

PLYMOUTH WOMEN'S MANIFESTO 2022

by the Plymouth Women's Assemblies

Preamble

The International Women's Strike (aka 8M) is a global call-out to women around the world to stand up for our rights, addressing our local needs on International Women's Day.

The 8M call to action has reached Plymouth and many women who are active or who want to become more active in the community feel that this is the time to join forces and participate more as a movement; to stand up not only for local women but also for those who suffer globally due to the patriarchal system and other systems of domination. We also want to step up in solidarity with our colleagues and friends from other sexual and gender identities, abilities, races and circumstances that makes them, just like women, vulnerable to exploitation, marginalisation and oppression by these same systems.

This is our public statement and call for action based on various public Women's Assemblies in Plymouth

Considering:

- Gender equality is about just treatment and action.
- Women in Plymouth are the vast majority of employees in the care industry, which tends to be invisible, badly remunerated and undermined compared to other professions.
- Women are the vast majority of unpaid carers.
- Women are the main part-time workers in Plymouth, mostly due to their family care responsibilities.
- The gender pay gap is a reality in Plymouth as everywhere in the world.
- Cis and trans women, as well as mothers and their children, are still one of the most vulnerable groups in terms of domestic abuse, street violence and abandonment.
- Services and events for the well-being and professional advancement of women are not visible and regular enough to produce substantial help in the lives of women in Plymouth.
- Women performers are hugely under-represented on the public stages in Plymouth, especially in, but not isolated to, the music scene, to the detriment of female performers' professional development, the continuation of their careers and the cultural landscape of the city.

- The burden of domestic abusive experiences and family care-taker responsibilities prevents women from taking enough leading roles in public platforms, from performance to politics.
- Women seeking leadership at work still struggle against the normalisation of patriarchal stereotypes about female professionals and successful, competent workers e.g. female objectification, masculine model of success, etc.
- Women rejecting or challenging patriarchal stereotypes at work will see their professional development slowed down and at times still undermined and/or unrecognised in Plymouth. Refugee women struggle to find a place in the community of Plymouth.
- Women are the major force in grassroots initiatives and organisations for the community of Plymouth.
- The policies of Brexit - especially a hard or no-deal one - primarily affect women in vulnerable circumstances and their families*
- Institutional misogyny in the police and the judicial system continues to have devastating effects for women, children and vulnerable people, particularly for those experiencing domestic abuse and violence.
- The climate emergency with its economic and environmental consequences are affecting the most vulnerable first, which includes women and children.
- The politics and mentality of division and dominance, which includes patriarchal, supremacist, capitalist and exploitative models directly affects and threatens the lives and safety of women, children and vulnerable groups in Plymouth and around the world, extending the damage to the environment we live in and the natural legacy we are leaving for future generations.

On 8th March 2022 we stand/call for:

- To promote a mentality of "Equality within Diversity" within organisations, events and policies in Plymouth.
- The recognition of women as part of the core work force in Plymouth's economy, considering health care is one of the biggest industries in this city.
- The recognition that mothers - and all carers, many of them at home - are Plymouth workers fulfilling an unpaid yet essential role for the well-being and sustenance of Plymouth society.
- Child-friendly spaces and disabled access should be at the core of community events to allow mothers/carers and people with disabilities, to participate.
- A 50-50 representation of women on stage for music and performance in Plymouth, moving towards an equitable representation of all sexual and gender identities on stage.

- An equitable constant representation of women and LGBTQI+ and ethnically diverse people people in political platforms in Plymouth.
- To push for stronger culturally diverse education in Plymouth, where the culture, science, philosophies and arts of other countries and communities around the world are accessible and welcome in Plymouth so we can learn from each other.
- To promote the decolonisation and depatriarchalisation of Plymouth's history.
- The urgent pursuit and implementation of a Green New Deal with a Climate Justice approach for the city of Plymouth and its future generations which values and protects the natural world and its inhabitants.
- To promote the values of compassion, egalitarianism, and social justice in the city of Plymouth, where we validate people's skills, experiences and voices as the true resources for the progress of Plymouth.

*Plymouth Women's Assemblies 2022,
In solidarity with The International Women's Strike*

** "Exploring the Economic Impact of Brexit on Women" (2018) report by Fawcett Society & Women's Budget Group.*