

# Benefits and Challenges for the Finnish Pension System from a Gender Perspective

Susan Kuivalainen

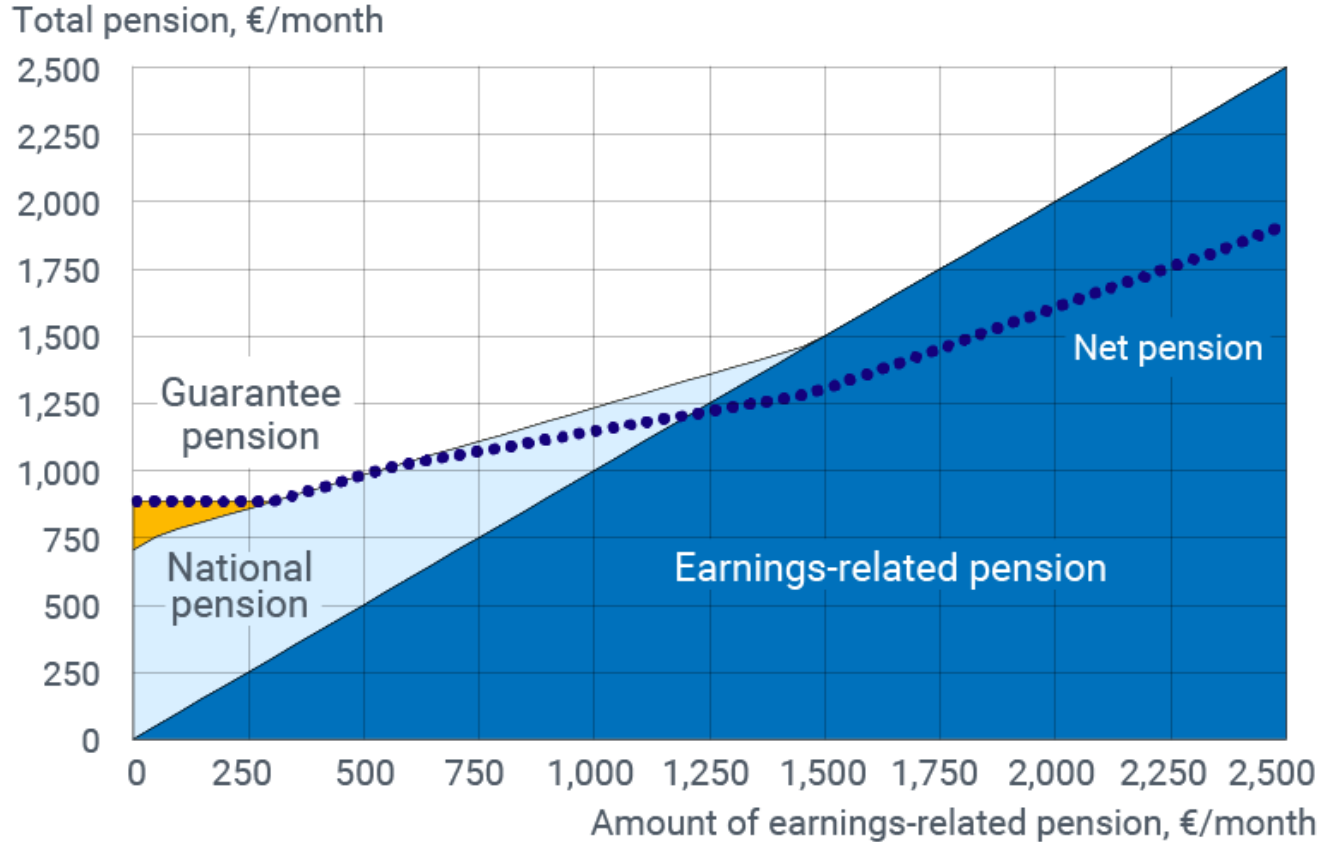
8.2.2023 Forum Jämställdhet



**Finnish Centre for Pensions**  
ELÄKETURVAKESKUS

# Finnish pension system

## Kela pensions supplement earnings-related pensions



- The Finnish statutory earnings-related employment pension covers almost all earnings with a uniform benefits and conditions of receiving benefits.
- This can be considered women-friendly.
- The national and guarantee pensions complement the earnings-related pension and have an important role in cushioning and moderating income differences.



# Gender Pension Gap in Finland



23 %

Gender pension gap 65+, public pensions

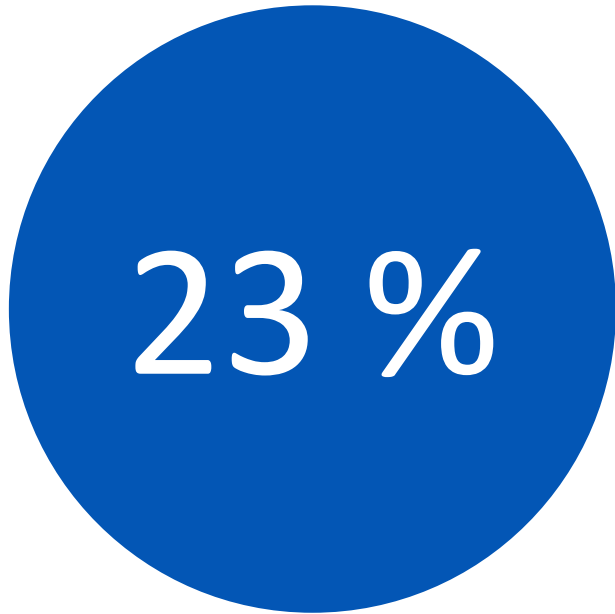


24 %

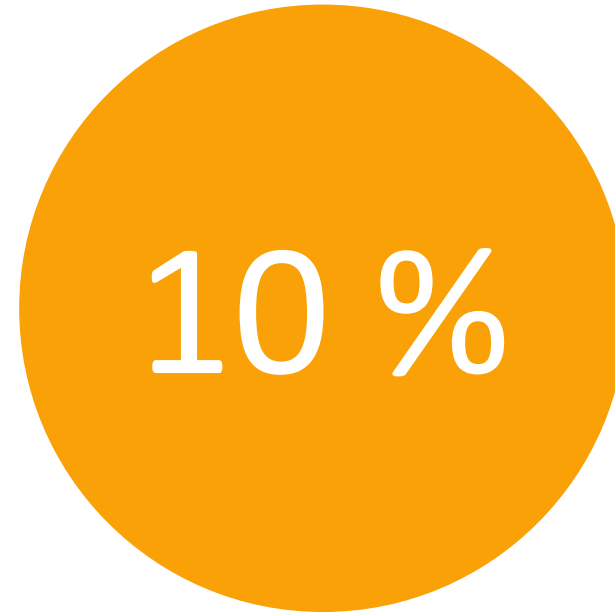
Gender pension gap 65+, total pensions



# Gender Gap in Earnings Leads to Gap in Pensions



**Gender difference in average monthly insured monthly earnings, 2021**



**only 10% of employed work in professions where 40-60% of the workers are men or women**



# Behind Gender Pension Gap is also Unequal division of family-related care

Around **90%** of all child-care related leave days are taken by mothers.

Mothers' career breaks due to family leaves were **13** times as long as those of the fathers (1,408 days compared to 111 days in sum during 2005–2016, a cohort of Finns born in 1980). *Source: Kuitto et al. 2019*



# Measures to Tackle Gender Pension Gap

**Labour market and family policies are seen to play a key role in narrowing the gender gap and in making women's and men's careers more equal.**

