



Title of Resolution:

Legislative and policy measures for wage parity

Wording of Resolution:

VIEW Clubs of Australia call on the federal government to implement legislative and policy measures for wage parity; to support benefit payments, minimum wage and penalty rate increases to keep pace with inflation and CPI; and support changes to paid parental leave to include provision for superannuation payments.

Rationale:

VIEW Clubs recognise the important contributions women make to the economic and social fabric of our society and support programs and policies to shape a gender equal future. It is important to note that single women are likely to fare worse financially in retirement, compared to couples and single men. This is compounded by the higher living costs for single individuals, compared to those in couples who are able to share living costs

Arguments for the resolution:

- The gender gap in retirement savings and retirement incomes is a consequence of events across a woman's lifecycle. It stems from deep and systemic gender inequality – ingrained attitudes towards gender roles and caring; women's vulnerability to violence; the gender pay gap; limited or lack of superannuation, lack of savings, constrained choices and decisions about paid work and care; the impact of divorce; disability and chronic ill health, discrimination and harassment.
- Older women have worked a lifetime for their families and the community. Upon retirement, particularly, they are falling victim of policy failures such as lower income for women, unpaid maternity leave and indeed having to leave work for simply being married. They don't have the full benefit of compulsory superannuation and are finding themselves disadvantaged significantly from a financial point of view which impacts on housing security.
- Achieving gender equality in retirement savings and retirement incomes is critical for Australia to meet its international human rights obligations. Gender equality in retirement savings and retirement incomes is of vital importance to women's financial security, enabling women to exercise and enjoy their human rights fully in retirement and to live with dignity and respect throughout their lives.

Arguments against the resolution:

Reduces government expenditure