



Bernd Marin / Eszter Zólyomi (Eds.)

---

**Women's Work and Pensions:  
What is Good, What is Best?**

Designing Gender-Sensitive Arrangements

European Centre Vienna

---

Ashgate

---

The book aims at exploring difficulties women face in working life and retirement – and what could be done to achieve more gender equality and fairness for women and men alike.

It starts out with simple, radical queries: How different are fe/male life courses, and why? And what is good, bad, best for women under these or probable future circumstances? It leads to complex, subtle, often ambiguous, and sometimes quite surprising policy conclusions.

Based on the empirical evidence at hand and using tools of economics and social science, it addresses design choices in public policies. They arise from converging but continuously different lives and risks of women and men, in gainful work and unpaid household labour.

It gives an overview on trends in population ageing and pension reforms around the Millenium – and the gender impact of demographic and socio-economic changes and main policy measures.

Distinguishing between equality of opportunity, gender equality/-equity/-neutrality/-specificity, the book opts for gender sensitivity: using gender-neutral devices (like unisex life tables, equal retirement eligibility age, childcare credits, minimum income schemes) to compensate women to the extent of gender-specific work and career patterns and living conditions.

In short: How not to be “gender-blind” to gendered contexts and outcomes, while maintaining general principles of individual and actuarial fairness, contributivity and gender-neutral social justice. Neither discriminating against male workers, nor locking women into traditional subordinate positions by ambivalent protection schemes of benevolent welfare paternalism.

This book also shows that women’s life courses have become more masculinized than men’s feminized, at the overall disadvantage of women as losers of incomplete modernization. Under these transitory conditions, women today are less women than men are men – and women are more different among themselves (in education, qualification, income, class and family status) than they are different from men.

As a consequence, what is good for most still lower skilled women today may be bad for the great majority of more qualified women tomorrow, or for professional women today. The book carefully investigates the diversity of gender impact for different occupations or time horizons used.

Leading pension experts, predominantly women, from East and West, North and South of Europe analyse the basic challenges through single and comparative country studies. The editors provide facts and figures on women’s lives, work and pensions and draw theoretical lessons and practical policy conclusions from the studies and gendered statistical indicators.

*Bernd Marin* is Executive Director, *Eszter Zólyomi* Researcher and Coordinator of the MA:IMI / II Project at the UN-affiliated European Centre in Vienna.

<p><b>ASHGATE</b> Ashgate Publishing Limited Wey Court East, Union Road, Farnham, Surrey, GU9 7PT, England <a href="http://www.ashgate.com">www.ashgate.com</a></p>	<p>ISBN 978-1-4094-0698-3</p>  <p>9 781409 406983</p>
---	--

# Contents

<b>List of Figures and Tables .....</b>	<b>7</b>
<b>Acknowledgements .....</b>	<b>11</b>
<b>I. Introduction.....</b>	<b>13</b>
General Trends in Pension Reform around the Millenium and their Impact on Women .....	15
<i>Bernd Marin</i>	
Contexts, Stakes, Queries.....	15
Reform Drive – and Dread.....	18
General Contributions.....	25
Single and Comparative Country Studies.....	38
<b>II. General Contributions.....</b>	<b>57</b>
A Discussion of Retirement Income Security for Men and Women .....	59
<i>Annika Sundén</i>	
Women and Pensions. Effects of Pension Reforms on Women’s Retirement Security .....	77
<i>Elsa Fornero and Chiara Monticone</i>	
Poverty Amongst Older Women and Pensions Policy in the European Union .....	97
<i>Asghar Zaidi, Katrin Gasior and Eszter Zólyomi</i>	

### **III. Single and Comparative Country Studies..... 109**

Pension System in Poland in the Gender Context ..... 111

*Agnieszka Chłoń-Domińczak*

The 1.000 € Trap. Implications of Austrian  
Social and Tax Policy On Labour Supply ..... 125

*Eva Pichler*

Women's Work and Pensions: Some Empirical Facts and Figures.  
Austria in an International Comparison ..... 155

*Michael Fuchs*

Restricting Pre-Retirement –  
What about Older Women's Ability to Work? ..... 183

*Raija Gould*

6

### **IV. Some Preliminary Conclusions: What is Good, Bad, Best for Women? ..... 201**

Gender Equality, Neutrality, Specificity and Sensitivity –  
and the Ambivalence of Benevolent Welfare Paternalism ..... 203

*Bernd Marin*

Women's Work, Pensions, Lives, Risks: Still Worlds Apart ..... 203

Gender Equality, Gender Neutrality, Gender Specificity,  
and Gender Sensitivity ..... 210

The Ambivalence of Benevolent Paternalism in Welfare Protection ..... 212

Pension Changes and their Impact on Women..... 218

The Stakes of Gender-Sensitive Pension Design ..... 221

### **V. Annex..... 225**

Some Facts and Figures on Women's Lives, Work and Pensions ..... 227

*Bernd Marin, Eszter Zólyomi (with Silvia Fässler and Katrin Gasior, Graphics)*

**Notes on Contributors** ..... 319

# List of Figures and Tables

## Figures

### *Annika Sundén*

Figure 1:	Share of population aged 65+ in 1975, 2000, and 2030.....	60
Figure 2:	Remaining life expectancy at age 60.....	61
Figure 3:	Fertility rate .....	61

### *Elsa Fornero / Chiara Monticone*

Figure 1:	Retirement risks faced by women.....	87
-----------	--------------------------------------	----

### *Asghar Zaidi*

Figure 1:	Older women and men at risk of poverty in EU countries, 2006 .....	100
Figure 2:	Poverty risk for older women, by age groups, 2007.....	101
Figure 3:	Poverty risk for older women over the time .....	102

### *Agnieszka Chłoi-Domińczak*

Figure 1:	Employment and unemployment rates in Poland, 2000-2004.....	112
Figure 2:	Employment rates of women by gender and educational level in 2003 and wages by gender and educational level as % of average wage in 2002.....	113
Figure 3:	Building pension capital – addition of the final five years of savings .....	114
Figure 4:	New pensions as per cent of average wage .....	118
Figure 5:	Impact of life tables on future pensions (% of average wage).....	119
Figure 6:	Transition to the new system – projected pensions by age cohort and gender.....	121
Appendix:	Assumptions for the Simulations.....	123

***Eva Pichler***

Figure 1:	Part-time share, employed people, in % .....	130
Figure 2:	Share of part-time work by gender .....	131
Figure 3:	Full-time participation rate of women .....	132
Figure 4:	Part-time share of employed men.....	133
Figure 5a:	Long-run share of part-time jobs in total job growth (10-year interval).....	135
Figure 5b:	Long-run share of part-time jobs in total job growth (5-year interval).....	135
Figure 6a:	Relative weight of different types of part-time work – women .....	137
Figure 6b:	Relative weight of different types of part-time work – men.....	138
Figure 7:	Marginal burden of taxes and social security contributions (employee with one child).....	141
Figure 8:	Gross wage (incl. social security contribution) in relation to net wage as a function of worker's monthly gross wage .....	148
Figure 9:	The firm's savings on wage costs in per cent of gross wages when full-time job is split into two part-time jobs .....	149

8

***Michael Fuchs***

Figure 1:	Lifetime distribution: working and non-working times in % (2000).....	161
Figure 2:	Employment rates of women aged 20-49 years with and without children (2003).....	163
Figure 3:	Unpaid and paid working hours per week (Austria 2002)	167
Figure 4:	Access rates in licensed ECEC services (2004/05): Decisive below 3 years? .....	168
Figure 5:	Average retirement age: turnaround on a low level? (Austria 1970-2006).....	173
Figure 6:	Average exit age from the labour force (2001, 2006).....	174
Figure 7:	At-risk-of-poverty rates (60% median), 2006 .....	179

***Raija Gould***

Figure 1:	Proportion of those with physically demanding work among employed 50-64-year-old men and women in Finland.....	187
-----------	--	-----

Figure 2:	Proportion of those who had problems at work among employed 50-64-year-old men and women in Finland.....	189
Figure 3:	Inflow rate of disability pensions in Finland for ages 55-62, in 2007 .....	191
Figure 4:	Inflow rate of disability pensions for age group 55-62, in 2001 and 2007 .....	195

## Tables

### *Bernd Marin*

Table 1:	Legal retirement ages by gender across the UN-European Region.....	20
----------	--	----

### *Annika Sundén*

Table 1:	Labour force participation and part-time work 2003, persons aged 15-64 years, in per cent.....	63
Table 2:	Pension design: consequences for women .....	69
Table 3:	Pension design in selected countries .....	70
Table 4:	The ratio between typical women's and full-career men's annual own annuities, replacement rate and rate of return on lifetime contributions.....	73

### *Elsa Fornero / Chiara Monticone*

Table 1:	Activity rates by gender and different age groups, 1997-2007.....	80
Table 2:	Employment rates by gender and different age groups, 1997-2007 .....	80
Table 3:	Life expectancy at different ages by gender, 2006 .....	82
Table 4:	Population below the poverty threshold, 2006 .....	83
Table 5:	Labour market indicators.....	84
Table 6:	Simulated replacement rates at retirement, by gender and length of career.....	93

### *Asghar Zaidi*

Table A1:	Poverty rates by age groups and gender, 2007 .....	108
-----------	--	-----

***Agnieszka Chłoń-Domińczak***

Table 1:	Changes in life expectancy of persons at retirement age, 1995–2002.....	115
Table 2:	Sensitivity analysis – impact of different wage and work history on future pensions (compared to baseline pension).....	120

***Eva Pichler***

Table 1:	Part-time work in Austria (in 1,000), 2008.....	129
Table 2:	Women between 15 and 65 years (in 1,000): full-time and part-time work.....	132
Table 3:	Men in part-time employment.....	134
Table 4:	Men between 15 and 65 years (in 1,000): full-time and part-time work.....	134
Table 5:	Average weekly hours worked (including overtime).....	136
Table 6:	Ratio of hours worked in part-time to hours worked in full-time jobs.....	136

10

***Michael Fuchs***

Table 1:	Employment rates of women aged 20-49 years according to education status and number of children below 12 years (2003).....	165
Table 2:	Loss of income of employed mothers compared to childless employed women in Euro (Austria 2000).....	177

***Raija Gould***

Table 1:	Proportion of part-time workers among older Finnish employees, 2007, %.....	186
Table 2:	Proportion of different diagnoses as a cause of new disability pensions in age group 55-62, in Finland 2007, %.....	190
Table 3:	Inflow rate of disability pensions granted for depression in 1998 and 2007, in age group 55-62, ‰.....	191

***Bernd Marin / Eszter Zólyomi***

List of Figures, see.....	227
Figures.....	233