



10th June 2019

Ministry for Women
22 The Terrace
Wellington

Attn Bindu Armstrong:- Bindu.Armstrong@women.govt.nz

BPW Response to the Beijing Platform for Action +25

BPW would like to include the following: -

Women in health: -

Women tend to live longer than men, on average, and thus comprise a majority of older persons, especially at advanced ages. Therefore, their income security also depends on the availability of and access to secure and affordable publicly provided social services, including housing and healthcare and long-term care. Besides ensuring equitable access and utilization of services provides a safety net for older women and protects them and their families, from falling into poverty in later life as a result of catastrophic out-of-pocket healthcare expenses¹.

Equity of service fit for the New Zealand context, aligned with Te Tiriti o Waitangi obligations, which is principled based, inclusive, reflecting the definition put forward by the World Health Organisation need to be affordable for those most vulnerable.

Equity of access – have secondary care clinics in primary care facilities to enable patients to be seen in familiar surroundings and not have to travel and wait in hospital clinics. Important for rural and smaller urban centres. This has precedent in obstetrics and gynaecological clinics and specialists who visit outreach clinics.

Aged population can find it difficult to access healthcare services due to transport difficulties, cost of consultation – more services are required that facilitate easy access, address any cost disincentives.

Women and the Economy: -

Mature workers can face barriers in gaining employment. They have a lot to offer an employer besides a wide range of workplace experience. A recent survey of over 500 employers found that most viewed older workers as an "untapped treasure" and agreed that businesses should take extra steps to attract and retain them. However older workers, especially women, can also face a range of barriers to employment, especially when looking for work after losing a job or being made redundant².

¹ [65+ in 2038 – Being Financially Secure](#) - Commission for Financial Capability

² [Mature Workers in the Labour Market](#) – Careers New Zealand



When considering the growing income gap between men and women in this older age group and the increasing gap in savings as reported by KiwiSaver providers. Retirement schemes tied to individual contributions increase inequality across gender and income generally. This needs to be addressed

Older New Zealanders, mostly women, make a huge contribution to their communities through unpaid work. Often this is through caring for spouses, grandchildren, and friends. Older people contribute to the voluntary sector through regular voluntary work in a range of community organisations that rely on the work of volunteers³. Policies should look at adequacy from a standard full average-wage career, but also calculate replacement rates for career interruptions, early retirement, volunteering and late career onset, making it a more realistic reflection of the life situation many older women are facing.

Would like to see fully support women in the workplace with no barriers to pay equity through the introduction of pay transparency legislation which doesn't breach the privacy of an individual.

To see funds set aside to fund any pay inequities to assist women to take these further in a dispute/claim situation.

It is important that equal pay legislation is right for all women, particularly those who are more vulnerable due to disabilities, it is also important because of the effects of the gender pay gap adversely affect the retirement income of women.

Our Organisation

BPW NZ is an affiliate of BPW International. BPW International is one of the most influential international networks of business and professional women with affiliates in 95 countries in five continents and a diverse membership of 23,000.

Our organisation's aims are to link professional and business women throughout the world, to provide support, to lobby for change and to promote the ongoing advancement of women. We work for equal opportunities and status for all women in economic, civil and political life and the removal of discrimination in all countries. We promote our aims and organise our operating structure without distinction as to race, language or religion.

International Status

BPW International has General Consultative Status at the United Nations through the UN Economic & Social Council (ECOSOC). This enables BPW International to appoint official representatives to UN agencies worldwide and to accredit members to attend specific UN meetings.

³ [Working past 65 some questions to consider](#), Age Concern



BPW New Zealand speaks strongly for women in international forums and works hard in relation to the advancement to the status of women.

We request the New Zealand Government to consider the noted recommendations on further steps that can be taken to improve our human rights situation and offer advice and guidance on effective implementation.

Thank you for the opportunity to provide our suggestions and we hope that our comments are of use to you.

On behalf of

New Zealand Federation of Business and Professional Women Inc.

A handwritten signature in dark ink, appearing to read 'Hellen Swales'.

Hellen Swales

President

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A handwritten signature in dark ink, appearing to read 'Barbara Bedeschi-Lewando'.

Dr Barbara Bedeschi-Lewando

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