high litigation costs. The role of trade unions and employers in creating a healthy environment for the dignity of workers is of vital importance for prevention.

Violence at work, gender-based

Discrimination at work may be compounded by physical or psychological violence which may be gender-based. The clearest illustration of this is sexual harassment; but harassment accompanied by violence or the threat of violence need not be sexual in intent. Recent ILO research has identified female migrant domestic workers as a high-risk group in countries such as Saudi Arabia, for example. There is a close connection between violence at work and precarious work, gender, youth, and certain high-risk occupational sectors. A young woman with a precarious job in the hotel industry, for instance, is much more likely to be exposed to the risk of sexual harassment than a mature male office worker with a permanent job.

Women's work rights nowadays

Women make up a vital part of the economic and social fabric that hold their communities together, yet that work is rarely valued at the same level as is men's work. Much of this has to do with what opportunities are available to them. Women are disproportionately likely to be poor, under-educated, employed in low-wage or unpaid work, and subject to dismissal for getting married or having children. In many industries, female workers are systematically denied their rights to regular pay and regular working hours; equal pay for equal work; permanent contracts; safe and non-hazardous work environments; and freedom of association. Eg-regious abuses, including sexual violence, harassment and forced pregnancy tests, are all too common.

Moreover, the social status of women has not opened up at the same pace at which women have been brought into the workplace. They may have increasing opportunities at work, but they are prone to domestic violence and unequal expectations at home. It has become a mantra at development organizations, including the World Bank and United Nations, that investing in women is the best way to improve a range of societal concerns and that women's full participation in society is a critical factor in economic development. But more importantly, women's rights groups have long recognized that full equality is not possible unless women can speak out for themselves.

Women are better off today, but still far from being equal with men

There have been huge changes for women in terms of employment in the past decades, with women moving into paid employment outside the home in ways that their grandmothers and even their mothers could only dream of. In the US, for the first time, in 2011, women made up slightly more than half the workforce. There are (some) high-profile women chief executives. There is a small but increasing number of female presidents. Women are moving into jobs that used to be done by men. Even those women working in factories or sweatshops have more choice and independence than if they remained at home. But their experience is con-tradictory, as feminist economist Ruth Pearson points out:

As individual workers they experienced both the liberating or the “empowering” impact of earning a regular wage, and of having increased autonomy over their economic lives; at the same time many were also well aware of the fact that their work was low paid, both in comparison with male workers but also with women workers employed in industrialised countries.

This contradiction is widespread – although more women are working, they are often still worse paid than men, in part-time jobs or in the huge informal employment sector with little protection and few rights. In many places, the increase in women working is simply driven by the necessity of having two wages to make ends meet.

We all need to mark the year 2059 on our calendar—that’s when data shows that women will finally achieve equal pay to their male counterparts. It’s hard to believe that closing the gender wage gap will take nearly a century after the Equal Pay Act was passed in 1963.

Researchers blame the gender wage gap on a variety of reasons, ranging from differences in the industries women and men work in, racist hiring and discriminatory promotion practices, discrepancies in hours worked, job segregation, and years of experience. The government also does little to create policies making workplaces and institutions like schools more supportive of women.

That was my presentation of women's work rights. And women in their workspace.

I know it was hard to pay attention to everything but I still hope that you all enjoyed it.

Thank you for your time.

