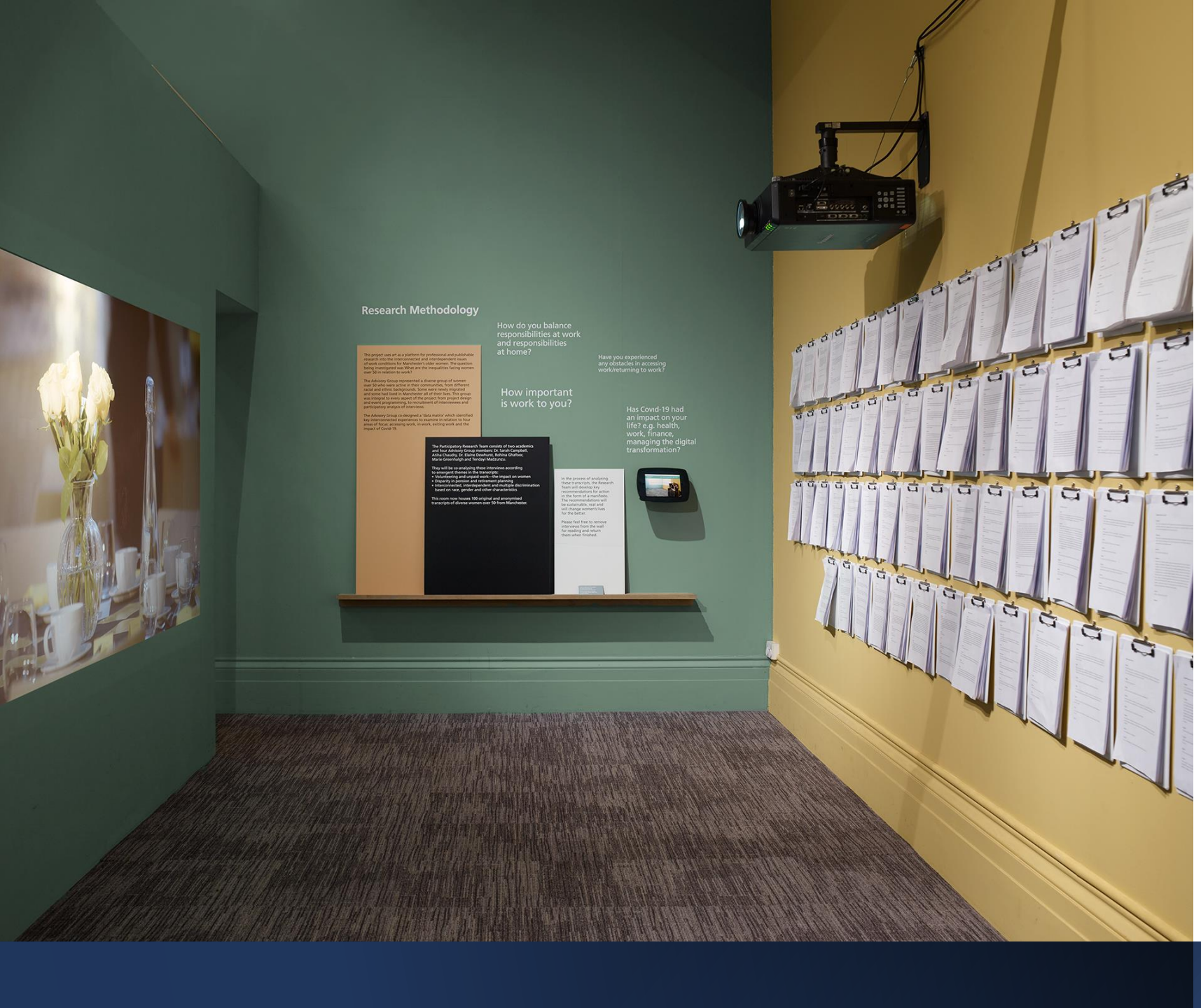
Uncertain Futures

Finding Solutions Through Art and Research

Creating and Maintaining Connections

Art as Research

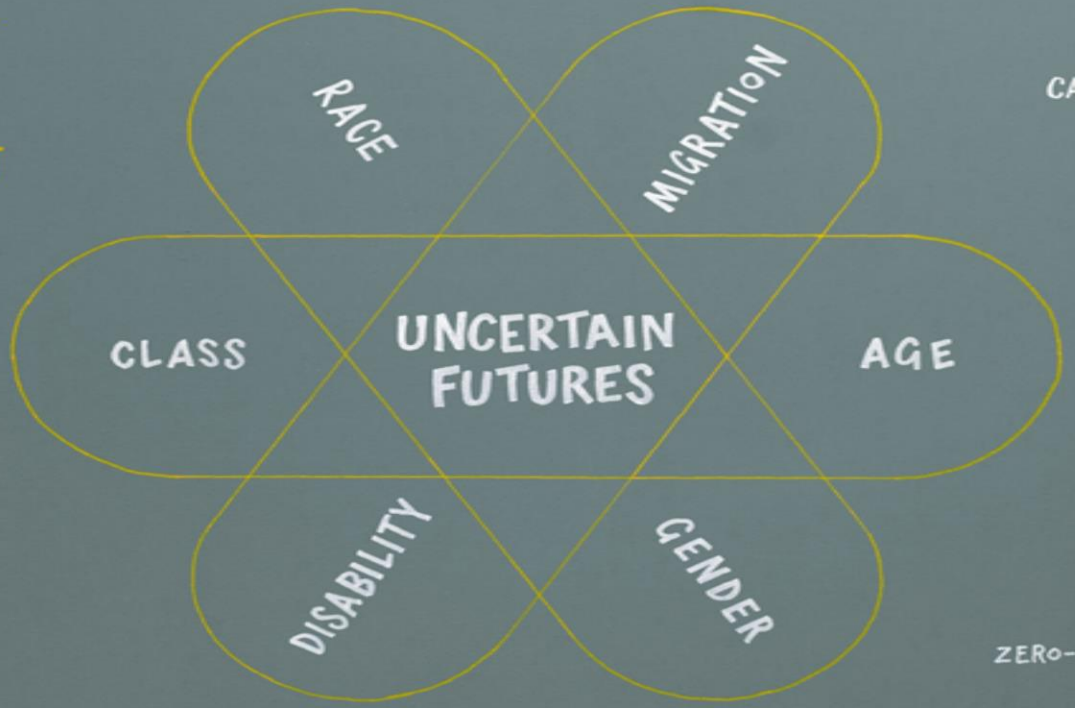
- Role of Manchester Art Gallery
  - Design and development
  - Exhibition space
  - Civic Space
- Work with Manchester City Council



Research as Art

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

- ACCESS TO WORK
- IN WORK EXPERIENCES
- COVID-19 IMPACT
- WORK, AGEING AND RETIREMENT



LANGUAGE BARRIERS

LOSS

UNPAID WORK NOT VALUED

DIGITAL DIVIDE

RETRAINING REQUIREMENTS

CARING RESPONSIBILITIES

SEXISM

MANAGING ASYLUM SYSTEM

LOW PAID JOBS

MENOPAUSE

REDUNDANCY

RACISM

DISCRIMINATION

ZERO-HOUR CONTRACTS

ISOLATION

LONG COVID

WORKING FROM HOME

HEALTH ISSUES

UNRECOGNISED QUALIFICATIONS

CHANGE IN PENSION AGE

FINANCIAL INSTABILITY

100 Voices

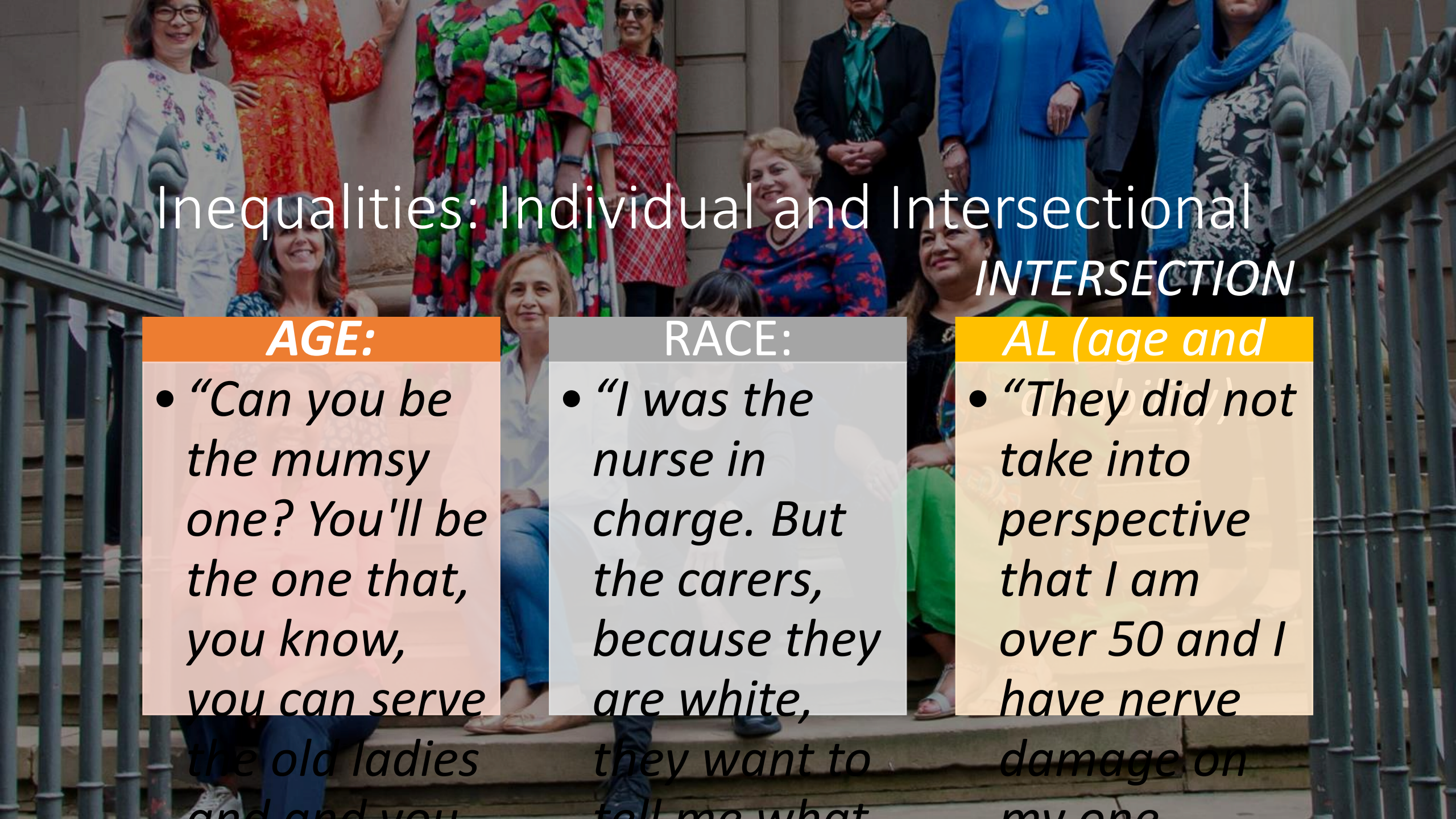
- **Age Profile:** 40% in 50s, 35% in 60s, 19% 70s, 6% undisclosed
- **Working/Retirement Status**: 44% in work / 39% retired / 16% seeking work/unemployed / 1% furlough/shielding
- **Background**: 63% from minority ethnic background
- **Private/Occupational pension:** 36%
- **Migration Status:** 12%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

100 Voices: 4 Themes

- Circumstances that
- Choices and opport
- Recognition, Contrib
- Inequalities and

Spotlight on Inequalities and Exclusion

Inequality and Discrimin	Structural inequaliti
• Race • gender • age • Disability • Multipl	• Language / migration status • Volunteering



Inequalities: Individual and Intersectional

INTERSECTION

AGE:	RACE:	*AL (age and*
• *"Can you be the mumsy one? You'll be the one that, you know, you can serve the old ladies*	• *"I was the nurse in charge. But the carers, because they are white, they want to*	• *"They did not take into perspective that I am over 50 and I have nerve damage on*

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

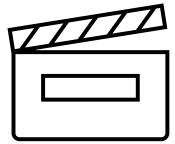
"Since 2015, I work volunteer in a [X]. Till now, I can tell you at least five times I applied for the… job with [X] and I didn't get it. And about 15 times I applied for a job, which is [X] advertised and have experience, qualifications, skills, and didn't get a job." **(Kesrewan, 52)**

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 specific points

Eliminating User-focussed policy protection

Raising awareness

development and

Employer role

vice

visio

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