A Universal Pension for Ireland
(Workshop 10)
October 7th 2020

Women and Retirement in a post COVID-19 world

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Figure 9. Gross fees for 2 children (age 2 & 3) attending typical childcare centre 40hrs pw, as % of average earnings, 2015 (OECD Family Database, 2017, Chart PF3.4.A.)
New Zealand retirement system

Features are good for women
- New Zealand Superannuation
  PAYGO, universal flat rate pension

- KiwiSaver National Auto-Enrolment
  lumpsum savings
KiwiSaver

• Announced May 2005. Implemented July 2007

• 2020 Coverage 3 million or over 75% workforce
  • 1.2 million non-contributors

• Currently 3% employee and 3% employer (default)

• Central clearing house- no lost pots
Design issues for women

• Incentives and subsidies.
  • Government contribution 50% on first $1040 $521 (€292)

• Role of the Kickstart
  • $1000+ fees subsidy $40 removed 2015

• Age for auto-enrolment.
  • over 18 under 65

• Income threshold for auto-enrolment.
  • none
Other issues for women

- Recognition of unpaid work *unresolved*
- Withdrawal for first home
- Access for hardship
- Decumulation
- Financial Education.