

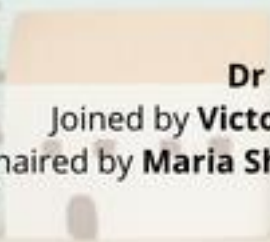


The University of Manchester

Policy@Manchester

GMHUB

Uncertain Futures: economic inactivity and inequalities



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Joined by Victoria Cronquist and Alison Lever from Smart Works GM

Chaired by Maria Sharmina, Academic Co-Director of Policy@Manchester

The University of Manchester

1:00 - 2:30pm

Wednesday, 20 March 2024



UNCERTAIN FUTURES

FINDING LOCAL POLICY SOLUTIONS TO INEQUALITY THROUGH ART AND RESEARCH



and prices for food are not less than here.

INSTALLATIONS AND ACTIVITIES



Art as Research



Research as Art



Stories from Art
and Research





FINDING RESULTS

- Uncertain Futures

[Research Findings video](#)





Contribution and Recognition



Fragmentation



Inequalities



Aspirations





CREATING SOLUTIONS



We declare that women over 50 have the right to

Equality

We demand

- + A right to be treated equally regardless of age, gender, race, migration status, religion, socio-economic status, disability or sexual orientation.
- + Full pension equality and the end to pension poverty for women.
- + Action is taken to address the gender pay gap and the intersections of gender, ethnicity and disability pay gaps which contribute to a significant gender pension gap.

We endorse

- + A focus on equality and equal opportunities in the development of an international convention on the Rights of Older Persons and as recognised in the AGE Human Rights Manifesto.
- + Efforts to tackle ethnic inequality through the implementation of a National Race Equality Strategy and a national Ageing Strategy (State of Ageing Report 2023).
- + The campaign to abolish the 'No Recourse to Public Funds' policy that disproportionately impacts migrant women.

National actions

- + Amend the Equality Act 2010 to eliminate the disparities in the treatment of age equality and include protections against intersectional and multiple discrimination.
- + Eliminate the gender pay and pension gaps through effective national policies.
- + Increase the uptake on pension credit through education and awareness-raising so that older women are aware of their rights.
- + Adopt family carer top-ups.

Local actions

- + Embed equality impact assessments in all local development strategies.
- + Create tailored support and services for older women.
- + Work with employers to educate and raise awareness of stereotyping and its impact on older women.

We declare that women over 50 have the right to

Good work

We demand

- + Good work for all women.
- + Support and lifelong learning for all women to access good employment opportunities.
- + Employers adopt age and family friendly workplace practices which include life-course planning on pensions and other benefits.

We endorse

- + The Real Living Wage Campaign.
- + The State of Ageing Report 2023 recommendations and the North Manchester Strategy with respect to the importance of lifelong education, training and routes into good work.
- + The Good Employment Charter.
- + Local strategies to develop networks of age-friendly employers.
- + The 'Lift the barr' campaign to give asylum seekers the right to work.

National actions

- + Strengthen laws on flexible work and family-friendly work practices including the implementation of paid carer's leave and up to 6 months unpaid leave for carers.
- + Provide funding for tailored supports and services for older women.
- + Ensure the protection of employment rights at work for all women.

Local actions

- + Develop networks of age-friendly employers.
- + Embed age-friendly work policies and toolkits in local authority development strategies.
- + Integrate health and social services to improve well-being and reduce economic inequalities.

We declare that women over 50 have the right to

Recognition of unpaid labour

We demand

- + An economic contribution for the unpaid labour of women.
- + Support for unpaid carers across the life-course.
- + The impact of altered life-courses on all women be fully recognised, particularly the effect on economic, physical and mental well-being.

We endorse

- + The carers campaign that calls for the continuation of carers allowance when in receipt of a state pension.
- + The universal basic income conversation and campaign.
- + Oxfam's campaign to end carer poverty and to value all care as essential to society.

National actions

- + A review of unpaid labour within society in order to understand fully the contributions made and to explore opportunities for economically valuing those contributions, such as through a citizen contribution scheme where it is possible to accumulate pension credits or similar.
- + The next government to engage in the conversation about universal basic income.
- + A commitment by the next government to explore alternative economic systems that value wellbeing for both people and planet and to move away from GDP.

Local actions

- + Pension planning and support throughout women's working lives should be provided through various sectors and organisations to ensure the reach to all women to combat pension poverty.
- + Support should be provided by employers and other relevant agencies to support pathways to paid work for volunteers. This should include opportunities for women over 50.

We declare that women over 50 have the right to

Participate fully in decision-making

We demand

- + Participation in political decision-making on issues affecting women over 50.
- + Policy-makers take a life-course perspective to their decision-making.
- + Policy-makers recognise intersectionality, diversity and lived experiences in their decision-making.

We endorse

- + The Centre for Ageing Better's call for a Commissioner for Older People and Ageing whom would help ensure that older people's voices are included in policy making.
- + The AGE Human Rights Manifesto which calls for older people to be at the centre of processes that affect their lives.
- + The State of Ageing Report 2023 on the importance of gathering data on diverse communities and how they experience old age.

National actions

- + The inclusion of citizen engagement in policy making and research, and that more is done to ensure that these voices are diverse.
- + Policy development that takes account of historic injustice and ensures an intersectional and life-course approach is used to create new policies.

Local actions

- + Co-produced research and policy-making needs investment, and realistic funding frameworks that ensure ongoing support for this type of work.
- + Increased support for evaluating participatory and co-produced projects to ensure the development of frameworks for good practice.

Development Strategies

- Embed equality impact assessments
- Embed age-friendly work policies
- Engage with and support participatory decision making

Tailored and integrated Support

- Tailored support services for women (particularly pension planning)

Working with employers

- Awareness raising
- Create networks of age-friendly employers
- Support pathways to paid work

THANK YOU

- Visit us!
- Gallery 8 Manchester Art Gallery
- www.uncertainfuturesproject.co.uk

