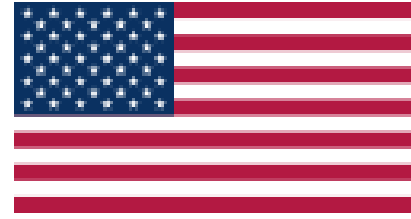


Committee: UNWOMAN



Country: United States of America

Agenda Item: Promoting Possible Regulations against Gender Based Discrimination in Work Life

The United States of America, known as the United States. It is a country located in North America, between Canada and Mexico. It has fifty states under the federal district. Federal district refers to a state's ability to set its own rules and be governed by a governor. America's capital is Washington, D.C. Outside the Union of States, it has more than five major unincorporated islands. America has the world's third-largest land area, which makes America almost the biggest country in the world after Russia and Canada. America has the third-largest population, exceeding 334 million. This time China and India exceeded America in terms of population. The United States, a developed country, accounts for almost a quarter of the world's total GDP and is the world's largest economy by nominal measures. Even though it has only 4.2% of the world's population, the United States holds 29.4% of the world's total wealth. The U.S. makes up one-third of global defense spending and is recognized as the most powerful country in military terms. The reason that The United States is the most powerful country in military terms, we have 1.5 million active military personnel and The United States makes so much investment to the military. That is why The United States is the best in the military. About the ethnic groups in The United States, there are so many races because of slavery, wars and the quality of life other races decided to immigrate to The United States but it may be hard for other races to live in The United States. The religion of the American people is usually Christianity, there are other religions in The United States but Christianity is more dominant than other religions.

About workplace inequality, The United States is falling behind other Western countries in the percentage of women engaged in the workforce. In 2020, the percentage of American women working fell to its lowest level since 1988. Researchers from the Institute for Women's Policy Research at the University of California Hastings College of Law argue that this growing gap is due to a lack of governmental, business and societal support for working women. We ranked the United States last out of 20 industrialized countries in an index that measured such programs as family leave, alternative work arrangements, part-time employment, and other means to make workplaces more flexible and family-friendly. The United States is also the only industrialized nation that does not have a paid parental leave policy mandated by law and is one of only four countries worldwide that does not; in addition, fully paid maternity leave is only offered by around 16 percent of employers in the United States.

About sex discrimination in employment, Jane Wilke from the University of Connecticut found that men's belief in being the only income source in a married couple decreased from 32% to 21% between 1972 and 1989, with only 15% of households being only supported by a male wives' income during the study.

Women continue to face mistreatment and clear sexual discrimination in the workplace. A study from California State University revealed that men with doctorates were more likely to receive higher-level academic positions, offers with a path to tenure, and full professorships compared to equally qualified women. However, other studies found that universities are now more inclined to hire women.

Lawrence University research found that men were more likely to be hired for traditionally masculine jobs like sales management, and women for traditionally feminine jobs like receptionists. However, individuals with masculine traits, regardless of gender, were favored for both types of jobs, suggesting a preference for stereotypically male traits.

About housework In the United States, US women spend over twice as much time on housework as men, this situation doesn't only apply to The United States; this situation is the same around the world. Even if the women are employed, or paid high, they don't do less housework. This has been explained as a way to make their career success less threatening and reassert traditional sexuality.

US women are reluctant to delegate housework to men partly because they believe that it won't be done properly. They are right to think like that because some of the men don't do the housework properly, and because of that woman takes the responsibility for housework

About childcare Researchers from the University of Michigan found that from 1970 to 1985, the percentage of men and women who supported traditional social roles for wives and believed that maternal employment harms mother-child relationships or children's development decreased. Working mothers tend to get less sleep compared to their working husbands.

In households where both parents work, women in heterosexual relationships typically do 65% of childcare and are 2.5 times more likely to wake up in the middle of the night to care for children.

In the 2012 World Economic Forum's Gender Gap Index, the United States ranked 22nd out of 135 countries for gender equality, performing well in education (tied for 1st) and economic participation (8th), but less so in political empowerment (55th) and health and survival (33rd). The U.S. position has remained relatively stable since the index began in 2006, though its score decreased between 2011 and 2012.

The United Nations' Gender Inequality Index in 2017 ranked the U.S. 13th out of 173 countries, with a 19% gender inequality score. The OECD's Better Life Index highlights various gender differences without emphasizing any specific aspect.

Despite some progress, the U.S. still lags over 100 nations in women's representation in national legislatures. Gender quotas and proportional representation in other countries help increase women's political inclusion and representation, practices less common in the U.S.

To conclude women in the U.S. experience lower workforce participation, pervasive sex discrimination in employment, and disproportionate responsibilities in housework and childcare. While there have been improvements in educational and economic participation, political empowerment and health metrics lag behind. To achieve true gender equality, more robust policies and societal changes are necessary for US.