



# Uncertain Futures

Finding Solutions Through Art and Research

# Creating and Maintaining Connections





# Art as Research

- Role of Manchester Art Gallery
  - Design and development
  - Exhibition space
  - Civic Space
- Work with Manchester City Council



# Research as Art

- Methodology
  - Participatory research
- Analysis
  - Research Team
  - Preliminary Results
  - Outputs

## Research Methodology

The project uses art as a platform for professional and published research into the lived experiences and occupational health of work conditions for Manchester's older women. The questions being investigated are: What are the responsibilities for women over 50 in relation to work?

The Advisory Group represented a diverse group of women over 50 who were active in their communities, from different social and ethnic backgrounds. Some were newly retired and some had lived in Manchester all of their lives. This group was integral to every aspect of the project from project design and scope, programming, to recruitment of interviewees and participatory analysis of interviews.

The Advisory Group interviewed a 'study artist' which identified key interrelated experiences to explore in relation to four areas of their working lives: working, caring work and the impact of Covid-19.

The Participatory Research Team consists of two academics and two Advisory Group members: Dr Sarah Campbell, Sarah Campbell, Jo and Sarah-Maria Baines, Graham, Sarah-Catherine and Sarah-Maria Baines.

They will be co-producing these interviews according to research ethics in the following ways:

- Interviewing groups and individuals

This room now houses 100 original and annotated transcripts of seven women over 50 from Manchester.

How do you balance responsibilities at work and responsibilities at home?

How important is work to you?

Have you experienced any obstacles in accessing work/returning to work?

Has Covid-19 had an impact on your life? e.g. health, work, finance, managing the digital transformation?



In the process of analysing these transcripts, the Research Team will develop key responsibilities for action in the form of a manifesto. The recommendations will be published. You are invited to share your views on this before.

Please feel free to remove interview transcripts from the wall for reading and return them when finished.



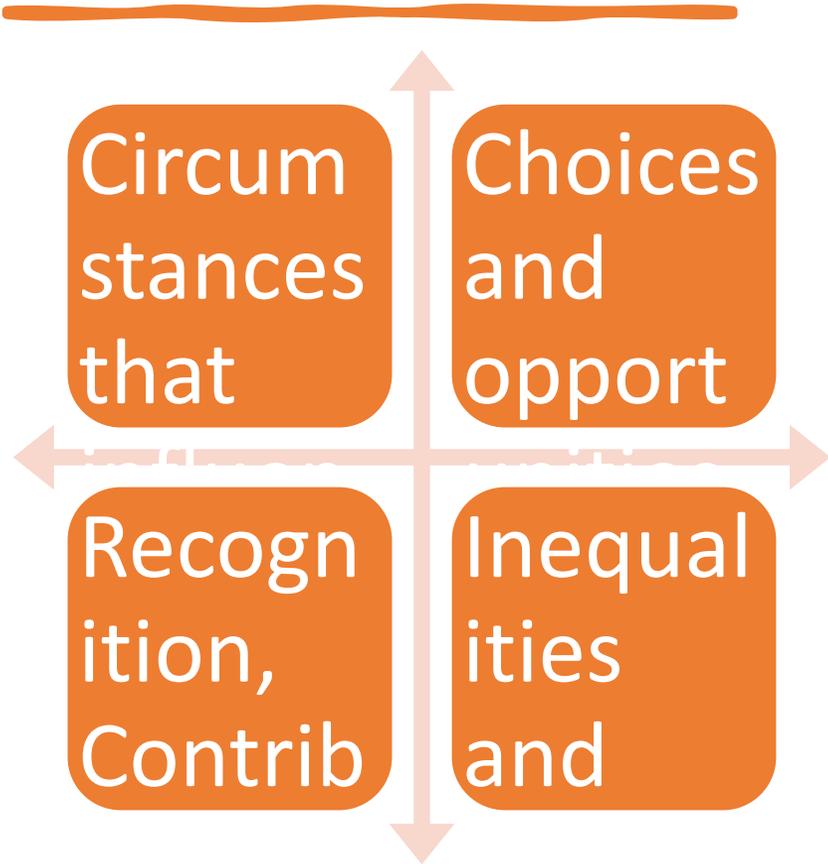
# 100 Voices

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- **Age Profile:** 40% in 50s, 35% in 60s, 19% 70s, 6% undisclosed
- **Working/Retirement Status:** 44% in work / 39% retired / 16% seeking work/unemployed / 1% furlough/shielding
- **Background:** 63% from minority ethnic background
- **Private/Occupational pension:** 36%
- **Migration Status:** 12% asylum seekers or leave to remain status
- **Unpaid labour:** 46% volunteers / 27% carers



# 100 Voices: 4 Themes



## Research Methodology

This project uses art as a platform for professional and publishable research into the interconnected and interdependent issues of work conditions for Manchester's older women. The question being investigated was What are the inequalities facing women over 50 in relation to work?

The Advisory Group represented a diverse group of women over 50 who were active in their communities, from different racial and ethnic backgrounds. Some were newly migrated and some had lived in Manchester all of their lives. This group was integral to every aspect of the project from project design and event programming, to recruitment of interviewees and participatory analysis of interviews.

The Advisory Group co-designed a 'data matrix' which identified key interconnected experiences to examine in relation to four areas of focus: accessing work, in-work, exiting work and the impact of Covid-19.

The Participatory Research Team consists of two academics and four Advisory Group members: Dr. Sarah Campbell, Atiha Chaudry, Dr. Elaine Dewhurst, Rohina Ghafoor, Marie Greenhalgh and Tendayi Madzunzu.

They will be co-analysing these interviews according to emergent themes in the transcripts:

- Volunteering and unpaid work—the impact on women
- Disparity in pension and retirement planning
- Interconnected, interdependent and multiple discrimination based on race, gender and other characteristics

This room now houses 100 original and anonymised transcripts of diverse women over 50 from Manchester.

How do you balance responsibilities at work and responsibilities at home?

How important is work to you?

Have you experienced any obstacles in accessing work/returning to work?

Has Covid-19 had an impact on your life? e.g. health, work, financial, managing the transformation?

In the process of analysing these transcripts, the Research Team will develop key recommendations for action in the form of a manifesto. The recommendations will be sustainable, real and will change women's lives for the better.

Please feel free to remove interviews from the wall for reading and return them when finished.

# Spotlight on Inequalities and Exclusion

## Inequality

### and Discrimination

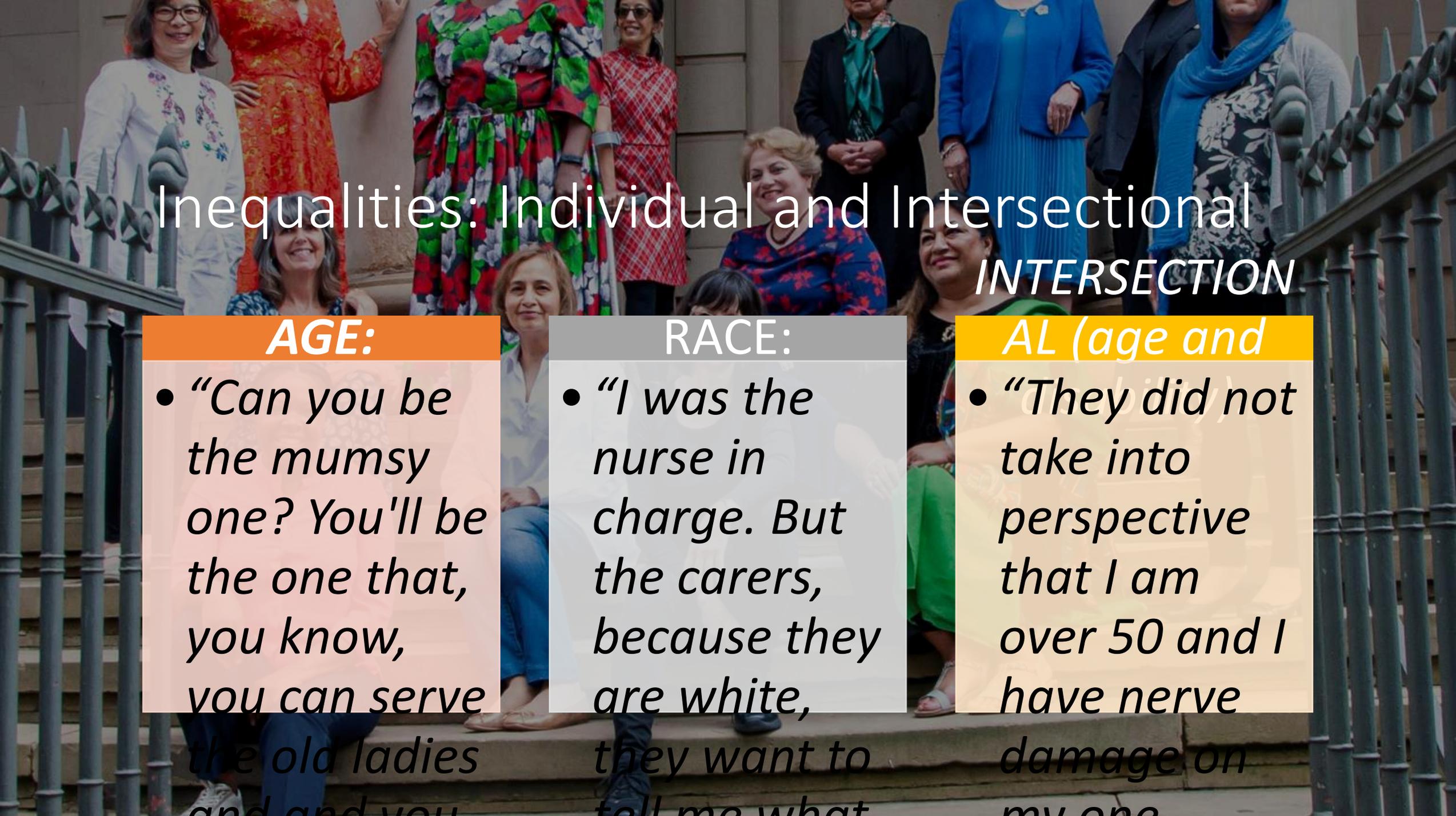
- Race
- gender
- age
- Disability
- Multiple

## Structural

### Inequality

- Language / migration status
- Volunteering





# Inequalities: Individual and Intersectional

## INTERSECTION

### AGE:

- *“Can you be the mumsy one? You'll be the one that, you know, you can serve the old ladies and and you*

### RACE:

- *“I was the nurse in charge. But the carers, because they are white, they want to tell me what*

### AL (age and

- *“They did not take into perspective that I am over 50 and I have nerve damage on my one*

# Structural Inequalities and Social exclusion

## Migration System / Language

*"Those five years were very difficult, because they don't allow any work, just voluntary – no college, no job, no anything. When you can't go to any job, the first thing is you think you are not useful, you are not able to do anything. This feeling is very bad."* (Mari, 67)

## Support Services

*"But I don't know, Jobcentre, just they are pushing you, just push you, push you... I show you the list, they're sending you the job vacancy. And it's like for all of people who's on jobseeker's allowance, they know you can't... It's not for you, this job...And it's difficult when you get a part time job, in one pound they will take 60 pence for them and I get 40p."* (Kesrewan, 52)

## Volunteering Trap

*"Since 2015, I work volunteer in a [X]. Till now, I can tell you at least five times I applied for the... job with [X] and I didn't get it. And about 15 times I applied for a job, which is [X] advertised and have experience, qualifications, skills, and didn't get a job."* (Kesrewan, 52)

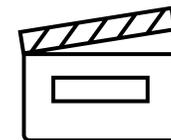
# Endurance

*“But, you know, it is what it is, we all get there don't we, in the end. Most of us come out smiling” (Felicity, 50)*



# Action

- *“I will not give up, I will carry on their journey, to empower other women, to encourage them...” (Femme Capable, 53)*



# Time for Action

Interventions

at

Eliminating  
User

specific  
points

focuses  
gaps in  
& policy  
development

Raising  
awareness

and

Employer  
role

vision

