



## **Manifesto on discrimination and harassment due to motherhood.**

On the occasion of the day against violence against women, **The Women of the World Platform condemns all forms of violence, especially the ones produced within the home**, a privileged place for full personal development.

We affirm that there is also another type of violence, **an invisible one that, however, affects a large social majority: a violence against maternity.**

### **Considering that**

- **Women are not discriminated today in Western countries for being a woman but for being, or intend to be, a mother.**
- **Motherhood – and family for instance – is undervalued in the labour market**, it gives its back to the everyday reality of workers. This leads to personal frustration, depression and a very serious drop in birth rates.
- **Motherhood enhances the development of human abilities** that can be considered as a plus in personal development and in the professional career performance, beyond the temporary damage that may result from a maternity leave.
- **A high rate of women has suffered some kind of harassment or discrimination at the workplace due to motherhood.**
- **The exclusive dedication to the family is also a cause of discrimination against women due to motherhood**, as they are condemned to social death and their priceless contribution as a social engine is systematically ignored.

### **We demand:**

- 1.- The legislative recognition of maternal harassment** as a specific figure of labour discrimination against women because of their maternity
- 2. Taking the necessary measures to prevent discrimination at the workplace** due to maternity and **favouring the recognition of the family as a social, personal and professional benefit.**
- 3.- The creation of a registry of persons with exclusive dedication to the family** that grants computable credits for the purpose of retirement and sick /maternity leave that would also translate into tax benefits for companies that hire those who have them in order to favour the return to work life.