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**Women's rights: The effect of women's employment in
their role in the American society between (1940-2000)**

**Dissertation Submitted in Partial Fulfillment of the Requirements for
the Degree of Master in Literature and Civilization**

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Dedication

I dedicate this work to:

My dearest parents who motivated me and provided me with
whatever I need and surrounded me with great affection to
reach my objectives in this life.

My best husband Ilias who patient with me to achieve my goal
and his parents.

My sister and brothers.

My supervisor Anad Ahmed.

Everyone helped us and wished the best for us.

Touil Khadidja

I dedicate this work to:

My lovely parents who inspired me and pushed me to realize
my objectives; especially my greatest MOM who surrounded
me with a strong belief and guidance in my university life.

My best sisters: *Layla, soumaya, Nadia, Nadjet*, and my great
brothers: Abed Alhakim, Djamel, Adel, Reda.

My adorable nieces and nephews.

My lovely aunts and all my cousins.

My dearest friends: Saoussan, Marwa, Heddi, Aycha, Abir.

My supervisor Anad Ahmed.

Everyone help us and hope the best for us.

Mahboub Djouhayna

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Abstract :

Over the decades, the woman suffered from many problems; violence, racism, and illegal treatments under the domination of men. These issues were solved when the woman entered the workforce after the second world war and forming different feminist movements. Thus, the role of women changes in the American society from being daughters, sisters and wives, without any effect in the society, to important members who had rights, duties and an influential part in the American society, where they were changed. Therefore, this research examines the effect of women's employment in the American society during the second half of the twentieth century by using the mixed-method(quantitative and qualitative) , in order to give the validity of information and to fulfil the objectives of the dissertation. This study produces two main results; women's higher participation in the economic, political and educational progress, and the falling apart of families there, where it affected harmfully the new generation. Furthermore, the research reveals that the difficulties and obstacles that faced women are the motives that push them to function and to show their developed competency in various fields of life; education, politics, economy, etc.

Keywords: American society, Effect, Feminist movements, Role, Women's employment.

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General introduction

Before the 1940s, women had one main goal in their life which was the marriage and make a family to be a "model wife". Moreover, they were not protected by the American legislation to practice activities in many aspects of life such as; work, education, graduation, and so on because of the traditional belief of American society. But after the second world war, they decided to fight for their rights, to be treated equally with men, in order to justify their important role in society.

After women's replacement of men's post during the war, they revealed a set of abilities to function as men's, where they assist the national economy to stand up. In this period, women recognized their inherent competencies which were working outside the home and taking-care-of their families at the same time. So, they determined to stay working in order to show the men the impact of their work on society. On the other side, men's authorities refused the new presence of women, where they imposed them to return to their traditional role after the war ended.

The hierarchy system has put many conditions and different obstacles for women to block their roles. Besides, the American females accepted the challenge and fought all the various difficulties that they faced in their road to reaching their creative roles and freedom within the American society.

After long years of suffrage, women finally found their role in American society as employment, today they are having a significant role as economists, and socialists influencers within the nation. As a result, those achievements demonstrated the impact of women's employment in their role in American society between (1940-2000).

Research problem :

This study's problem is related to the effect of women's employment in the American society from 1940 to 2000, and the way they reach this role to taking their rights in the shadow of men's dominance. We will try to clarify how women gained this enrollment, and changed the rules of the system, to profit their demands. Moreover, we attempted to find the difficulties that faced them in this period to achieve their goals especially the equality with men.

Our primary focus will be on the women and the development of their role as employment in American society during the second half of the twentieth century.

Research questions:

The present study seeks to examine the following questions :

- What is the effect of women's employment in American society?
- What is the difference between their role in the past and within this period?
- What are the achievements of women in this period?
- What are the difficulties that faced women to reach their goals?
- To what degree has the marginalization of women reached?
- What is the way that was used by women to take their rights?

Research hypotheses:

To answer the research's questions, we suggest some hypotheses:

- The social pressure on women because of their sex, might be the reason behind their ineffective role.
- The dominance of men over the workplaces as well as the protection in America might motivate women to seek for their protective lives within the nation.
- America as a part of the first world, women's freedom in all fields, so they have a large and effective role in the society.

Aims of the study:

this study aims at:

- Viewing the effect of women's employment in society and its development.
- Investigating the difficulties that were faced by women, and the motives that pushed them to reach their present role in society.

Significance of the study:

Women's employment in American society is chosen as a point of the investigation, because of the higher women's position in society today. It will help us to understand the history of women rights developments under the men's dominance and authority in society. Moreover, the study will draw more attention to the

difficulties that faced women employment to know if they are passed them, or they remained struggling with the traditional system till now.

Methodology of the study:

Within this general framework, this research attempts to clarify the quality of the impact of women's employment on the American society, from the mid-twentieth century till its end, and the major changes that affected the composition of the American life.

We used the mixed-methods approach to produce evidence for the validity of the research outcomes through the convergence and corroboration of the findings.

The descriptive method of the qualitative approach is adopted in the first and second chapter when we provide a historical framework of women's lifestyles in the American society and its development through this period of time in the first one.

The second chapter was basically emphasized on the women's various achievements outside the home in many aspects of life, with some quantitative results to ensure the validity of the given information. So, the quantitative approach is also used within the end of the second chapter, likewise, it is utilized in the last chapter.

In order to test the hypothesis, many sources are used in this research. The main sources are the books of different writers who speak about women's gender and their status in American.

In addition to that, other sources are used also such as; articles and educational and governmental websites which gave good background information of the case study in this research. Finally, we used the APA 6th edition to organize our research.

The structure of the study:

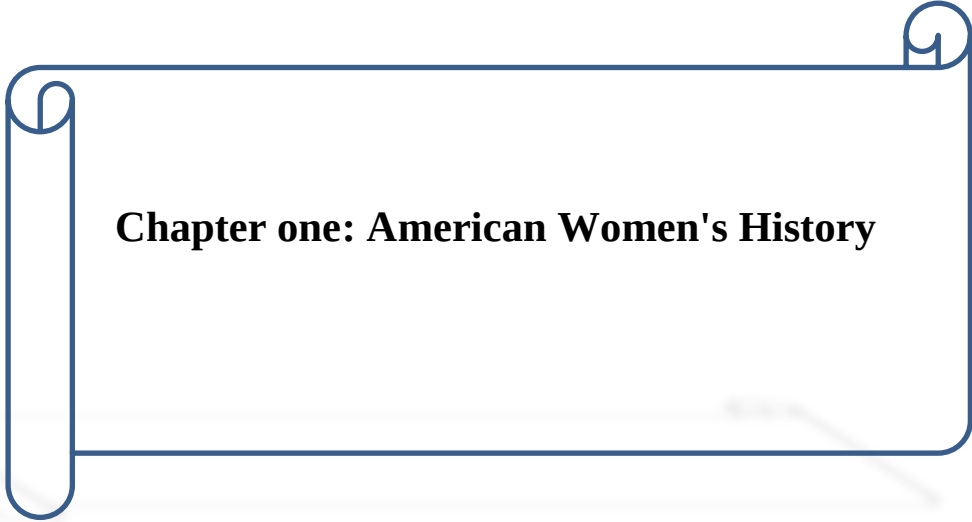
Our research is divided into three chapters:

The first chapter has a historical framework, where we speak about three main periods from 1940 to 2000. The first period discusses the progressive era for women's lives in American and its functions. The second one discovered the main events and the changes for the American females between 1941-2000. The third period is

devoted to the present time to investigate their situation in society, how do they become.

The second chapter contains five sections in which we varied on the practical framework, the first one reveals the different aspects of the feminist movements and its major figures who expand the issue the women's rights. The second one classifies the various female organizations that calling for women's protection within the American government. The third section adopted the updated laws by the constitution that offered women more protection within the nation, the fourth and fifth one investigate the efficiency of women's roles on different fields in life and their influential part on the society as a whole.

The third chapter composed of four sections, where we determine the various obstacles that face women within American society as well as workplaces. The first one shows the gender's barriers that prevent women's from functioning. Secondly, it represents the different forms of violence and abuse in front of them within the American nation. The third section lightens the American classes' division that oppressed many females there, then, the research ends with the clarification of the quality of the female labor and the different gaps between them and males.



Chapter one: American Women's History

American Women's History

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1.1. Introduction:

the first chapter of this study consists of three sections. The first section is about the progressive era of women's life in American society. The second one focuses on the period of 1941 which is a turning point in the female thought and role. The third section provides the important events that happened with women during 2000 to present in America.

1.2. The Progressive Era : (1900-1940)

1.2.1. American common law :

The American common belief had clarified the disabilities of women in performing such work, they seemed weak physically to function for a long time during a day, even legislators have argued that women were just concerned with the procreation toward their families, as a result, working in the united states were few in the early twentieth century, their jobs were limited to the common fields such as nursing, farm labor, teaching, small sellers, and babysitters (Elaine, 2008).

Women wanted to reach to the equality with men in many aspects, they have made a movement toward the government for gaining their national rights; as being an American citizen they have to vote as men did. Women were also seeking to enter the civil life for realizing their dreams in social life that is being independent and able to create their own lifestyle(Elaine, 2008).

In addition, the postwar era had discriminated the role of women in society, they were obliged to cover their family's needs, and encouraged younger marriage for both sexes in order to maintain the security of the nation during the war and the American leadership. Therefore, it had caused a demographic explosion within the society; which had risen the needs of citizens to the money seeking of suitable circumstances. as a result , America entered to the great depression, it was a difficult period for the nation from different aspects (Elaine, 2008).

1.2.1.1.The suburban family :

This family captured the American racial life which had presented women as the domestic gender in the society, which had just considered with the home duties and all the routine works inside it far away from the civil jobs opportunities and the

economic concerns (Elaine,2008). And Debra (2004) asserted that they had shown the passive presence of women within the society.

1.2.1.2.Women in religion :

The domestic ideology toward the American women believed that God had divided the roles in the world for both genders; man tends to be the aggressive, active, and leader within the house, whereas, women seemed to be weak, and passive who did the daily routines inside the house (Skinner&Radford,2006).

Furthermore, Skinner & Radford (2006) revealed that many ideologists also neglected the religious life for women; they were forbidden from practicing such prophetic jobs within the society, they thought just man who conformed to the norms of human to get this leadership, not for women.

1.2.1.3. African American women:

The history of black women characterized by a set of struggles, during the ancient decades, they suffered from poorly paid with few opportunities in realizing their dreams where they were forced to work to support their families, because black men too were discriminated to get desirable jobs within the nation (Glenna, 2000).

1.2.2. The demographic explosion:

According to Elaine (2008) in the American belief, the family was the security, fulfilment, and abundance. As a result, their aim was to establish families by encouraging marriage at a younger age for safety from the effect of war. Therefore, the birthrate increased to the highest numbers within the nation. So, the family's needs probably rise, many women were obliged to work in order to fulfill their children needs and their way of life. Whereas, this explosion affected the economy of the nation worst, many families suffered from poverty and they met many obstacles of life because of the American common belief.

1.2.3. The great depression:

In the 1920s, American families have increased to the highest averages and their needs did. As a result, American people reform such movements toward government generally in different fields; they faced remarkable obstacles such as poverty, for that, women tended to work for covering their house's needs. Both sexes had worked

together in order to manage their marriage, whereas others went to divorce because of their worst relationship as many women did at the early 1930s, and they sought to enter the workforce of the civil life and change their ideal in the society. This governmental depression had given a great opportunity to women to practice their independence and creativeness toward the society to realize the preferred life (Elaine, 2008).

1.2.3.1. Women's citizenship:

Till 1920, American ladies won their right to vote freely from the dominance of the male and to a considerable citizen as men were (Glenna, 2000).

1.2.3.2. Hollywood's role:

Hollywood's representation of female side through movies; it encouraged the movements of women rights of being on the workforce in the civil occupation, and it has portrayed the qualitative actions and jobs that suit the women's abilities regardless of their beauty side; many female actors had a successful experience in the American television that is revealed the quantitative capacities of women to function in several roles (Elaine, 2008).

1.2.3.3. The tensions during the depression:

By the late 1930s, the working women class had increased to numerous results , but , it was still undesirable for the American government. They thought that the married woman should nurture their families where singles had a few opportunities in the workforce with low paid and uncomfortable conditions (Elaine,2008).

On the other side, Elaine (2008) asserted that many feminists claimed the importance of women's employment during the depression period would be beneficial for the country's needs. And, the great depression had caused the tension between the traditional attitude toward working women and the new one.

1.2.4. World war II:

By the early 1940s, it has established a new foundation to the American women, they allowed to work in several parts of civil life in order to replace man who has moved to the army, regardless of their situation even they were single or married seeking to maintain the American society from the effect of war and recover the economic support of man within the family (Debran, 2004).

Women have performed professionally in their works at schools, communities, factories, and hospitals simultaneously, they were responsible to fulfill the needs of their houses, but unfortunately, this era has portrayed the figurative identity of the new women there (Debran, 2004).

1.3.Since 1941 :

However, the difficult work of the American women during the wartime, they had given a suitable schedule for their children's care. The female presence covered the important efforts for war in America professionally (Debran, 2004).

1.3.1. American modern women:

America passed the wartime victoriously by the women's efforts, on the other hand; women seemed to displace their works because men returned to their posts. (Debra, 2004)

Debra (2004) highlighted the different women's point of view in this period. It caused the debate between the traditionalists and the female's new thoughts about the issue of equality in the workforce again. So, the thought of femininity for women spreaded around the nation. Many of them excluded their studies and being engaged as all the females did seeking for maintenance of the American family. On the other side, many of them were against this attitude toward women; they struggled from traditions, and they have made movements toward the government to take their right to maintain their works in the civil posts.

1.3.2. Civil right movement 1964:

Debra (2004) viewed that although, the war's inventions of female skills in many fields, it seems impermanent till the war ended. On the other side, many women found it as an opportunity for discussing the issue of equality inside the nation. In addition to that, women's clubs demanded a new range of rights.

1.3.2.1.Women's status:

According to Elaine (2008) the American policies had given new emancipation for women; they prohibited all the various discrimination toward women in all the differences: sex, race, origin and colour. Besides, the payment after such regarded movements toward the political system.

1.3.2.2.Black women's role:

They were also a part of the civil right movements seeking to realize their achievements and defying the odds and the barriers in front of their demands in life within the American white nation. So, they gained jobs in education and law (Glenna, 2000).

1.3.2.3. Women's new demand:

The next feminist's movement revived the reproductive right of women which sought to gain higher posts with new skills and equal paid. Consequently, many women entered the workforce in different fields but their responsibilities within the house remained (Elaine, 2008).

1.3.2.4.The debate on women's health:

At this era, the working-women class increased; undoubtedly, half of the American population was female workers, but it is still incomplete freedom for the female gender. Most of the female workers were mothers whom the responsibility of the governmental obligations, their families and their jobs, neglecting their healthy side (Debra, 2004).

As a result, in 1976, many association called women to take care of their health on the furniture system by being more responsible of the varieties of food and getting safe from such diseases and problems, whereas hospitals took professional procedures in order to protect women's life by governmental funds (Glenna, 2000).

1.3.2.5.Motherhood's emancipation:

Many of the female workers reform such movements toward the government to demand their freedom about their bodies from such crimes that affected their health worst as abortion; in other words, they sought legal protection from procedural and constitutional laws to guarantee their lives as men did. Lawmakers had prohibited the use of public funds on abortion, as a result, this crime toward the female body decreased gradually (Debra, 2004).

1.3.3.The new changes and images for women:

By the late 1970s , marriage gained a new definition for both genders. Thus, mothers lived in a balanced life with their husbands of all the home duties and their

jobs , whereas other women still struggled from the idea of domestic role in the family (Elaine, 2008).

1.3.3.1.Educational amendments 1972:

New opportunities created for women in the educational aspect, they admitted to the school of law and medicine, even though the American male was fear of losing their jobs because of the less-qualified women (Glenna, 2000).

1.3.3.2. The businesswoman:

The modern women's movements had created an opportunity for women in the business world; they gained credits on their own name in order to start their own businesses. Consequently, many female students gain a new option on their universal studies; they allowed admitting to business education in the nation (Glenna, 2000).

1.3.3.3. The designer:

By the end of the 1990s, women were part of the American Institute of architecture with 10 per cent of the whole. Furthermore, they fight to reach this opportunity sufficiently; their designs and decorations had enriched their profession in this area instead of their traditional workplace (Glenna, 2000).

1.3.3.4. The computer's science:

Many young women have succeeded in the science of computer and professional on its different programs and pieces, so that; they have gained high averages on computer engineers by the late of the twentieth century (Glenna, 2000).

1.3.3.5. Women in Congress:

A few of American women took places in both houses of Congress, this opportunity for female gender was because of their succession and their higher visible role over debates during their work on it. Moreover, it was an opportunity for discussing the feminine issues within the nation (Glenna,2000).

1.3.3.6. Women in the constitution:

Women were not mentioned at all in the document of the American constitution. But in the 1970s , they found new judicial decisions which seemed preferable for them even though it were named generally for all persons in the nations, not for men or women (Glenna, 2000).

1.3.4. The issue of gender 1980-2000:

American male refused the appearance of women on leadership in such fields, that is; women gained post as men's level, they focused on the biological differences and the brain's abilities, subsequently many studies have revealed no significant weaknesses on the women's performance in leadership's posts within the American workforce (Susan, 2001).

1.3.5. The workforce changes 1990-2000:

Working women were nearly half of the nation's labor force, so that, they contributed on the progress of the economy within the country, they also justify their competencies in several domains in the world of work. Consequently, this period defined as an explosion for women's capacities where they had professional in different fields and in building their careers in society. Many of them opened their own companies and started their own businesses in the American nation in order to reach equality (Debran, 2004).

1.3.6. Marriage 1999:

Debran (2004) provided us with the definition of marriage in American society at the end of the twentieth century; which is the maintenance of the standards of life within it and the enjoyment in making any duty toward the family.

1.4. from 2000 to present:

1.4.1. The workforce changes:

1.4.1.1. Mother's discrimination:

Over the early twenty-first century, the employers were sought to comfort the orders of the work in a limited time with the explosion of the technologies, there were no excuses for getting holidays among women and men within the company. Consequently, pregnant mother would lose their jobs in their maternity leave as lawyers and men argued in 2001. This elimination toward pregnant mothers was because of the ancient belief of the dominant men who aimed at weakening the women's abilities within the American society (Debra, 2004).

1.4.2.The road to equality :

1.4.2.1.liberation :

It was the first step toward equality for women in many aspects, the mother workers undoubtedly increased because of the feminist movement among the political programs in order to make a suitable schedule of work for mothers and meet their responsibilities toward their houses (Daphne, 2016).

1.4.2.2. Decision's freedom:

In 2001, many women were permitted to make their lifestyles choices without any interference of their parents, social beliefs or other religious facts that minimize the women's capacities in doing such behaviors or jobs in the borders of the society (Debran,2004).

1.4.2.3. Payment:

Today's vision clarifies a new foundation for the working women, they reached higher posts and cost paid than the past, but it is still less the men's because the labor officials viewed this gap between men and women was a historic tradition that could not be forgotten regardless of their educational level and other effects even they worked full-time jobs as men's (Debran, 2004).

	Male Earnings	female earnings
Totals	\$41,118	\$27,162 66.1
LEVELS OF EDUCATION		
Less than 9 th Grade	\$20,461	\$13,349 65.2
9 th to 12 th Grade (No Diploma)	\$24,377	\$16,188 66.4
High School Graduates	\$31,081	\$21,383 68.8
Or Equivalency		
Some College, But No Degree	\$35,639	\$24,787 70.0
Associate's Degree	\$38,944	\$26,903 69.1
Bachelor's Degree or Higher	\$61,008	\$39,271 64.4

U.S. DEPARTMENT OF COMMERCE. STATISTICAL ABSTRACT OF THE UNITED STATES: 1996

1.1.Figure01: The averages of male earnings in contrast to female's in the American Economy (Debran, 2004).

Apparently, it is a traditional ideology that refuses the presence of women in the workplace instead of their houses, so that they earned less than men's in order to reveal the status of women in the American nation would not be as men's (Debran, 2004).

1.4.2.4. The right to protection:

Many young women were still exploited by the authoritative male belief and their aggressive behaviors toward women. In otherwise, women recalled for their protection within the corporate American which demonstrated its peaceful standards for its population not only male ones, as Jeanne (2009) stated that:" Access to safe abortions would make it easier for women to participate in social and economic life because it would permit women to defer marriage and motherhood, perhaps indefinitely"(p.182-183). Moreover, according to the developmental technologies of today in medical sciences, women's life, health, and right of protection would be a part of the nation's concern as men's from the current different crimes such as abortion, the effect of drugs, male exploitation (Jeanne, 2009).

1.4.3. The development over femininity:

1.4.3.1. Women's position:

The American women gained many better opportunities in the workforce than the women in the other countries; their road to equality developed gradually depends on certain laws that promote their appearance in multi-levels of occupations and chief posts (Debran, 2004).

In spite of the recognized status of women, they remained threatening by various violence within the nation, as a result, the female officials demanded the right for a safe life for girls outside even in schools ,workplaces, and other public institutions (Jeanne, 2009).

1.4.3.2. Girls in schools:

Many female students gained modern strategies for education as well as for protection within the American streets, also their behaviors inside schools or even classrooms because of the recalls of parents and some female students who had affected by the ancient atmosphere within schools therefore, seeking to manage studies there and improve the school's level in many aspects of life, and, indeed they succeed in protecting the feminine presence (Debran, 2004).

1.5. conclusion:

The historical framework was discussed in this chapter. It provided the progressive era of women history in America during the first half of the twentieth century which was like the starting line for women's emancipation due to the second world war as the main motive. Besides that, it included the important turning points in women's lives during the period from 1941 to 2000; it started from the end of second world war that encouraged them to do civil right movement by black and white women to achieve their demand, and they discussed different issues: gender, marriage and so on. At the end of this period female gender was accepted in significant fields as education, policy...etc. Finally, the chapter lighted the major events in this period which considered as beginning to break the crisis by taking their liberation in their lives and reaching the same position with men in many aspects like education, military, politics... .

Chapter two:
women in the
workforce

Women in The Workforce

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2.1.Introduction :

The second chapter of this research consists of five sections. The first section discusses the different aspects of the feminist movement within the American nation. The second one clarifies the various American organizations of women's rights. The third section classifies the protective laws for the female gender in the American society as well as the workplaces. The fourth section demonstrates the effective role of women in many fields in life. The last one shows the impact of women's employment within society as a whole.

2.2.Feminist movement :

2.2.1.Definition:

Daphne (2016) found that the Feminist movement referred to a group of women acting together to improve their situational life in many aspects, in other words, it was women's movement among the hierarchy system of the nation seeking to grant respect and equal leadership opportunities from their male colleagues in the society, moreover, this movement born in the late 1960s, where American woman began to use the term feminist to be an activist toward the oppressing ideology and reform such groups calling for their civil rights, and treating the issue of sex discrimination.

2.2.2.Factors :

2.2.2.1.Consciousness-raising :

Many women made such sessions around the cities and university communities discussing about the wrong ideals among women in the American society, in order to raise the women's cognition about their problems then seeking to find solutions by reforming such organizations for getting access to the benefits of the united states ;as men gained, they were too citizens (Glenna, 2000).

2.2.2.2.Gender discrimination :

The important reason of this movement related to the women's discrimination from different opportunities, and even the ideological thought among women have led these groups to create a set of demands, seeking to be treated equally (Glenna,2000).

2.2.3.Feminism's main requirements:

Feminist movement varied on different aspects of life, there was radical feminism, which refers to the requirement of fundamental change in the political system within the nation, secondly; ecofeminism, which emphasized on the various roles of women in protecting the homeland between the 1960s till the 1980s (Glenna, 2000).

Additionally, Glenna (2000) clarified the basic issue of the feminist movement which addressed the poor women, and alone mothers for improving their ways of life, and qualify the status of women to more developed circumstances than the past, and for gaining the available opportunities for the middle class on many aspects.

Seeking for the equality was the main concern to feminists, they had accessed to the nation's benefits as men did because they were too a part of it, and expressing the passive voice of women's life and their health's protection from such crimes within the authoritative society like abortion, and rape (Daphne, 2016).

2.2.4.Feminism's Resolutions :

Female gender gained an important opportunity in the workforce resulted by the feminine groups' questions which opened a new range of jobs and permitted educational grades for women, in addition being a part in the political system of the country (Glenna, 2000).

Moreover, this movement has led to the invention of feminine skills and competencies, in which women's performance qualified professional in the world of work (Kathryn, 2000). In addition, Feminism caused the obtained laws upon women, thus women granted to take activist roles within the American society, according to a set of acts have been made by the American legislation, which eliminated the barriers in front of women's dreams (Glenna, 2000).

2.2.5. Feminism's main figures :

2.2.5.1.Bella Abzug Savitsky:

She was born on July 24th, 1920 in New York. Bella was the best feminist speaker in the house of representatives during the 1970s. She has graduated from Columbia law school then she contributed in many civil rights and civil liberties work, where

she was courageous and energetic on discussing the female issues in legislation such as the equal access to financial credit as men's (Kathryn, 2000).

2.2.5.2.Albright Madeleine :

She was born on May 15th, 1937 in Czechoslovakia. Madeleine has gained professional posts after her graduation from Columbia University, till she became the Secretary of the State on December 6, 1996. Her progressive career was significant for the American women's power on the top levels (Kathryn, 2000).

2.2.5.3.Hillary Rodham Clinton :

She was born on October 22nd, 1947 in Chicago. Clinton has graduated from Yale law school, she was the most activist on the social issues even her marriage to Bill Clinton, she refused to stay at home and broke the traditional view toward the women. She was a director, defender, and the only lady who has an impact on the American nation (Kathryn, 2000).

2.2.5.4.Ferraro Geraldine :

She was born on August 26th, 1935 in Newburg. Ferraro was the first women who ran successfully to gain a great governmental post, till she has been in the house of representatives where she had defeated about the human rights generally, and the women's rights specifically. In addition, Ferraro's voice was powerful enough for the women's movement period (Lynn, 2008).

2.3.Organizations formed by women for rights

2.3.1.Women's clubs :

2.3.1.1.Definition :

It was the first step for the American women into the lifetime and activism. these clubs treated educational, social, political, professional, and religious issues and problems from the ancient decades of the American history. these groups played a significant role in improving the women's position and liberate them from suffrage, also it changed the women's roles and brought to them their intended rights in the American nation (Hadley, 2018).

2.3.2. Women's organizations :

2.3.2.1. Coalition Of Labor Union Women :

It was one of the most significant organization for the women's rights, which defended the necessity of female's presence in the unions with responding to the women's needs: equally paid and health's care, these were the important issues of this group, which changed the male's consciousness toward women's movements (Kathryn, 2000).

2.3.2.2. American Association Of University Women :

Its foundation was in 1892. where American girls were forbidden from admitting in educational institutions and graduation, so that; this association sought to help girls to gain their studies, likewise, to protect the aspiration for women alive. Nowadays, it had widespread into the nation's different regions and its programs too, it supported women's graduation and leadership, defeating about gender discrimination within schools and universities as well (Kathryn, 2000).

2.3.2.3. National Association For Colored Women :

It merged in 1896 when it resulted in a powerful voice for the Black American community. It focused on the women's progressive ideals with fair decisions toward all the American women. This group retained an important point for improving the mother's circumstances with their children within the American nation (Glenna, 2000).

2.3.2.4. National Organization For Women :

It has been founded in 1966, seeking to improve women's lives and fight against gender discrimination within American society. its activists aimed at promoting women's status on the workplaces, and their opportunities for the election in the office with legal ways to reach their demands (Paul, Abraham, & Stephen, 2001).

2.3.2.5. National Federation of Business and Professional Women :

This club appeared in 1919, with new demands for the working women class calling for such legislative changes effectively, and protecting the intended rights of women in the American nation (Glenna, 2000).

2.3.2.6.National Women's Political Caucus :

This group advocated for electing women, who were supporters for women's rights to the office, treating such important issues for women's leadership on the constitution as well (Glenna, 2000).

2.3.2.7.Planned Parenthood :

It was one of the important organizations, that ran for the family-planning clinics in the united states, because of the birth control movement in 1930. it offered special care for mothers with developed devices. This group contributed effectively to the expansion of women's choices at the national levels (Hadley, 2018).

2.3.2.8.Women's Bureau :

It created during the world war I, seeking to protect the women's rights in the workplaces, with bringing all the interests of working women from the government as convincing the Congress by passing the Equal Pay Act of 1963s. in addition, its activists advocated powerfully about women's status within the nation as well their professional leadership on such political posts (Glenna, 2000).

2.3.2.9.The Congress of Industrial Organization :

It has been founded in the mid-1930s, its philosophy offered women more opportunities in the labor force, where there were more than hundreds of thousands of female workers over their factories (Glenna, 2000).

2.3.2.10.Industrial Workers of The World :

It was one of the most important labor unions in America, it helped many woman to enter the workforce's world, as for man too. It proved specific support for women's suffrage (Glenna, 2000).

2.3.2.11.League of Women Voters :

It seemed to be the most important suffrage organization, it sought to attain women with the right to vote, and encouraging working women class to reach their intended life with comfortable circumstances. This group widespread through its efforts on different aspects, in order to realize the better for the American public,

where it issued the environmental protection, and the best schools to be the home for many girls and working women (Paul, Abraham, & Stephen, 2001).

2.3.2.12.National Women's Party :

It was the most militant suffrage group for women's rights, seeking to the equality with men, and improving the lifestyles of female gender within the nation, that is; granting women's working class definite opportunities on the labor legislation (Lynn, 2008)

2.3.2.13.National Consumers League :

Glenna (2000) represented it as the most effective group consisted of two classes ; the working class women and the middle class reformers, this collectiveness aimed to improve the job's conditions for women's labor class. its activists spoke aloud to women's clubs, labor's unions, and legislative committees about the necessity of the protection toward the female working class, even younger or mothers, this group succeeded to adopt protective legislation for female laborers about the length of the work and offering rest periods for them.

2.3.2.14.National American Women Suffrage Association :

It has been found in 1890, after a generation of bad feelings, when it was a major suffrage group in the united states which fought to offer American women the right to vote in 1920, in order to bring the liberty for them, likewise proposing the issue of women's suffrage, seeking to weaken the male's authority (Kathryn, 2000).

2.3.2.15.National Congress of Parents and Teachers :

Glenna (2000) clarified that its founders were the mothers of students, intending to evolve the school's conditions, in order to promote the student's levels, with building public support for school's programs. This group served as a beneficial training basis for female leadership.

2.3.2.16.Women's Equity Action League :

It was found in 1968, their activists supported the feminist goals, and the intended issues to reach the equality to men, and they fought against the discrimination in taxation and sex bias in the security system (Lynn, 2008).

2.3.2.17. Women's International League for Peace and Freedom :

Suzanne (1999) demonstrated that this was a female suffragists group who sought to expand the issue of peace over the community, by asserting the important components of peace inside the notion as equality, freedom, justice, nonviolence, and opportunity. In addition, it aimed to end all the varieties of sexism, racism, classism, and all the forms of violence toward women as rape and exploitation.

2.3.2.18. Women's Campaign Fund :

It was the first organization which ameliorated to provide financial support for the women's speakers about women's equal rights and issues. And indeed it raised money for them and training (Suzanne, 1999).

2.4. Laws protecting women's rights as a worker:

2.4.1. Affirmative actions :

As Paul, Abraham, and Stephen (2001) defined it as the set of programs that sought to correct the past of effects of discrimination through treatment on different aspects. These actions aimed at the equality of opportunity for both genders within the American nation. Many female groups work to grant women with considerable efforts, and the intended means to be on the top levels by using legal ways.

2.4.1.1. 19th Amendment :

It offered all the American women the right to vote on August 26th, 1920 officially behind years of suffrage .even though this law has ratified many times from the governors , women's campaign captured all the various images of their suffrage till it became a part of the constitution in 1920 overall the American nation (Glenna,2000).

2.4.1.2. Equal Pay Act of 1963 :

The equal pay for man and woman was a matter for the woman's groups, seeking to the equality within American institution. women's activism hoped equal pay for the same jobs or even the comparable ones. This law passed by the Congress in 1963,

then it reached indefinite destinations, but women's campaign remained about the equal payment (Lynn, 2008).

2.4.1.3.Civil Right Act of 1964 :

It was a remedy against the discrimination of color and sex for the employment in the workplaces, in which women gained an immense value on the workforce's opportunities in 1966 (Daphne, 2016).

2.4.1.4.Educational Act Amendments 1972 :

This act was one of the most important laws toward women's rights, because it expanded their enrollments, and came against the traditional rules, which discriminated girls from colleges and university's graduation, consequently, under this law, many women succeeded in professional study's domains to appear with a modern picture within the American society, and charged fifty per cent posts in universities with male's (Glenna,2000).

2.4.1.5.Equal Rights Amendments :

Lynn (2008) showed that it prohibited the differentiation over women's biology in the constitution, that is; a woman should be treated as a man without any consideration to sexual differences. moreover, many women's groups re-examined the issue of equality within the states, seeking for granting the intended laws had already passed by the constitution, even the huge role of supporters, and women's liberation activists, but this amendment failed to reach the road of equality.

2.4.1.6.Equal Credits Opportunity Act of 1974 :

It prevented the discriminations which based on sex and status, that is ; obtaining credits to women on their own names as a single one no consideration to their social situation, seeking for their liberation (Suzanne,1999).

2.4.1.7.Pregnancy Discrimination Act 1978:

This act prohibited the segregation toward the pregnant employer, or mothers who were able to function on the job's major tasks, and arguing that pregnancy is a voluntary condition not a disability, in order to preserve female's rights on the

workforce, and offer them more suitable conditions in the workplaces, because of the considerable campaigns across the political system (Debran,2004).

2.4.1.8.Economic Equity Act :

Suzanne (1999) identified that this law passed by the Congress in 1981, seeking to promote the women's status economically, and issuing the female problems such as retirement, taxes, education, and access to credits.

2.4.1.9.Civil Rights Act 1991:

This law offered more protection to the working class and defeated against discrimination toward color, sex, and origin, considering all the different factors that affected the business's goals and management (Lynn, 2008).

2.4.1.10.Civil Rights Restoration Act of 1988 :

Upon the research of Suzanne(1999), This law prohibited the federal institution to lose their funds on the abortion's performance, and permitted them to refuse this crime within it, in addition, banned any type of sex discrimination, status, and age at the educational institutions which received funds.

2.4.1.11.Women's Health Equity Act :

Its basic requirements were to create an office for women's health and treatment, that is; offering special health care with developed areas of research on the field of medicine for women's health, seeking to gain more protection within the American nation (Suzanne,1999).

2.4.1.12.Women in Apprenticeship and Nontraditional Occupation Act of 1992 :

It offered grants to support women in apprenticeship and nontraditional occupation to gain business jobs, and help the employers to prepare workplaces for female employees, seeking to obtain welfare job's conditions in the skilled trades, and technical positions (Suzanne,1999).

2.4.1.13. Congressional Workplace Compliance Act of 1995 :

The act followed the set of laws which respond to the complaints of women at a wide range from the congress institution, prohibiting all the various discrimination toward female presence on the workplace (Suzanne,1999).

2.4.1.14. Violence Against Women Act of 1994 :

The law protected the female presence from the domestic violence, that threatened their lives by providing such penalties for the assailant, in order to prevent the violent crimes motivated by gender in a legal way (Suzanne,1999).

2.5.Role of women in some fields :

2.5.1.Woman In Agriculture :

Sofa and Cheryl (2011) determined that The female workers in the American farms succeeded in deconstructing their own lives, and contributing on the succession of the trade for the American economy, even though of the ancient problems they had found in the past, with the elimination of the government farm programs, as Glenna (2000) mentioned: "women who have worked in the field have had lives filled even with greater difficulty "(p.19).

On the other hand, women activated their capacities, and called for their needed means, in order to improve the farm's conditions, which suited the nature of farm and facilitate the difficulties there (Glenna, 2000).

2.5.2.Woman in architecture :

Although the passive appearance of female in the architecture 's schools over the American history, a few women embraced themselves to be part of it, during the twentieth century, so that, women were permitted to be a student in the architect's universities, and they gained respected roles as interior designers and decorators, that is; they began to perform such professional posts as man did, as Glenna (2000) claimed : " although women have had difficulty becoming professional architects, there is a long history of creative design by women in the area of domestic

architecture and interior design "(p.29)., in addition, the feminist movements assisted the female's admission to the architecture's schools.

Consequently, woman imposed their capacities in the domain of architecture, by the aspiration of their homes, as it was recognized for the American nation, that the house was the workplace of women, therefore, they developed the design of houses into various decorates, in order to make it more comfortable efficiently, simultaneously, they succeeded to portray the women's super-abilities (Allison, 2018).

2.5.3.Woman in Business :

Gary (2018) found that, by the late of the 1960s, due to the feminist movement's demands, many things have changed, upon the obtained laws, that had been proved for the women's rights; as gaining access to credit on their own names with the permission of educational admission, women were able to accomplish their career in the business world with higher levels.

Unfortunately, women's progress was complained by man's traits in banking houses and corporations, because of men's drive and aggressiveness, where, woman could not be defined with the same traits which described as a glass ceiling in front of businesswomen, so, they failed to reach their road to millionaire, as Glenna (2000) argued : " yet scholars still speak of a 'glass ceiling' for women in business that prevents women from rising to the very top "(p.50). As a result, today women accomplished their dream to gain higher corporations, by the coming of the developmental technologies which contributed to their progress (Gary, 2018).

2.5.4.Woman in law :

Woman was treated unequally in law's acts; they prohibited from a set of actions by the constitution in the past. By the early twenties, due to the radical movements and feminine ones ,with the updated laws, the woman reached a part of her rights. Moreover, women were forbidden from gaining certain posts on the Congress, even their access to the law schools, they suffered from gender discrimination in performing such governmental works, as a result, a few women today have been partners in the Congress's houses, and a member of the supreme court of the united states, so that woman broke the traditional views and created a name for her on the

judicial world, also she liberate herself from the male's authorities due to her competencies on legal ways (women as lawyers and leaders, 2015).

2.5.5.Woman in media :

Glenna (2000) showed that it was the impacted careers for women's aspiration from the ancient decades, according to the revolution of the feminism, many female journalists demanded to gain their opportunities to publish and report greatest varieties of news on broadcastings, and print with being TV anchors seriously.

Consequently , many female journalists represented in the all different communication's means, in which they enjoyed an immense influence on the world of media, one of the most influencer of the American television was Oprah Winfrey who aspired many women by her professional TV show, even all the world viewers (Linda,2017).

2.5.6.Woman in medicine :

Previously, women gained a small percentage of the medical profession, even their remarkable achievements in the medicine world, as far as, it was still difficult for young women to enter the medical schools regardless of the girls' interest, so that the medical professions seemed to be just for males (Gianna, 2015).

According to Glenna (2000), due to the appearance of the feminist movement, a change has been occurred for the girls on the field, under the educational amendment, which prohibited discrimination against women's admission, therefore, many girls would realize their dream of being nurses or doctors. As a result, women existed in the professional era of medicine to contribute with immense progress on the field. In addition, many female doctors supported the issues of women's health within the nation as Glenna (2000) said: "the new composition of the medical profession has also helped direct more attention to issues of women's health" (p.194).

2.5.6.1. Her achievements :

Todd (2015) found that Helen Taussig invented the developed surgery for saving the lives of babies, who were born with congenital heart defects in the early 1940s.

Glenna (2000) showed that Virginia Apgar invented a method to determine which babies needed the special attention after the birth, in order to take care of them for survival, it was known as the Apgar scale, it was used in 1952 till today.

2.5.6.2.The role of female nurses :

Nursing tended to be an ancient female profession, even it was predominant by man, ,but women did their best to improve the health's care of the American public, they move to the poor cities, where they offered medical support for families, and they assisted in creating hospitals in the ignored regions, additionally, they served in the military system to help the nation the period of war (" American history" n.d).

2.5.7. Woman in Education :

Women had just joined to high schools where they fought to obtain access to the academic institutions, and gaining graduations from higher schools and professional universities, even though the great success of girls within schools, thus, it had been a serious defense about the women's right to be admitted in the professional fields, and higher educational grades (Thope, 2017).

Until the constitution passed the title IX of the Educational Act Amendment in 1972, women gained the opportunities to be educated in higher schools, and graduated from law universities and medicine ones, in which they succeeded to perform as college professors, and college presidents, as Glenna (2000) claimed:

women are college professors as well as elementary school teachers. They are principals and superintendents. They are college presidents. And they are students in law schools and medical schools, where less than 10 per cent of the student body were female in the 1970s (p.108).

Therefore, they promoted the level of knowledge with immense progress on the different aspects of life, in addition, women built their own careers on the domain with remarkable success for the next female generation in America (Jennifer, 2009).

2.5.8.Woman in politics :

By the early twentieth century, a few women used to participate in the state of the legislature as men's honor, avoiding their gender and women's issues, till the women's movement took its road to the equality. Many women entered the workforce, they wanted to gain a political role too, in order to reproduce their rights among the government (Jessika, n.d).

Since 1968, the female politicians have had an important role in the public office where, they supported the programs of the female officeholders issuing such social problems as; poverty, slavery, and children's care. Moreover, the number of women in Congress increased undoubtedly, they influenced significantly in solving the different problems, which related to home and motherhood. And, issuing a wide range of women's obstacles within the American nation (Susan, 2001).

2.5.9.Women in War :

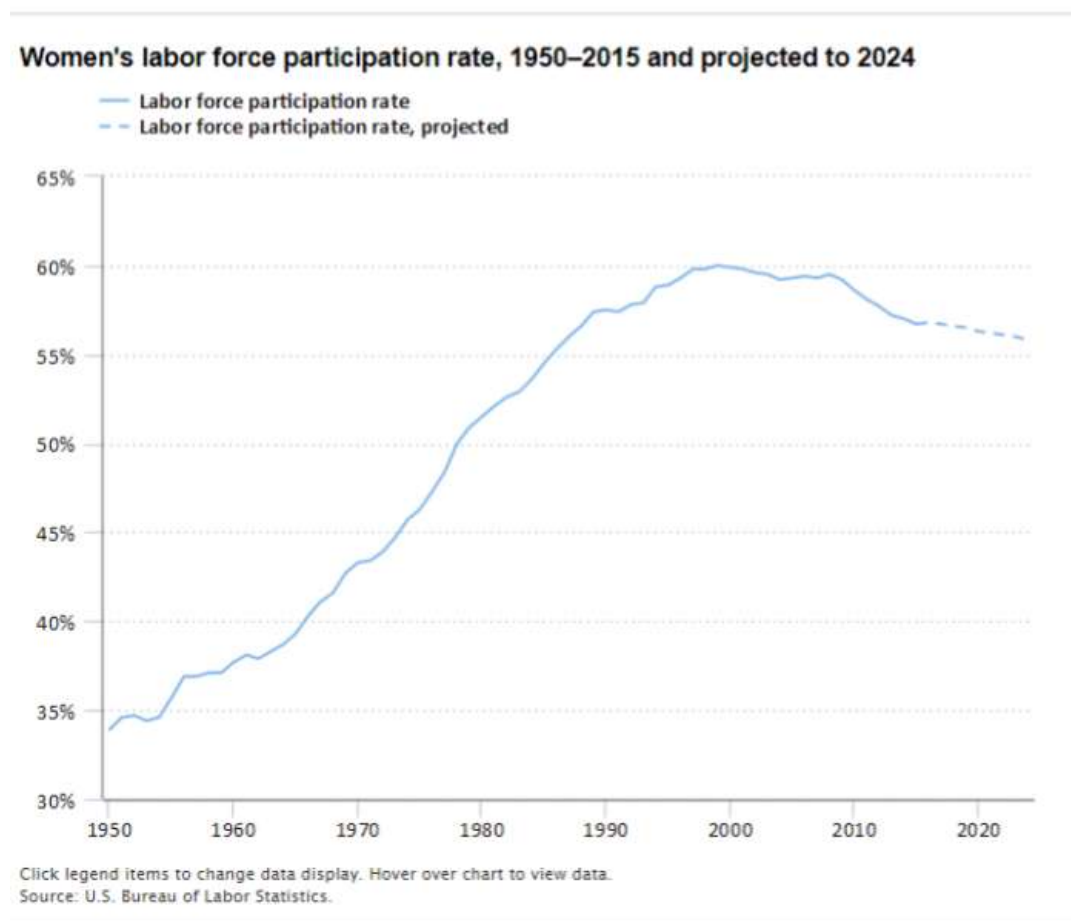
The considerable contributions of women during the two world wars, had granted them such protection from the government. Women helped in the fulfillment of men's jobs, who moved to the war, and they succeeded in retaining the economic status of the nation at the international level to be on the top. In addition, many of them assisted the national army as nurses with the medical tools, where others performed in such combat duties to minimize the effect of war for the American public (Jessika, n.d).

Consequently, the war era invented a change within the American society, women entered the workforce paid, that is; to offer a new definition to women's role rather than the traditional ones. Moreover, it created opportunities for the female appearance to be a worker in the different ranges of work, regardless of their sex or color. Therefore, they asserted their presence by their undoubted competencies in the world of work, even it was for a limited period of time. Nevertheless, after the end of the war, women lose their great jobs, but it was a new road to liberation for them, an experience for the future in the world of the economy too (Glenna, 2000).

2.5.10. Women in the labor force :

2.5.10.1. Women's participation:

Women's rate increased on the participation of labor force during the 1960s and the 1970s, to peak up in 1999 to reach 60 per cent, as a result, a large number of married women and mothers entered the market labor to share progressively in the labor force. There were 18,4 million women in the workforce in the mid of the twentieth century, which had been increased to 66,3 million by the early 2000s. Consequently, women's rate continued to grow at higher averages more than the male's in the labor force (Mitra & Teresa, 2017).



1.2.Figure02: Women's participation rate progress in the labor force within the American nation from 1950 to 2015 and up (Mitra & Teresa, 2017).

2.5.10.2.The quiet revolution:

Women's rating progress seemed to be a revolution within the American nation, challenging the authoritative rules and marking a professional development in the labor markets, regardless of their social situations, mothers contributed with a great capacities which revealed the various skills of women in the world of work, as Claudia said: " young women entered nicer, cleaner, shorter-hour, and thus more respectable jobs"(p.5). Moreover, it was a point of change for women's position from jobs to careers according to their occupation and employment, which defined their fundamental identity in the human achievements within the country (Claudia, n.d).

2.6. The impact of women's employment:

2.6.1. Women's impact on the social work profession:

Today, women's employment continues to make definite contributions on the social work profession, where they demonstrated a range of additional skills that permitted them to be effective within the American society, where they act in various roles as; academics, clinical practitioners, activists, educators, legislators, and so on, in order to assist people to overcome the different challenges in life. As a result, many female workers have made a difference and progress in the lives of people every day (" women in the social work profession", 2009).

2.6.2. Women's effect in the American society:

2.6.2.1. Women's effect on the economic aspect:

By Annie (2014), one of the most important trends was the flood of women into the workforce, who led to sharp higher economic output, where the effect of women's employment was basically striking, because of their quantitative contribution in the development of economics of the nation, that was apparent in the family's financial progress, and the largest economy ever for America, as she said: "if women's employment patterns had remained unchanged for the last three decades, the economy would be about 11 per cent smaller, translating into \$ 1.7 trillion in lost economic output in 2012" (para.3). In addition, female workers considered to be the essential cause of the global strength of America, which granted its female in the most skillful workers in the world.

2.6.2.2. Women's effect in the family and home:

Even though the various capacities of women's employment appeared in the workplaces, and their greatest achievements within it, but they neglected their family's care, because the force labor's infrastructure does not support the worker's family's responsibilities such as earned sick days and job-protected paid parental leave. As it is known, women are the major caregivers within the family ("Status of women in the states, 2019).

As a result, many children and adults were neglected by their mother's employment, where they took the responsibilities of the household by themselves, likewise, they made an apparent tension between both spheres of family, that could lead to set of problems and probably to divorce as she mentioned: "as a result of these changes, adults in households with children became much more likely to juggle paid work and unpaid family care giving responsibilities"(p.14). In addition, other parents juggled the home duties of the modern life there, so that, women's work has destroyed the harmonic structure of life within families, and the family sympathy there (Suzanne, 2011).

Due to the time regulation toward women's employment, they could give more care to their children and their parents during the day, where, others spheres of family help each other to protect their balanced life, in order to improve their financial circumstances within the recent years of advancements in the American society(Suzanne, 2011).

2.6.2.3. Women's effect in American politics:

The history of politician women was long and empty by achievements, even before the nineteenth Amendment gave them the vote in 1920. The activity of women in politics was a leap at the beginning of the 1960s. In all levels of American policy, women had created a strong and pivotal history; they are public leader, elected official and supply critical power behind the scenes. Thus, their role in American political life had profoundly influencing social movement, civic life, the provision of charity and social welfare. They also had a great history of partisan activities ("Women in Politics", 2019).

Women politicians in the 1960s and 1970s served as important ambassadors for the expanding roles for women in American society, whether they were specifically feminist or not. Representatives like Bella Abzug (New York), Millicent Fenwick (New Jersey), Shirley Chisholm (New York), Patricia Schroeder (Colorado), and Patsy Mink (Hawaii) worked effectively to increase women's visibility in politics; women governors such as Connecticut's Ella Grasso and Vermont's Madeleine Kunin demonstrated prowess on the state level ("Women in Politics", 2019, para.8).

As result, women played important roles in American politics. They changed many things when they entered and held important positions in Congress. They defined and supported the bill which stated to solve social problems (as sexual harassment), equality with men, and women's rights. They also voted especially on issues involving the use of force (war or foreign interventions) and social justice. Furthermore, politicians learned that ignoring the presence of women in the political arena and the importance of their role was peril ("Women in Politics", 2019).

2.6.2.4. Women's effect on education:

The life of women changed and this changing are reflected in many women's career choices and degree tracks. Then, women had many chances in both business and education when they had taken advantages of these circumstances, and the feminist theory worked on shaping cultural notions about women's skills, abilities, and intelligence. Moreover, women were presented and worked in the American higher education system in both public and private institutions (Lisa, n.d).

Lisa (n.d) in her research found that, women who were educated and had been leaders, had important roles in women's suffrage and the advancement of feminism. According to that women's higher education progressed on many levels, but that did not mean they will have higher income or employment advancement. In addition to that Lisa (n.d) said:

Jacobs (1996) conducted a study in which he found that "Gender inequality can persist despite high levels of education for women" and he stated that, "the gender gap in earnings in the United States does not stem from the fact

that women spend too few years in formal schooling” (p. 176). This researcher endorsed the notion that highly educated women have more support for women’s issues, feminism, egalitarianism, and political involvement. Other public and social areas positively affected by women’s education include “improvements to health, welfare, and society” (Jacobs, 1996, p. 176).

Furthermore, according to Lisa educated women had low fertility rates and higher care about their children's health. This fact supported by Jacobs: “In developing countries, women with more education marry later, are more likely to use contraceptives, desire smaller families, have their first child later (but breastfeed for fewer months), and have a lower total fertility rate than do less educated women” (Jacobs as cited in Lisa, n.d).

2.7.Conclusion:

The framework of this chapter clarified a set of achievements by the American feminist movements, which encouraged women to construct organizations to call for their rights, however, these organizations reached some required ambitions, whereas not. Furthermore, it highlighted the obtained laws by the American constitution, that was granted women to a higher status in the society and gained political protection on many aspects. As a result, the end of this chapter captured the various competencies of women's performance in the different fields of life, likewise, the apparent impact of women's employment on many aspects within the society.

Chapter three:
the difficulties faced American women

The difficulties faced American Women

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3.1. Introduction:

After discussing the historical framework of women's lives and the practical ones in the American society from 1940 to 2000, this chapter highlighted the barriers that stand in front of women's ambitions. These difficulties referred to the issue of gender differences, which affected the women's progress, then, the other social problems concerned with violence, class struggle, and female labor.

3.2. Gender:

3.2.1. Women's lives in the past:

According to Deborah (1991) women were nonexistent in the American law; they restricted by several rules which prohibited the wives from practicing their natural rights; bequeathing, convey the property, initiate legal actions, and education....This view was supported by Alfred, Lord Tennyson in his celebrated phrase: "a wife stood in legal relation to her spouse as something just 'better than his dog, a little dearer than his horse' "(Alfred as cited in Deborah, 1991, p.10).

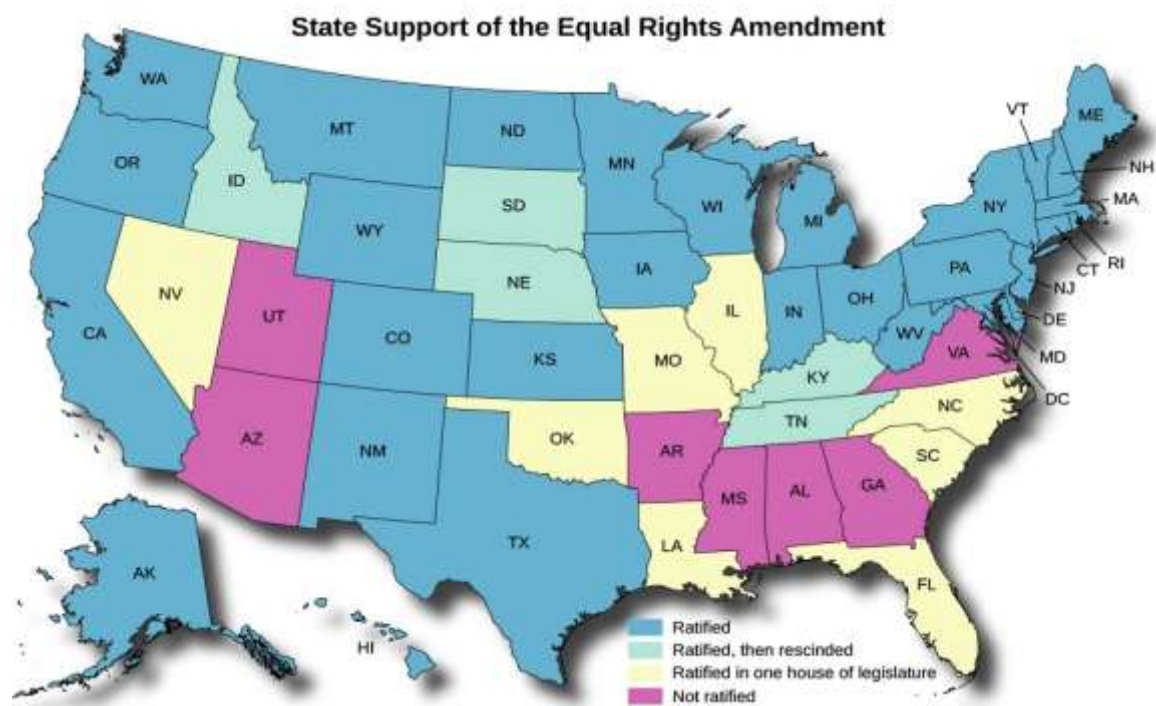
3.2.2. Women and government:

In addition to that, the government motivated the population to live in the country and form families based on the suburban life style. After the end of the war, it did the best to convey them to return to their role as housewives. With intimidation of a modification in the feminine role, the government's efforts seek to ensure their common presence which appeared on their obedience to their husbands, in other words, it seemed that the government obliged them to function within their houses instead of outsider ones ("the fight for women's right," n.d).

The government began to spread the idea that women should be joyful in doing homework (cooking, washing,...), however, they viewed that women could replace men in the work even work like them or better in some places. It spreaded the idea of "ideal women" as housewives by using national media including topics that spoke about cooking, child rearing.... ("The fight for women's right," n.d)

Even though the governmental limitation toward domestic gender, but women's campaigns fought for their new role, where many national organization supported the

demands of the equal right amendments which required equal treatment for both genders. It has ratified many times from Congress. In 1978," Congress voted to extend the deadline of ratification to June 30, 1992. Even with the extension, however, the amendment failed to receive the support of the required thirty-eight states; by the time the deadline arrived, it had been ratified by only thirty-five, some of those had rescinded their ratifications, and no new state had ratified the ERA during the extension period." ("The fight for women's rights," n.d).



1.3.Figure03: The states supported the Equal Right Amendment and which did not ("the fight for women's rights," n.d).

3.2.3. Congress's limitations:

Many professional women have removed from their jobs, because of the perception of the political lives that believed women could not manage two responsibilities at the same time, regardless of their successful performance. Politicians have exploited the domestic sphere of women, in order to prevent them from functioning in the world of work ("postwar gender roles and women in American politics," n.d).

3.2.4. Gender's roles:

For the American society, it was obvious that: "women were naturally nurturing, emotional, and sensitive to others, whereas men are naturally aggressive, active, rational, and dominant" (Skinner & Radford, 2006, p.23). This distribution of roles had eliminated the women's function within the nation, and it had caused a set of obstacles in front of them, which retained face women in the workplaces, however, the feminine gender specialized in a relatively limited space of activities; that had been culturally arranged for women to be universal in history (Skinner & Radford, 2006).

3.3. Violence:

3.3.1. Female's suffrage:

Deborah (1989) showed that women were victims of a set of acts of violence, which threatened their lives within the American society, without any legal protection. This social problems demonstrated on the sex aggression and exploitation by different ways for women, so far, the most radical movements issued the all the frames of segregation, that occurred to women, which remained as described: "unnamed, unreported, unchallenged, and unchanged"(Deborah, 1989, p.230).

Across the feminist movements, the feminine problems have been clarified on sex and violence, in which attracted a great attention as harassment, domestic violence, and rape, where many women challenged the rational traditions that discriminate them (Deborah, 1989).

3.3.2. Sexual harassment:

Women were victims of acts that related to sexual harassment, which affected their advancements within the American society, they have been suffered from various shapes of harassment like: assault, battery, blackmail, breach of contract, and intentional infliction of emotional distress. These problems have been neglected by the judicial system in the past; women were seemed to be away from legal protection. The court had assumed that women would face any way of abuse during their railroads as Deborah (1989) mentioned: "woman would meet nothing, see nothing, and hear nothing to wound her delicacy or insult her womanhood"(p.231). Whereas,

employees and students were subject to abuse in everyday, but the judicial assumptions refused their allegations about sexual troubles (Deborah, 1989).

Consequently, sexual harassment was considered as a perennial problem within the American nation, where women had to be smart enough to face the different difficulties that the environment presented according to such exploitative conducts. Till the mid of the 1970s, the American law brought such legislative recognition for the women's campaigns, which demanded their right to be protected as men, and to live in harmonious circumstances (Katharine, Mackinnon, & Reva, 2003).

3.3.3. Domestic violence:

3.3.3.1. Definition:

It was described as spousal violence, which took place in every hour of a day. Domestic violence involved psychological, verbal, sexual, or economic abuse, all of these problems occurred because of jealousy, controlling behavior, hypersensitivity, drinking Alcohol and Drugs, or being quick to anger, which caused diseases on women's health mentally and physically(Michele, 2015).

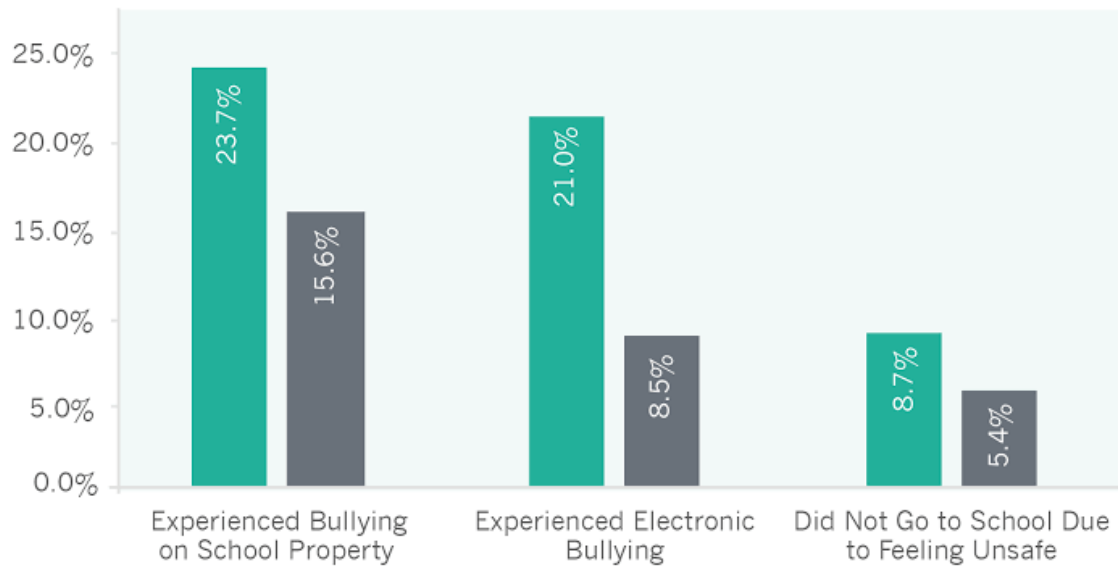
Eventually, it seemed a national problem that affected many women within the society as has been mentioned: "Victor and Felder argue that domestic violence is a crime that causes, just as stranger crime does, physical and emotional injuries" (Debran, 2004, p.731).

3.3.3.2. The effect of domestic violence:

This form of aggression happened a mostly between spouses and lovers, where many females faced everyday within their homes, which could lead to the death or permanent impairment, however, there were about one-third of all female of homicide victims because of their male's aggression, even a friend or a family member, where it has been a social problem in the American nation (Deborah, 1989).

Moreover, this violence revealed the other gender inequalities and reinforced such patterns of the traditional culture, where women experienced in their daily lives different aggressive behaviors that threatened their lives, and their families, even their children affected by it, particularly girls. Due to the rise of feminist movements, wife-

beating regarded as a criminal offense in American law, additionally, women would have more options for protecting their lives as divorce (Deborah, 1989).



1.4.figure04: The effect of violence toward girls' education (Women's bureau, n.d).

3.3.4. Rape:

3.3.4.1. Rape culture:

The issue of rape was widespread within the American nation, because it seemed not a serious problem, which has been refused or ignored by the society, due to the traditional culture that reaffirmed the male's dominance over women's presence, so that, women were victims of this sexual abuse, which could cause such impairments on their bodies, or lead to the end of their lives, and create emotional scars that last a lifetime. In addition, the political system had given no protection to the rape victims, and many of them were ignored, because it viewed that rape did not exist in the American institution, likewise, the politician had put such punishment to the abusers in some cases, not for all the public (Veronica, 2018).

3.3.4.2. The Rape problem:

In everyday life, American women faced this shape of aggression, regardless of their social situations; even workers were victims of sexual abuse in their workplaces, where many of them were blamed because of their works, in order to fix this phenomenon. On the other hand, the blame needs to be for the social standard that oppressed the female's presence without crime, in contrast to the man who is, in fact, the cause of this problem (Deborah, 1989).

On the other word, Kathryn (2000) illustrated a view of rape which was argued by Brown Miller who explained it as: "a conscious process of intimidation by which all men keep all women in a state of fear"(p.7).

3.4. Classes:

The word class referred the social background of women, which would clarified their status on work, and the diversity of the difficulties that they would face in the workplaces, where they could function according to their social class, and build their careers there, because one of the important factors for the leaders and politicians was the class differences that reflected in women's employment beliefs and behaviors (Kathleen & Eunsil, 2017).

3.4.1. The upper working women class:

The richest females struggled with the work-family constraints, which shape their beliefs and behaviors as the other women of lower classes, because the upper setting oppressed them for certain recommendations, furthermore, this class qualified a set of rules for women's employment that granted them with such opportunities on the workforce (Kathleen & Eunsil, 2017).

Even though the wealthy economic status of women within this class as well as the educational level, they suffered by the ideologies of the hierarchical system, which refuse women went to work, where many of them were oppressed to stay at home, because of their class's arrangement in the American society, besides, many ladies have segregated by the workforce's conditions, that brought no protection for them, in order to remove them or make them leave the job (Nancy, 2015).

3.4.2. The middle working women class:

Most American female workers are belonging to this class, which has been hit above the line of poverty. These ladies fought to hold various types of jobs, and to break the social barriers in front of them as poverty, domestic violence, and bad conditions on work's time. In addition, the middle class's lives characterized by the hard work, in order to reach the financial achievements that they sought (David, 2011).

The workers of this class were segregated by the male's dominance over the national workplaces, which refused to admit females in the workforce, even the fewer female workers were suffered from sex discrimination within it. But this class were more likely to gain jobs and make their destinies than the lower class, because they were independent and powerful in building their careers in the leadership's positions as well as the world of work, whereas, the male's authority had decreased their identifications (Kathleen & Eunsil, 2017).

3.4.3. The lower working women class:

The poorest female was struggling by the authoritative system, which oppressed them to work in worst conditions, facing a set of aggressive abuses within the workplaces, as well as unpaid labor. Beside these obstacles, they had a less educated background that decreased their opportunities to join jobs, and the sex's control that eliminates their choices on the labor force, because of the male's dominance over the job's opportunities. Moreover, it is widely known that the lowest social classes treated by the gendered-based oppositions, which assess their capacities in performing specific jobs as courage, patience...where it was a figurative treatment, in order to refuse, delete, or remove them according to their social context and status within the nation (Acker, 2019).

3.4.4. The working class:

This female class was the oppressed ones too, because of the lowest income of it, as it was known for the Americans; they work on different kinds of jobs by their hands, because they have neither educational grades nor a recognized status, which shape their type of work within the nation (Acker, 2019).

3.5. Female labor:

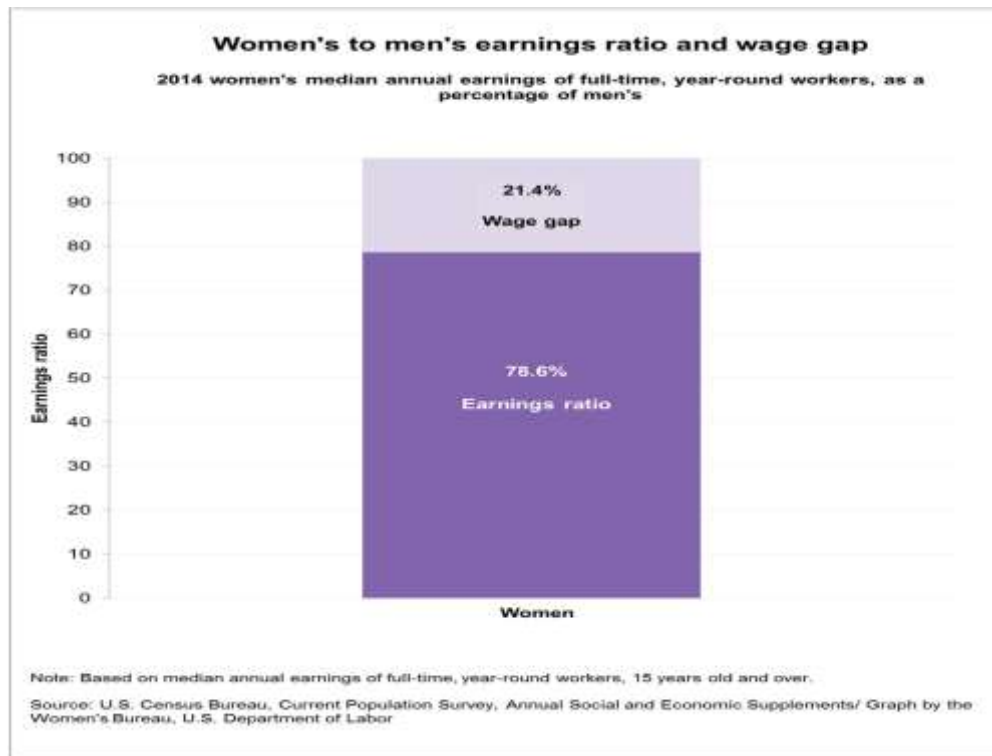
By the early 1950s, many women have entered the workforce after struggling a set of obstacles, that prevented them from participating in it, where it was characterized by race and ethnicity, but they challenged the traditional barriers and fought to reach a remarkable destinies in the American economy, likewise, they contributed to the development of the country, where they build for themselves professional careers (Mitra &Teresa, 2017).

3.5.1. The national picture:

It was widely known that the man was the dominant in the workforce, whose participation was the large over the national economy than the female's, because the domestic labor appeared to be the autonomous system of exploitation and oppression that affect women, according to the hierarchical order which was disproportionate the numbers of women at the bottom, whereas men's at the top. This order preserved the traditional views toward women which confirmed the association of masculinity with leadership, and femininity with supportiveness (Acker, 2019).

3.5.2. Earnings:

According to Debra (2004), the labor's bureau showed that women still earned a fourth less than men, even they worked full-time, and America lived its sustained period of prosperity, as he said: "women earned only 76 cents for every dollar a man earned in 1999" (p.595). Therefore, it was obvious that this gap between both genders revealed the traditional inequalities within the labor force, which offered the American women lesser social position, less value, fewer rewards, and no wealth. These factors were the main part of inequity that mattered women, in this context Debran (2004) said: "This fact tends to suggest that the "traditional wage formula" may be unbreakable even in the wealthiest of times" (p.595).



1.5.Figure05: The earning's gap between women and man in the American economy (women's bureau, n.d).

3.6. Conclusion:

The ground of this chapter arranged the various forms of abuse that affected women's progress in the American society, and prevented them from functioning in the labor force's places, however, these obstacles touches women physically, mentally, and emotionally in which they struggled it during long periods of lives, according to the oppressed standards of the society there. In addition, it remained a traditional vision that preferred man's abilities than women's. In fact, it was a motivational point for women to reach professional levels in the world of work.

General conclusion:

During the previous decades in America, women were not considered as men in society. They suffered more from the poor dealings, unfair laws under the male's dominance, the severe rules of the system and the social standards. Because of these problems, they decided to fight them, in order to improve their position in society and to achieve equality with men.

Although, the women's suffrage was horrible with those obstacles, today, they are able to create a social position for them, in order to show the traditionalists and males their competencies to stand up within the hierarchy system, likewise, challenging the workforce's barriers that prefer men's abilities than women's, in which they became in more higher status of labor force participation.

By the changing of woman's life, she was responsible for two roles at the same time; her house duties and her job's function, as men in the workplaces as employment. Thus, this research attempted to investigate the effect of women's employment in their role in American society in the first present decades.

In doing so, we gave in the first chapter of this study an overview of women's life and how it developed, from the ancient times till nowadays, when we found that woman suffered from a set of discrimination upon the men's authorities which neglected them in the society as a citizen who had rights and duties. although America is considered as the first developed and powerful country, subsequently, she was nonexistent, where her influential part was limited to society. The first half of the twentieth century, the role of woman has changed gradually, because of her interaction with the world of work.

In the second chapter, the research offered a large space to speak about woman within the workforce and how she took legally her rights by the feminist movements, in addition, the main feminists are presented to show their effective role in promoting the American status for women's employment.

After that, women succeeded to establish many organizations to defeat their traditional circumstances, their rights, and to obtain recognized roles in many fields. As a result, American society has been affected by this great change in women's life;

women's work has influenced in the American society on different basic sides; they contributed significantly in the growth of the national economy which advanced to higher statistics ever in the world, better than the ancient ones. Then, their recognized abilities in the educational institutions to develop their lifestyles there. In addition, they Impressed the political life with successful achievements for the women and the whole society. Whereas, they destroyed the composition of a harmonic life within the families, where they neglected their children, who have faced such social effects alone in American society.

We conclude our study by investigating the difficulties that faced woman in her career. There were three main obstacles; gender, violence, and classes, where a woman suffered mostly about their biological sex with the different forms of abuse under the men's dominance over the workplaces. Although, those problems reduce the influential part of women's role in American society. In fact, they motivated or pushed them to work hard to reach incredible highest positions within the nation, as men's or better than them.

However, the woman arrived at progressive destinies within the world of work as well as the society, simultaneously, she ignored her essential role in her family as a married woman. Likewise, she seems not to achieve another higher positions as to be a president, because she is still a woman, so, the woman should be aware in making her ambition in life, and especially within the American nation, she has to function as men mostly than her neutral being. The question would be still asked until she finds her way to realize her ambition.

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الملخص:

عانت المرأة في المجتمع الأمريكي على مر العصور من العديد من المشاكل كالعنف و العنصرية والمعاملة غير القانونية تحت سيطرة الرجل. ولكن بعد الحرب العالمية الثانية تخلصت من تلك القضايا بدخولها إلى الشغل ، وتشكّلت حينها حركات نسائية مختلفة. وبهذا تغيّر دور المرأة في المجتمع الأمريكي من كونها بنت، أخت وزوجة – دون أي تأثير على المجتمع- إلى فاعل مهم، حيث لها حقوق وواجبات مما يجعلها عنصراً مهماً في المجتمع الأمريكي .

يتناول هذا البحث تأثير عمل المرأة على المجتمع الأمريكي خلال النصف الثاني من القرن العشرين وذلك باستخدام المنهج الوصفي والكمي بغية إعطاء طابع دقيق للمعلومات وتحقيق أهداف المذكرة. وقد خلّصت هذه الدراسة إلى نتيجتين رئيسيتين: زيادة مشاركة المرأة في التقدم الاقتصادي و التعليمي والسياسي وتفكك العلاقات الأسرية، حيث أثر ذلك سلباً على الجيل الجديد، علاوة على ذلك كشف البحث على أن الصعوبات والعقبات التي واجهت النساء هي الدافع وراء ذهابهن للعمل وإظهار كفاءتهن في مختلف مجالات الحياة كالتعليم و السياسة والاقتصاد.

الكلمات المفتاحية: الحركات النسوية، المجتمع الأمريكي، تأثير، دور، عمل النساء.