

Manifesto of the many

Lessons and recommendations drawn from the lived experiences of women
affected by Covid-19



*One of many*TM

Who are we?

One of many is the fastest growing global leadership community for women. One of many trains, coaches and supports women around the world - empowering them to step up and lead the change they want to see without burning out. One of many has supported more than 70,000 women across the world, and has an active community of over 12,000 members.

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Manifesto of the many

In April 2020, at the height of the Covid-19 epidemic, members of the One of many community were asked to share their experiences of the epidemic, its impact on their lives and what could be done differently. Based on their responses, One of many has compiled the Manifesto of the many - with a series of recommendations for Government action to address the unequal impact of the pandemic on women.

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Women & The Frontline

- We recommend that salaries for high risk, frontline occupations in the public sector be reviewed in line with armed forces salary reviews to ensure both reflect the value these occupations provide in safeguarding the health and security of the UK.*
- We recommend that all frontline workers are offered free mental health assessments and priority access to immediate therapeutic services where necessary – with particular attention given to the mental health of women in frontline roles.*
- We call for a guarantee that all frontline workers will be supplied with appropriate PPE.*
- We recommend that guidelines for procurement of PPE for frontline workers be amended to recognise the fact that the majority of the frontline are women and that PPE therefore needs to be made available in a range of sizes appropriate for women.*
- We recommend granting citizenship to NHS workers and abolishing the requirement that they pay the additional NHS levy for themselves and family members when they are paying tax.*

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Women & Work

- *We recommend that the furlough scheme be reviewed to consider how dividend payments for Directors of small businesses can be included in calculations of eligible income.*
- *We recommend that support is allocated for workers on reduced hours who are currently disadvantaged compared to those on furlough.*
- *We call for the Equalities and Human Rights Commission to undertake an investigation to determine if women and men were treated equally with regard to requests to work from home during the pandemic.*
- *We recommend a review of the guidance on furloughing to make it a right for all those caring for those with disabilities or long term health conditions and for one parent in any family (and for all single parents).*
- *We recommend that a universal income be introduced to mitigate the disproportionate impact that loss of earnings has and will have on women.*

Women in the Home

- Access to priority services including, for example, access to supermarket delivery slots, should be extended to include the unpaid carers of those who are classified as vulnerable.*
- Government should extend the key workers list to include working lone parents, so that they can continue to send their children to school during lockdown.*
- We support the call of the Victims Commissioner and the Domestic Abuse Commissioner for Government to underwrite the cost of providing hotel or other similar accommodation to all those fleeing domestic violence who have been unable to find a place in a refuge.*
- We also support their call for Government to issue guidance to Local Authorities that clearly stipulates that providing move-on accommodation for victims and survivors of domestic abuse during this time is a priority.*
- We support the call of the Women's Equality Party to have Domestic Violence Protection Orders extended to cover the full isolation period giving victims immediate protection away from the threat of violence, and breathing space to make vital decisions.*

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Women in the Home (cont'd)

- We recommend that court fees for cases of domestic abuse be waived.*
- We recommend that emergency funding is granted to refuge services who are currently under immense pressure to protect the increasing number of domestic abuse victims and, in anticipation of longer term increased need, the Government should restore ongoing funding for women refuges in real terms to pre 2010 levels.*
- As lockdown restrictions are lifted, we recommend allowing people (particularly those with children) to form small 'units' of 2-3 families, to help cover childcare and protect their mental health. These families would still social distance from all others, to protect the whole group. This would be particularly helpful for single (working) parents.*

Women & Health

- We recommend that the Government revise the entitlement to additional help (food parcels, medicine delivery and priority supermarket deliveries) to include both those who are 'extremely vulnerable and those who are clinically vulnerable.*
- We welcome the Government's commitment of £5million to support the work of mental health charities but recommend that this is reviewed and increased in light of the likely long term effects of the virus.*
- We call for compulsory use of face masks by all people outside of the home as restrictions are lifted.*
- We call for a rapid expansion of testing – once a reliable antibody test is available and immunity established – with certification for those who are immune.*

Leadership, Communication & Review

- We recommend that the membership of all relevant decision-making bodies including: COBRA, SAGE and local Resilience Forums be reviewed and that the inclusion of someone with explicit responsibility for representing women and other protected groups is made mandatory. For example, it should be mandated that the Women & Equalities Minister sit on COBRA.*
- We recommend that a central fact-checking service be established and widely promoted.*
- We recommend that, once the crisis has passed, there be a full, independent and public inquiry into the Government's handling of the crisis to include communications.*
- We recommend that input into this inquiry be sought from the widest cross-section of civil society.*
- We call for greater clarity about the future of lockdown and in particular: clarity about ongoing provision for those who are shielded or vulnerable particularly those with children.*