



MAINSTREAMING AGEING: INDICATORS OF MONITOR IMPLEMENTATION
(MAI:MI)

GRAPHS APPENDIX

European Centre for Social Welfare Policy and Research
Vienna
November 2009



EUROPEAN CENTRE •
FOR SOCIAL WELFARE POLICY AND RESEARCH
AFFILIATED TO THE UNITED NATIONS

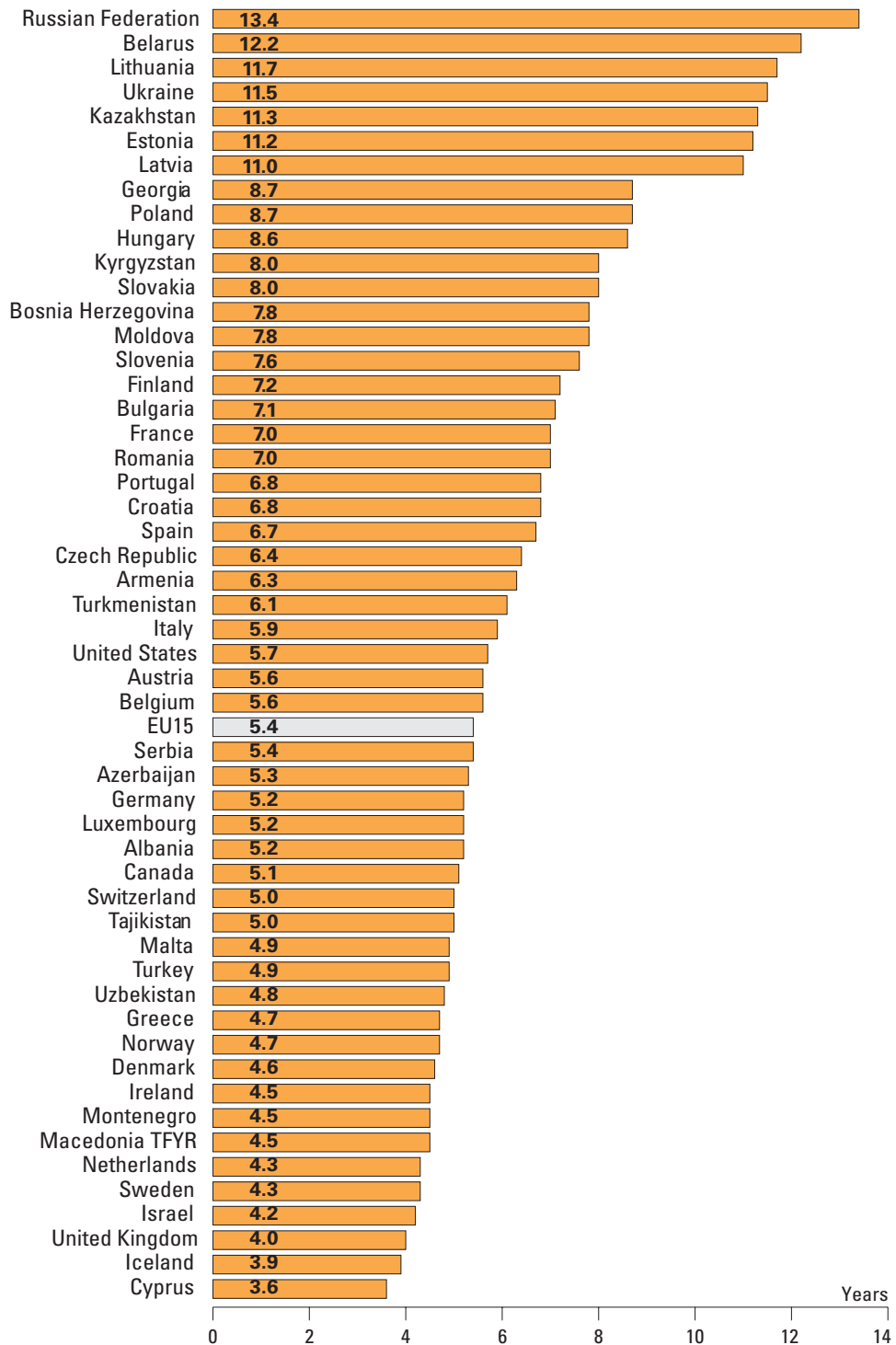
EUROPÄISCHES ZENTRUM •
FÜR WOHLFAHRTSPOLITIK UND SOZIALFORSCHUNG
IN ZUSAMMENARBEIT MIT DEN VEREINigten NATIONEN

CENTRE EUROPÉEN •
DE RECHERCHE EN POLITIQUE SOCIALE
AFFILIÉ AUX NATIONS UNIES

List of Selected Gender Indicators

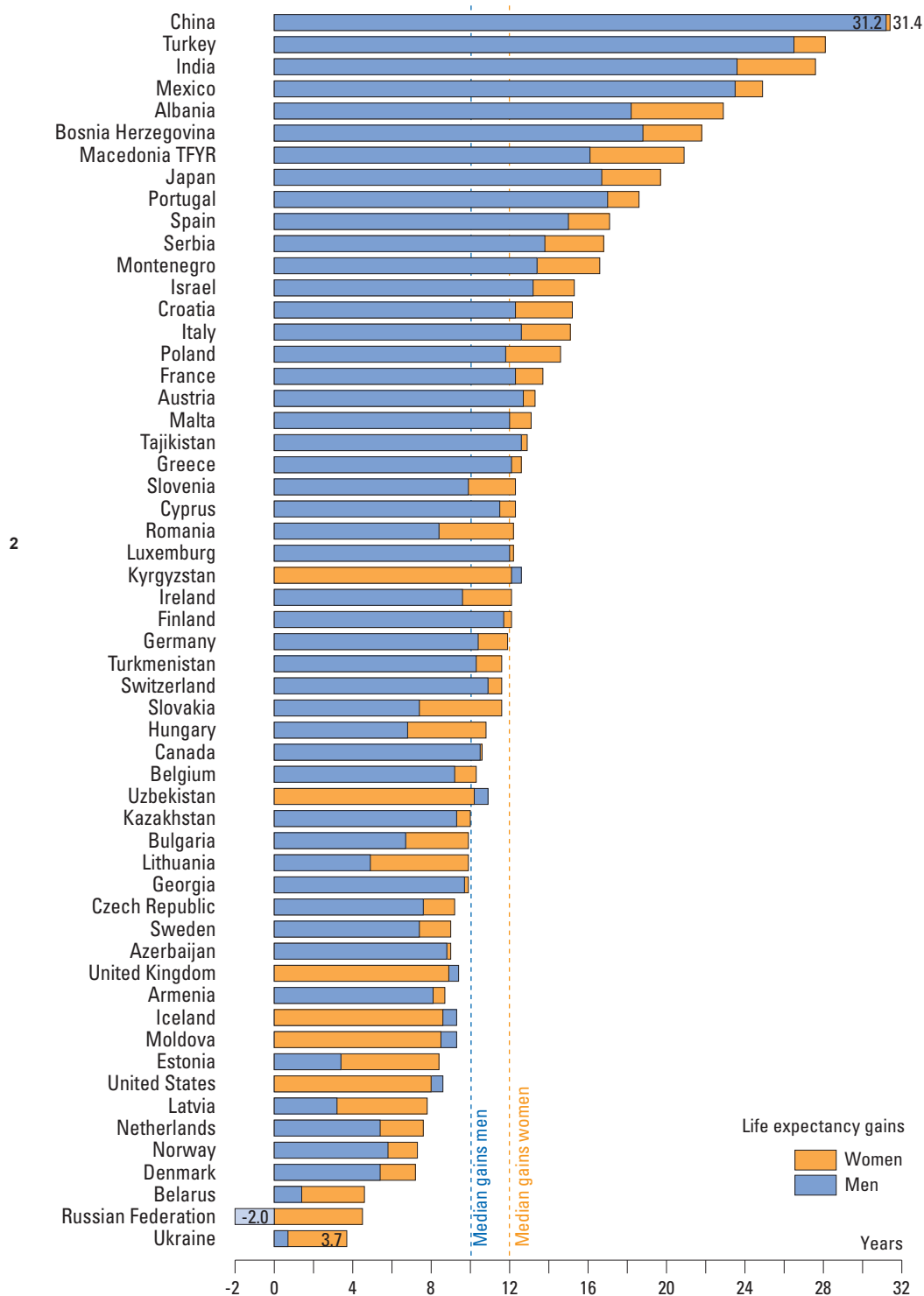
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Life Expectancy at Birth - the Gender Gap, 2006



Life Expectancy Gains of Women and Men Over the Last 50 Years: A Global Comparison

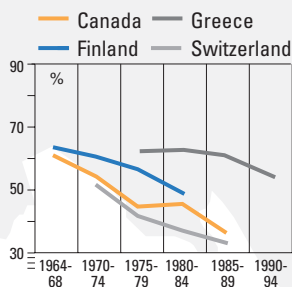
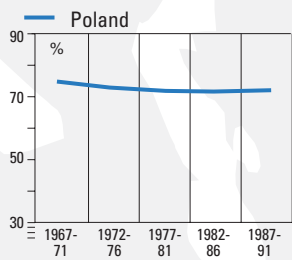
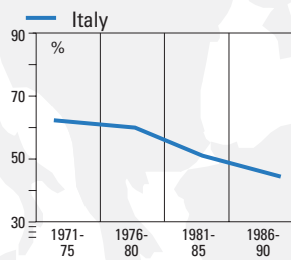
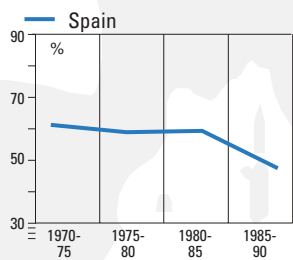
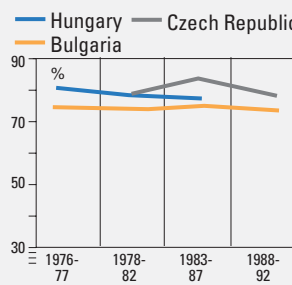
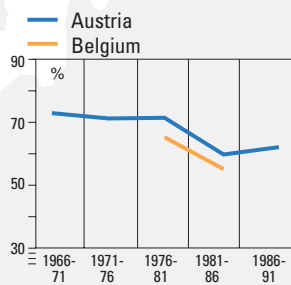
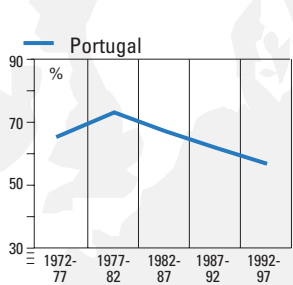
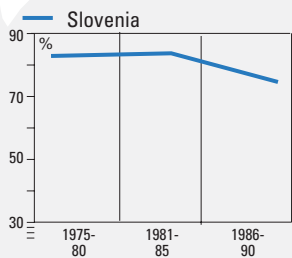
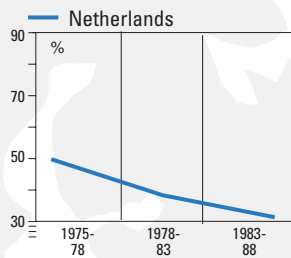
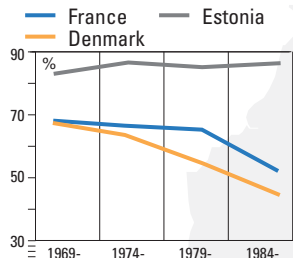
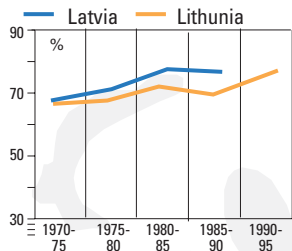
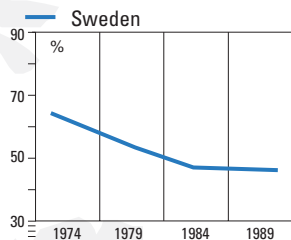
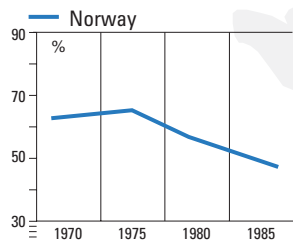
Additional Number of Years from 1950-1955 to 2000-2005



Source: Own calculations, UN World Population Prospects: The 2006 Revision, Database.

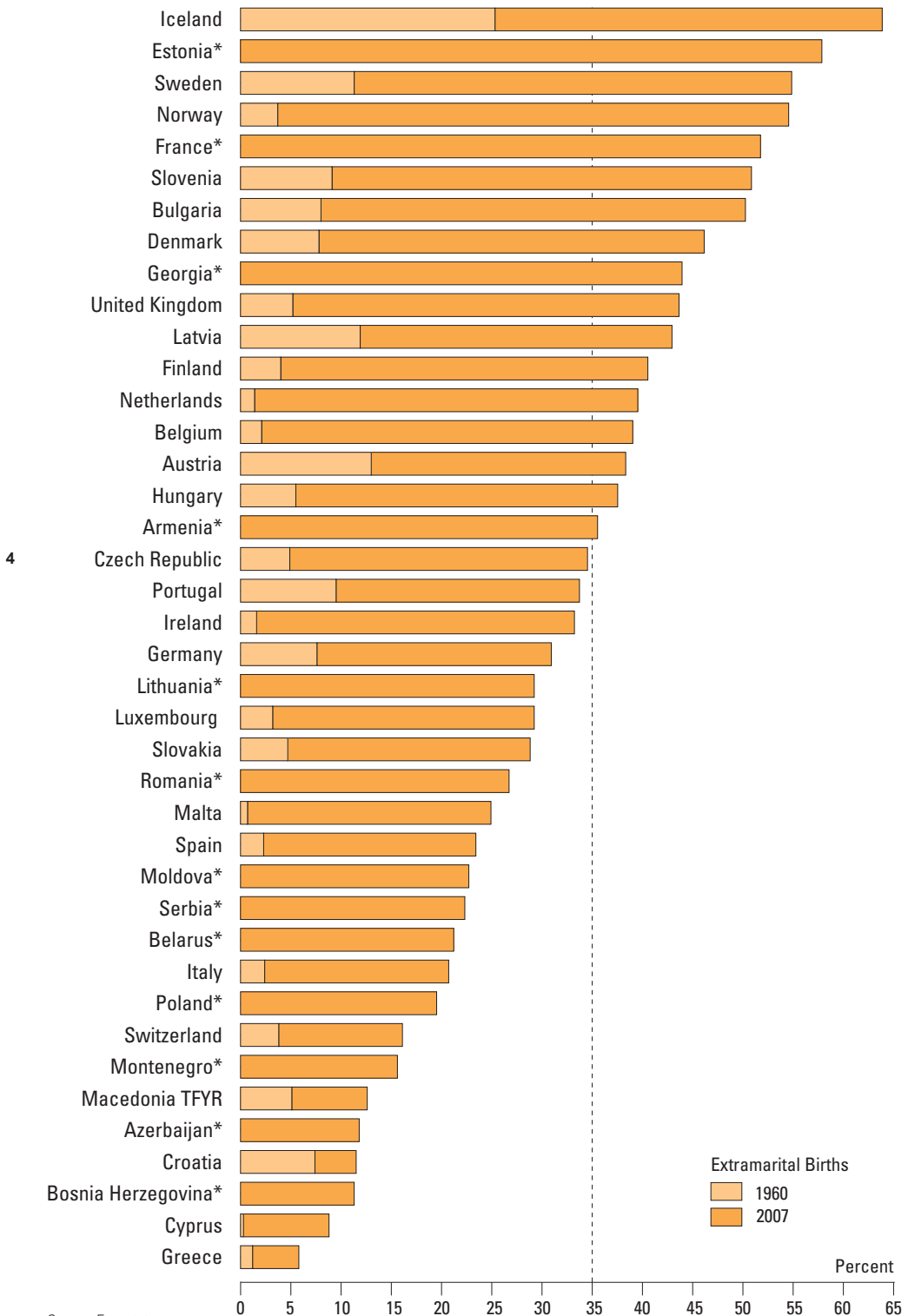
Timing of Fertility

Percentage of Women Having a First Live Birth by Age 25



Extramarital Births, 1960 and 2007

Number of Births Outside Marriage as a Percentage of Total Live Births

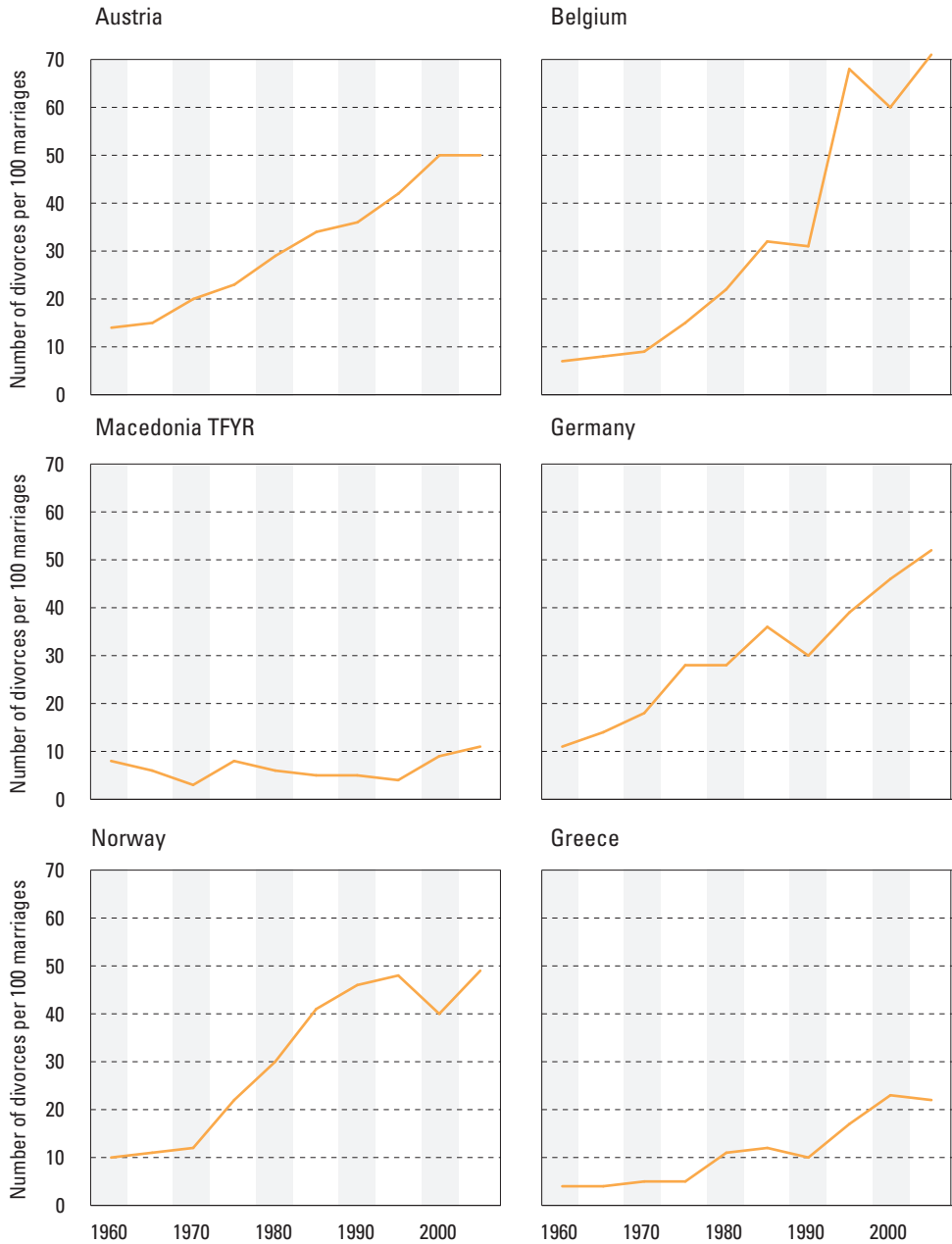


Source: Eurostat

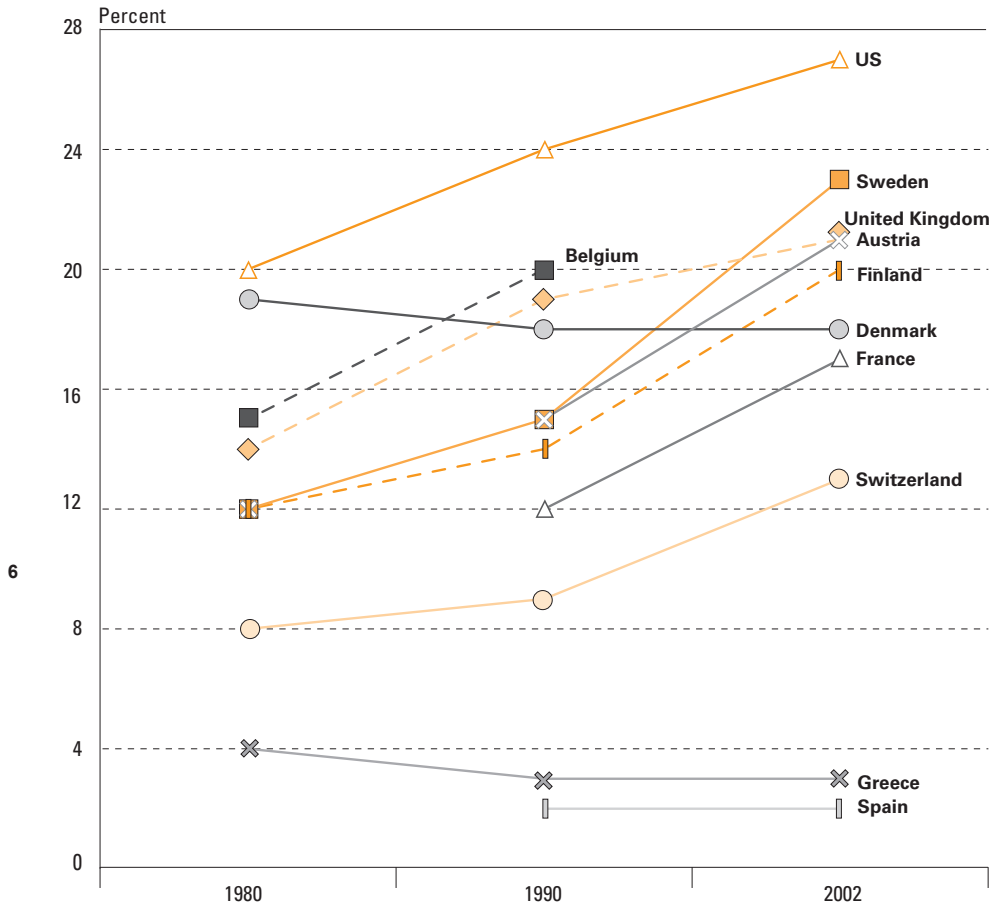
Data for Cyprus is from 1961. Data refer to 2006 for Ireland, Spain and United Kingdom.

* No data available for 1960.

Number of Divorces per 100 Marriages, 1960-2005



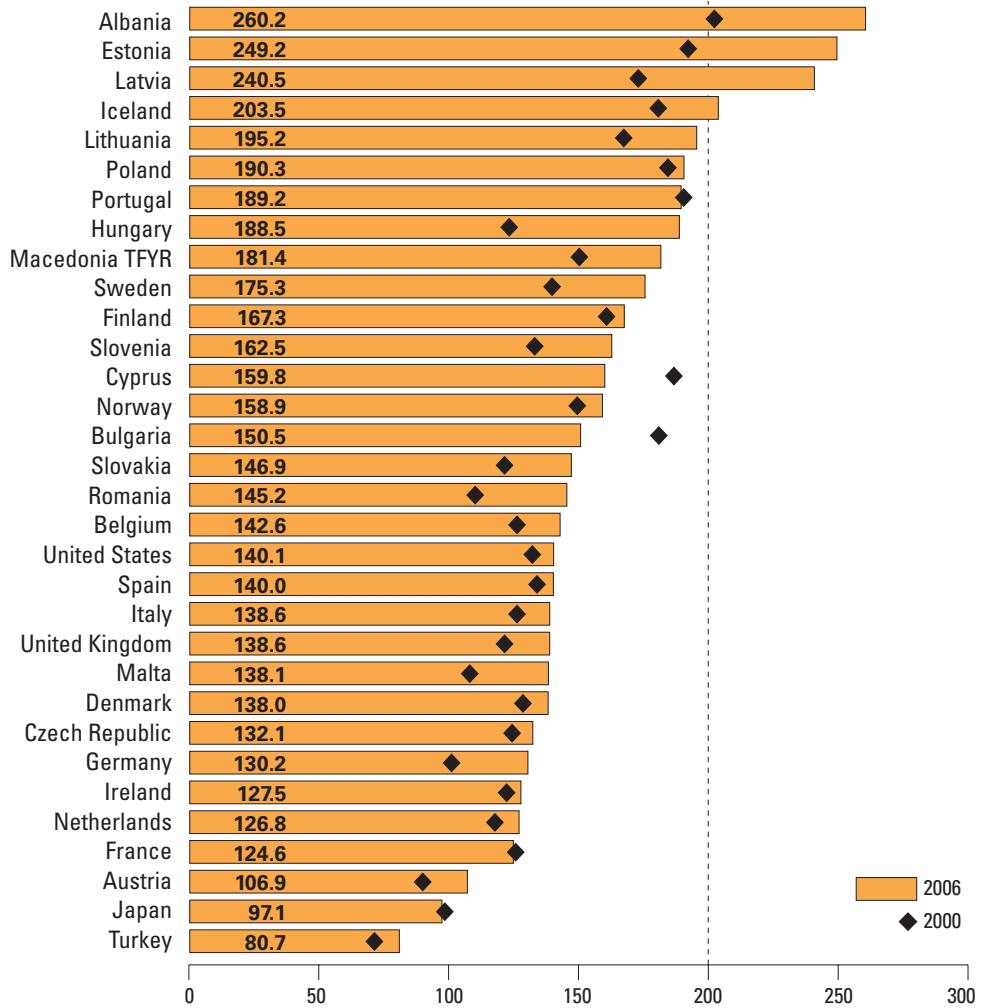
Lone Parent Families, 1980-2005



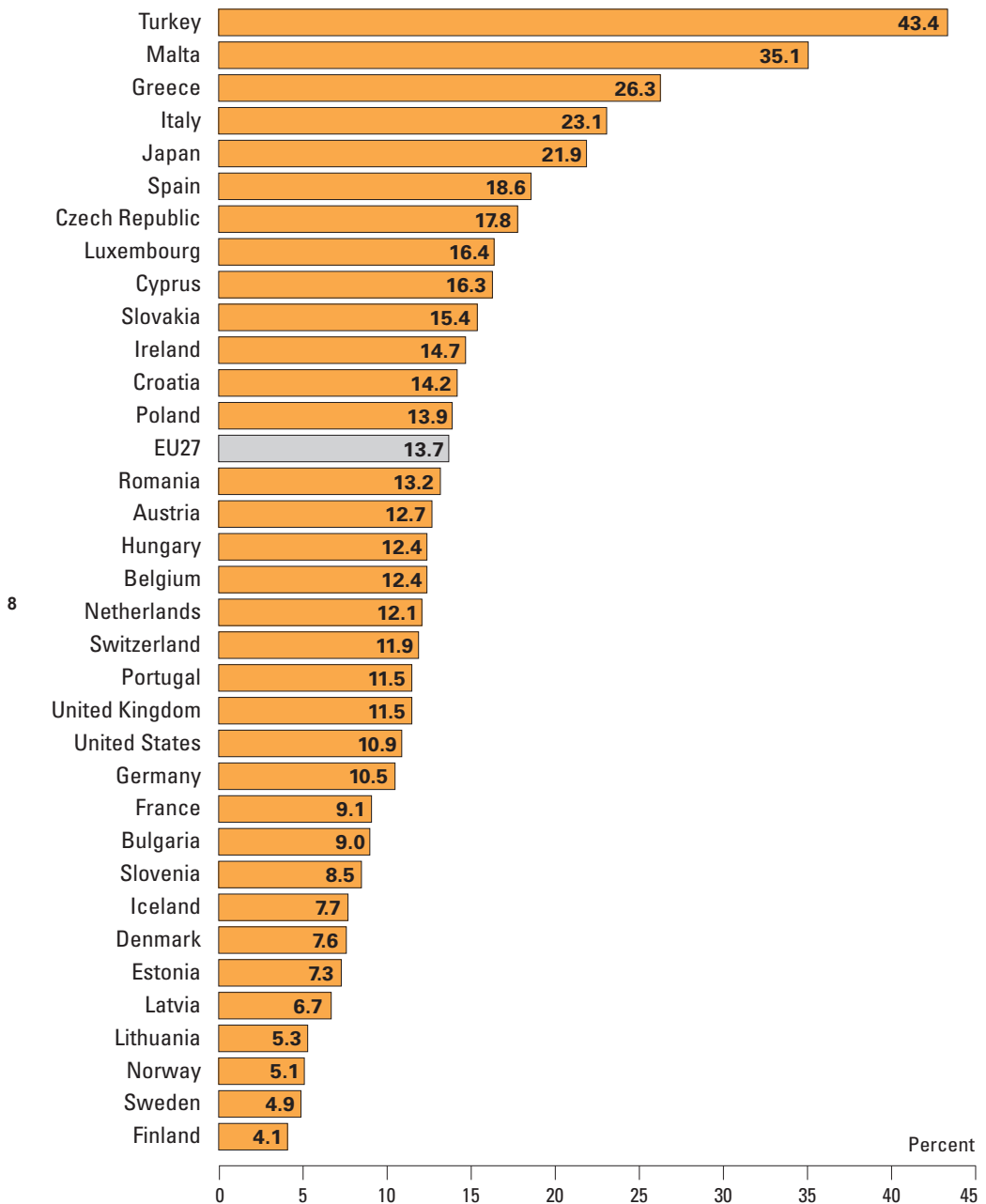
Source: Whiteford 2005, Comparing the pension entitlements of men and women in OECD countries.

The Silent Revolution in Tertiary Educational Attainment Young Women Graduates Outperforming Young Men - By Very Far, 2000 and 2006

Tertiary Educational Graduates, Women per 100 Men

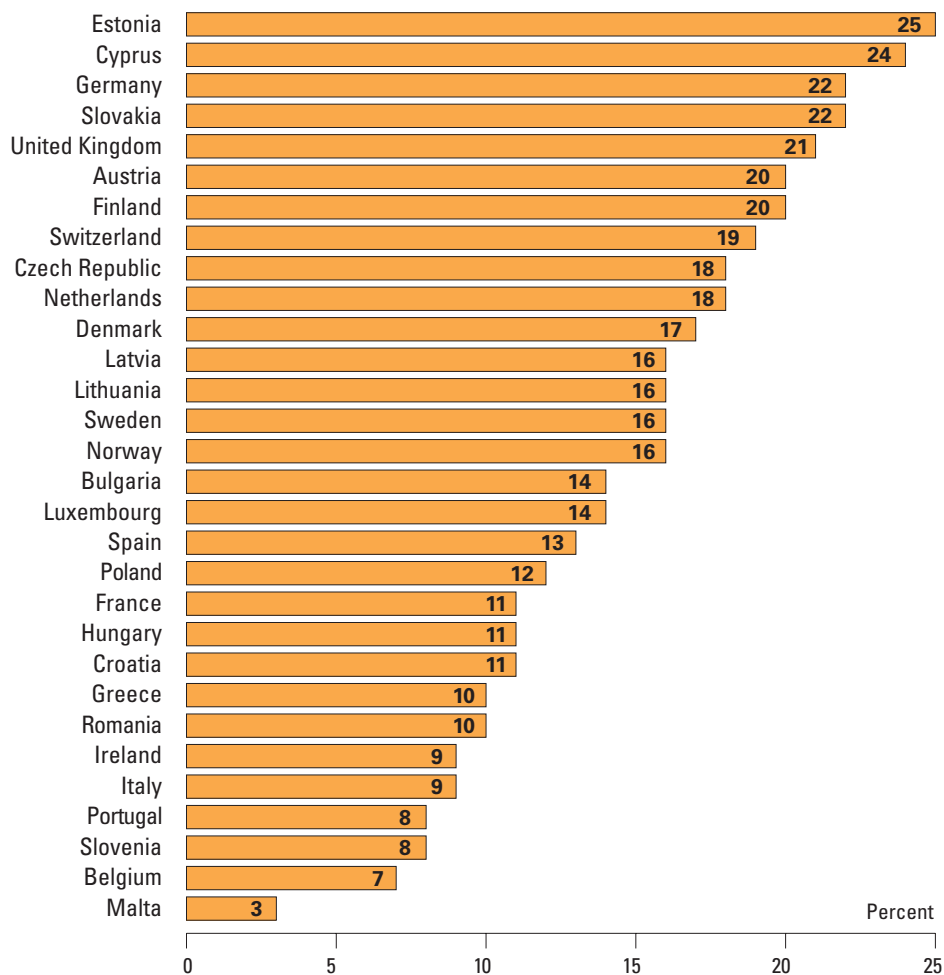


The Gender Employment Gap, 2008



Gender Pay Gap, 2006

Percentage Difference of Average Gross Hourly Payment of Female/ Male Paid Employees



Source: Eurostat, Labour Force Survey.

Data refer to 2005 for Croatia, Estonia, Italy and the Netherlands; provisional values for Belgium, France, Cyprus, Portugal and Slovenia.

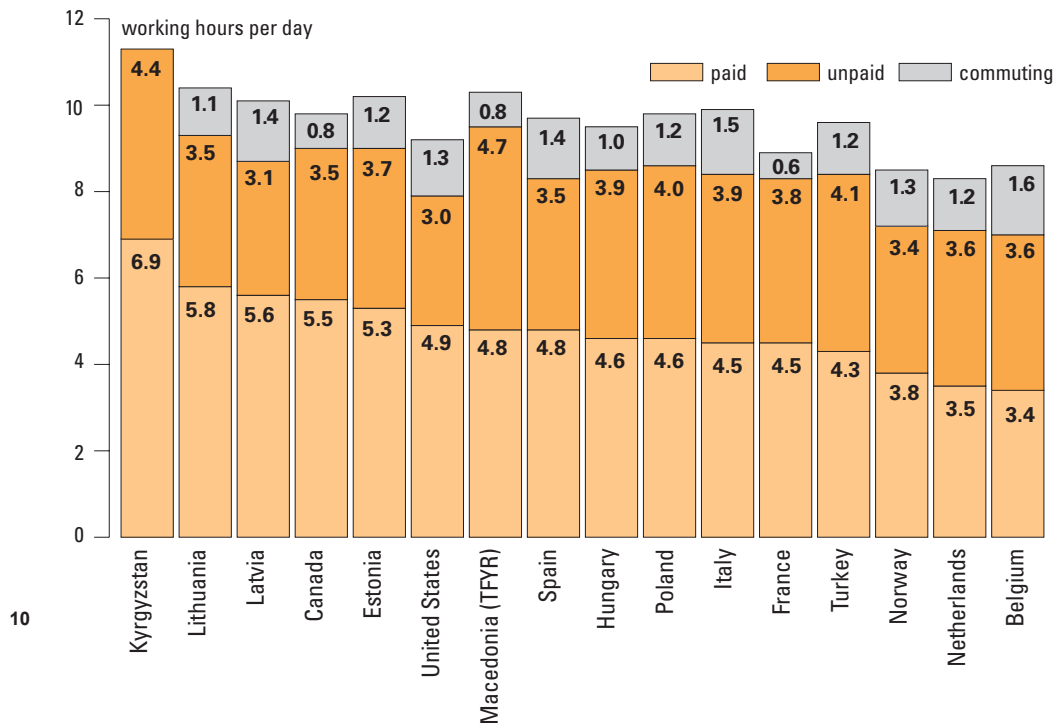
The gender pay gap is given as the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

All paid employees aged 16-64 that are 'at work 15+ hours per week'.

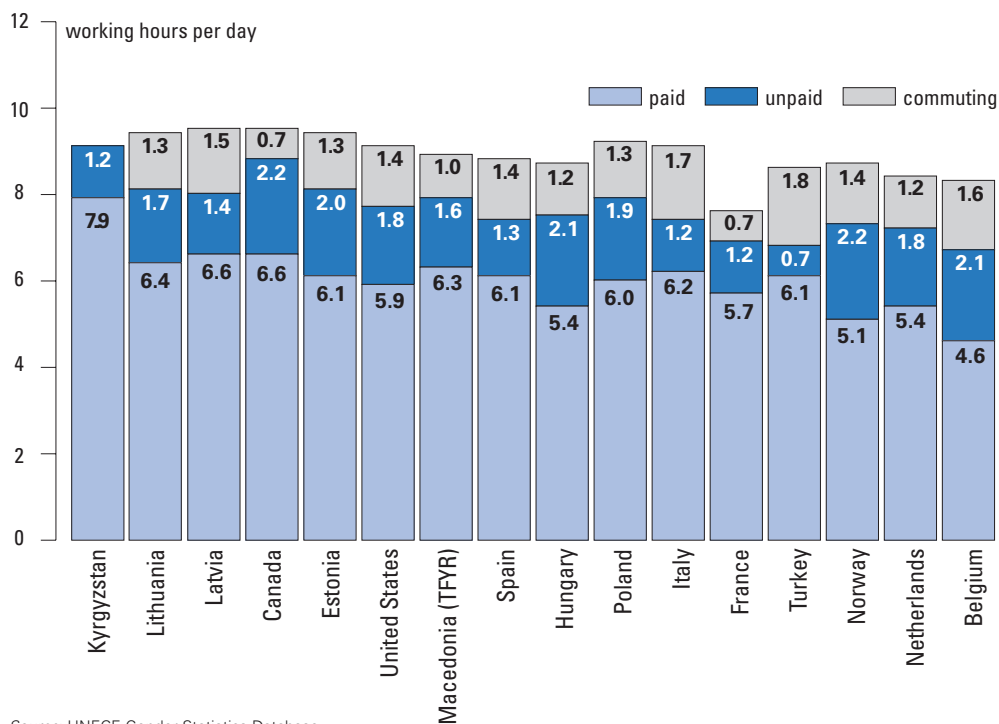
Time Use of Employed Women and Men by Paid and Unpaid Work, 2000-2006

In Hours per Day

Women



Men

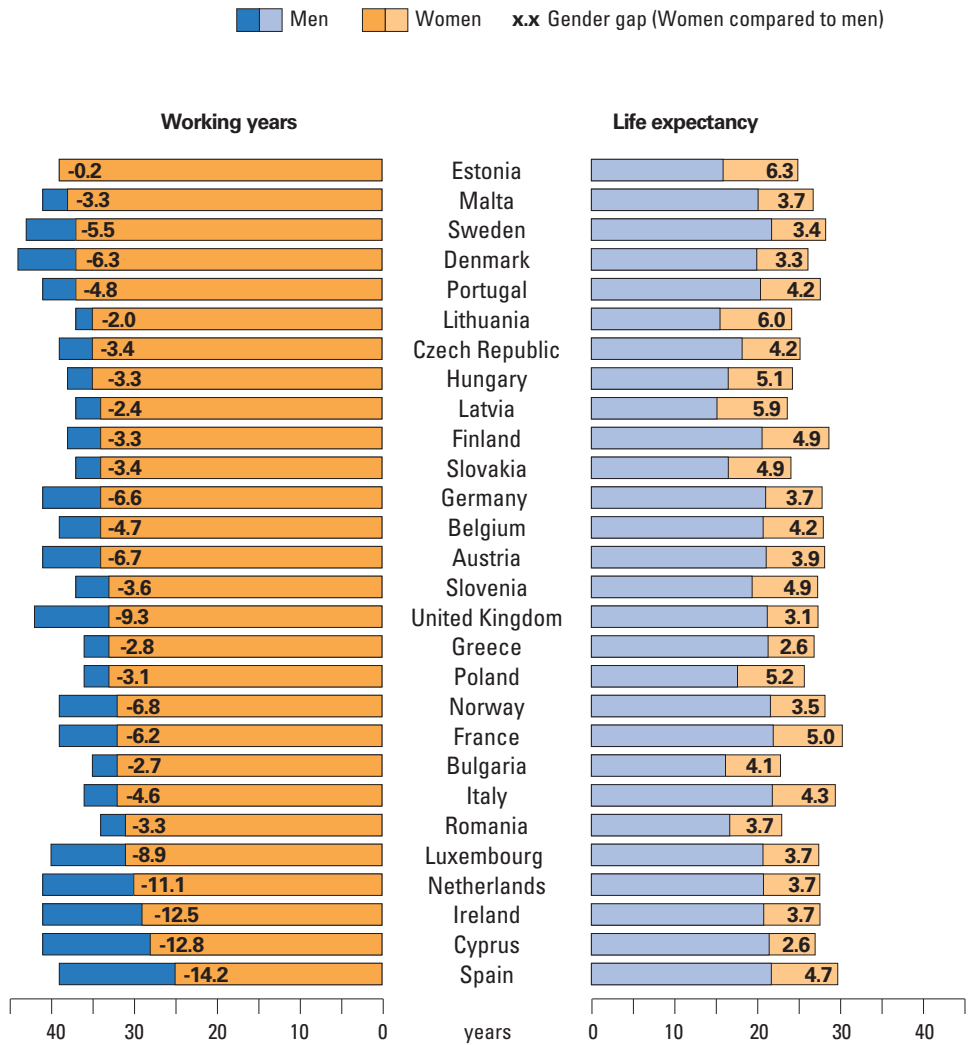


Source: UNECE Gender Statistics Database.

Data refer to 2000 for Estonia, France, Hungary and Norway, 2002 for Italy, 2003 for Latvia, Lithuania and Spain, 2004 for Poland and Macedonia, 2005 for Belgium, Canada, Kyrgyzstan and the Netherlands, 2006 for Turkey and the United States.

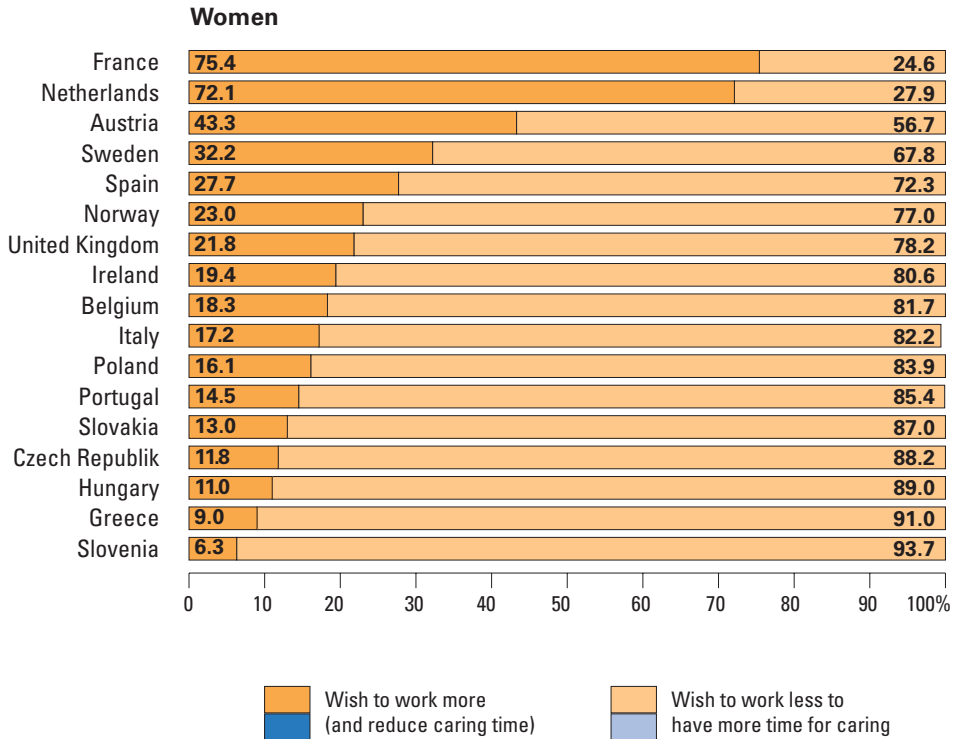
For women and men aged 20 to 74.

Average Number of Working Years and Further Life Expectancy at the Age of 60 by Gender, 2006

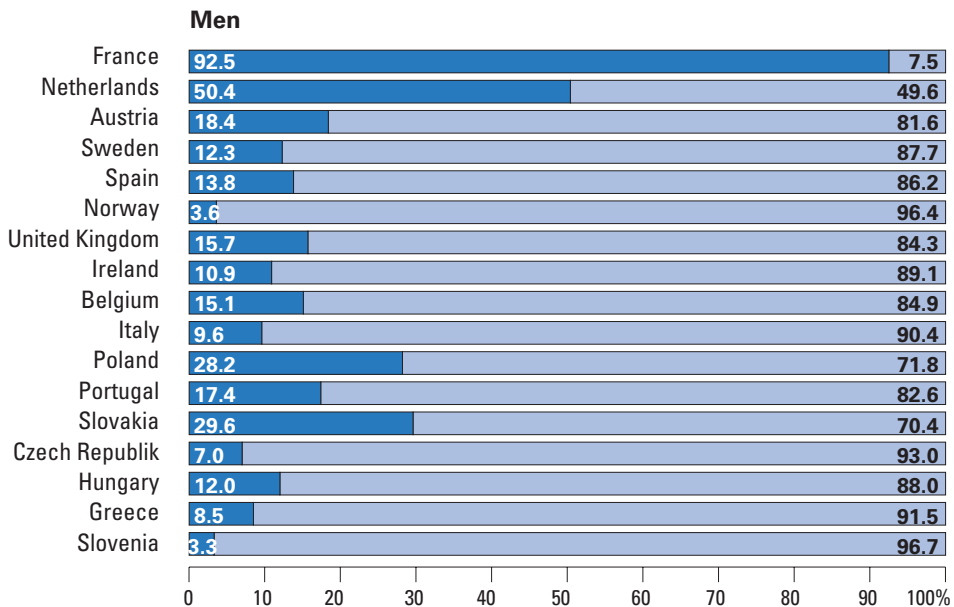


Work and Care Preferences, 2005

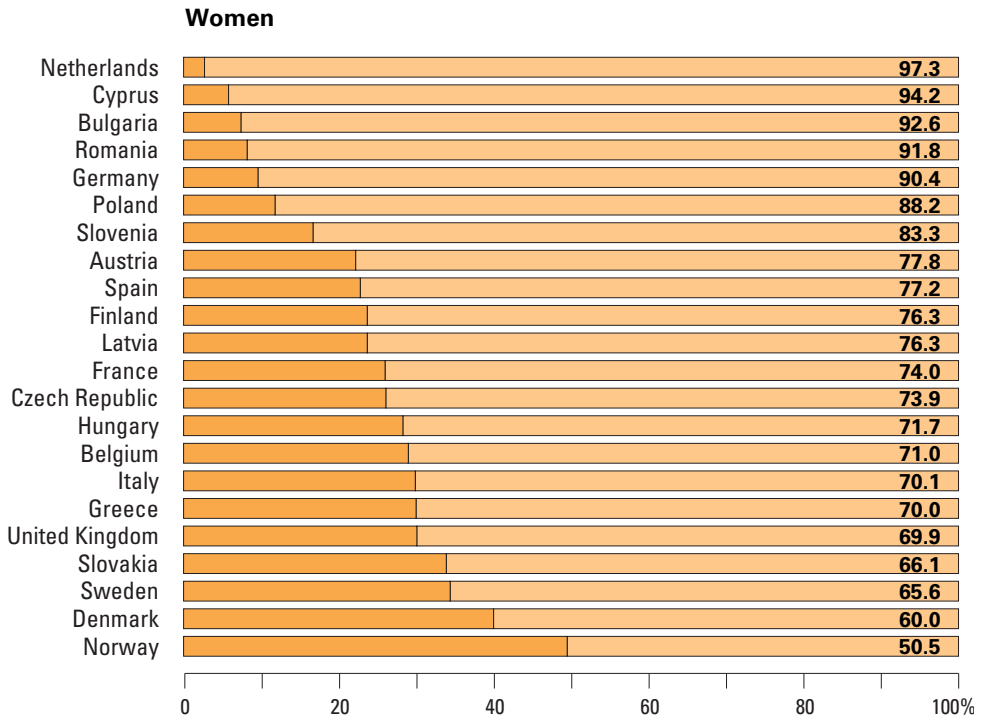
Employed Women and Men who Wish to Change the Organisation of their Working Life and Care Responsibilities



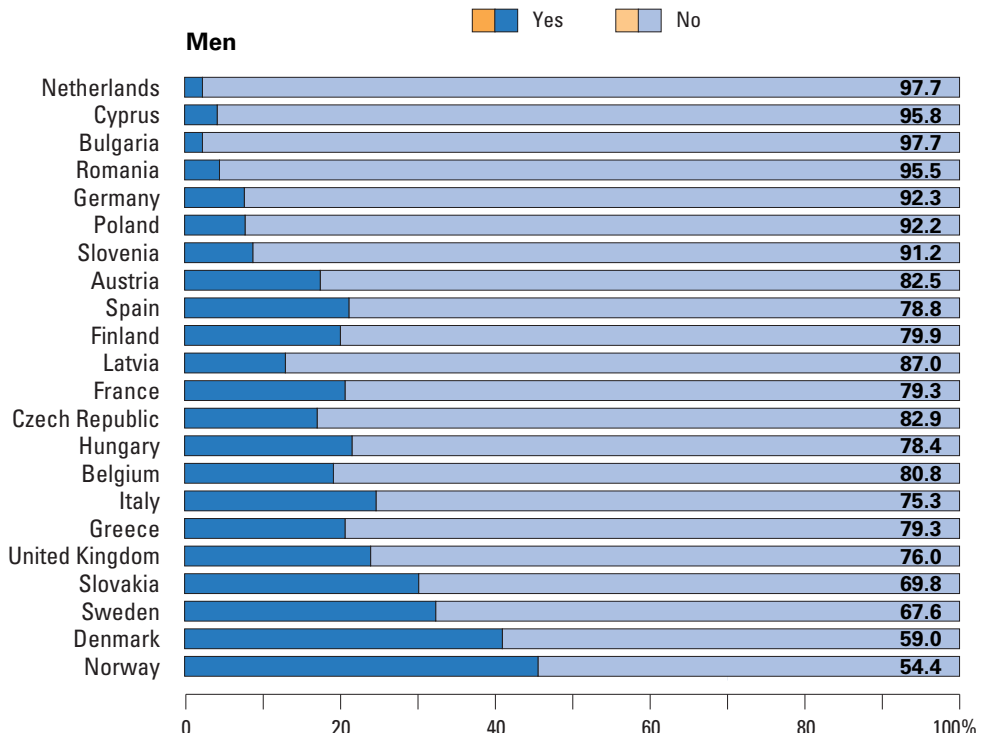
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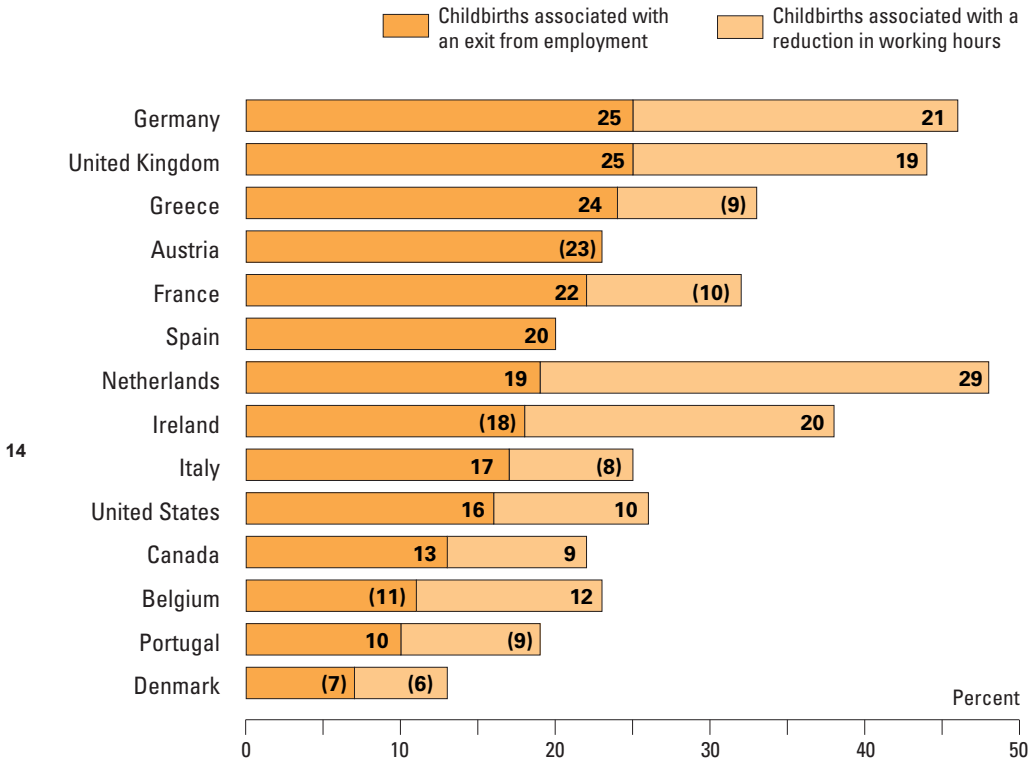
**Work/Life-Balance: Family Time-off Used Previous Year
for family sickness and emergencies, 2005**



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Many Changes in Labour Force Status Follow Childbirth, 2005

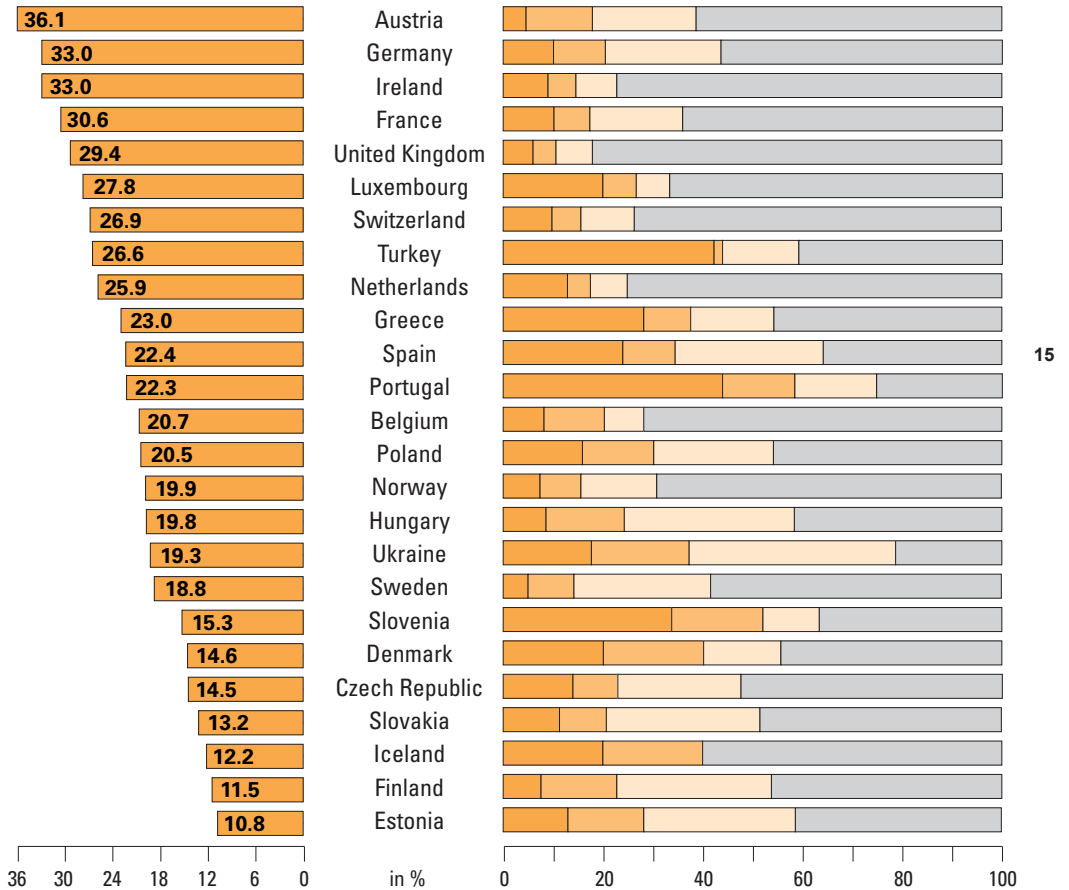


Women Experienced Negative Consequences for the Career because of Staying at Home to Care for the Child by Duration, 2004

■ up to 1 year ■ up to 2 years
■ up to 4 years ■ more than 4 years

Negative Consequences for Career

Duration (Full-Time at Home)

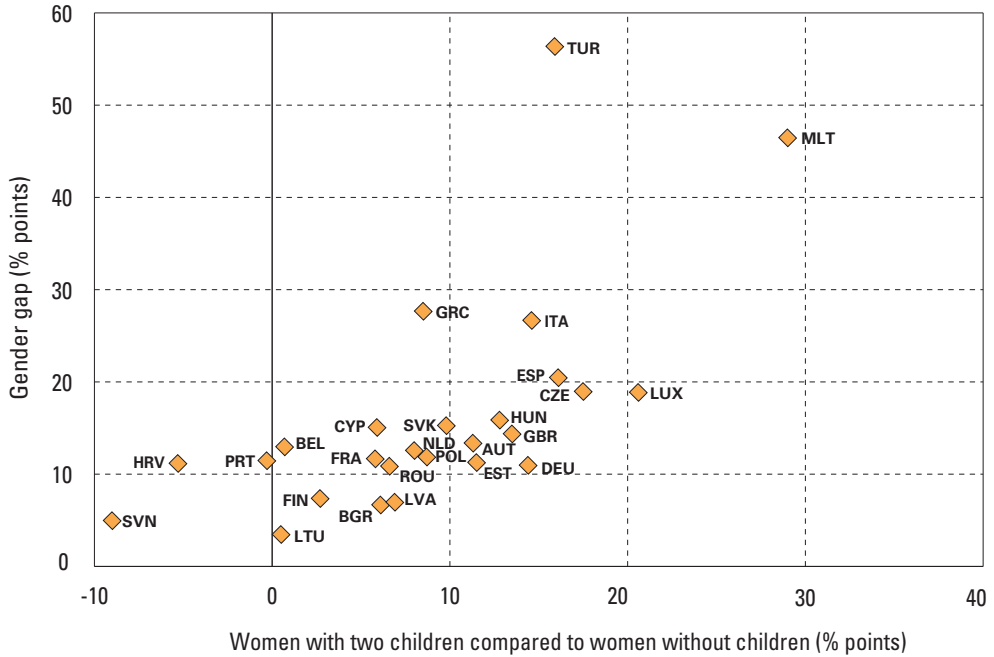


Source: Own calculations, European Social Survey, Round 2 (2004). Persons aged 15 and older.

The Employment Gap of Women with Children, 2007

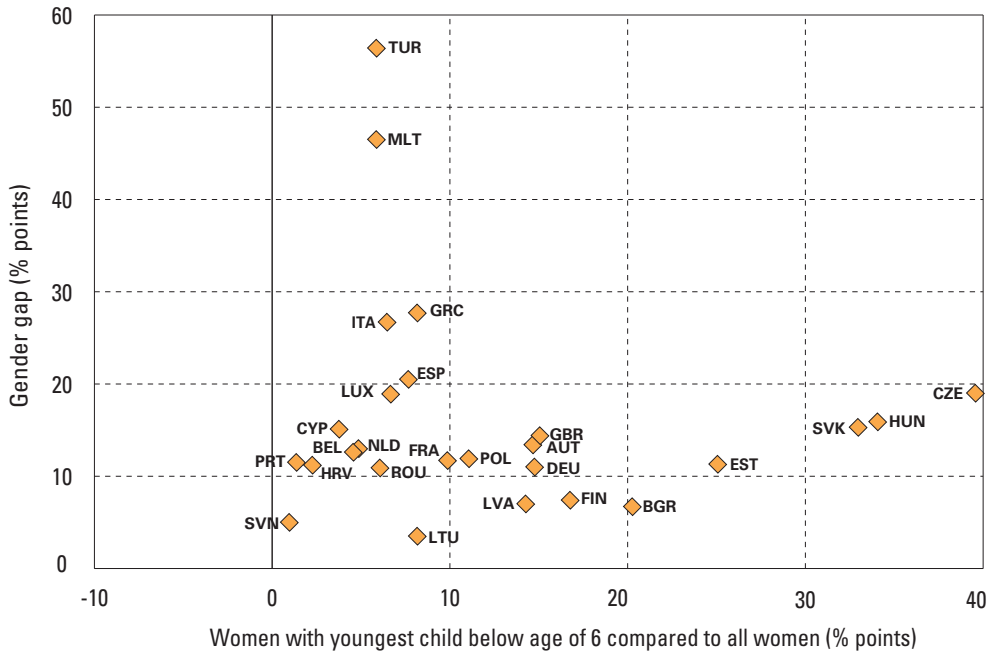
Differences in Employment Rate by Number of Children and Age of Youngest Child

Women with two children

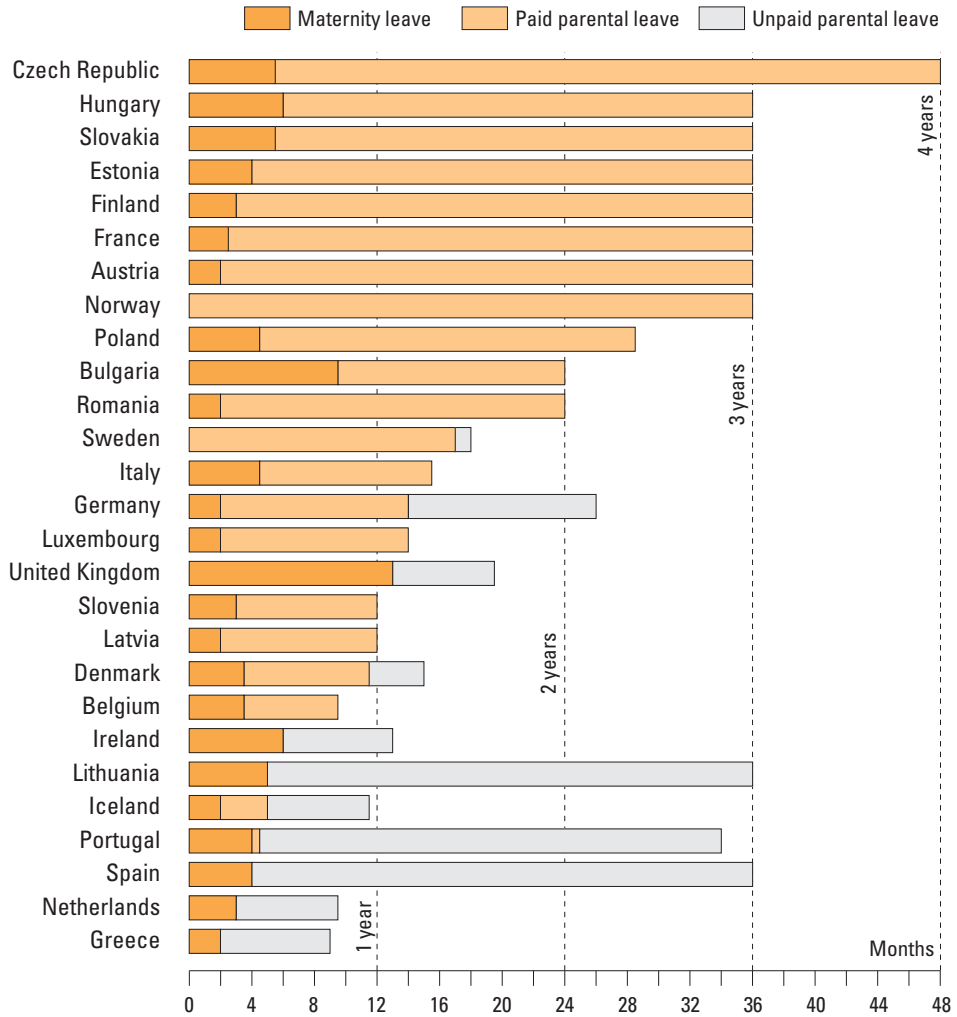


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Women with youngest child below the age of 6



Parental/Maternity Leave: Length of Leave and Benefit Payment, 2008

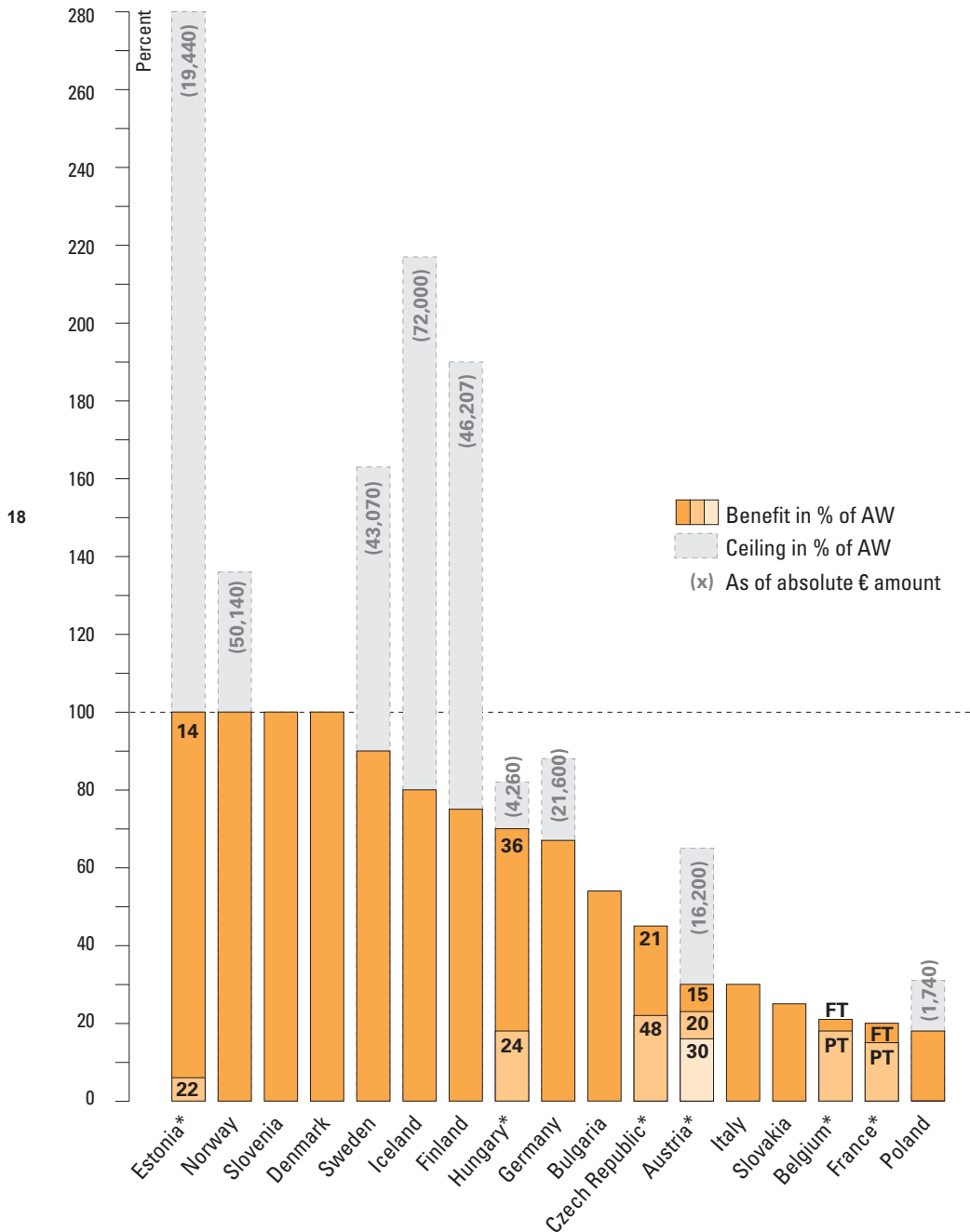


Source: International Review of Leave Policies and Related Research, 2008.

Parental leave is unpaid in Greece, Ireland, the Netherlands, Portugal, Spain and the United Kingdom. Only part of leave period is paid in Germany, Norway and Sweden. Whole leave is paid to all parents with a young child regardless of whether they are taking leave or not in Austria, Czech Republic, Estonia and France. The figure for Greece refers to parents employed in the private sector (For public sector employees the total post-natal leave period is 27 months of which 3 months is paid maternity leave). No separate maternity leave in Norway and Sweden.

How Much Parental Leave Benefits? (2008)

Replacement Rates of Statutory Parental Leave Schemes for an Average Worker
Net Benefit as a Percentage of Net Earning

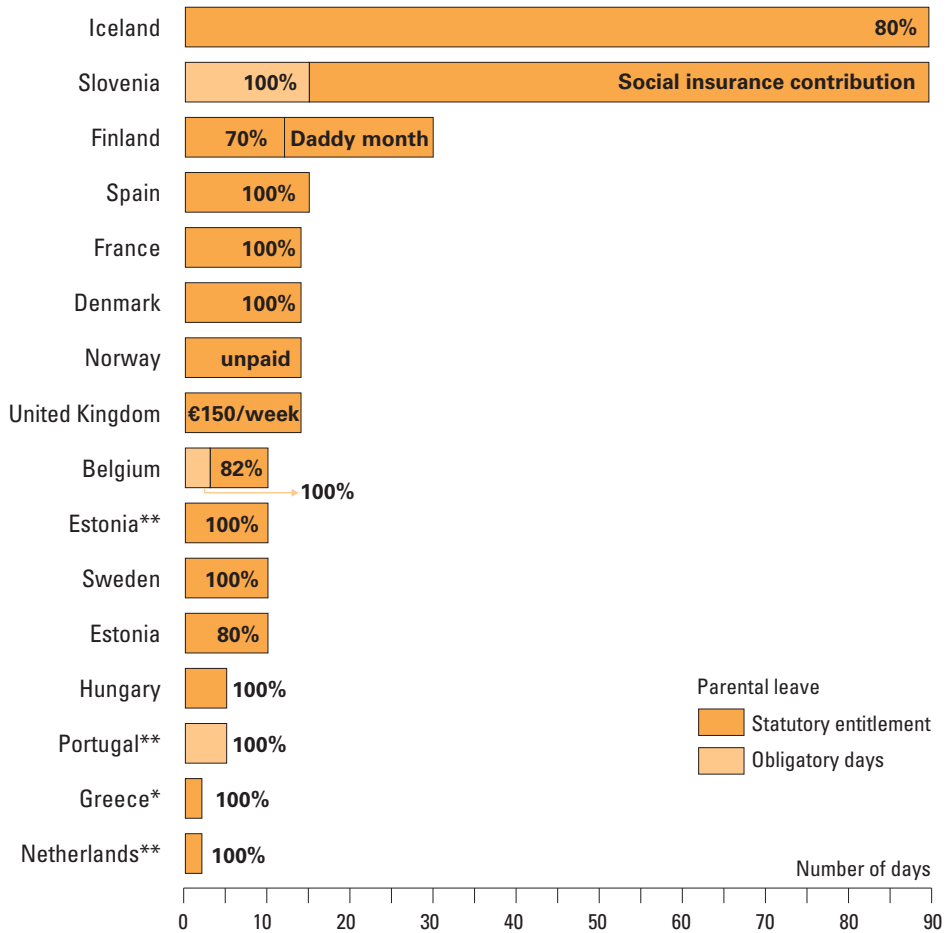


Source: International Review of Leave Policies and Related Research, 2008.

* Hungary 24: Parental benefit paid for insured parents (GYED); Hungary 36: Parental benefit paid for non-insured parents (GYES); Estonia 14: Parental benefit; Estonia 22: Child-care benefit; Austria and Czech Republic: different amounts depending on duration; Belgium and France: different amounts depending on full-time or part-time leave.

AW = Average Worker (average wage of a full-time worker in Industries and Services - NACE C-K).

Length and Payment of Paternity Leave, 2008



Source: Own calculations. International Review of Leave Policies and Related Research, 2008.

*Greece: For private sector employees only, no statutory entitlement for public sector employees.

** Refers to working days.

There is an additional father quota as part of the parental leave in Norway (6 weeks) and Sweden (60 days). Taking the paternity leave is obligatory for fathers in Portugal (5 days), Belgium (3 days) and Slovenia (15 days).

Parental Leave Flexibility and Flexible Working, 2008

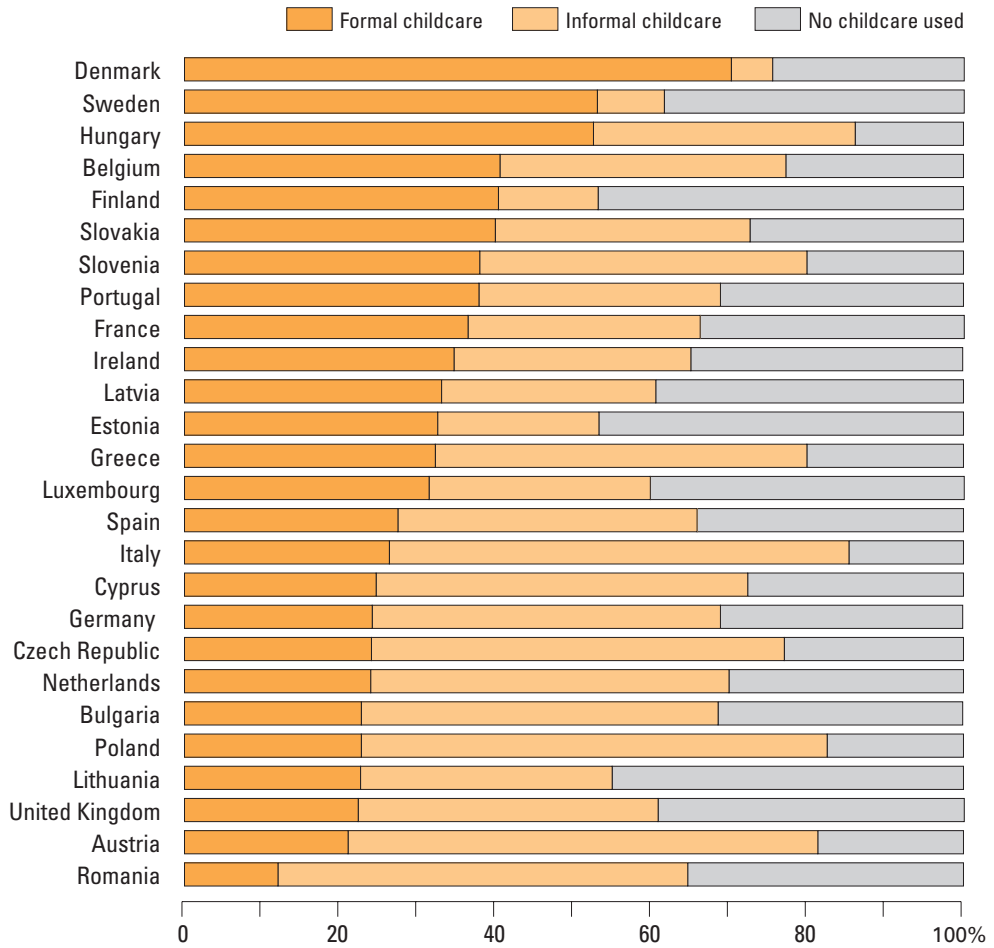
20

	Reduced hours		Flexible options						Right to request flexible work
	First year	Later	1	2	3	4	5	6	
Austria		Until 7	○	○	●	○	○	○	
Belgium			●	●					
Czech Republic			●	○	●	○	○	○	
Denmark			●		●				
Estonia	■	Until 1 1/2	●	○	○	○	○	○	
Finland		Until 8	●	●				○	
France			●	○	○	○	○	○	
Germany			●		●		○	○	
Greece	■	Until 2 1/2	○	●	○	○	○	○	
Hungary	■	Until 8				○		○	
Iceland		Until 8	○	●	○	○	○	○	
Ireland	■						○	○	
Italy	■		○	○	○	○	○	○	Until CSA
Netherlands	■							○	
Norway	■	Until 10	○	○	○	○	○	○	
Poland				●			○		
Portugal	■		●	○	○	○	○	○	
Slovenia	■	Until 3	●		●	○	○	○	
Spain	■		○	●	○	○	○	○	
Sweden		Until 8	●	●			○	○	
United Kingdom			○	○	○	○	○	○	Until 6

- 1 ● leave can be taken full- or part-time
- 2 ● leave can be taken in one or several blocks of time
- 3 ● leave can be taken for a shorter period with higher benefit payment or for a longer period with lower payment
- 4 ● leave can be transferred to non-parent
- 5 ● leave can be taken at any time until a child reaches a certain age
- 6 ● additional leave

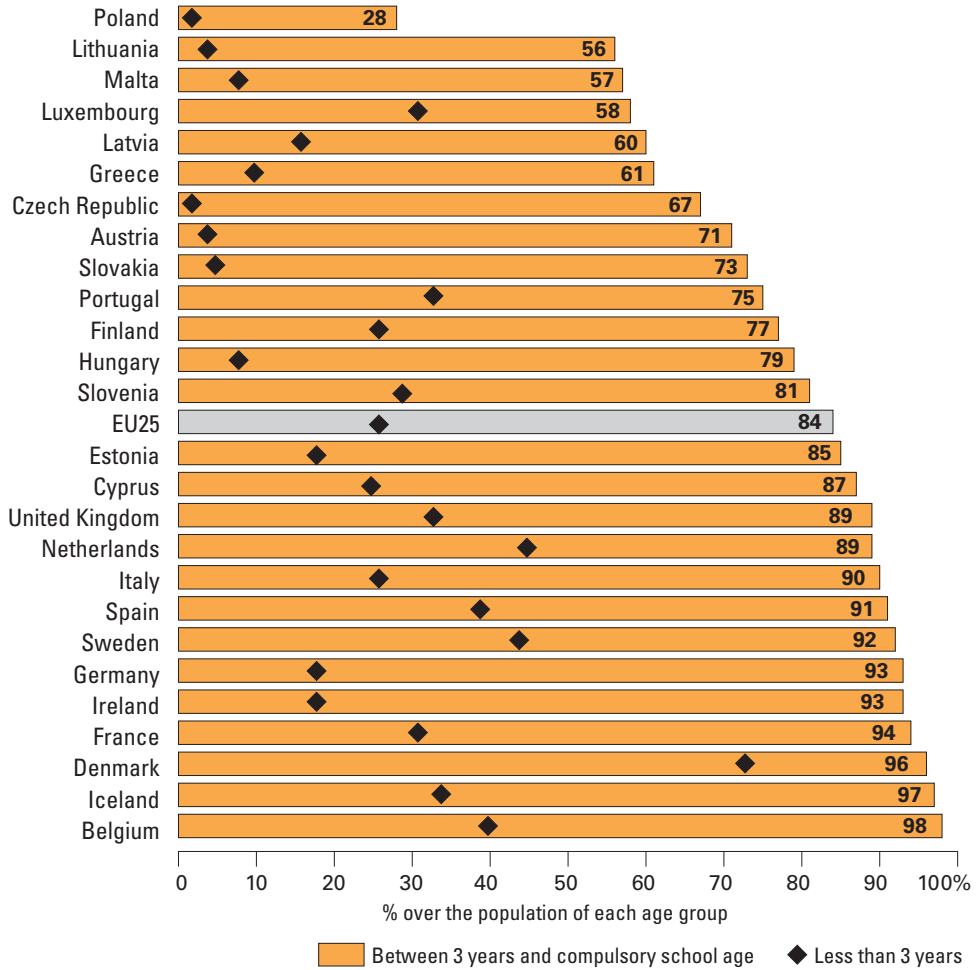
Main Type of Childcare Used, 2005

Childcare Used by Employed Persons for Own/Spouse's Children up to Age 14 while Working



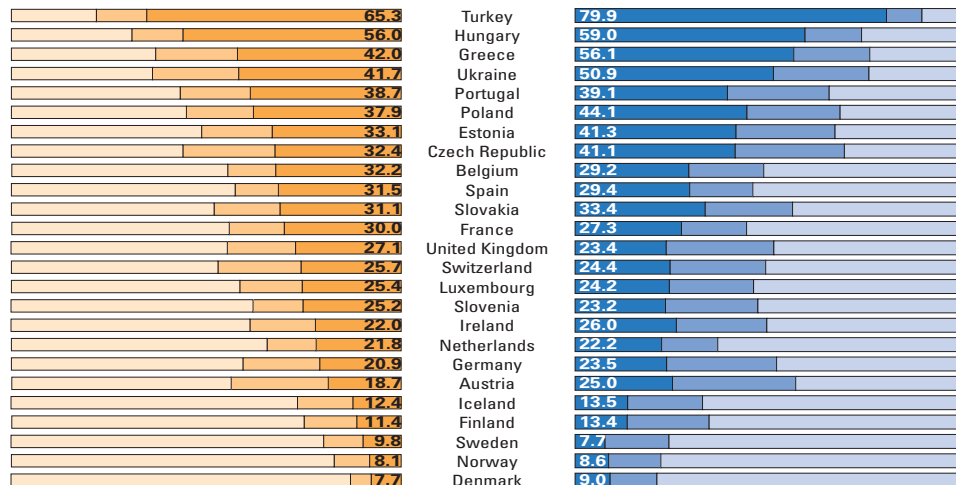
Children in Formal Childcare, 2005

Percentage Over the Population by Each Age Group



Traditional Breadwinner Model - Responses to the Statements:

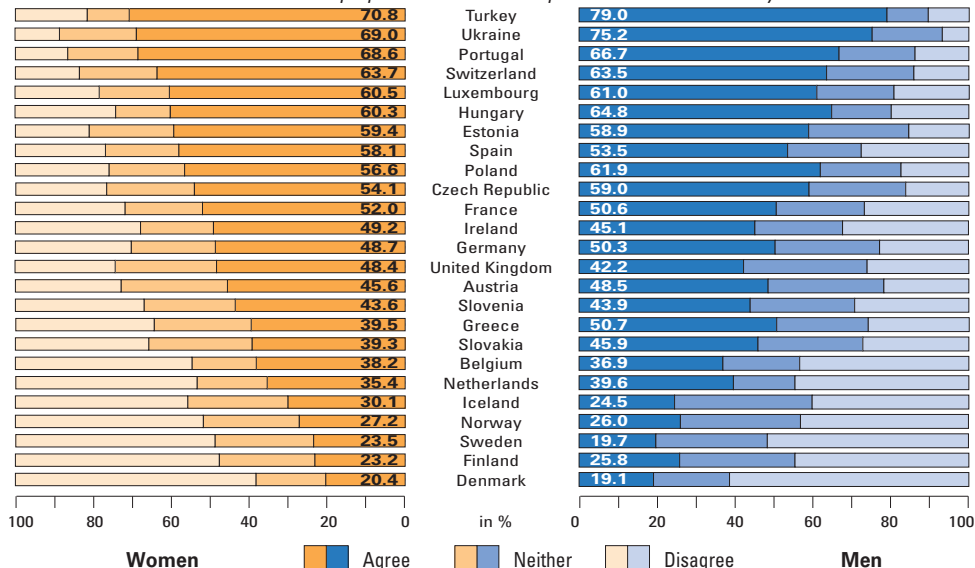
"Men should have more right to job than women when jobs are scarce"



„Men should take as much responsibility as women for home and children“



"Woman should be prepared to cut down on paid work for sake of family"



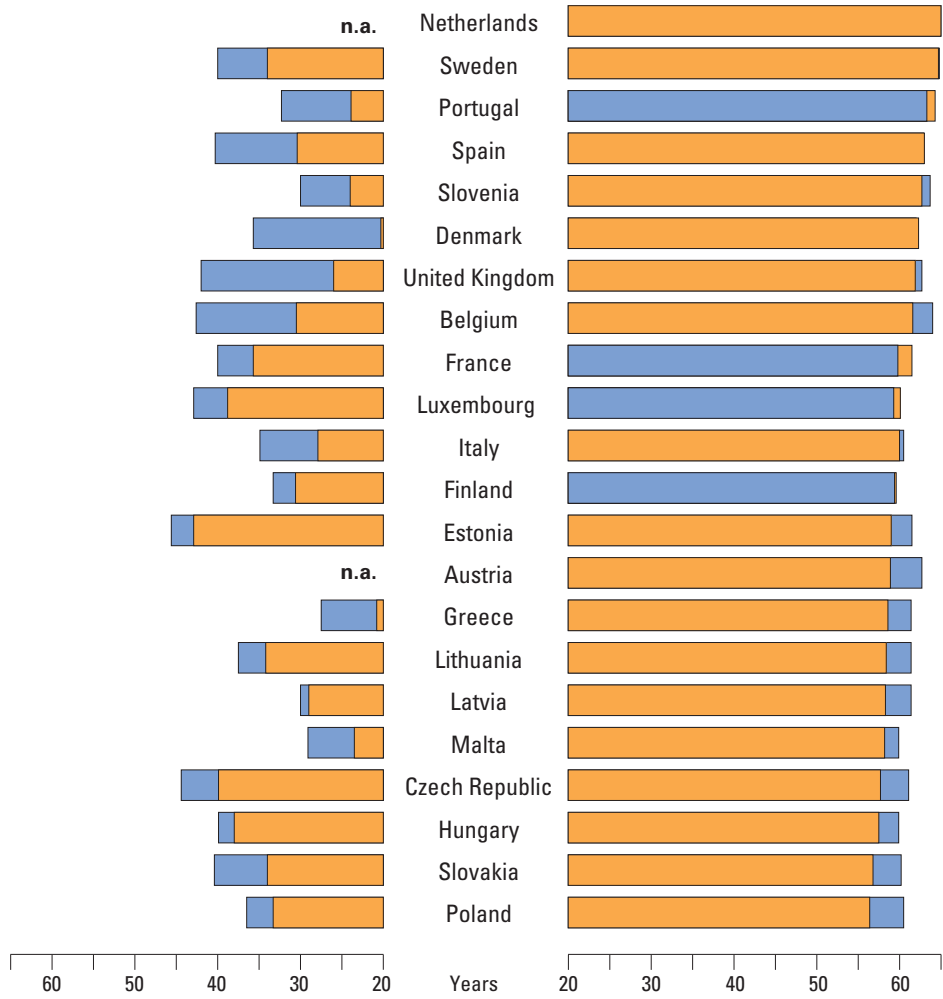
Actual Retirement Age and Seniority, 2006

Men Women

Seniority at Retirement

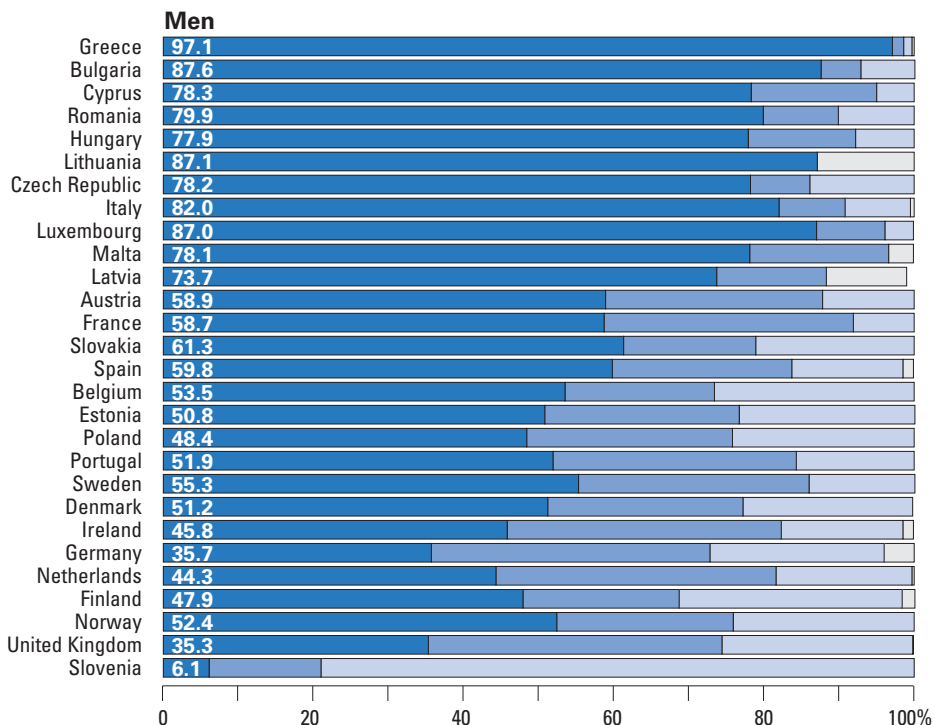
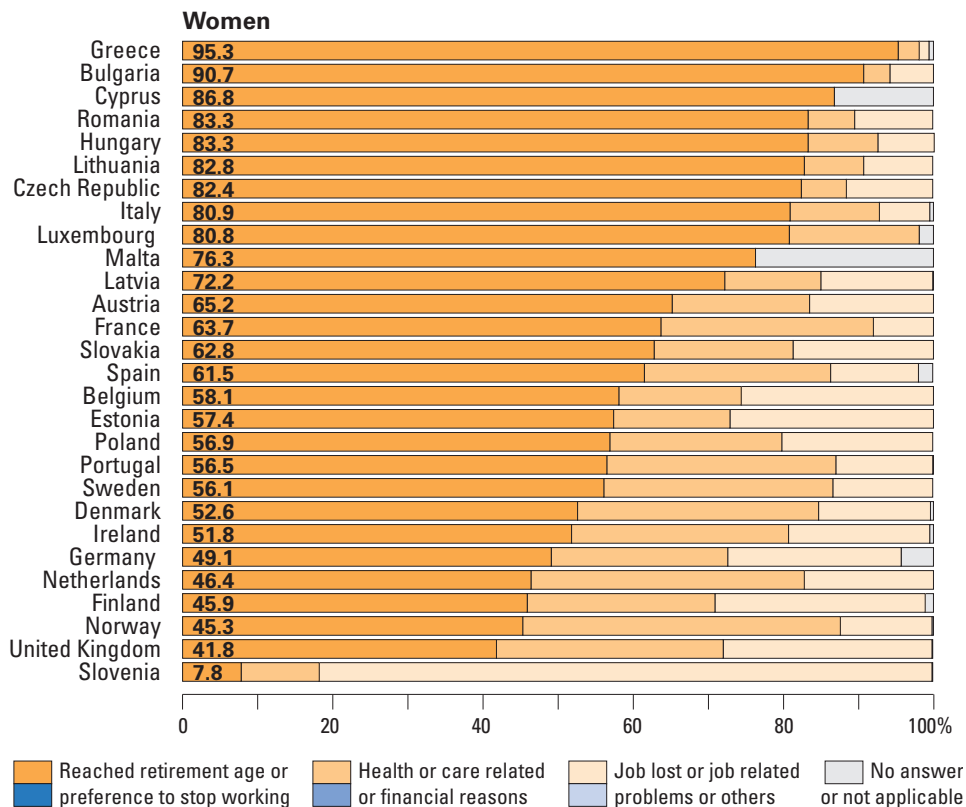
Average Age of Retirement

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Source: Updates of current and prospective theoretical pension replacement rates 2006-2046, Indicators Sub-Group (ISG) of the Social Protection Committee (SPC), 2009
 Seniority refers to the average number of contributory years and includes non-contributory periods. Data for France refer to 2004.

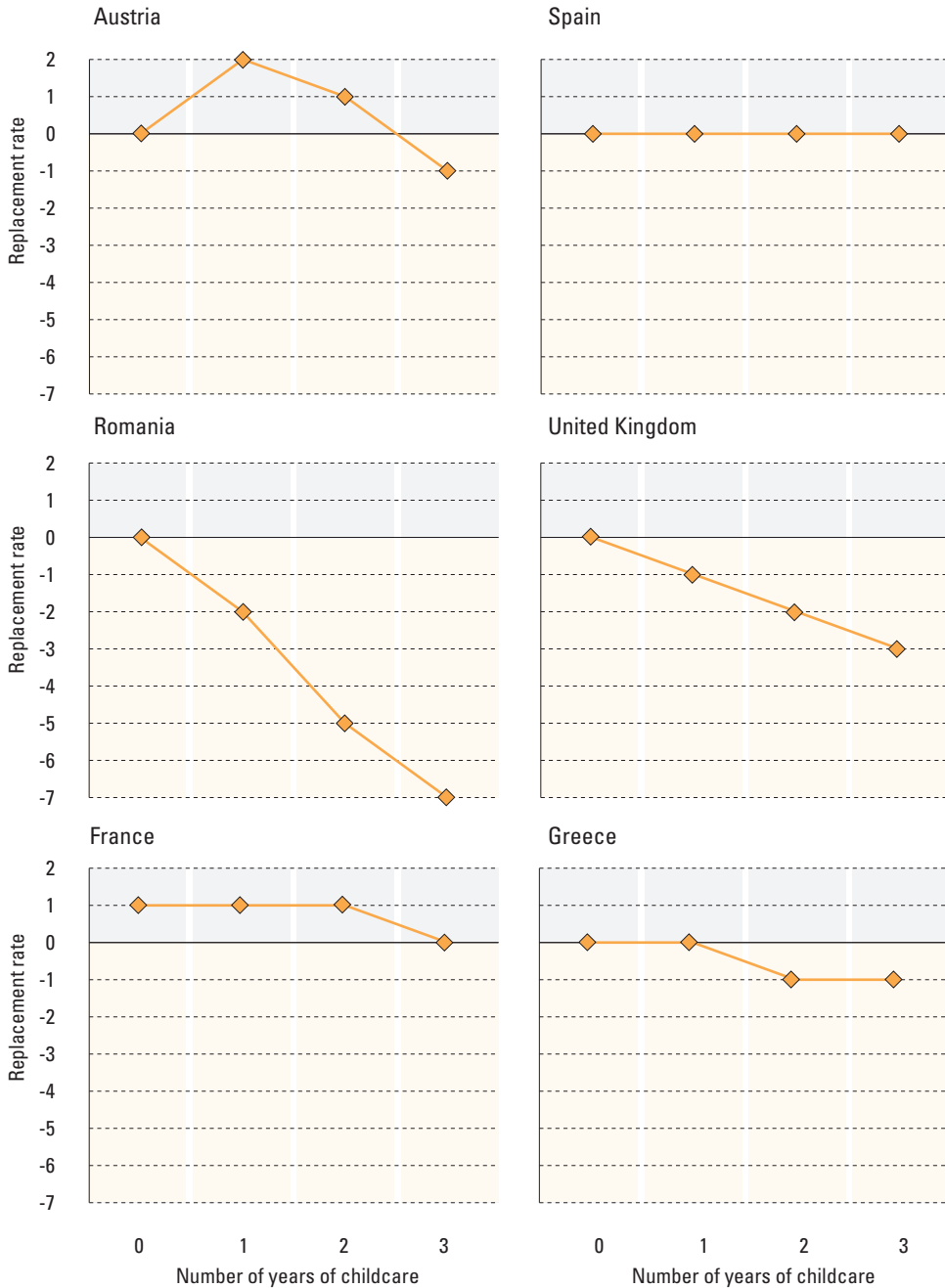
Main Reasons for Retirement by Gender, 2006



Pension Costs of Career Breaks for Childcare, 2009

Cumulative Difference in Net Theoretical Pension Replacement Rates for a Woman, Average Earner Who Makes a Career Break for Childcare Years Compared with One with a Full Career

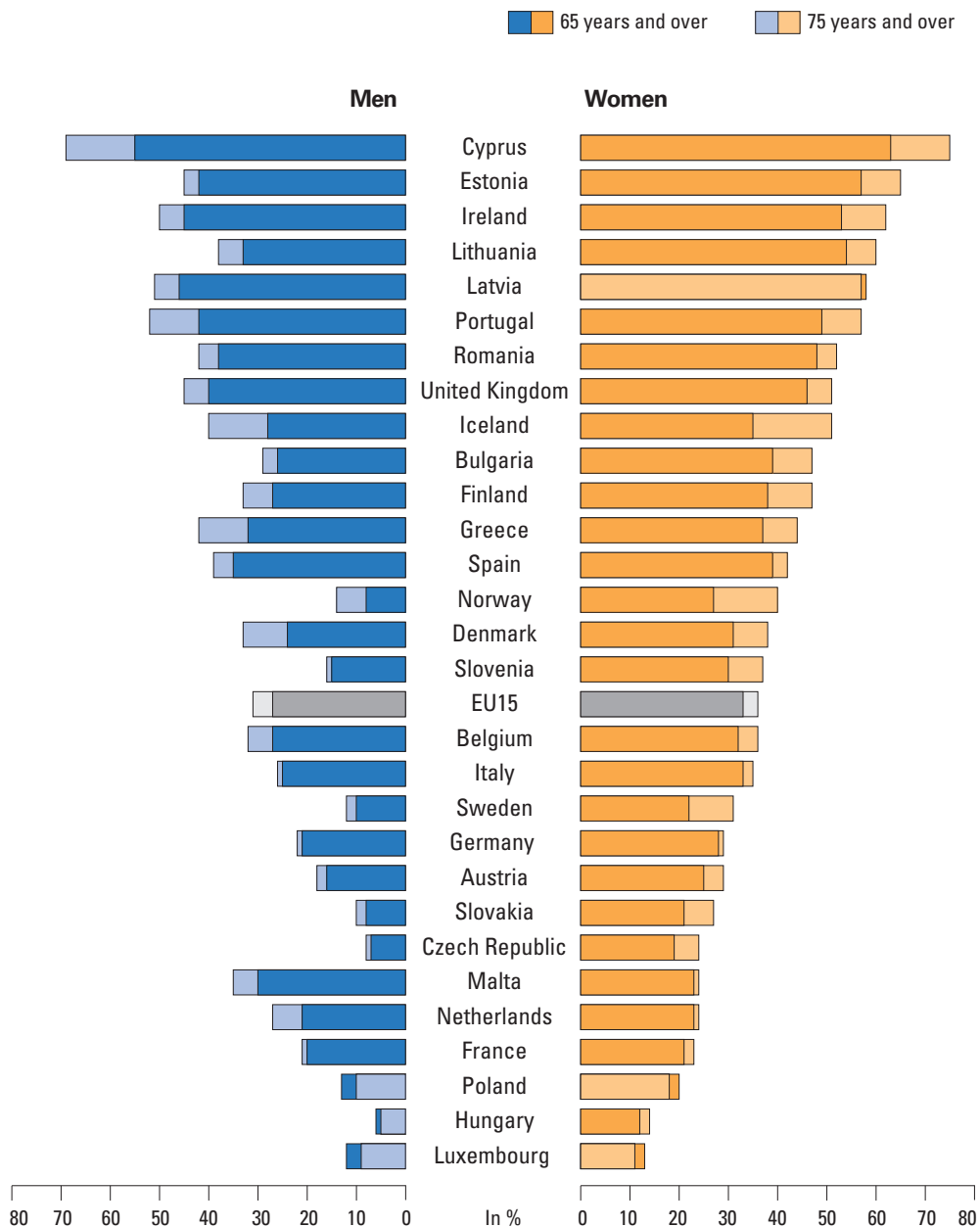
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Source: Updates of current and prospective theoretical pension replacement rates 2006-2046, Indicators Sub-Group (ISG) of the Social Protection Committee (SPC), July 1st, 2009.
Single woman who enters the labour market at the age of 25 and leaves at the legislated retirement age for women.

Higher Risk of Poverty in Older Age, 2007

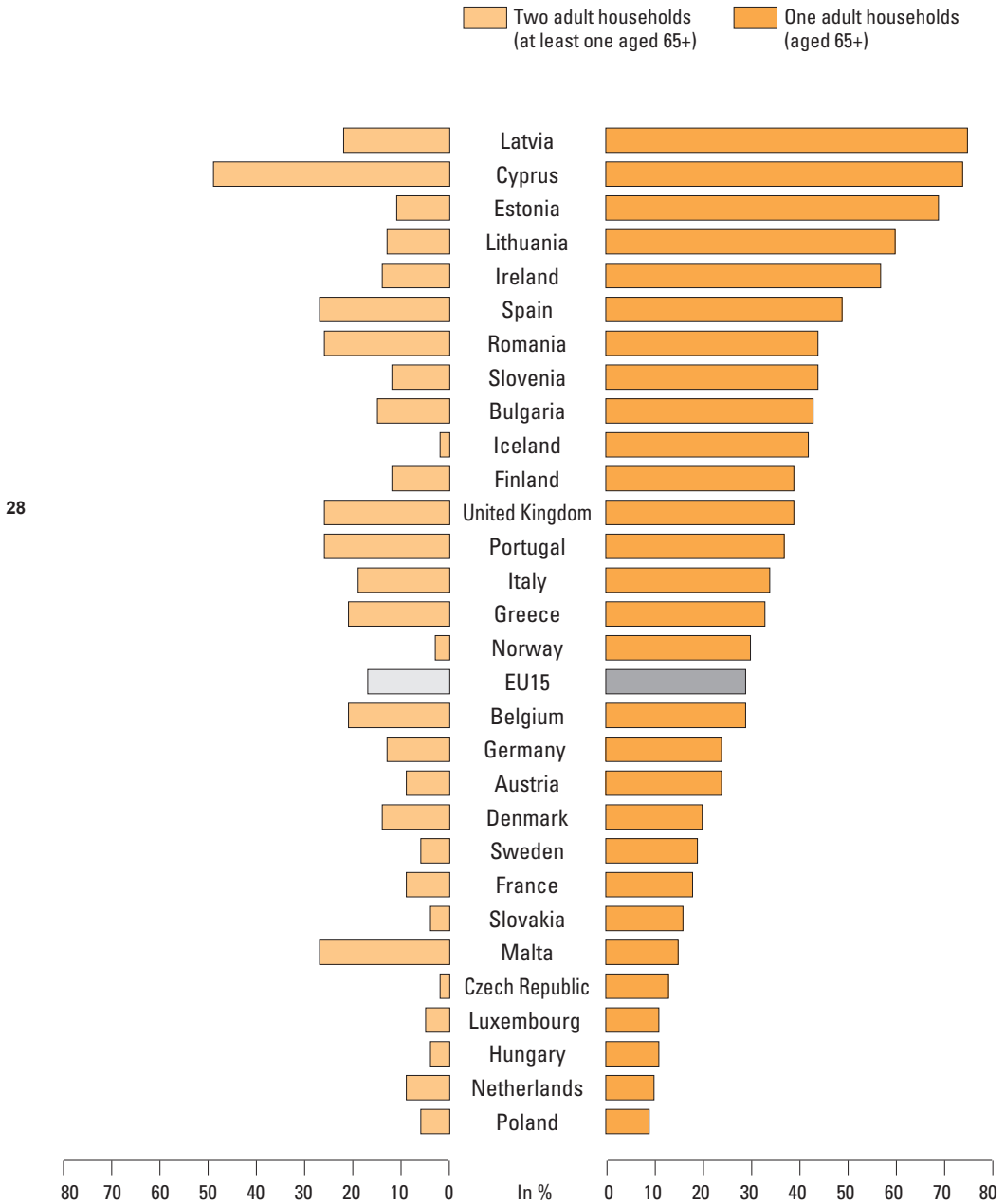
At-risk-of-poverty Rates by Age and Gender, Cutt-off Point: 60% of Mean Equivalised Income



Source: Eurostat, EU-SILC 2007.
Data refer to 2006 for Bulgaria.

Persons Living in Single Households at Higher Risk of Poverty, 2007

At-risk-of-poverty Rates by Household Type, Cut-off Point:
60% Median Equivalised Income after Social Transfers



Source: Eurostat, EU-SILC 2007.
Data refer to 2006 for Bulgaria.