

Manifesto for social and productive change for women

Looking directly into the working world from a woman's perspective.

The politicians, social leaders and signing entities declare that:

- **Maternity and Motherhood are being discriminated against in the Western World.** Being a mother –or wanting to be one- causes many women to be pushed away from the workplace.
- The incorporation of women in the workplace has greatly ignored everything they can contribute from their natural identity, and **has neglected the different stages motherhood defines in their career.**
- In order to recover the full identity of women in the workplace, it is necessary to make a change in social culture and also in the productive model so that economic rationality is not separated from the person and life is not subordinated to the interests of capital. **A new socio-economic system that recognizes the family as a social foundation is much needed.**

For all this, the following points are imperative:

1. A REAL AND POSITIVE WORK-FAMILY BALANCE that allows women and men to raise and educate their children. This positive reconciliation involves making schedules more flexible, allowing the reduction of working hours and promoting work from home and professional responsibilities by goals through **tax incentives in social security contributions to the companies that develop them.**

2. THE LEGAL AND CULTURAL RECOGNITION OF THE EXCLUSIVE DEDICATION TO THE FAMILY. This **dedication to the family implies an immense source of wealth and social welfare** that is quantifiable economically through the GDP. Not recognizing the dedication institutionally entails social discrimination. Thus:

- The exclusive dedication to the family should be **considered as a job category** with access to social security, medical leave and retirement.
- **The reincorporation of women, who, because of their dedication to the family, have been out of the workplace, should be encouraged.** This must be done by the state in a subsidiary manner through tax advantages in social security contributions for companies. In this regard, the main focus should be on women who are particularly vulnerable, such as single, widowed or separated mothers.

3. THE DENUNCIATION OF ANY DISCRIMINATORY GESTURE TOWARDS WOMEN AND MATERNITY. This includes the discrimination against working women who have children or who want to have children, and those who are exclusively or partially dedicated to the care of their families. It also involves the elimination of the wage gap and access to certain jobs.

4. THE ELIMINATION OF SOCIAL AND IDEOLOGICAL POLICIES AS WELL AS OF EDUCATIONAL PROGRAMS THAT DO NOT RESPECT THE FEMININE IDENTITY AND MOTHERHOOD. Specifically, the gender perspective imposed in the educational, business and media spheres that does not reflect reality, but instead manipulates it.

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Signing Entities

+ Libres	Spain
Abogados Cristianos	Spain
Alerta Puerto Rico	Puerto Rico
Alianta Parintilor	Romania
Asociación Despertar Sin Violencia	Spain
Asociación Europea de Abogados de Familia	Spain
Asociación Europea de Ciudadanos contra la Corrupción	Spain
Asociación Nacional Cívica Femenina A.C.	Mexico
Asociación Nicaraguense Por La Vida (ANPROVIDA)	Nicaragua
Asociatia Familia Romaneasca	Romania
Asociatia Parintilor pentru o Educatie Sanatoasa	Romania
Association for Life and Family	Slovakia
Capítulo México- Profesionales por la Ética AC	Mexico
Centro Jurídico Tomás Moro	Spain
Derecho a Vivir	Spain
Endeavour Forum Inc.	Australia
Familias y Sociedad	Mexico
Femidisidencia	Spain
For Family Rights	Russian Federation
Fundación Citizen Go	Spain
Fundatia M.A.T.C.A. - 2000	Romania
HazteOir.org	Spain
Hnutí Pro život ČR	Czech Republic
Human Life International	Hungary
In the Name of Family/ U ime obitelji	Croatia
Instituto Municipal de la Familia de San Pedro Garza García (INFAMILIA)	Mexico
Instituto Panameño de Educación Familiar	Panama
Movimiento Embrion Humano	Argentina
Novae Terrae Foundation	Italy
Plataforma Unidos por la Vida	Colombia
Population Research Institute	Global
Red Familia Colombia	Colombia
Res Claritatis	Czech Republic

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Ser Familia Mx

Mexico

Signing Partners

Asociación Nacional Cívica Femenina	Mexico
Asociación Vida y Familia	Peru
Canada Silent No More	Canada
Centro Internacional para la Defensa de la Vida Humana	Spain
Citizen Go	Global
Enraizados	Spain
Femina Europa	France
Foro Isleño de la Familia	Spain
Fundación Familia y Futuro	Ecuador
In the Name of Family / U ime obitelji	Croatia
Kenya Christian Professionals Forum	Kenya
Movimiento Vida SV	El Salvador
Pro Mujer y Derechos Humanos	Peru
Pro Vita Bucarest	Romania
Profesionales por la Ética	Spain
Real Women of Canada	Canada
Red Europea de Instituto de Política Familiar	Europe
Red Familia Colombia	Colombia
Temps de Dones	Spain
Woman Attitude	Belgique

Signing Politicians

Alejandra Noemí Reynoso	Mexican MP
Carmen Lucía Pérez Camarena	Mexican Councillor
Eva Durán Ramos	Spanish Former MP
Isabel María Salazar	Women Affairs Director - Ecuadorian Christian Social Party
José Luque Jaime.	Spanish Deputy Mayor
Lorena del Carmen Alfaro	Mexican MP
Luca Volontè	Italian Former President of the European Popular Group at CoE
Margarita Durán	Spanish Former Senator

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Nemanja Zaric	International Secretary - Serbian Movement Dveri
Raquel Jiménez Cerrillo	Mexican Head of Education Department at Querétaro State
Rocío Monasterio San Martin	Spanish President for Madrid of VOX Political Party
Santiago Valencia	Colombian MP

Signing Social Leaders

Agustín Losada Pescador	Businessman
Álvaro Zulueta	Citizen Go Manager
Ann Mbugua	Kenya Christian Professionals Forum President
Anne Girault	Femina Europa President
Denise Mountenay	Canada Silent No More President
Eder Meis Ortega	Co-Founder Ser Familia Mx
Edwin Heredia	Association Vida y Familia President
Elena Rigat	Temps de Dones President
Esperanza Guerrero	40 Dias x la Vida Representative
Gabriela de de la Guardia	President of Instituto Panameño de Educación Familiar
Guadalupe Arellano Rosas	Asociación Nacional Cívica Femenina President
Guadalupe Valdez	Pro Mujer y Derechos Humanos President
Gwendolyn Lanfolt	Real Women of Canada President
Imre Téglásy	President and Founder Alfa Szövetség (Alpha Alliance for Life Hungary)
Jose Castro	Enraizados President
Juan José Panizo	CIDEVIDA President
Juan Pablo Faúndez	Academic Program Director at Universidad Católica Valparaiso
Laetitia Pouliquen	Woman Attitude President
Laurian Tota	Pro Vita Bucarest President
Leonor Tamayo	Profesionales por la Ética President
Liliane Stevenson	Vice-President Femina Europe
Luis Losada Pescador	Global Editor at Citizen GO
Majid Katme	Leader of the muslim campaign for traditional family
Margarita Gnecco Calvo	Fundación Camino President
Martha Thés	Red Europea de Instituto de Política Familiar President
Pilar Arango	Red Familia Colombia President
Rafael Serrano Molina	Foro Isleño de la Familia President

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Sara Larin

Movimiento Vida SV President

Sharon Slater

Family Watch International President

Sonia Maria Crespo

Fundación Familia y Futuro President

Željka Markić

In the Name of Family / U ime obitelji President

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