

1: Pension Reform and Gender Inequality - Oxford Scholarship

Gender and Social Security Reform examines how different countries are attempting to meet this challenge. Drawing on comparative studies of European and Latin American countries along with a series of case studies of individual countries, the book provides insights into the gender dimensions of alternative designs for reform.

Professor Eileen Drew Background Major reforms over the last two decades in China and the accession to WTO have resulted in rapid economic growth with GDP increasing at an average annual rate of over 9 percent per year between and These changes have also led to challenging social consequences. Income and human development disparities have widened considerably: The challenge for China is to pursue economic transition whilst at the same time integrating the concept of sustainability into economic growth and guarding itself against social instability. China needs to stabilise the economy, develop a sustainable financial system and address the income disparities by creating more employment opportunities and develop a sustainable social security system. In accordance with EU Policy, this project addresses gender equality through the different schemes of Social Security, to promote balance between male and female in the fields of employment, social welfare and benefits and all the social policies. Project Objectives The overall objective of the project is to support the transition to a sustainable social security system in China, which guarantees accessible, adequate and affordable social security benefits to all Chinese citizens, male or female. The specific objectives of the gender balance assignment are to: Improve the gender balance in the field of Social Security, legislation, benefit and services, taking in account the situation at the national and local level; 2. Provide access to international systems of standards for the development of better equality between male and female. The target groups for these are: Identify and report on current gender balance and social security arrangements in: Draft a quantitative and qualitative gap report on the differences between arrangements in China and the EU 3. Recommend areas where EU experience can be applied to the Chinese context 4. Establish the key gender balance Indicators to assess progress in the field of gender balance for Social Security, both internal and external to the EUCSS. Methodology The work on this assignment was conducted between 17 February and 14 March in Beijing. It involved the following activities: It illustrates the importance of gender mainstreaming as a cross cutting contribution to ensure 3 of 30 gender balance as an outcome of the overall project, by highlighting the major gaps that differentiate the EU Social Security System from that in China, from a gender perspective. It includes the key gender balance indicators relevant to the project. Section 4 sets out the recommendations for actions to ensure gender balance by applying the gender mainstreaming approach. The first and highly significant event was the EC Treaty signed in Rome in , after which the European Union adopted 13 Directives in the field of gender equality. These cover the right to equal treatment for men and women in areas of work, pay and social security and access to goods and services. They provide special protection to pregnant women and those who have recently given birth, and attempt to establish common standards for women who are self-employed and helping spouses CEC a. Apart from financial support, the European Union has two tools to promote gender equality and gender balance: Primary or Treaty Law The Treaty of Rome establishing the European Community contains several crucial articles relating to gender equality: This applies to schemes for the working population, as well as state pensions for the elderly and sickness insurance for workers. By the s the concept of equal treatment in employment, occupational social security and statutory social security, was extended to self-employed men and women, including 5 of 30 self-employed mothers. Gender Mainstreaming The European Union adopted gender mainstreaming in as a key tool for achieving equality between men and women. Gender mainstreaming requires policymakers to consider the effects that a law, programme or certain practice has on women and men. The Council of Europe has adopted a crucial role to play in promoting gender equality in Member States, for example by defining common principles and standards to promote the full participation of women and men in society and in developing new approaches, strategies and methods to reach the goal of gender equality. Gender mainstreaming is one of these strategies. Gender mainstreaming cannot replace specific policies which aim to redress situations resulting from gender inequality. Underpinning the gender mainstreaming process, there are

a number of concepts that are critical in achieving gender balance in social security systems: Gender is a social, rather than biological, category referring to the socially constructed relationship between men and women, girls and boys. These roles are affected by age, class, race, ethnicity, religion and by the geographical, economic and political environment. Gender roles are dynamic and change over time in response to economic, natural or political circumstances, including reforms and development efforts. Gender Equality is the result of the absence of discrimination on the basis of gender in opportunities and the allocation of resources or benefits or in access to services. Gender Equity entails the provision of fairness and justice in the distribution of benefits and responsibilities between men and women, recognising that women and men have different needs and power. These differences need to be identified and addressed in a way that rectifies imbalances between the women and men. In , the National Working Committee on Children and Women under the State Council was established as a national mechanism to promote gender equality. This led to the establishment of working committees at provincial including autonomous regions and municipalities , prefecture cities and districts and county levels. Six areas are defined as priorities for development: Section I Women and the Economy, sets out as one of the major objectives to: The Marriage Law of designated domestic violence as a crime in China. This legislation has enabled women across many provinces to increase community-based efforts to eliminate violence at home and support use of legal redress. This refers to enhancing social security for urban women and to reducing or eliminating the restrictive regulations on the employment of rural people in cities; to resolving problems of salary arrears, to ensuring vocational safety, equal pay for equal work and social security: In addition to Articles 22 to 27 guaranteeing equal rights in relation to work, pay, promotion, safety and health, protection against dismissal, Article 28 states that: Under Article 11 the State commits to taking all appropriate measures to eliminate discrimination against women in the field of employment and in particular: In Article 14 the particular problems faced by rural women are referred to, along with the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy. According to Article 42 of the Labour Contract Law , women employees should not be dismissed from their labour contract during maternity, delivery or breastfeeding of their child. Under the Employment Promotion 8 of 30 Law , Chapter 3 Article 27 provides for Fair Employment, under which the State guarantees that women have the same working rights as men. It states that when employers recruit new workers, women should not be discriminated against on the basis of their gender or be subject to more critical recruitment methods than men, except in posts and professions that are not suitable for them. Employers are prohibited from including restrictive clauses in the employment contracts of women workers, relating to marriage and maternity in the recruitment process. A third major difference is that the EU has actively sought to promote good practice in social security through gender mainstreaming, in recognition of the fact that gender balance cannot be attained through compliance but requires more proactive measures. This leads to discrepancies whereby women accumulate lower pension and other benefits, where eligibility is earnings-related or based on individual records of employment history. Hence, employment and social security systems may perpetuate a situation in which poverty is disproportionately borne by women. Despite this pattern, the gender perspective is often absent from national policy debates European Commission Even within the European Union, gender and social security continue to pose challenges for policy makers in the wake of enlargement and socio-economic change. However, social security reform has been criticized for marginalizing gender equality and not systematically including gender concerns in: Social security is an important tool for achieving gender equality: In addition, creating incentives for an increased use of family benefits by fathers us an important step toward more gender balance. Given the greater numbers of women in old age and the persistent gender inequality in lifetime income and control over property, pension schemes are particularly relevant for women. Caring credits in pension schemes are therefore important instruments of gender mainstreaming pensions UNECE EU pension regulations have also highlighted the conflict that can arise in private pensions based on separate life expectancy tables for women and men which result in lower monthly benefits for women or higher monthly contributions during working life. In contrast, unisex life tables will lead to equal monthly benefits, but potentially higher lifetime benefits, on average. Women are under-represented as heads of governments, parties, social organisations, enterprises and institutions Women

make up a smaller proportion of the white-collar workforce than men. Also, a smaller proportion of women than men have highly paid jobs UNDP As in other countries, occupational segregation by gender has resulted in gaps in wages and salaries. However, the gender pay gap is increasing ADB Between and , the ratio of female-to-male earnings dropped from 0. Another indication of growing gender inequality is that wage differences between male and female urban workers have increased. These gender differences tend to be much lower in the state sector than in the non-state sector, where wages are market-based and are generally higher UNDP Woo proposed that additional anti-discrimination legislation was necessary to ensure that protection of women would not become the pretext for not hiring, or promoting, women workers. This has become enshrined in Chinese Labour Law though it is too early to verify if it has achieved the desired outcomes. Four Pillars of the Social Security System in China i Healthcare The connection between gender, health and equity has been receiving increasing attention since the s and is of growing importance in China. Chen and Standing charted the development of a comprehensive healthcare system in China from to noting that while it favoured urban areas it had improved the overall health of both rural and urban residents and enabled China to make substantial gains in health indicators: Based on previous trials, the Government promoted a national reform of the basic medical insurance system for urban employees. The reform combines a social pool and personal accounts. The funds for basic medical insurance come mainly from premiums paid by employers and employees: Retirees are exempted from paying the premiums. In principle, medical insurance is managed locally. Coinciding with industrial restructuring and rural-urban migration there has been a major fall in health insurance coverage in the s. The proportion of urban dwellers lacking health insurance increased from However this overall figure masks the fact that while 46 per cent of men were not covered, this applied to 54 per cent of women. Rural areas have suffered though some better-off areas have raised local finance while poorer areas have struggled and are largely funded from user fees Chen and Standing A National Health Services Survey conducted in found that 9. Thus, over 80 per cent of the rural population has no medical insurance Chen and Standing Although there is no sex-disaggregated data to show gender disparity in 12 of 30 benefiting from the medical insurance, women tend to be the last to use outpatient services when sick, due to financial constraints and increasing costs of health care ADB From a medical health entitlements perspective, the UNDP state that the most vulnerable groups are laid-off workers and pensioners, those working on short contracts or for employers providing little formal coverage, and migrants who do not qualify for urban benefits. The UNDP claim that women are disproportionately represented in most of these categories and that the impact on women of having no medical insurance is worse because of maternity care, family care and security issues. Restructuring of medical insurance cover is seen as a major priority, by the Minister of Health Chen Zhu, with equity as the main aim of healthcare reform. He acknowledged the problems of accessing services, the unequal distribution of resources across China and growing costs of medical care. Maternity Insurance In , the State introduced a reform of the maternity insurance system in some areas. Individual employees do not pay premiums. Women have the statutory right to a childbirth allowance of 90 days ADB Female employees who have given birth, or had abortions, have the right to return to their former jobs and salary. They are also entitled to reimbursement of their medical expenses. At the end of ,

2: Gender effects of social security reform in Chile (English) | The World Bank

The Gender Impact of Social Security Reform will force economists and policy makers to reexamine the design features that enable social security systems to achieve desirable gender outcomes.

Gender-sensitive security sector reform", he went on, "is key to developing security sector institutions that are non-discriminatory, representative of the population and capable of effectively responding to the specific security needs of diverse groups. For example, over 90 percent of deaths related to firearms are male, [8] whereas in most countries, the proportion of women with male intimate partners who experience physical violence during the course of their relationship lies between one-quarter and one-half. Women own less than 15 percent of land worldwide and only 2 percent in the developing world. For example, in order to encourage women who have been victims of SGBV to report the crime, it may be important to give them the option of speaking to a woman police officer, perhaps in a specialized police station. It will probably also include forming partnerships between security providers e. More broadly, collaboration between security sector institutions and civil society groups involved in gender issues can increase the effectiveness of the security sector. Such groups can deliver training, support policy development, and on an ongoing basis provide complementary security and justice services and keep security forces informed about issues within communities. A further gendered aspect of effective service delivery centres around the skills of security sector personnel themselves. Other societal factors tend to result in men and women having different skill sets. Consequently, if security sector institutions lack either male and female staff at any level, their staff will possess a smaller skill set, limiting their operational options. For example, studies in the USA found that American female police officers were more adept at policing without the use of excessive or deadly force than their male counterparts, although they were as likely to use force as men when absolutely necessary. As a result, male police officers cost US taxpayers between 2. For example, in many cultures it is inappropriate for a male police officer or soldier to search a woman. Likewise, in intelligence-gathering, civilians may only be willing to speak with security sector personnel of a certain gender. Local ownership of SSR is characterised by "the reform of security policies, institutions and activities in a given country must be designed, managed and implemented by local actors rather than external actors" and is notably distinct from local support for donor programmes and projects. Such groups can serve as a crucial bridge between local communities and SSR policymakers, strengthening local ownership through communicating security and justice needs to policymakers and raising awareness of SSR in local communities. Oversight and accountability[edit] Improving oversight and accountability of the security sector can ensure the sustainability of SSR by building trust among the population and by deterring security sector personnel from abusing their power. This involves both giving particular attention to the different types of violations committed by security sector personnel against people of different genders, and monitoring the quality of services delivered to people of different genders. Areas related to SSR include calls on governments to ensure access to free or low-cost legal services, to aim for gender balance in nominations to international, judicial and governmental bodies and to develop comprehensive human rights education programmes for the public, public officials notably within the police, military, prison system, government, judiciary and all those working in positions related to migration. It also recognised contributions women make to conflict prevention, resolution and post-conflict reconstruction and called for greater inclusion of women in processes related to peace and security. It mandated a policy of gender mainstreaming in all UN peacekeeping operations, which often include support to SSR processes. UNSCR calls for an increased role for women at the top levels of mediation as well as mandating the UN to collect gender-segregated data on all activities related to peace and security. Gender mainstreaming[edit] Gender mainstreaming is "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. The ultimate goal is to achieve gender equality. To achieve this, all data collected should be gender disaggregated. It may result in gender initiatives â€” such as gender training for security sector personnel and gender budget analysis to ensure that resources are being distributed equally: It may also result in initiatives aimed at men, women, boys or girls

[15] such as mentoring schemes to facilitate the professional development of female police officers, [28] providing access to justice for male civilian victims of wartime sex-selective massacres, [29] policy measures to prevent the enslavement of boys [30] and ensuring the inclusion of former female child soldiers in disarmament, demobilisation and reintegration DDR programmes. In relation to SSR processes, this may involve ensuring that women and men are equally involved in SSR needs assessment, monitoring and evaluation, and that representatives of women such as from the ministry responsible for women, or from civil society participate in SSR policy- and decision-making. In relation to security sector institutions, because men are over-represented, promoting equal participation generally involves increasing the recruitment, retention and advancement of women. Post-conflict countries[edit] The focus of many gender and SSR efforts in post-conflict settings is on stemming heightened levels of SGBV, particularly against women and children, that tend to persist due to high levels of available weapons, trauma and a lack of economic opportunities for former-combatants and young adults especially men who feel marginalised. Men, women, girls and boys all have important roles to play in re-establishing civil society. However, as there is often pressure to rebuild security sector institutions as quickly as possible and as male-dominated, militarised command structures may still be in political control of the state, the different needs of the population are often overlooked. However, it should also be emphasised that SSR can be an entry point in post-conflict contexts for overcoming pre-conflict gender-based inequality and insecurity. They tend to have well-funded and oversized security institutions that are undergoing a shift from serving a regime to serving the population. As such, developing and implementing new working practices whereby the primary objective is to respond to the different security needs of the population may present a challenge for personnel who are used to maintaining order through violent means. There often is a window of opportunity for civil society to reshape security sector institutions by, for example, integrating gender perspectives. This may also be incentivised by new possibilities for regional cooperation which involve adhering to gender-related minimum standards. However, civil society organisations are widespread and well-organised in many developing countries providing competent partners for governments and donors in implementing gender and SSR initiatives. Gender and SSR-related activities include efforts to increase the recruitment, retention and advancement of female security sector personnel, improving responses to SGBV, training on how to prevent and respond to SGBV during overseas deployments, strengthening the gender dimensions of oversight and monitoring, and building collaboration with civil society groups concerned with gender issues. The challenges for integrating gender in such contexts tend to revolve around complacency and the emphasis on external threats such as terrorism. Entry points for gender and SSR are often linked to legal obligations under anti-discrimination and human rights legislation, or the need to boost recruitment for operational reasons. For example, following the introduction of the Canadian Human Rights Act , the Canadian Forces were obliged to prove that any discriminatory policies were an operational necessity.

3: The Gender Impact Of Social Security Reform PDF

The Gender Impact of Social Security Reform contributes very knowledgeable and in-depth discussions of Social Security reform in Chile, Argentina, and Mexico“paying particular attention to the changing needs and economic roles of women.”.

4: Gender and Social Security Reform: What’s Fair for Women? – Pension Policy International

Gender and Social Security Reform in Africa The designs for reform have ignored gender concerns and non-formal social security systems, yet it is widely known that women and men have different experiences in the labour market and that non-formal systems are currently the main source of social security for most women and men, especially in rural communities.

5: The Reformer: An Interactive Tool to Fix Social Security

The Gender Impact of Social Security Reform compares the gendered outcomes of social security systems in Chile, Argentina, and Mexico, and presents empirical findings from Eastern and Central European transition economies as well as several OECD countries. Women's positions have improved relative to men in countries where joint pensions have.

6: Gender Effects of Social Security Reform in Chile

Gender and security sector reform is an emerging subfield of security sector reform (SSR) that is both practical and conceptual.

7: Gender and security sector reform - Wikipedia

Underpinning the gender mainstreaming process, there are a number of concepts that are critical in achieving gender balance in social security systems: Gender is a social, rather than biological, category referring to the socially constructed relationship between men and women, girls and boys.

8: The Gender Impact of Social Security Reform, James, Edwards, Wong

4 / The Gender Impact of Social Security Reform 89 the new systems and what they would have been under the old system rules, emphasizing the key design features that determine these gender.

9: Gender Balance in Social Security Reform China | Eileen Drew - www.enganchecubano.com

social security system, which operated on a pay-as-you-go basis, with a privately managed system based on individual retirement accounts. The new system is more.

Gotta get washed up : whenever you fall Ryrie Study Bible NAS Genuine Leather Burgundy Red Letter Overcoming the burden of youth Eastern Shore Indians of Virginia and Maryland Victor threading, rewinding The good old days cookbook Microfossil assemblages from the Eocene Sylhet Limestone and Kopili Formation, Sylhet District, northeast Natural science grade 8 textbook Present yourself with impact and presence: influence others with an enhanced appearance and manner Advanced engineering thermodynamics 3rd edition by adrian bejan Ing and writing decimals Paul Brewster and son The mindful couple Real analysis and applications Lamprey Wild and Scenic River Extension Act Chains for Power Transmission and Materials Handling Ethical considerations in dealing with older clients Promises for Mothers The foreign politics of Richard Nixon Silas, the team player Biomonitoring our streams Acts of Vengeance How should one cope with death? Dialectal death in hyperion Missionaries And Monsters Rocket man elton john piano My redeemer is faithful and true music sheet The enviromental impact handbook Jimi Hendrix iSong CD-ROM Child and the law The Guide Dog Mystery Introduction to crop production Festival and Special Event Management (Wiley Australia Tourism) The SABR Review of Books Six Months at the Cape, Letters to his friend Periwinkle The Arab village community of the Middle East Where in the U.S.A. is Carmen Sandiego? Guide to creative giving Milan travel guide Proceedings of the Fourth European Conference on Mathematics in Industry, May 29-June 3, 1989, Strobl