

Equal rights, but not equal pensions: The gender gap in Dutch second pillar pensions

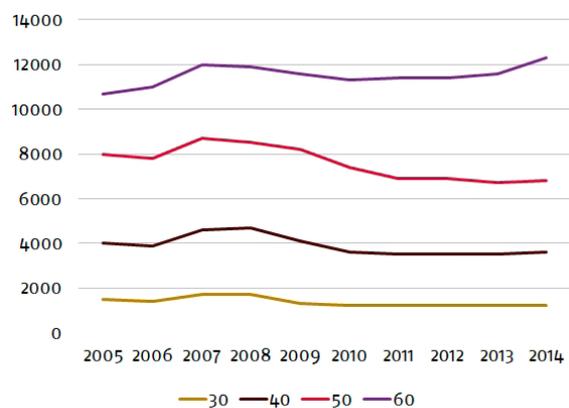
“No simple solution available to close the gender gap in Dutch occupational pensions”

Suzanne Kali, Jim Been, Marike Knoef, Albert van Marwijk Kooy – Universiteit Leiden

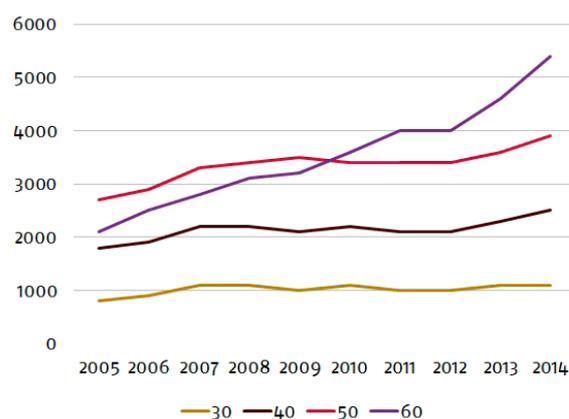
The Netherlands has one of the highest pension levels in the EU, but also one of the biggest gender pension gaps. Retired women receive more than 40% lower pensions than men. We analyzed the facts and legal measures which could potentially close the gap.

Principal Findings

- The gap exists mainly because women work fewer hours than men and in sectors where occupational pension plans are less generous.
- Younger generations of women work more hours and receive higher wages than older generations of women. Pension accumulation of a 60 year old woman in 2014 is 2.5 times higher than for a 60 year old woman in 2005.
- However, when the speed of convergence is not increasing, the gap will not be closed within the coming 20 years.
- No simple legal solutions are available to close the gender gap.
- A system of unequal pension accrual that compensates women for their lesser participation does not seem tenable.
- Leave options for fathers and parents could be broadened so that care responsibilities hinder mothers less in their opportunities to work.
- Increasing pension accrual during periods of parental leave and informal care could help reduce the gender pension gap.



Figures: Pension accrual in the second pillar of men (above) and women (beneath) for different ages between 2005 and 2014



Key Takeaways for the Industry

- Ensure that women who consider working less are better informed about the consequences of this decision for their pension income.
- Improve pension accrual in sectors that employ many women and where the current accrual is relatively sober.



Want to know more? Read the paper '[Gelijke rechten, maar geen gelijke pensioenen: De gender gap in Nederlandse tweede pijler pensioenen](#)'