



Unpacking the Gender Pension Divide

Let's Act Now

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40% Gender Pension Gap in NL

Pay Gap

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Paid work hours

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Pension contribution %





Let's Act Now

- As an employer
 - Determine **the pay gap** in your company – be honest!
 - Ensure **fair pay increase** for increase in responsibilities
 - Ensure **inclusivity in all levels** of your organisation
 - **Continue pension contribution** during leave (parental leave, care leave, etc.)
 - **Create awareness** of loss in pension contribution when working less hours to look for alternatives
 - **Compare** your pension contribution inside and outside your sector and determine fair improvement
 - Provide access to an **independent financial advisor** for your employees
 - **Engage in conversation** on these topics with female employees / Works Council
- As an investor
 - **Gather data** on social inequities of companies (in NL and elsewhere) and determine a social investment framework for your organisation
 - **Finance** new inclusive organisational models of pioneers

Who are you?

Gap Contributor



Image by [Tumisu](#) from Pixabay

Gap Equalizer



Image by freepik

Let's Act Now

More info
PensioenBaas.nl

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Marica Wismeijer - March 7, 2025