



GENDER AND OTHER PERSPECTIVES ON THE DANISH PENSION SYSTEM

Forum Jämställdhet February 8th 2023

PENSION GAP BETWEEN MEN AND WOMEN

Difference, per cent	Denmark			Sweden			
	In total	Folkepension	Occupational and private pension	In total	Folkpension	Occupational pension	Private pension
Age bracket							
65 and above	8	-5	23	28	18	48	25
65-69 years	-2	-2	15	24	15	41	18
70-74 years	11	-3	23	28	18	49	27
75-79 years	15	-4	28	29	20	52	32
80+ years	8	-8	28	27	19	49	25

DRIVERS OF **INEQUALITY** IN PENSIONS ACROSS SEX IN DENMARK

Contributing to inequality

- Gender segregated labour market
- Wage differentials across industries
- Wage differentials within industries (reflecting differences in both opportunities and preferences)
- Prevalence of part time employment across gender

- Civil servants pensions: Differences in life expectancy made for lower pensions for women

- Differences in educational opportunities and choice *in the past*

Diminishing inequality

- Folkpension independent of previous labour market performance
- Folkepension is offset against private pension income

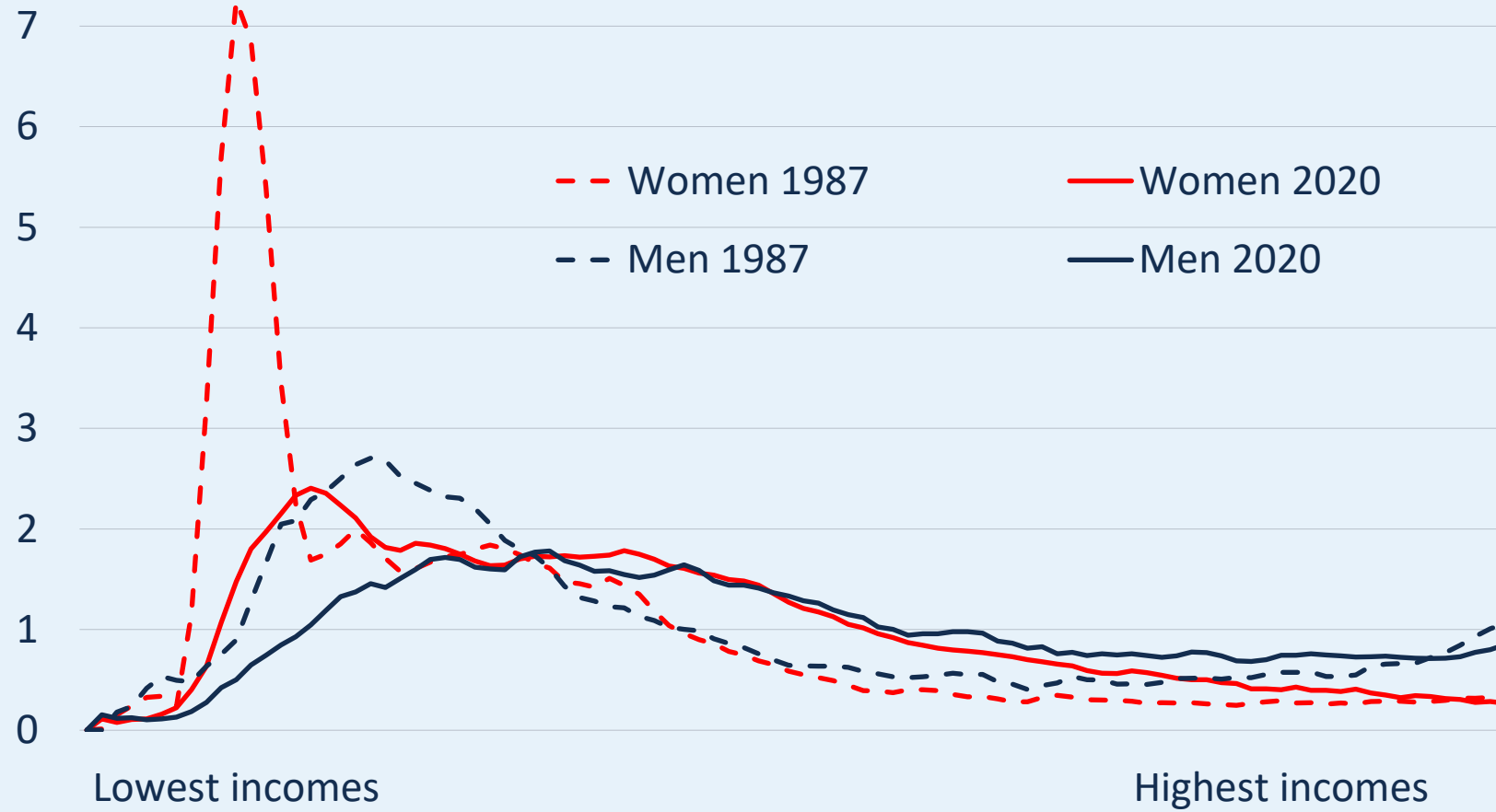
- Redistribution within households

- Labour market pension: Differences in life expectancy is not reflected in pension levels

- Differences in educational opportunities and choice *in the future*

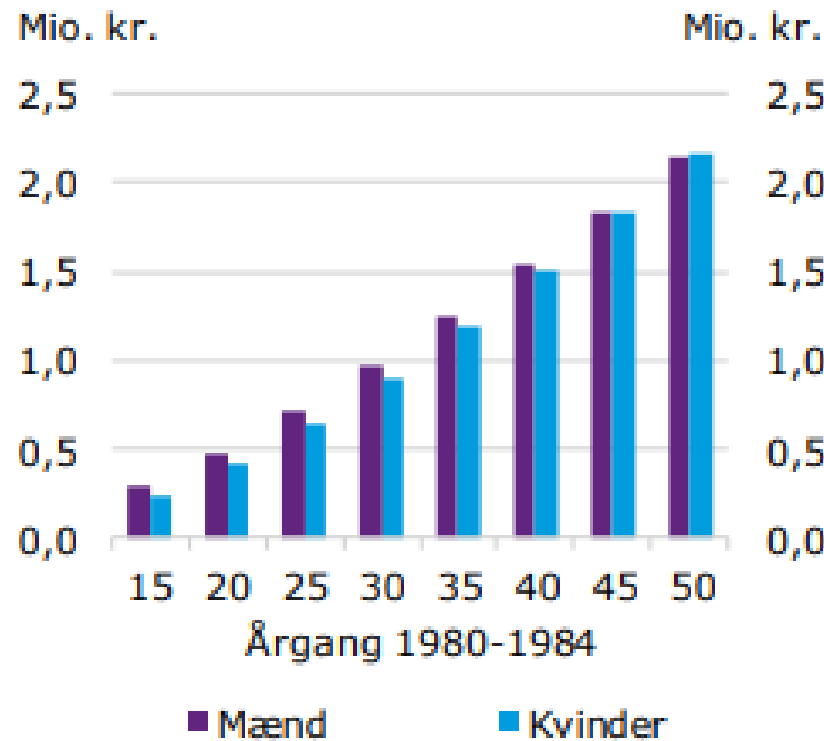
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Overrepresentation, times x

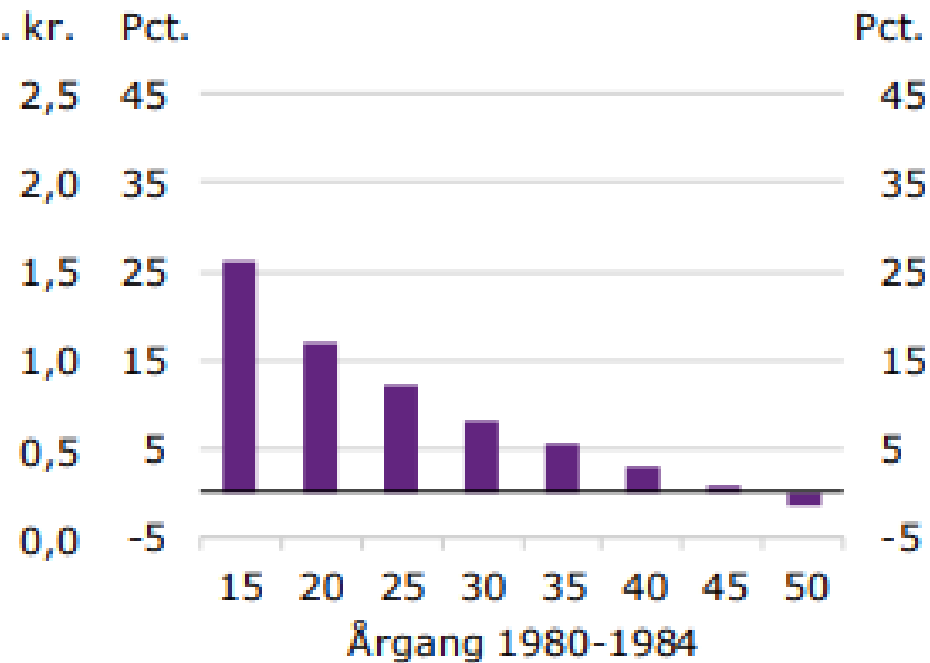


BIRTH COHORT 1980-84: WOMENS' PENSION SAVINGS HIGHER THAN MENS'

Figur 1. Kvinders pensionsformue overhaler mændenes

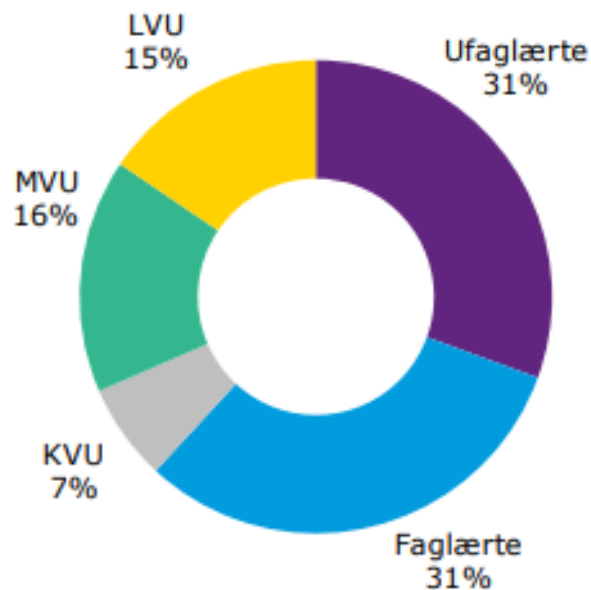


Figur 2. Forskel på kvinder og mænds pensionsformuer

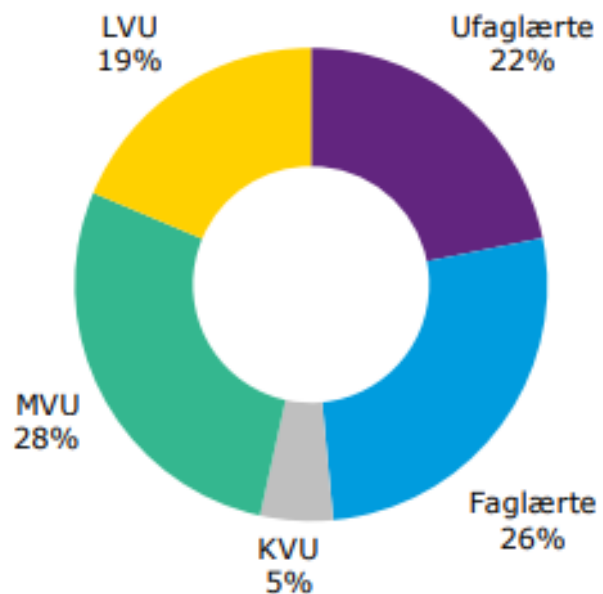


... EDUCATION CHOICES ARE THE DRIVERS

Figur 3. Kun 31 pct. af mændene har en MVU eller LVU i 2050



Figur 4. Over 45 pct. af kvinderne har en MVU eller LVU i 2050



- Women attains higher levels of education
- Higher contribution percentages in occupations with many women
- More men employed outside social contracts?

POLICY RECOMMENDATIONS FOR DENMARK

- > **Today's pensioners:** Social policy, Distributional policies
- > **Pensioners of tomorrow:** Labour market policy, Educational policies

- > Differences across gender: Keep focus on diminishing gender segregation in the labour market

- > Also bear in mind:
 - > Differences across education levels: Health, well being, longevity
 - > Being at or at *the rim* of the labour market
 - > Origin and entitlement



THANK YOU FOR YOUR TIME

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