

WOMEN OF THE WORLD PLATFORM
info@womenworldplatform.com
www.womenworldplatform.com

MOTHERHOOD A SOCIAL GOOD



WOMEN
OF THE WORLD

EXECUTIVE SUMMARY

I. PRESENTATION

Manifesto: motherhood is the best gift.

II. MOTHERHOOD

- 1. The social value of motherhood and the demographic problem.*
- 2. Women and motherhood in developing countries.*
- 3. Attachment parenting, a benefit for the family and society.*
- 4. Importance of work and family conciliation.*
- 5. Harassment on the grounds of maternity - maternal mobbing*
- 6. Revaluing exclusive dedication to the family*
- 7. Surrogate motherhood*

III. CONCLUSION

Proposals for public policies in favor of mothers and their children.

EXECUTIVE SUMMARY

Does motherhood bring any common social value beyond the personal satisfaction of the mother and father?

In Western countries, both the economy and societies are suffering from severe structural problems resulting from the collapse of fertility. The problem of aging will result in unsustainable pressure on pension, health and social protection systems, and negative outcomes for economic growth and taxation. It is vital to adopt a set of institutional, economic and social reforms capable of correcting the very low fertility rate.

Is motherhood experienced and should it be considered the same all over the world?

Women in developing countries do not face motherhood in the same way as women in the West and have to deal with other problems that need to be addressed accordingly. For example, 1 in 16 African women have a lifetime risk of dying from pregnancy-related causes compared to 1 in 16. In the case of Asia, the ratio is 1 in 65 compared to 1 in 1,400 in Europe.

Women's access to the workforce is increasing in most developing countries, mainly due to the growth of self-employment, part-time and home-based work, but these jobs are characterized by lack of security, low income and few benefits. In addition, there are still many differences between the rights of men and women in these countries.

Why does attachment parenting have a social impact and should be taken into account?

Today, the psychological, social and health benefits of attachment parenting are widely recognized in order for babies to become secure children, self-confident adolescents and autonomous adults.

Many factors depend on the first three years of life for the good development of the child in the future, so it is necessary to support working mothers and fathers who prefer to request a leave of absence for childcare, having a sufficient monetary benefit to support the household during that period and extend maternity leave, at least until the 24th week.

What should be the objective of work-life balance policies?

Reconciliation policies, to be effective and oriented to the common good, should focus on promoting the full realization of women based on their life stages and respecting their preferences, offering them different paths, all equally valid to protect and promote the family, which represents the real bastion of women's liberation by allowing them to follow different paths according to their preferences.

What is *maternal mobbing* and how can it be stopped?

Women are discriminated against today, in most western countries, not so much for the fact of being a woman, but mainly for being, or wanting to be, a mother. Motherhood is undervalued and systematically rejected in the workplace, causing situations of blatant discrimination. It is urgent to raise awareness and implement concrete and effective measures that begin with the legislative recognition of maternal mobbing as a specific figure of labor discrimination as proposed by the European Parliament Resolution of September 11, 2018 and from which other measures and social consequences would be derived that would allow the end of harassment on the grounds of maternity.

Can unpaid domestic work be considered work for socio-political purposes?

The full-time work that most mothers do at home should be considered as real work, since it produces wealth, use value and/or utility, human capital being the most important resource extracted from this type of work, which is essential for society to prosper.

The consideration of exclusive dedication to the family as work for socio-political and administrative purposes would make it possible to eliminate the gap of scarce social recognition and economic limitation of those who are in this situation.

Do surrogacy represent an advance in the free use of maternity?

'Wombs for rent' - surrogacy or surrogate motherhood-, does not constitute any progress or social advance. On the contrary, it is a new form of exploitation of women and human trafficking that turns children into commercial products. It is, therefore, a flagrant violation of the dignity of both the mother and the child.

PRESENTATION

There is no doubt that society is changing in its cultural bases, its models and its aspirations. However, despite the substantial changes that are taking place, motherhood continues to be a key element of the social structure.

In recent decades we have seen the massive incorporation of women into the labor market. However, this incorporation has not been made respecting the different stages of women's lives or their femininity and demanding an adaptation that clashes head-on with motherhood and the family. Women have lost out, and with them, the family and society as a whole. Policies have not placed motherhood at the center as a key to the development of society, nor has it received the necessary attention in developing countries.

It is urgent that motherhood regain its rightful place as a social and human good, worthy of all consideration and respect and a source of fulfillment and personal development for women.

The Women of the World Platform, on the occasion of Mothers' Month, the month of May, calls on countries around the world with a Manifesto and urges them to join the Geneva Consensus Declaration (2020) to achieve the policies and social environment necessary for the development of women around the world and of the family as a key part of society.

MANIFESTO "MOTHERHOOD IS THE BEST GIFT"

Women of the World Platform and the undersigning entities declare that:

- 1.- Motherhood is the best gift not only for a woman and her family but for the whole society that should rejoice with motherhood, respect it, support it and celebrate it. Motherhood is a social good that must be protected.
- 2.- Motherhood is a plus in the personal and professional development of women.
- 3.- Attachment parenting strengthens the relationship between mother and child, helping the emotional stability of both. The exclusive dedication - temporary or permanent - to the family, favors the development of the children and the family stability so necessary for a prosperous society, and cannot continue to be undervalued.
- 4.- Motherhood should always be a source of joy for the family, even in adverse circumstances, and for this it should have the necessary social and political support.

"Motherhood and childhood are entitled to special care and assistance" (United Nations General Assembly, 1948). Universal Declaration of Human Rights" (217A [III], Article 25[2]).

Motherhood is the best gift and it should be so for all women throughout the world and in all circumstances. It is therefore necessary to provide the social, economic and political means to ensure that

- ✓ Motherhood is not a reason for employment discrimination
- ✓ Motherhood and dedication to the family does not imply discrimination or loss of social recognition.
- ✓ It is not a reason for illness or death
- ✓ It does not entail a hindrance in professional life or a reduction in salary, if it is not due to a choice to reduce the working day.
- ✓ Is not forced or a reason for effective loss of freedom within the family environment
- ✓ Is not the object of hire or purchase

The Women of the World Platform and the undersigned entities consider that in order to achieve these objectives, the Geneva Consensus Declaration (2020) is a correct roadmap for all societies respectful of women, their dignity, their identity, their development and health.

We therefore call on all countries that have not yet done so to join this Declaration, which has already been signed by 35 nations around the world.

WOMEN OF THE WORLD PLATFORM
info@womenworldplatform.com
www.womenworldplatform.com

THE SOCIAL VALUE OF MOTHERHOOD AND THE DEMOGRAPHIC PROBLEM



Today's diverse societies are based on the principle of fraternity and intergenerational solidarity, which is materialized in a basic social consensus: adults look after the welfare of young people and children, and in fair return, when the latter become adults, they look after the welfare of those who have already become elderly.

In many cases we find that both the economy and these societies suffer from severe structural problems beyond cyclical and cyclical crises. These problems are derived from the collapse of fertility in recent decades and the correlative process of accelerated population senescence.

This problem is more pressing in Western countries and in the case of Europe, for example, it is predicted that by 2030 the active population of the European Union will decrease by 20 million and the number of people over 65 years of age will increase by 40 million. At the beginning of the 20th century, Europe accounted for 15% of the world's population; today it is 6% and will fall to 3% by 2050.

In addition to the problem of European aging, it should be borne in mind that Europe accounts for 7% of the human population and already generates 25% of the world's GDP. However, it accounts for around 50% of the planet's social spending. The trend is towards a decreasing share of GDP while social spending will continue to increase rapidly. This will result in unsustainable pressure on pension, health and social protection systems, and negative results for economic growth and taxation.

For this reason, many organizations and institutions are advocating an increase in reconciliation policies to combat the decline in fertility. It is vital to adopt a set of institutional, economic and social reforms capable of correcting the very low fertility rate in Western societies.

In addition, urgent measures must be taken, which cannot be postponed, in the legislative and administrative spheres of the different countries with clear, agile and effective regulations on conciliation, labor improvement, reduction of unemployment, access to housing, favorable tax treatment for the family, consideration for exclusive dedication to the home and the family.

WOMEN AND MOTHERHOOD IN DEVELOPING COUNTRIES

Motherhood today is not experienced in the same way depending on where in the world the mother-to-be lives. Women in developing countries do not face their maternity in the same way as women in Western countries and must deal with other problems that have to be conveniently attended to, such as:

Health:

A mother's lifetime risk of mortality is very different between developed and developing countries. In the case of Asia, the ratio is 1 in 65 compared to 1 in 1,400 in Europe.

In large numbers, it is estimated that there are still 300,000 women dying annually from pregnancy-related causes in developed and developing countries.

On the other hand, women living in these areas have to face diseases that in more developed countries are very well controlled, if not totally controlled. Such is the case of AIDS which has caused a dramatic decrease in the life expectancy of women in these countries.

Labor:

Women's access to the world of work is increasing in most developing countries. This is mainly due to the growth of self-employment, part-time and home-based work, but such jobs are characterized by lack of security, low income and few benefits. In Latin America and the Caribbean, more than half of employed women (51.8%) are employed in low-productivity sectors and 82.2% of them are not affiliated with or do not contribute to a pension system. On the other hand, in the case of African women, despite being the driving force of the economy, they suffer from an unequal division of labor at the expense of women's and girls' learning and their chances of obtaining paid work.

Overall, in all these countries, difficulties persist in combining family and work responsibilities, although more women are now working during their childbearing years.

On the other hand, the effect caused by the immigration of women from developing countries, who are called upon to solve the crisis of care for dependent persons, results



in the appearance of "un-care" in their countries of origin - given that around 60% leave their children in their own countries - and must resort to other people to care for them.

In 18 countries, husbands can legally prevent their wives from working; in 39 countries, daughters and sons do not have equal inheritance rights.

Inequality between men and women:

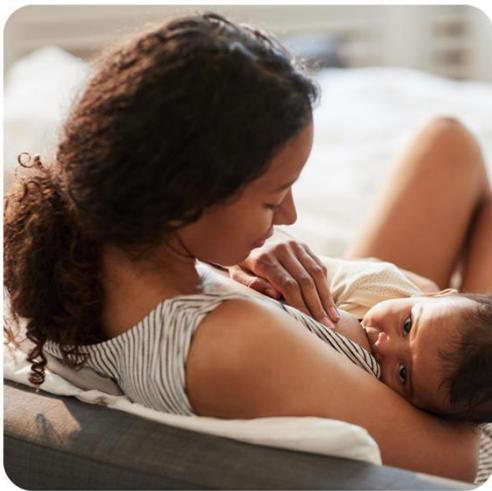
Today in many places women are subject to practices that limit their development on equal terms with men. 3 million girls are victims of female genital mutilation every year. Likewise, 15 million girls are forced to marry against their will every year. On the other hand, 71% of the victims of trafficking are women and girls.¹

¹ <https://news.un.org/es/story/2018/02/1427081>

ATTACHMENT PARENTING, A BENEFIT FOR THE FAMILY AND SOCIETY

Today, the psychological, social and health benefits of practicing attachment parenting are widely recognized in order for babies to become secure children, adolescents with self-esteem and autonomous adults.

Attachment parenting is a parenting style based on closeness and continuous attention.



"A close attachment after birth and thereafter allows for natural, biological and attachment-fostering behaviors in the infant as well as the intuitive, biological and nurturing qualities of the mother." (Sears, 2001, p. 2)².

It is based on eight key concepts -The Baby B's- which are: birth bonding or affectionate ties from birth, which are fostered by skin-to-skin contact between mother and baby to create an early bond; breastfeeding, since breastfeeding is the best food for the newborn, both nutritionally, immunologically and affectively, as it provides comfort to the baby and well-

being to the mother; babywearing, as it provides comfort to the baby and well-being to the mother; babywearing as it provides security and comfort and is a close way to get to know the baby better and for the baby to relate better to its environment; bedding close to baby or co-sleeping, which avoids the feeling of loneliness and helps both mother and child to rest better; belief in the language value of your baby's cry is the belief in the value of crying as a way of communicating the baby's needs; beware of baby trainers or warning against baby training because a rigid methodology based on schedules and calendars is not a natural way of caring for a newborn; balance, which consists of maintaining a balance that generates a respectful and happy upbringing; and finally both, which has been recently added to refer to the participation of both the father and the mother in the upbringing of the children, for which the rapport between the parents is fundamental to create a healthy family bond.

The World Health Organization and the Spanish Association of Pediatrics recommend that breastfeeding should be prolonged as long as possible and the latter also invites co-

² Sears, W., Sears, M. (2001). The Attachment Parenting Book : A Commonsense Guide to Understanding and Nurturing Your Baby. Nueva York, Estados Unidos: Ed. Hachette.

sleeping during the first months of the child's life to regulate his or her cardiorespiratory rhythm and to attend more efficiently to the baby's physiological needs during the night.

Many factors depend on the first three years of life for the good development of the child in the future, so it is worth supporting working mothers and fathers who prefer to request a leave of absence for child care, having a sufficient monetary benefit to support the household during that period, instead of resorting to other people to care for the child, such as altruistic friends or family members, such as retired grandparents, caregivers for profit, or day care centers.

The construction of fairer and more supportive societies depends on strong, united families, where each of its members is loved and accompanied; therefore, it is important to support attachment parenting as a way to lay the foundations for the healthy autonomy of adults³.

³ CONCILIATION FOR A Nurturing Parenting with Attachment FROM THE FEMALE LIFE CYCLE APPROACH, Peña Gallo, Maria Luisa.

IMPORTANCE OF WORK AND FAMILY CONCILIATION

The word conciliation has its origin from the Latin "conciliare" which means to call to union. Therefore, to reconcile means to maintain balance in the different dimensions of life in order to improve well-being, health and personal work capacity."⁴

Reconciliation understood only as promoting equality serves the interests of the market but does not contribute effectively to improve family conditions or to allow women to make compatible or choose between different personal and professional trajectories without undermining their labor rights. This is why the approach of current reconciliation policies must be radically changed to allow women to become mothers at the height of their fertility and thus enjoy their motherhood, practicing attachment parenting, which is a style of upbringing in which breastfeeding, co-sleeping, babywearing and continuous care are essential during the first months and years of a person's life.



Public family-work reconciliation policies have a dual objective: on the one hand, to promote equal opportunities between men and women for full participation in the labor market; on the other hand, to promote equal participation in domestic and care work, which would be co-responsibility. Additionally, they would favor the family and increase the birth rate. These policies mainly take the form of maternity, paternity and parental leave, flexible working hours, and access to public childcare services.

Rather than seeking to make personal life compatible with formal work, considering the latter as a priority, or to promote 50/50 co-responsibility with the partner, reconciliation policies should focus on favoring the full realization of women based on their life stages and respecting their preferences, offering them different trajectories, all equally valid.

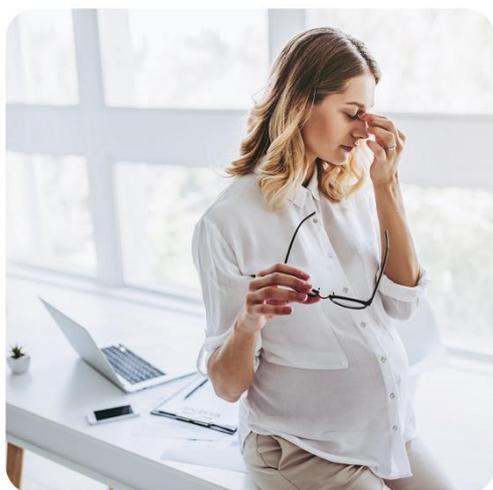
⁴ Ministry of Health, Consumer Affairs and Social Welfare. Co-responsibility and reconciliation of personal, family and work life. Downloaded July, 17, 2018 from: <https://www.msssi.gob.es/ssi/igualdadOportunidades/iEmpleo/corresponsabilidad.htm>

In conclusion, the primary objective that reconciliation policies should pursue is to protect and favor the family, which represents the real bastion of women's liberation by allowing them to follow different paths according to their preferences⁵.

⁵ CONCILIACIÓN PARA UNA CRIANZA CON APEGO DESDE EL ENFOQUE DEL CICLO VITAL FEMENINO, Peña Gallo, Maria Luisa

HARASSMENT ON THE GROUNDS OF MATERNITY - MATERNAL MOBBING

Women are discriminated against today, in most Western countries, not so much for the fact of being a woman, but mainly for being, or wanting to be, a mother. Motherhood is undervalued and systematically rejected in the workplace, causing situations of blatant discrimination that require a forceful response from governments and society as a whole.



The European Parliament has asked the European Commission to collect, evaluate and disseminate examples of best practices against workplace harassment on grounds of pregnancy or maternity⁶

It is unacceptable that in the 21st century, women in Western countries are subjected to pressure, ridicule, unfair treatment and even dismissal because they are mothers. This type of situation happens every day and in every country, either directly or indirectly, and it is rarely denounced because there is no adequate framework for it⁷. Unavoidably, fighting this issue must become a priority in social and labor policies, starting with the recognition of its existence and the need to oppose it.⁸

Maternity does not diminish or halt a woman's professional development, but rather enhances it because it almost naturally allows her to develop human capacities that are a plus in her professional career. Motherhood, like fatherhood, boosts empathy, work capacity, effort, time and performance management, listening skills and teamwork. These are not just fine words, they are the day-to-day life of any mother or father.

⁶ (7) Requests the Commission to collect examples of best practice in combating (...) pregnancy and maternity harassment in the workplace and elsewhere, and to disseminate the results of this assessment widely.

⁷ (23) Emphasizes that it is imperative that Member States, regional and local authorities, employers' organizations and trade unions understand the obstacles women face in reporting cases of (...) gender discrimination (...) and provide full support to women and encourage them to report cases of (...) harassment on grounds of pregnancy and maternity and psychological harassment, among others, without fear of repercussions, and to create mechanisms that empower and support women to safely report such abuses.

⁸ (39) Urges the Commission and the Member States to recognize the phenomenon of harassment on the grounds of pregnancy and maternity in the work environment.

And yet, the corporate culture is based on the concept that a woman who becomes pregnant is a problem and a detriment to the company and manages its staff based on this mistaken belief. Beyond the temporary conflict that a maternity leave may entail, those months of leave are, in the medium term, a gain for the company, which receives a more capable woman or man after that time, who will develop and multiply those capabilities as their children grow up.

On the other hand, it is striking that the world of work insists on advancing with its back turned to the stages of women's lives and to the very reality of human life: women have a fertile stage in which they have one or more children, men and women have their families at the center of their lives. And it is necessary to adapt society, politics and the labor market to this reality that we cannot and should not change or ignore, for the benefit of workers and society as a whole, and even of the companies themselves, since workers who are fulfilled in their private lives, with a full family life, perform better and better, are better professionals and create a friendlier environment in their workplace. Thus, the European Parliament in the explanatory memorandum of its recent resolution on preventing and combatin sexual, labor and psychological harassment affecting women in the public sphere, considers that the fight against maternal mobbing is necessary to achieve a real work-life balance⁹.

In recent decades we have seen the massive incorporation of women into the labor market. However, this incorporation has not been done in a way that respects the different stages of women's lives or their femininity. Thus, women have lost out, and with them, the family and society as a whole.

It is neither the mother, nor the father, nor the family who by force must adapt to the world of work and the economy, but quite the opposite. Because it is the family that gives life to society and a healthy society is based on healthy, strong, united and consolidated families.

Tackling maternal mobbing must be a political and social priority. It is urgent to raise awareness, and to implement concrete and effective measures to put an end to this kind of discrimination. Such measures should start with the legislative recognition of maternal mobbing as a specific form of employment discrimination against women on the grounds of their maternity as proposed by the European Parliament Resolution of September 11, 2018

⁹ E) Considering that the fight against harassment on the grounds of pregnancy and maternity is necessary to achieve a genuine balance between the professional and private lives of women.

REVALUING EXCLUSIVE DEDICATION TO THE FAMILY

Unpaid work in the home is considered to be any activity carried out in the domestic sphere aimed at caring for the offspring, ranging from gestation to breastfeeding, including auxiliary tasks such as cleaning, dressing or transportation, to those on which the vital well-being of the children depends, such as feeding, health care and education.

The full-time work (uninterrupted 24-hour working day) that most mothers perform at home should be considered true "work" since it produces wealth, use value and/or utility, with human capital being the most important resource extracted from this type of work, which is essential for society to prosper.



Households are units of production of goods and services, a large part of the resources that enter them are transformed to give them greater added value and take into account personalized preferences.

The only element that maternal work lacks compared to formal employment is the "wage". But this does not mean that the marketable amount of work in the household cannot be accounted for. Using the "input" method, one of the following variables can be used:

- ✓ Replacement cost: in reference to domestic or household employment.
- ✓ Opportunity cost and loss of earnings: compared to all workers in the labor market.

At the macroeconomic level, mothers manage and administer most of the countries' final consumption GDP, but in any National System of Accounts (SNC), maternal work is excluded because it consists of the production of family services for self-consumption in the home, even though it is recognized that their contribution in the form of time increases the well-being of individuals. They only appear in the satellite accounts of "unpaid household services" (a unit of account parallel to the CNS).

As a consequence, mothers' work is considered "unproductive" and these women "unemployed" for labor, economic, legal, political and sociological purposes. They are 'invisible women'.

Thus, it must become one of the objectives of family policies that the social value of maternal work is reflected in economic and social policies.

Originally the meaning of "economy" was the management and administration of the household. Later, economic institutions were created to satisfy people's needs, but today they have lost sight of their purpose. Therefore the dimension of "value" must return to its essence. The market focuses on producing value in terms of finance and growth but is unable to generate by itself the value associated with well-being and development, which entails superior wealth as well as sustainability.

The provision of care has a high social value although it often lacks monetary value (Stiglitz-Sen-Fitoussi Report). A new policy is needed with a different economic approach that changes the centrality of economic rationality for the centrality of human life, that the economic system is once again subordinated to life and not to capital, that care is revalued and the family is placed as the social foundation. In the end, these are political measures that would narrow the social and economic independence gap suffered by people who dedicate themselves exclusively to their families and who would have a specific social status, no longer being considered 'unemployed'.

SURROGATE MOTHERHOOD



Surrogate motherhood, better known as surrogate wombs or gestational surrogacy, does not constitute any progress or social advance. On the contrary, it is a new form of exploitation of women and human trafficking that turns children into commercial products. It is, therefore, a flagrant violation of the dignity of both the mother and the child.

Attempts are made to present surrogacy, surrogate motherhood, as another form of assisted reproduction, as an altruistic treatment to alleviate infertility and help couples who

cannot have children by giving them the opportunity to realize their dream of becoming parents.

But reality is quite different.

Surrogacy contracts are, without a doubt, a way of exploiting the woman who sells or rents her body for money, or for some kind of compensation. It is a booming commercial activity in a good number of countries around the world where agencies profit at the expense of the suffering of infertile parents and the vulnerability of women in unfavorable situations, and thus a whole business of selection and quality processing of women and possible future babies is developed.

In many countries, surrogacy is invariably linked to prostitution networks, offering women a respectable job or passport in exchange for surrogacy.

The sale or rental of one's own body ultimately involves the whole person, and the psychological after-effects of surrogacy are evident. At a time when there is increasing scientific evidence of the bonds created between mother and child during pregnancy, some would have society believe that surrogacy is something aseptic, without psychological consequences for either the mother or the child.

Nor can we overlook the multitude of unforeseen situations or conflicts that may arise, such as the possibility of a high-risk pregnancy for the health of the surrogate mother,

the response of the contracting parents to possible malformations of the unborn child or their backing out in the middle of the pregnancy, etc...

In surrogacy, the woman rents her body, usually under some kind of coercion, turning this practice into a new form of exploitation and trafficking of women, with the aggravating circumstance that the child is used as a commercial product and object of commercial transactions. The objective of surrogate motherhood is not the good of the child but to satisfy the whim or desire of some adults to be parents at any price.

The trend in developed countries is towards the approval of trade in women's bodies and child trafficking under pressure from the LGBTBI lobbies. Developed countries seem to be willing to consecrate and facilitate the buying and selling of children so that anyone who wants to, and can afford to, can buy them and demand quality standards for the "product" purchased. It is clear that the dignity of women and motherhood are not seen as something unavailable and worthy of protection but, as in the case of prostitution, women can be used to satisfy a desire.

This new form of exploitation, of objectification of human beings, of human trafficking and prostitution of women's bodies, is making its way into countries and institutions, under the weight of lobbies, the business that generates this type of transaction and economic interests. It is urgent to react to the situation it is producing.

Although we advocate a universal abolition of surrogacy, the simplest and most effective way to put an end to surrogacy would be through the refusal to allow the registration of the filiation of children born from surrogacy in the name of the buyers, as it would work effectively as a deterrent and would radically reduce the business and exploitation that surrogacy entails.

CONCLUSION

PROPOSALS FOR PUBLIC POLICIES IN FAVOR OF MOTHERS AND THEIR CHILDREN

1.- **REAL SCHEDULE FLEXIBILITY** and adjusted to the needs of working parents without discrimination of any kind, as well as the extension of the right to a reduced working day, regardless of the age of the children and the **PROMOTION OF THE INTENSIVE SCHEDULE**. These measures would require the necessary tax benefits for companies so that it is not a burden for them.

2.-**PROMOTION OF WORK FROM HOME** - teleworking - at least in some fraction (daily or weekly) of the working day. To promote professional responsibilities by objectives, as well as work and business entrepreneurship from home; both for women and men, so that the latter can be more involved in family life.

3.- **TO AVAIL 24 HOURS A YEAR FOR FAMILY AFFAIRS WITHOUT JUSTIFICATION** with prior notice, for all parents of minor children, so that a need common to all parents is covered, and that it does not suppose a serious inconvenience for the company.

4.-**SUPPORT FOR PART-TIME AND REDUCED HOURS CONTRACTS** for people with family responsibilities, with tax benefits, so that these contracts do not represent a detriment for the companies.

5.- **EXTENSION OF THE MATERNITY BENEFIT UNTIL WEEK 24** in order to facilitate the recommendations of the WHO regarding the importance of breastfeeding during the first 6 months of the baby's life.

6.-**THE DEFENSE AND PROTECTION OF WOMEN AGAINST ANY PROVEN DISCRIMINATORY GESTURE OR HARASSMENT OF ANY KIND BY REASON OF THEIR MATERNITY** both in society and in the working world, towards the working

woman who wants to have children or who is dedicated exclusively or partially to the care and attention of her family.

We propose 3 specific measures around a general proposal: The legislative recognition of "maternal mobbing" as a specific figure of labor discrimination against women because of their maternity, as proposed by the Resolution of the European Parliament of September 11, 2018.

- The inclusion of the option of maternal mobbing in the list of information on labor irregularities in the mailbox of the Labor and Social Security Inspectorate .
- Establishment of other specific non-judicial mechanisms of denunciation and active prosecution of any proven discriminatory gesture towards working women in relation to their maternity.
- Protection for working women who decide to file a judicial complaint for maternal mobbing, from legal advice to guarantees that no reprisals of any kind will be taken against them.

7. - THE TERM "EXCLUSIVE DEDICATION TO THE FAMILY" SHOULD BE CONSIDERED AS A WORK CATEGORY" AND THE GRANTING OF 'CARE CREDITS' TO PEOPLE WITH EXCLUSIVE DEDICATION TO THE FAMILY AND DEPENDENT PERSONS, through the registration in a register by which the 'care credits' proposed in the European Parliament[1] are granted and which would involve the following measures:

- Access to individual and shared Social Security (SS) by considering the respective contributions as "community property" so that, in case of separation or widowhood, the spouse who has interrupted, or never started, his/her working life to devote him/herself to the care of the children is compensated (Already applied in Sweden and Germany).
- Indirect salary through subsidies and benefits in which the category "exclusive dedication to the family" has a special bonus.
- Deductions in the scope of the "Personal Income Tax" (IRPF) in which there are deductions in the quota of this tax when one of the spouses performs unpaid work in the home (as in the Autonomous Community of Valencia, Spain).
- Increase of the vital minimum in the IRPF, which means a tax benefit for mothers in order to consolidate at a socio-political level the consideration of exclusive dedication to the family as a social good that is rewarded with an overweighting of the vital minimum deducted in the tax.

- Direct or mixed retirement with the implementation of a pension system based on agreements with banking institutions.
- Subsidized sick leave for both sickness and maternity.

These measures would make it possible to narrow the social and economic independence gap suffered by people who dedicate themselves exclusively to their families and they would have a specific social status, no longer being considered 'unemployed', thus guaranteeing the recognition and visibility of this large group of women.

Likewise, in the difficult reincorporation to the labor market, these credits would translate into tax reductions for the companies that hire those who have them. And they would allow them access to retraining and professional training programs to facilitate their reincorporation.

8. UNIVERSAL ABOLITION OF SURROGATE MOTHERHOOD. Surrogate motherhood, better known as "wombs for rent", does not constitute any progress or social advance, much less in terms of women's rights. It is a new form of exploitation of women for their capacity to be mothers, and of human trafficking that turns children into commercial products.

Women of the World is a platform of a growing number of organisations from all over the world working together to defend women's identity and its complementarity with en's and the human, social and labour value of motherhood.



WOMEN OF THE WORLD PLATFORM
info@womenworldplatform.com
www.womenworldplatform.com