If women were like men—in terms of their individual characteristics, employment patterns, wages and treatment in the pension system—their average monthly pension in the Chilean individual capital account system would be equal to that of men, but:

### WOMEN HAVE DIFFERENT PATTERNS OF LABOUR MARKET PARTICIPATION THAN MEN

- **338 US$**
- **0%**

### WOMEN ARE PAID LESS THAN MEN, SO THEIR PENSION CONTRIBUTIONS ARE LOWER

- **274 US$**
- **19%**

### THE GAP WIDENS IF WOMEN RETIRE AT THE LEGAL RETIREMENT AGE OF 60 YEARS COMPARED TO THAT OF MEN (65 YEARS)

- **200 US$**
- **41%**

### WOMEN TEND TO LIVE LONGER THAN MEN, WHICH SPREADS THEIR PENSION SAVINGS OVER A LONGER PERIOD OF TIME

- **114 US$**
- **62%**

- **129 US$**
- **66%**

Multiple factors contribute to create a gender pension gap, so that in reality, women’s pensions equal only about one third of men’s pensions.