



Co-funded by the Rights, Equality and Citizenship Programme of the European Union (2014-2020)

# An introduction and overview of the MIGAPE project

“Mind the GAP in Pensions” (MiGaPe; Grant 820798)

Presentation at the  
European Social Insurance Platform (ESIP)  
Brussels, December 3<sup>rd</sup>, 2019.



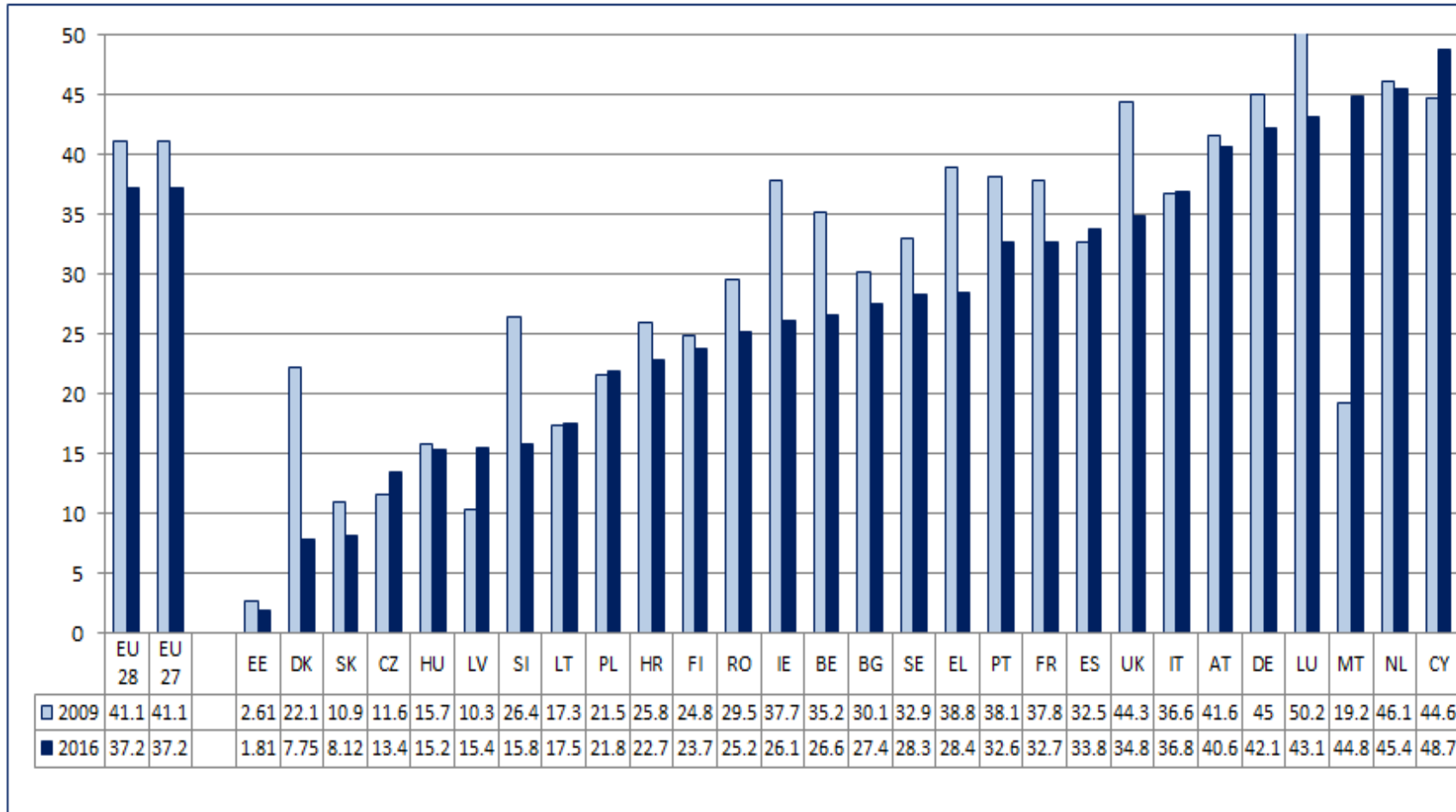


# MInd the GAp in PEnsions

- How much are women's pensions lagging behind those of men?
- Gender Pension gap  $1 - \left( \frac{Pension_F}{Pension_M} \right)$
- 37.2 percent for the pensioners aged 65-79 in the EU-28 in 2016



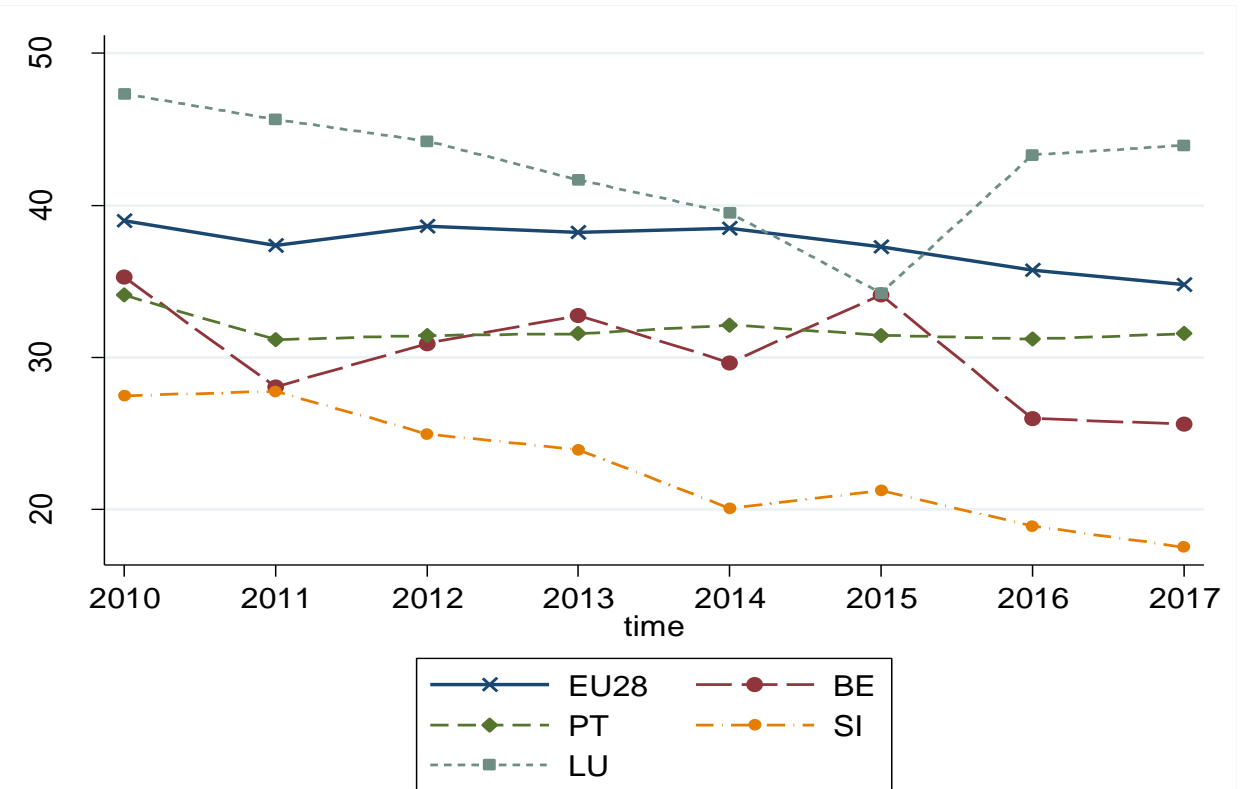
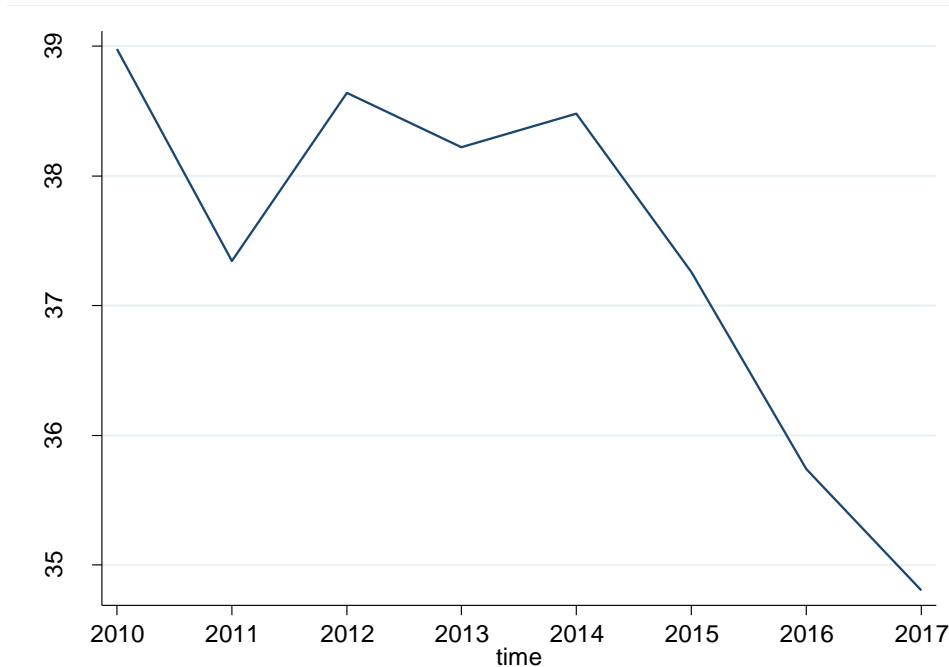
# The Gender Pension Gap



Source: 2018 PAR, Figure 37, page 69; data for 2009 (HU 2010) and 2016



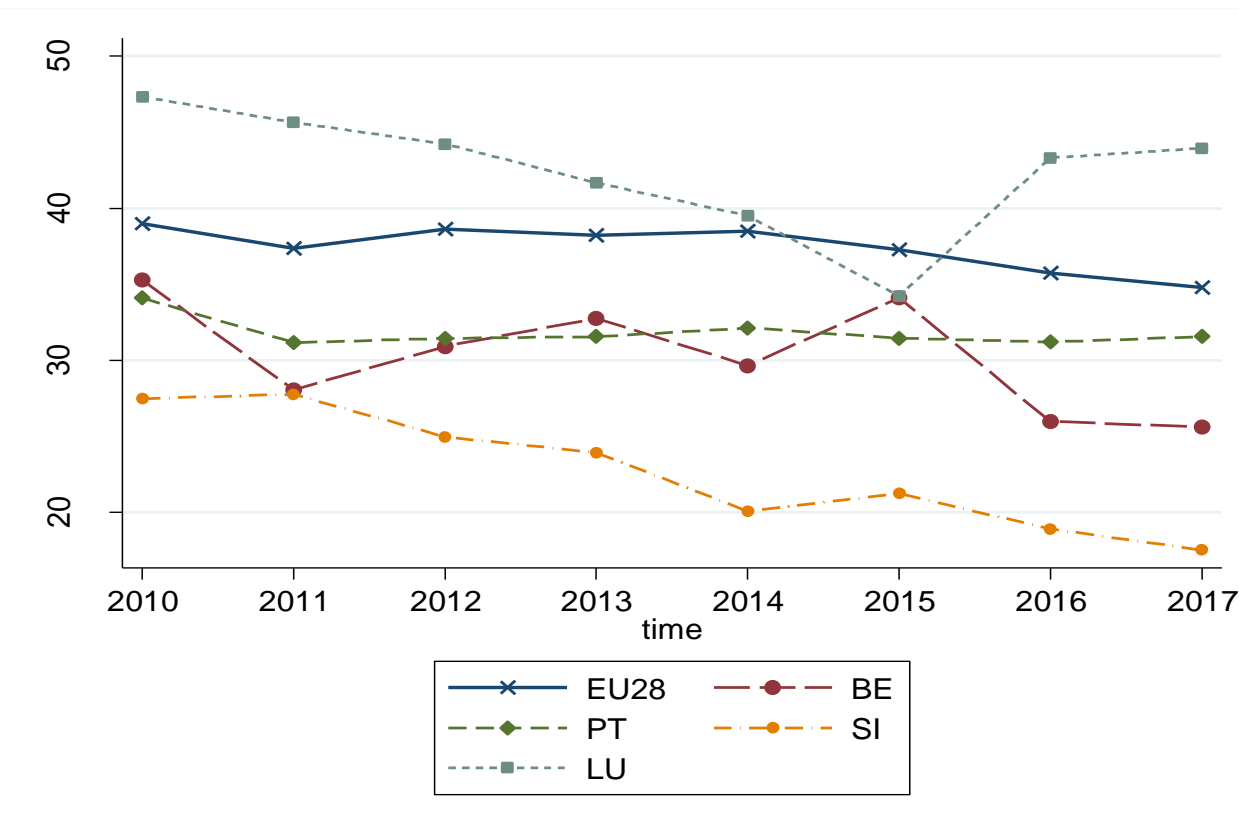
# GPG



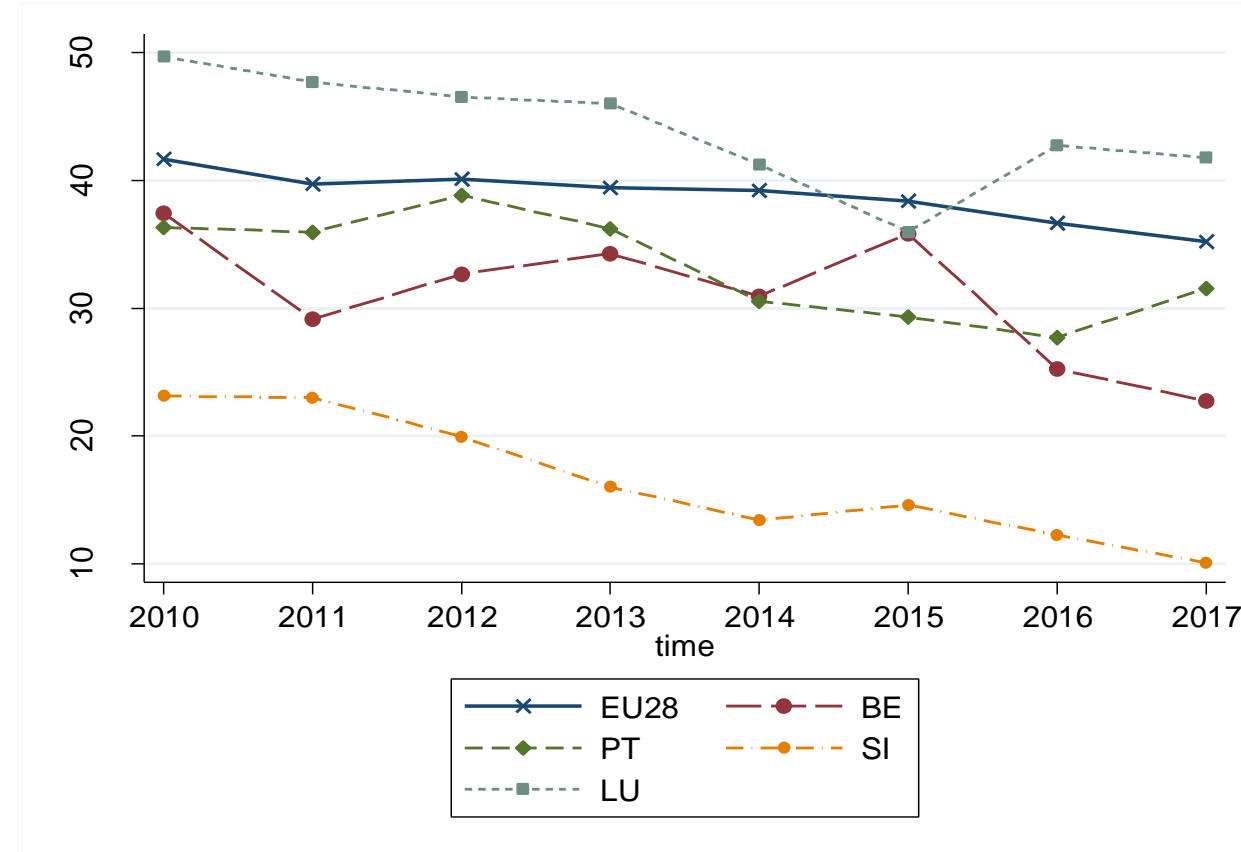
Gender Pension Gap (65+) for EU-28 and specific countries participating in the MIGAPE project. Own calculations using individual cross-sectional weights PG040



# Age distribution matters...



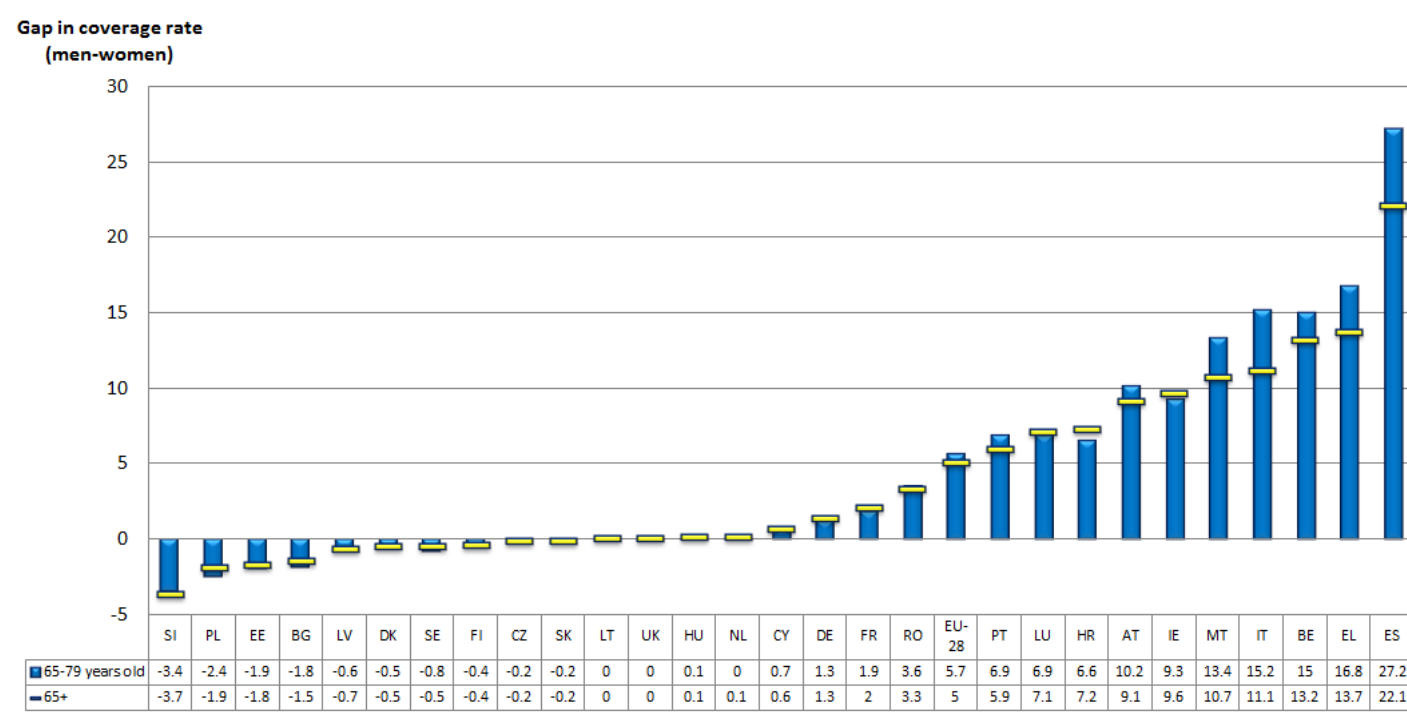
65+



65-74



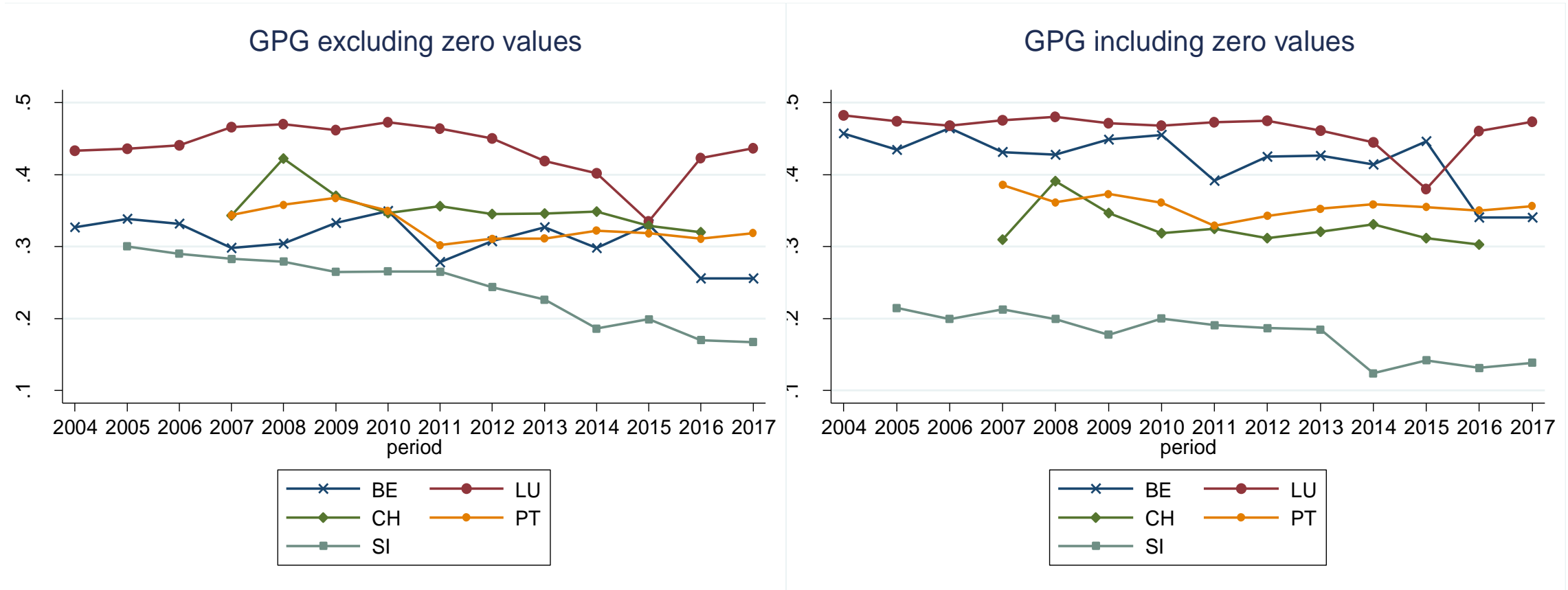
# Coverage gap matters too...



Source: 2018 PAR, Figure 40, page 72; data for 2016. Notes: gap in coverage rate: the extent to which women have less access to the pension system than men (e.g. zero pension income – as defined in EU-SILC). Data sorted by age group 65+



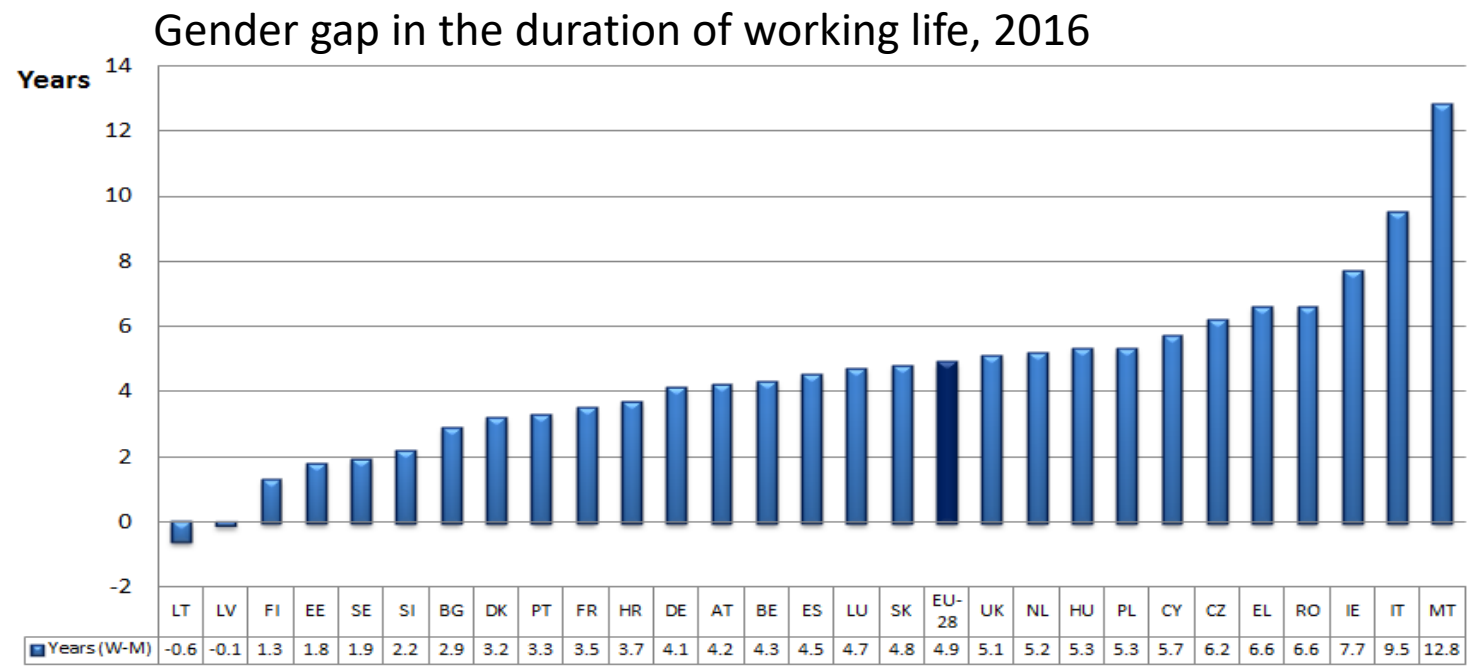
# Coverage gap matters too...





# MInd the GAP in PEnsions

- Many have an intuitive idea on what causes these GPG's
  - differences between men and women in the prevalence of part-time work spells, unemployment, withdrawals from the labour market, and the pay gap.

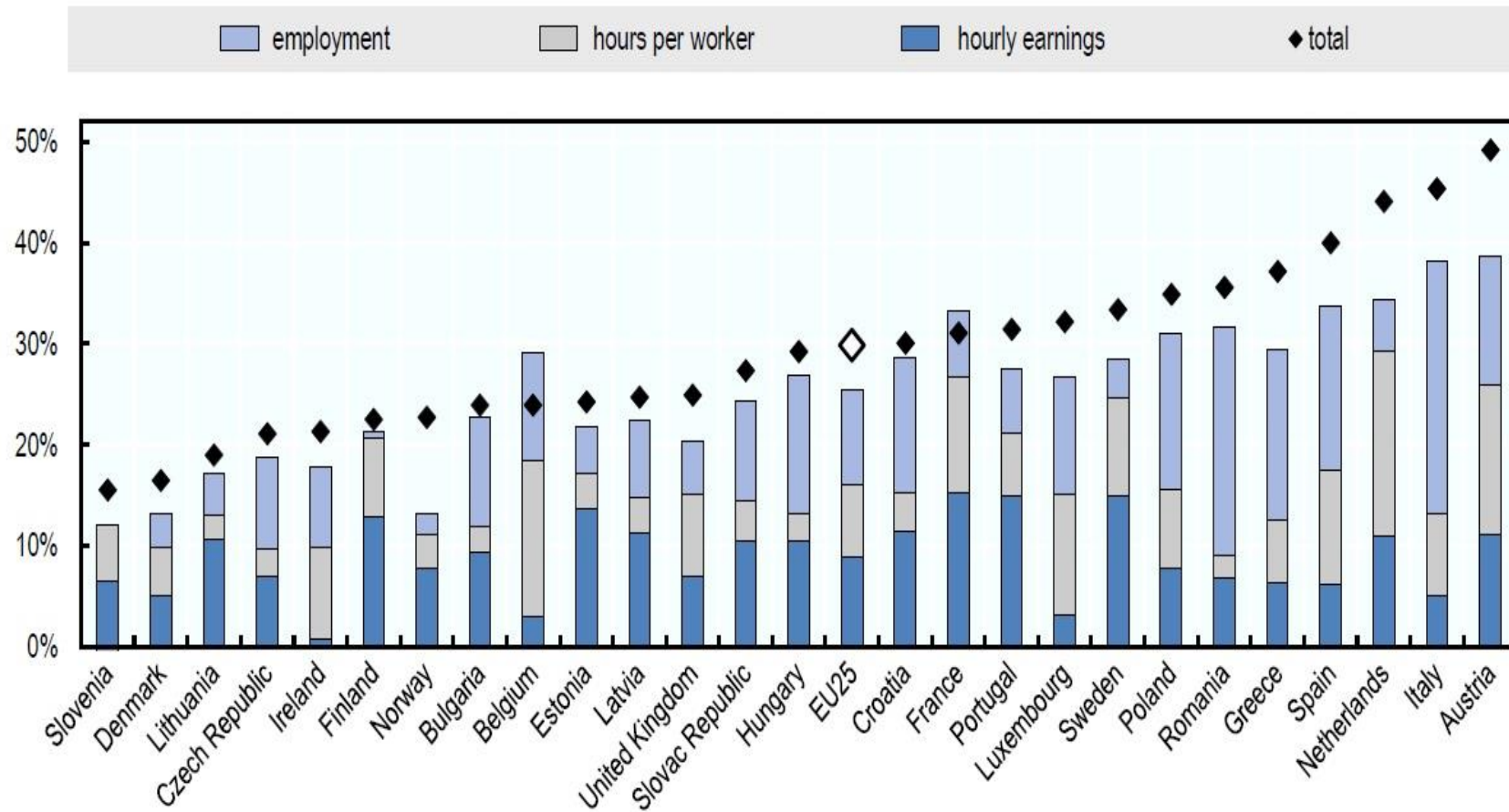


Source: 2018 PAR, Figure 42, page 75; gender gap in duration of working life is calculated as difference between duration of working life of women (W) and duration of working life of men (M). A positive value means women have a shorter career than men





# Contributions to the GPG (OECD, 2018)



Source: OECD (2018, Figure 22, page 35). OECD pension model and SILC, 2016.

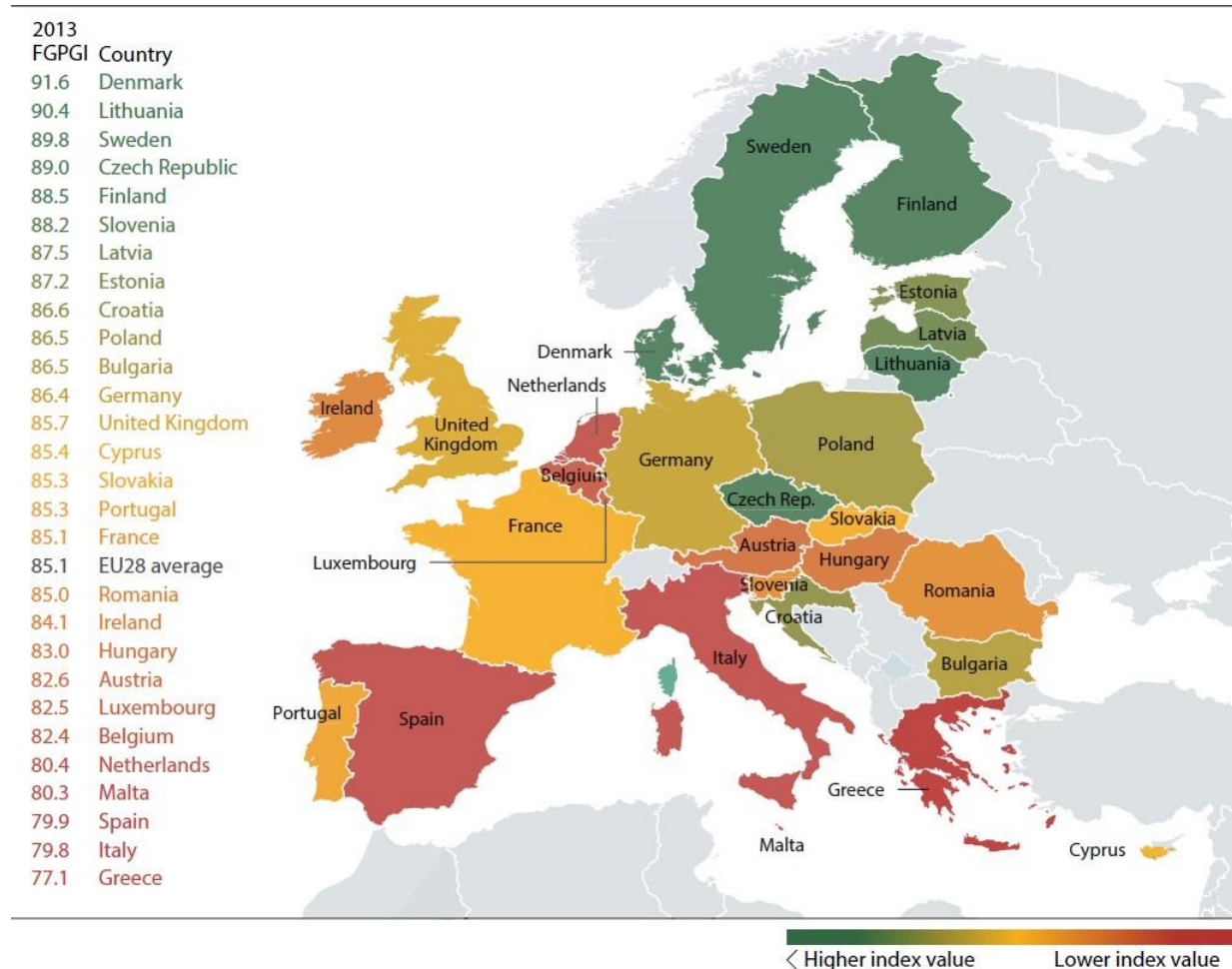


# MInd the GAp in PEnsions

- BUT...These relations are highly nonlinear and have lots of mediating aspects
- State transfers
- Compensating elements in (public) pension systems
- Redistributive elements in (public) pension systems
- Also, never mind what the GPG's look today; what will they look like in the future?
- Furthermore, how do these outcomes change with changing (labour market) behaviour of men and women?
- Finally, how can these questions be framed to be more effective in communication to a broad audience?



# And what about the future?



Source: Chłoń-Domińczak, 2017, p. 18



# Objectives of the MIGAPE project

- ...can be grouped along three related axes.
  - I. Use typical-case simulations to provide of information on the consequences of labour market decisions in the various stages of life on the future pension benefit of women.
  - II. Use microsimulations to show the impact of various factors on future GPGs for the population as a whole
  - III. Assess psychological factors that may affect (women's) employment decisions



# MIGAPE: who are participating in this project?

- Federal Planning Bureau; Belgium (scientific coordinator)
  - *Gijs Dekkers, Karel Van den Bosch, Raphaël Desmet*
- CEPS; Belgium (project coordinator)
  - *Mikkel Barslund*
- ICS/University of Lisbon; Portugal
  - *Amilcar Moreira*
- IER, Slovenia
  - *Nataša Kump, Nada Stropnik*
- University of Liechtenstein; Liechtenstein
  - *Tanja Kirn*
- LISER, Luxembourg
  - *Philippe Liégeois*
- Center for Social and Cultural Psychology, KU Leuven; Belgium
  - *Vera Hoorens, Wouter De Tavernier*





# MIGAPE: timing and deliverables

launch meeting	Jun-19
Website 1st version	
Stakeholder meeting I	Aug-19
Intermediate meeting I	Oct-19
Intermediate meeting II	Apr-20
report on standard simulations 1st version	
report psychology I	
progress report	
Stakeholder meeting II	Jul-20
overarching report	
intermediate meeting III	Sep-20
report on microsimulations 1st version	
report on standard and microsimulations 2nd version	Jan-21
report psychology II	
integrative report	
website 2nd version	Feb-21
Stakeholder meeting III	
Closing conference	
final report	Mar-21



# Scientific relevance of MIGAPE

- How will the GPGs evolve?
- What is the impact of socio-economic and labour market trends on the development of the GPGs?
- How do different pension systems mitigate GPG's?
- To which extent do people's future expectations enhance the GPG through an effect on individual career choices & information use?
- How can governments optimize their communication about pension-related implications of career choices?





- Starting point: Individual career choices of men/women may contribute to gender gap in pensions
- Objective 1: examining the role of future expectations (comparative optimism) in women's (vs. men's)
  - ... Career choices
  - ... Use of information about pensions / their pension
- Objective 2: examining the effect of framing on choices of men & women
- Overarching goal: Improving effectiveness of messages about pensions
  - Maximizing accurate understanding/appraisal/use of the information



# Comparative optimism

## My future

Wealth

Health

Safety

Relationships

Happiness



## Other people's future

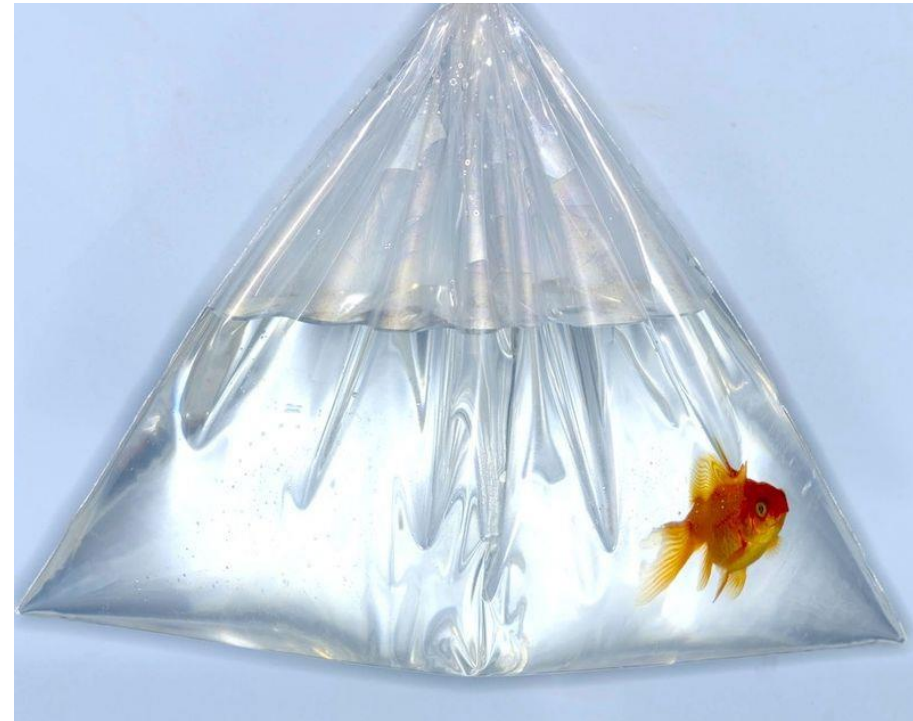
Financial issues

Health problems

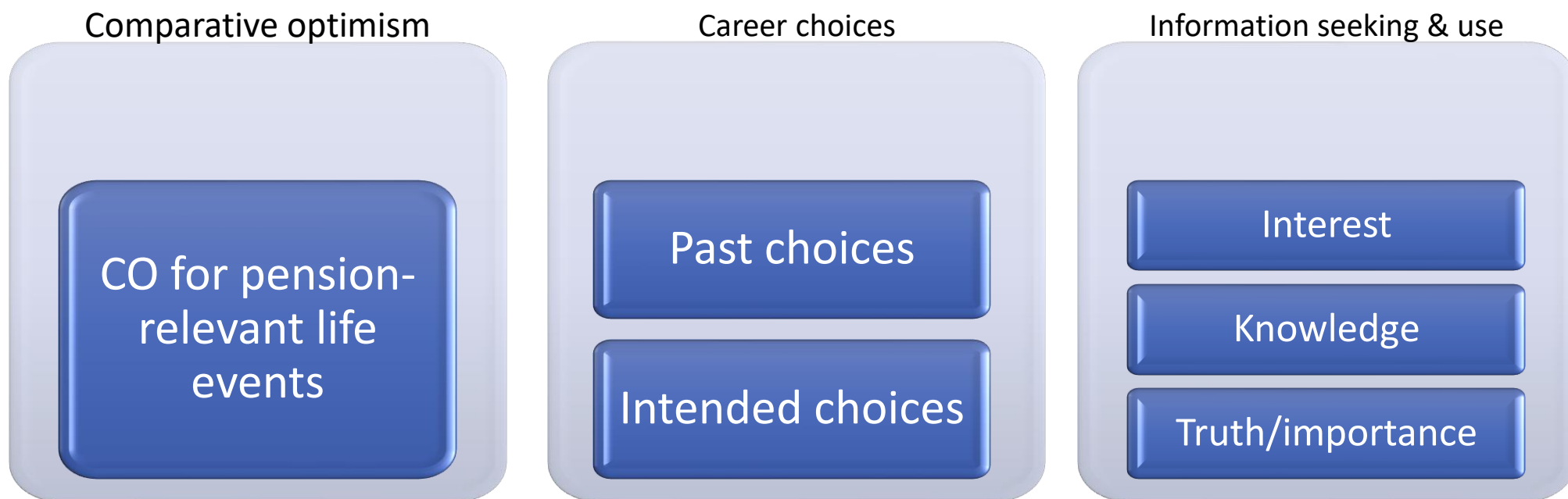
Safety hazards

Breakup/loss

Unhappiness



# Study 1: Survey content



State of affairs

1. Questionnaire
2. Minimum number of respondents reached



Marc  
57 jaar

Minder lang werken of een hoger pensioen?  
Dankzij mypension.be kon ik de goede keuze maken.

Welkom op mypension.be

### Mijn wettelijk pensioen

#### Mijn pensioenloopbaan

Bekijk de loopbaangegevens die we gebruiken voor de berekening van uw wettelijk pensioen. Vul ze aan met eventuele ontbrekende gegevens.

#### Mijn pensioen plannen

### Mijn aanvullend pensioen

#### Mijn aanvullend pensioen

Als werknemer of zelfstandige kan u bovenop het wettelijk pensioen een aanvullend pensioen opbouwen. Uw werkgever kan dit aanbieden of u kan er zelf een opbouwen. Bekijk hier hoe het zit met uw aanvullend pensioen.

#### Zelf aanvullend pensioen opbouwen



## Importance of framing in communication about pensions

Framing →  
risk seeking / aversion

Framing →  
comparative optimism

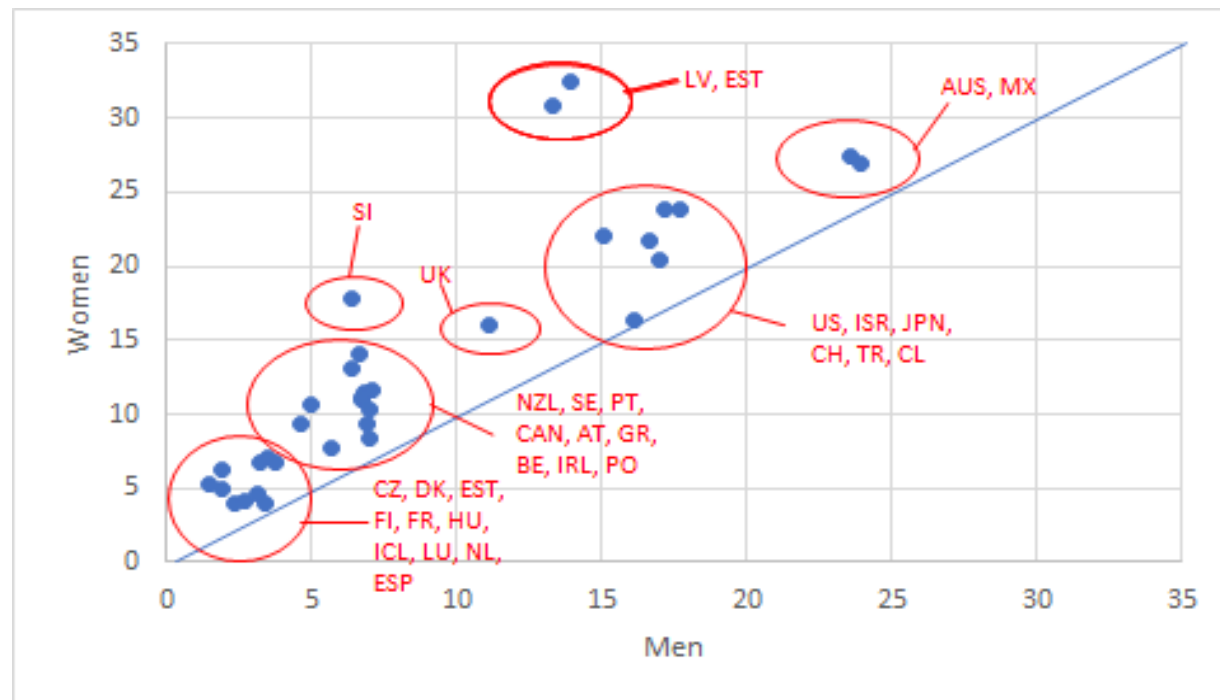
Career choices – for  
pension:  $W > M$





# So(c)ietal relevance of MIGAPE

- Due to their higher life expectancy, about 58% of the 65+ are female
- Erosion of the male breadwinner paradigm
- GPGs and poverty risks



Source: OECD, 2017, Table 6.3, 135.



# So(ci)etal relevance of MIGAPE

- This project will analyse gender differentials in pensions from 2 perspectives
  - Provide information on the consequences of labour market decisions on the pension benefit one can expect
  - Insight in the possible future development of the gender poverty gap, given the important economic, labour market and demographic changes during the last decades.
- The psychological part of this research project would contribute to an effective communication strategy in this domain



# The role of the stakeholder groups

- There is a stakeholder group in each participating country, as well as on the European level
- Stakeholder meetings:
  - Initial phase of the project
  - Half way the project ( $\pm$  June 2020)
  - At the final stage of the project ( $\pm$  February 2021)
  - Closing conference (April 2021)
- Purpose
  - To receive information as the project develops
  - To reflect on this information and provide feedback
  - To disseminate the information further, and –hopefully–take it into account in your own work





# MInd the GAp in PEnsions

- For more information see our website, at <http://www.migape.eu/>
- Or contact us at [migape@plan.be](mailto:migape@plan.be)
- Thank you for comments and questions

