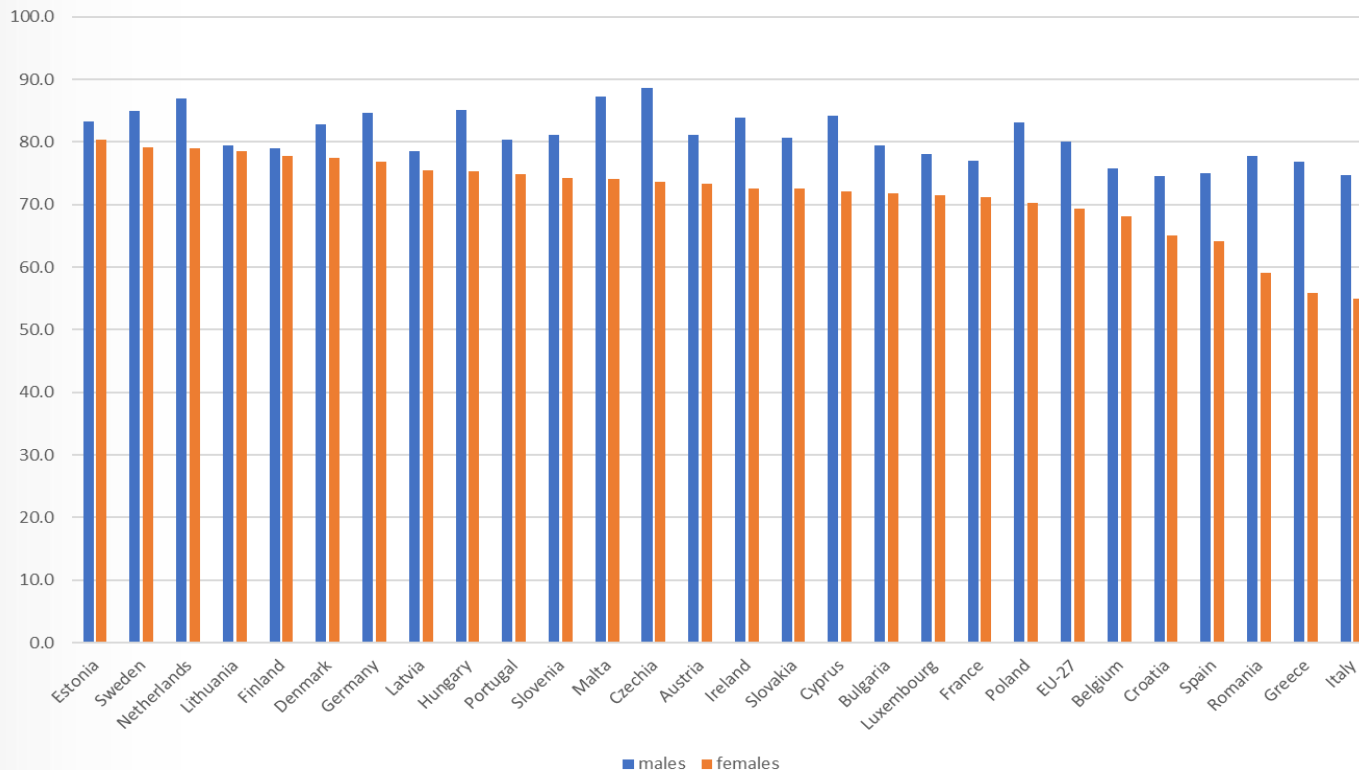


Bernadette Allinger, Ingo Schäfer

Improving women's old-age protection – the potential of closing labour market gaps

Gender inequalities remain I

- Progress is evident, but still large gender inequalities remain (2022: 68.6/100 points for EU-27 on EIGE's Gender Equality Index (domain of work: 71.7))
- Gender employment gap narrowing only slowly

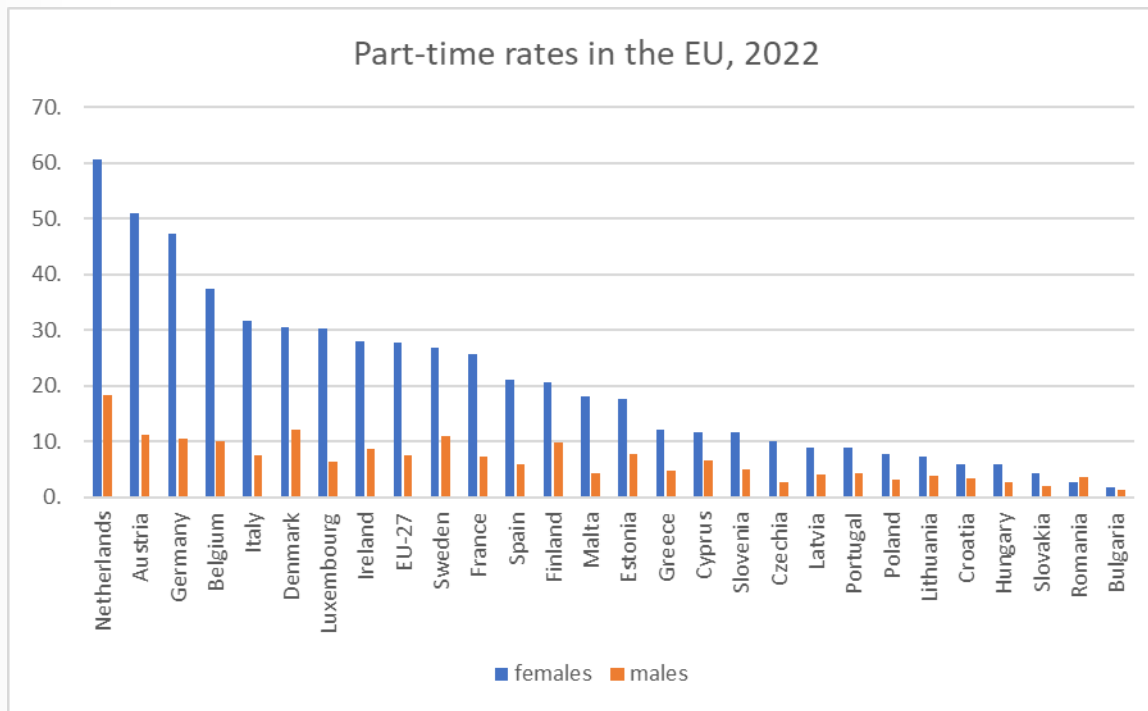


Source: Eurostat, LFS, 20-64 years – Employment levels by gender

Gender inequalities remain II

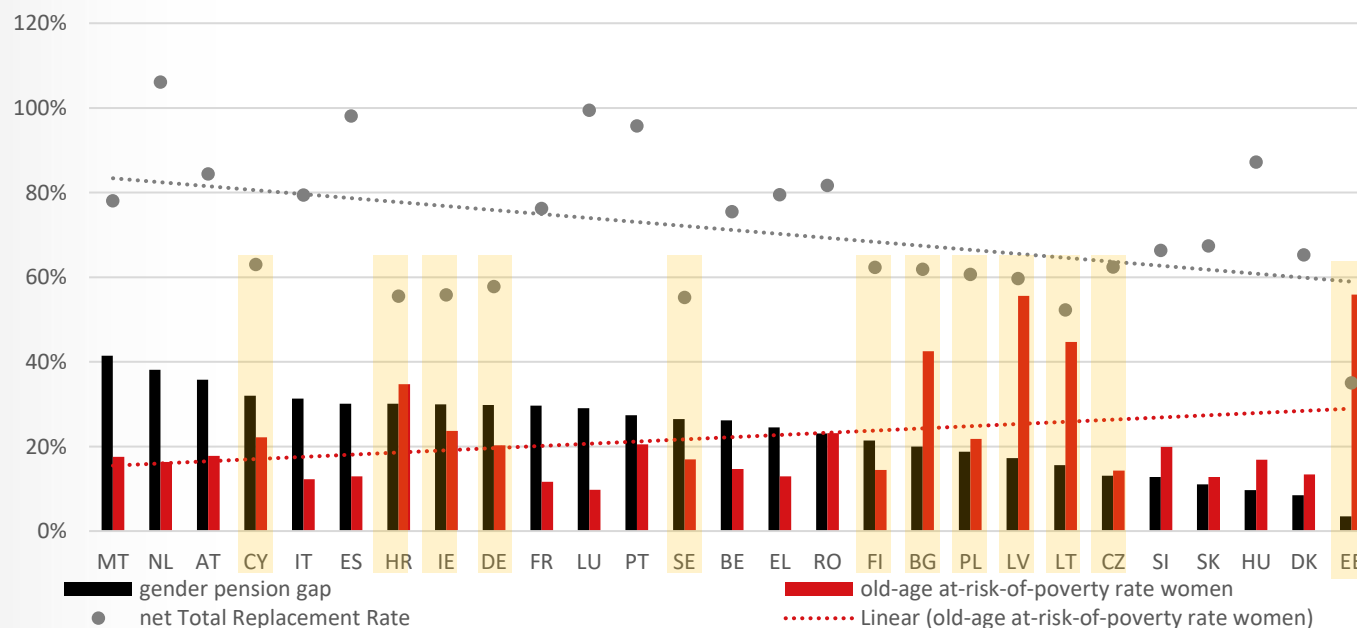
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- Differences also in the volume of work: difference in FTE rates highest in NL (27.3 pp), GR (25.9 pp), D and AT (21.5 pp each); at the lower end, LT (3.7 pp), LV (3.9 pp), EE (7.9 pp), FI (7.8 pp) (OECD 2021)
- High female part-time rates



GPG reveals the gap but not adequacy

- GPG reflects (primarily) the gap in working life
- Low GPG may correlate with very high AROP-rate



- TRR below about 65% correlates highly with high AROP

GPG and pension adequacy

- GPG shows actual pension (in)equality
 - and is (mainly) a result of past labour market histories
 - low labour market participation by women today leads to future GPG
- (Residence based) basic pension schemes may lower and even gender-equalize the AROP-rate
 - But this doesn't apply to the GPG as basic schemes commonly comes with strictly contribution based supplementary pensions
- pensions adequacy for all genders depends on a high TRR
 - assuming good wages and good labour market integration
- summarized: neither one indicator shows nor one instrument reaches adequate and gender-equal pensions

Achieve adequate and gender-just pensions

- Medium- and long-run
 - Closing labour market gaps (participation and payment)
 - Improving pension systems and raising TRR exceeding 65 percent
 - compensation in pensions for care related LM restrictions
 - and fair sharing care work between genders
 - Adequate and commonly reachable pension ages (no to raising age)
- Short-term
 - Compensating for past labour market participation gaps
 - Strengthening minimum income schemes in old age
 - Raising TRR to an level exceeding 65 percent

What can be done?

- fair distribution of care work and paid employment
- availability of free, high-quality childcare with adequate opening hours
- family-friendly working hours (including incentives for equal distribution of working hours between parents)
- expansion of “quality” jobs while reducing precarious work
- adequate social compensation mechanisms in pension systems for employment restrictions due to care work
- ensure that national pension systems meet the EPSR target #15, especially the “right to resources that ensure living in dignity

Thank you for your time and attention!

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