

- + 100 ژن
- + 100 خواتين
- + 100 ميرمني
- + 100 امرأة

## + **Uncertain Futures: A Manifesto**

- + 100 womenmụ nwanyi
- + 100 mwanamke
- + 100 madzimai
- + 100 women
- + 100 γυναίκες
- + 100 女士
- + 100 mujeres
- + 100 kobiety
- + 100 महिला
- + 100 ਔਰਤਾਂ
- + 100 ਮਹਿਲਾઓ
- + 100 زنان
- + 100 femmes
- + 100 dumar/naag
- + 100 mulheres
- + 100 ženy
- + 100 жени
- + 100 frauen
- + 100 jin
- + 100 donne

**+ One hundred women speak, empowered by a coalition we have built over the last five years in Manchester.**

**+ If these issues are not addressed now, urgently, there will be profound implications for our communities, our families and future generations of women.**

*Uncertain Futures* is a collaborative art and research project at Manchester Art Gallery highlighting intersectional inequalities around paid and unpaid work for women over 50 focusing on gender, age, race, migration, disability and class.

*Uncertain Futures* Advisory Group: Akhter Azabany, Erinma Bell, Sally Casey, Atiha Chaudry, Rohina Ghafoor, Marie Greenhalgh, Teodora Ilieva, Tendayi Madzunu, Jila Mozoun, Elayne Redford, Nadia Siddiqui, Circle Steele, Patricia Williams, Louise Wong.

Artist: Suzanne Lacy  
Project lead: Ruth Edson  
Researchers: Dr Sarah Campbell, Dr Elaine Dewhurst  
[www.uncertainfuturesproject.co.uk](http://www.uncertainfuturesproject.co.uk)



We declare that women over 50 have the right to

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## Equality

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### 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.

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### 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.

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### 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.

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### 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.

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## Good work

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### 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 lifecourse planning on pensions and other benefits.

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### 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 ban' campaign to give asylum seekers the right to work.

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### 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.

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### 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.

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## Recognition of unpaid labour

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### We demand

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

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### 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.

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### 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.

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### 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.

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## Participate fully in decision-making

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### We demand

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

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### We endorse

- + The Centre for Ageing Better's call for a Commissioner for Older People and Ageing which 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.

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### 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.

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### 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.