

# Gendered life-course, pension entitlements & well-being in later life

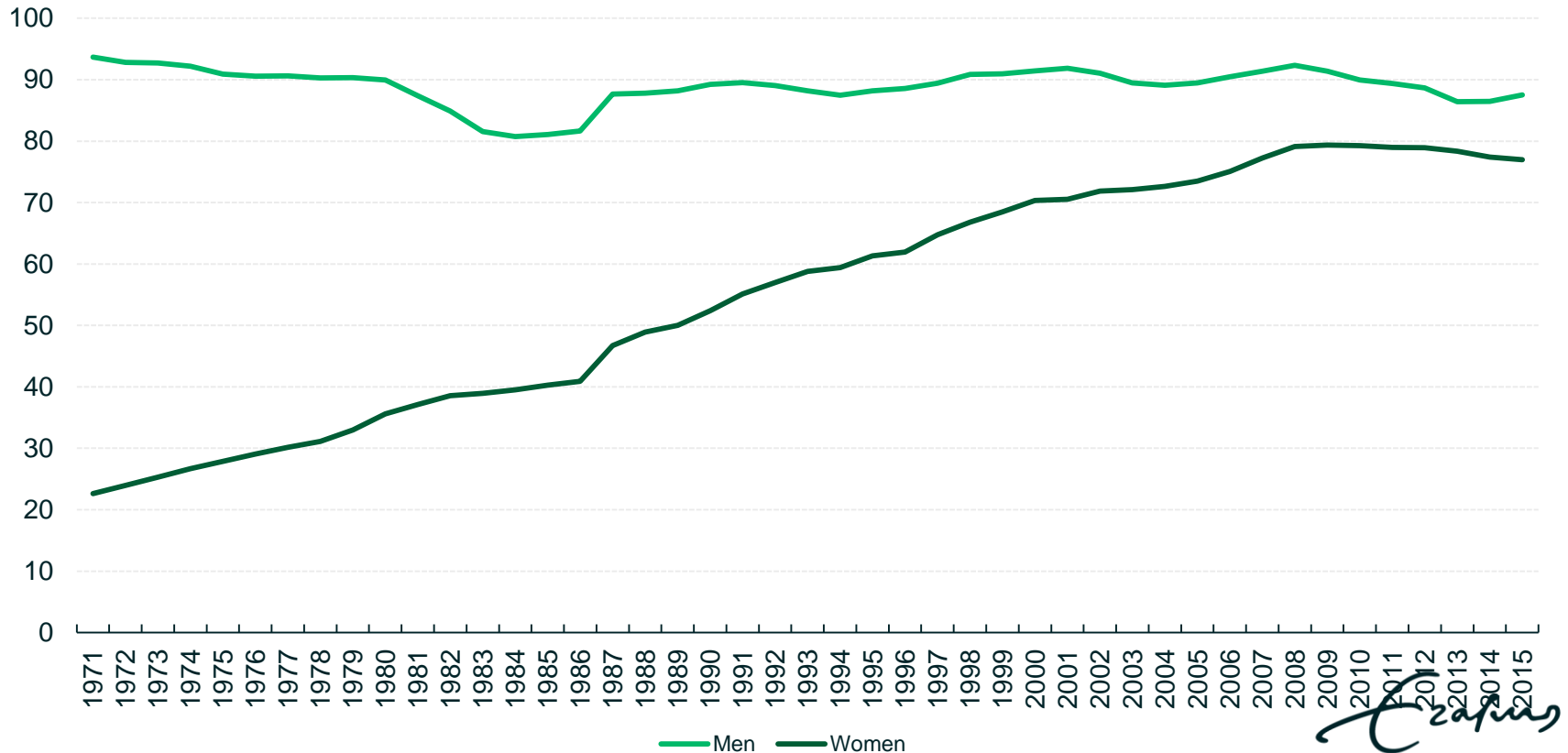
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# Background

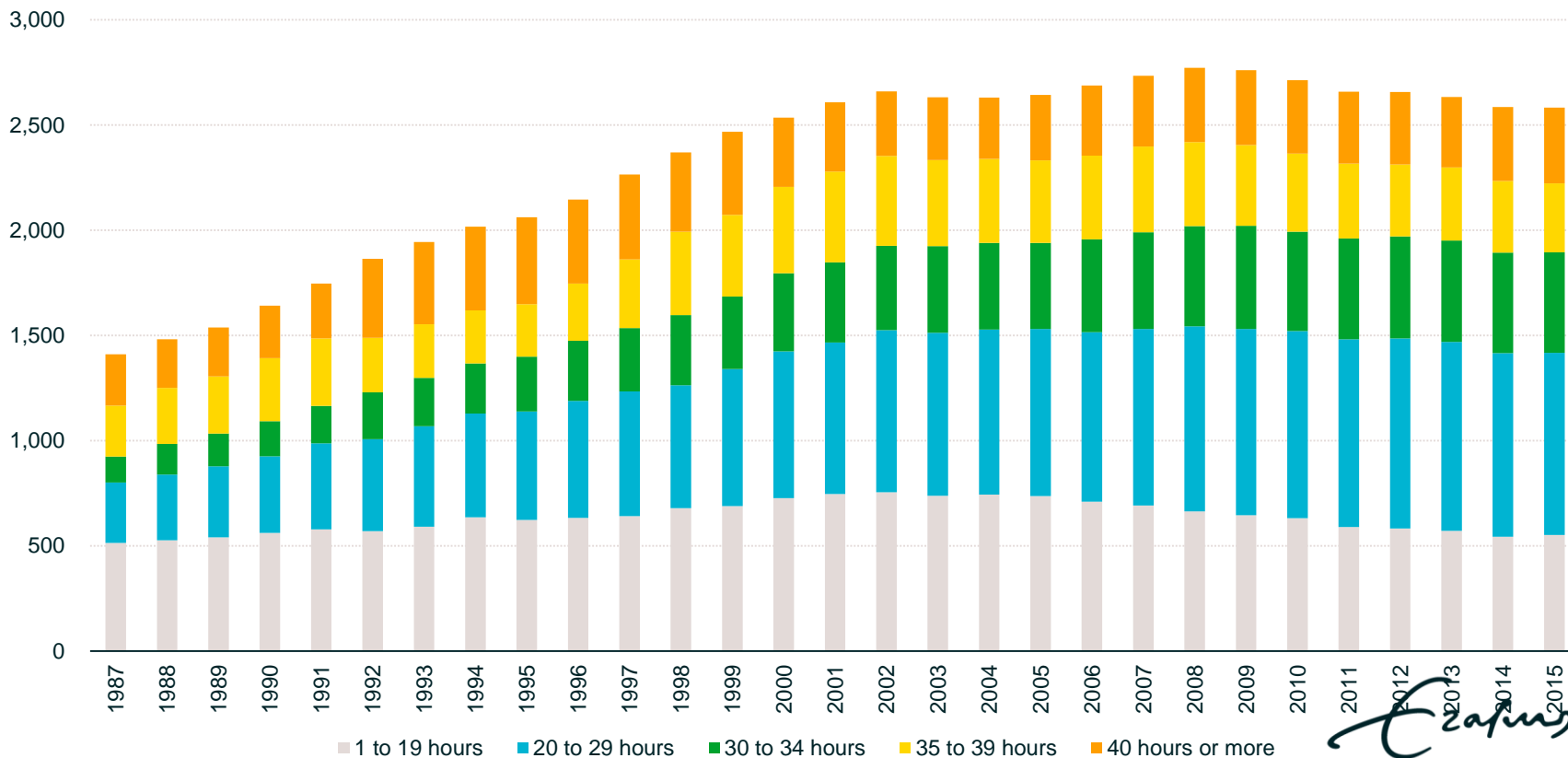
# Change in life course experience, change in retirement experience

- Tertiary Education and Delayed Employment
- Fragmented employment trajectories and atypical working (i.e. self-employment and the gig economy) (Knoef, M., Goudswaard, K., Been, J., & Caminada, K. 2015)
- Divorce and New Family Forms
  - 54.2 of 100 Dutch Marriages end in Divorce (Eurostat, 2014)
- Female & Maternal Employment
  - Non-mothers (25-35): 34 usual working hours
  - Mothers (25-35): 24 usual working hours
- => impact on accumulation of pension entitlements & well-being in late life

# Employment rates (25-54)



# Women's usual weekly working hours in 1000s (25-54)



Source: OECD Statistics – Usual hours worked by weekly hour bands

# Change in life course experience, change in retirement experience?

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*Ezafus*

# Gender Differences in Later Life

- Women have stronger support relationships in later life than men:
  - more contact with children (Tomassini et al. 2004)
  - receive more care (Brandt et al. 2009)
  - less likely to be lonely (especially after divorce) (Dykstra, van Tilburg, de Jong Gierveld 2005, Pinquart 2003)
  - Elderly divorced and widowed women have lower suicide risk (CBS 2016)
- Pensions and family support both affect later life well-being
- Both are structured, path dependent outcomes from across the life course
- Given differences, does this form part of decisions in early adulthood?

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# Early Life decisions and Later Life Outcomes

- Socio-Economic Theory:
  - Becker (1991) Quantity v Quality
  - Children as insurance against old age (Friedman, Hechter & Kanazawa 1994)
- Empirical Evidence:
  - Increase in pension generosity associated with decline in filial support (Attias-Donfut, Ogg & Wolff 2005)
  - When Pensions are increased, Fertility declines (Billari & Galasso 2009)
- Little evidence about planning for later life in young adulthood

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# Planning for pensions in young adulthood?

- Considerable research on decision making process in young adulthood
  - Role of SES background (Vlasblom & Schippers 2006)
  - Values and Attitudes (Billari & Liefbroer 2007)
  - Labour Markets and Careers (Bertolini et al. 2015)
  - Policy Context (Valentova 2016)
- Sparse evidence of the understanding of financial reasoning in earlier life decisions

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# Pension Entitlements and Life Course Decisions

- Pension is affected by:
  - Career Interruptions
  - Part-Time work arrangements
- Evidence that women are choosing a work-family configuration that is path dependent and sticky
- Decisions when they are 25-35 are of very high consequence for later life well-being
- Interruptions during crucial phase of accumulation
- trade off but little is known about whether individuals have credible information (Yakita 2017)

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# Financial Literacy

- Financial Literacy is highly variable:
  - Women are less financially literate (Bucher-Koenen et al. 2016)
  - There is a high SES differential in financial literacy (Alessie, van Rooij & Lusardi 2011)
- Is financial literacy the mediating factor in early life planning?

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# Research Question

# Pension Entitlements and Career Decisions

1. Is knowledge of pensions and financial literacy associated with family and work planning?
2. Is knowledge of pensions and financial literacy associated with known determinants of family and work planning?
3. Does knowledge of pensions and financial literacy mediate known determinants of family and work planning?

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# Research Design

# Data & Methods

- Web Survey of 2,000 respondents: Men & Women aged 25-35
  - Family and Work plans
  - Financial literacy questions
  - Pension Knowledge questions

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# Aims..

- Pension Knowledge and Financial Literacy amongst young adults
- The positioning of this knowledge within broader life plans
- The association between this knowledge and other intentions determinants (i.e. attitudes and subjective norms)

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**Thank You**

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# Data & Methods

Do you intend to have a/another child during the next three years?

definitely not / probably not / unsure / probably yes / definitely yes

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# Data & Methods

Suppose that during the next 3 years you were to have a/another child. I would like you to tell me what effect you think this would have on various aspects of your life. Please choose your answers from the card.

If you were to have a/another child during the next three years, would it be better or worse for ...	much better	better	neither better nor worse	worse	much worse
a) the possibility to do what you want	1	2	3	4	5
b) the amount of money you can spend	1	2	3	4	5
c) the possibility to realize other goals in life	1	2	3	4	5
d) the joy and satisfaction you get from life	1	2	3	4	5
e) your employment opportunities	1	2	3	4	5
f) your partner's employment opportunities	1	2	3	4	5

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# Data & Methods

Suppose that during the next 3 years you were to have a/another child. I would like you to tell me....

How soon after giving birth would you expect to return to work?

\_\_\_\_\_

How many hours a week you would expect to work once the child was one year old? \_\_\_\_\_

How many hours a week you would expect to work once the child was three years old? \_\_\_\_\_

How many hours a week you would expect to work once the child was five years old? \_\_\_\_\_

*Ezra*