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Women’s Rights in the Workplace

**Response One**

Women going for jobs are discriminated in terms of wages, gender, and skills in workplaces. Sometimes mothers who are breastfeeding or pregnant are not allowed to continue working. There are stereotypes surrounding women that suggest that women should be only limited to the role of a mother and not that of an employee or a worker. While discrimination against pregnant women is declared illegal on international platforms and new policies are made, discriminatory practices continue to discourage women to perform tasks in the workplace. Their skills and performances are ignored. There are other issues like lesser job opportunities for women in the job market, low wages and lesser resources. Women are excluded from performing tasks out of their homes and this has been going on for decades. Women are only limited to house chores, and it is perceived that women cannot perform tasks in workplaces and job market

Mothers having children and breastfeeding are not considered eligible for the jobs because they would not be able to perform the official tasks because they have family roles and this affects the work environment of organizations. However, these assumptions are wrong, and they are only stereotyping women because they try to keep a balance in every role. Barriers like stereotype stop women to progress and develop by having access to jobs in the market, and other sources of earnings, where they can prove themselves. Such barriers are in existence because of the physical appearance of women, biases, and policies, which exclude women from going for jobs, and other markets from where they can earn.

**Response Two**

American Civil Liberties Union ensures the provision of maximum job opportunities to those women who are stereotype and discriminated. ALCU is working for women's rights in the workplace by providing jobs so that they would earn a living. ALCU is also trying to remove the barriers and solve issues in the workplace against women. The traditional mindsets have excluded women from working in the market and have undervalued the work performed by women. Pregnant and breastfeeding women workers are fired from their jobs because there are no such policies for women so that they will keep a balance between children and workplaces. Along with these discriminatory issues, there is a rise in the issue of unequal wages for women in the workplaces on which the American Civil Liberties Union is working. However, the American Civil Liberties Union ensures that there will be no wage gaps, and all workers will be paid according to their designations and skills. They will be given salaries equally, regardless of their sex, ethnicity, identity, age, physical disability or race. To avoid discrimination in wages, the Equal Pay Act was enacted in 1963. Only 17 cents were increased and the average earning was 78 cents on dollars as compared to earnings of men before the Equal Pay Act of 1963 (“Women’s Rights in the Workplace”). The final work of the American Civil Liberties Union is for the mothers having children by making new policies, but these policies of the workplace failed to entertain the requirements. American Civil Liberties Union has to work on these policies, which will help mothers to keep a balance between their workplaces and their families, but women are traditionally assumed that they are only made for the tasks inside the walls of homes.

**Response Three**

ALCU ensures that it is working to overcome the discrimination, stereotyping of women and the wage gaps in the workplace. The wage gap is an emerging issue that needs to be decreased and only one act cannot help to overcome this issue, therefore every institute, organization, and the workplace has to make sure they are providing equal wages to all regardless of their gender, race, and ethnicity. ALCU has to make policies for mothers and pregnant women to provide safer places and employment opportunities rather than firing them from their jobs by ignoring their skills and their performances.

**Works Cited:**

“Women’s Rights in the Workplace.” *American Civil Liberties Union*, https://www.aclu.org/issues/womens-rights/womens-rights-workplace. Accessed 9 Nov. 2019.