

06.

Gender Gap in Occupational Pensions

OPSG July 2019

Background

- A pension gap exists (27-40%)
- Gap matters
- Gap varies across Pillars & within countries.
- Multi faceted nature of the gap.
- Diverse experience across Europe in engaging with the gap.
- Help close the gap through occupational pensions?

What could the OPSG do?

- Document initiatives / good practice.
- Identify obstacles and challenges.
- Raise the profile of the issue and articulate a template for gender proofing.
- Suggest some actionable proposals.

**Knowing what EIOPA has planned
would very much help our deliberations**

Invitation

- A working group
- Terms of reference
- Approach- national insights
- Priorities
- Possibilities / Proposals
- Gender proofing
(a skeletal template?)

Some Resources (i)

- *Drivers of the gender gap in pensions : World Bank working paper (2019)* <http://hdl.handle.net/10986/31625>
- *Gender gap in pensions in the EU : research note for the Latvian presidency (2015)* <https://eige.europa.eu/publications/gender-gap-pensions-eu-research-note-latvian-presidency>
- Duvvury, N., Ní Léime, A, Callan, A, Price, L., Simpson, M. (2012) *Older women workers' access to pensions: vulnerabilities, perspectives and strategies*. Irish Centre for Social Gerontology, National University Ireland Galway
[https://aran.library.nuigalway.ie/xmlui/bitstream/handle/10379/3205/Older Women Workers report Aine.pdf?sequence=1](https://aran.library.nuigalway.ie/xmlui/bitstream/handle/10379/3205/Older_Women_Workers_report_Aine.pdf?sequence=1)
- AON : *Women's Growing Economic Power: New Opportunities, Critical Needs* <https://theonebrief.com/womens-growing-economic-power-new-opportunities-critical-needs/>

Some Resources (ii)

- https://www.pensionsauthority.ie/en/LifeCycle/Information_Booklets/A_brief_guide_to_equal_pension_treatment_15044 shortcut.pdf
- https://read.oecd-ilibrary.org/social-issues-migration-health/society-at-a-glance-2019_ac0e699f-en#page1
- <https://www.oecd.org/pensions/oecd-pensions-at-a-glance-19991363.htm>
- <https://ec.europa.eu/social/main.jsp?langId=en&catId=752&urtherNews=yes&newsId=2349>
- <http://www.europarl.europa.eu/news/en/headlines/society/20170609STO77059/the-40-gender-pension-gap-how-parliament-wants-to-narrow-it-interview>