

# LET HER IN

8 MARCH 2021 - MANIFESTO



## STRIVING FOR AN EQUAL, DIVERSE, AND INCLUSIVE SOCIETY

**Establishing EQUALITY** is a principal challenge our society is facing now. Equality of rights and opportunities, equality for people of different ethnicities, equality of genders.

Gender equality "does not mean that women and men will become the same, but that women's and men's rights, responsibilities, and opportunities will not depend on whether they are born male or female." (UN Women, United Nations Entity for Gender Equality and the Empowerment of Women).

Gender equality is not a women's issue but concerns and engages all people. On 8 March, International Women's Day, we want all of us—people of different genders, ethnicities, education, and abilities—to shift from 'fixing women' and focus on fixing the system.

We believe that we should transition from biased (whether consciously or unconsciously) to an impartial perception of gender equality. In doing so, we strive to create an **EQUAL, DIVERSE, and INCLUSIVE society**.

We are diverse. We come from different backgrounds—rural and urban, with more or fewer resources, different origins, ages, and status. We have different opinions, expectations, ways of doing and being—but this is what makes us stronger. **Diversity is our power**. We just have to learn how to use a variety of perspectives and different approaches to work and live in a better way.

On International Women's Day, we call for gender mainstreaming. We believe that in the workplace, no gender bias and unjustified discrimination should be permitted during the recruitment process, performance management, and payments. Pregnancies, childcare, and health conditions of women should not be accepted as reasons for decreased or lost job opportunities, poor work conditions, or dismissal.

We believe in a **DIVERSE** society where employment adapts to the life needs of all women and harnesses the power of our different characteristics to increase creativity and innovation, improve decision-making, and accelerate problem-solving.

**GENDER PERSPECTIVE** should be transversal to all sectors and fields.

The current pandemic provides evidence that the ongoing health, social, and economic crisis has gendered impacts, with lockdowns leading to increasing violence against women and women's employment being affected more than men's. On International Women's Day, we call for preventing the widening of the existing gender divide.

A gender-sensitive approach should be applied to all educative fields and on all levels. As we dedicate 8 March to the achievements of women throughout history, we shall amplify the stories of women who contributed to the progress of society, but, unfortunately, were belittled and invisible, sometimes for centuries. Those women initiated the changes that brought all of us to what and where we are now.

We believe that in the rapidly changing world, only those who can compete at an increasing rate of learning will win. We call for placing a focus on upskilling measures to provide women with the skills they need to be efficient and competitive.

We should also promote the reskilling of women to avoid digital disruptions in the workplace, which cast women aside, to build an advantage in challenging times, and to accelerate gender diversity.

We believe that our society should be **INCLUSIVE**. We should create opportunities, especially for women from vulnerable groups, and help them challenge the status quo. We will promote and empower women growing older, migrant women and women with impairments.

We believe in an **EQUAL, DIVERSE, and INCLUSIVE** society where all of us can develop our life projects with dignity and autonomy.

We believe that each one of us can make a change. **Let us make this change together.**

LET HER IN INTERNATIONAL NETWORK - 8 MARCH 2021

