



Aon Global Retirement Insights Quarterly

October to December 2019

Aon Global Insights Quarterly is a quarterly publication highlighting the main requirements, proposals and opportunities affecting sponsors of retirement plans. We highlight the latest developments affecting the [design](#), [financing](#) and [operations](#) of employer-sponsored plans, as well as changes to State pension provision.

We also include information on key trends, earlier topics that remain live, and highlight some upcoming opportunities for knowledge sharing.

In this edition, we include a little more insight on the following current Hot Topics and Country Trends:

- [Mauritius](#): The Portable Retirement Gratuity Fund will be introduced in April 2020, employers should prepare themselves
- [UAE](#): Mandatory second pillar DC savings provision have been implemented with effect from 1 February 2020
- [United States](#): The SECURE act has now been passed by the Senate and has come into law as of 2020
- [Brazil](#): The proposed pension reforms are now signed into law and pose challenges and opportunities for employers.

Throughout the document we highlight the need for action with three colours in common with our popular global risk dashboard.

- Requirements, developments that need your immediate attention, are highlighted in red.
- Proposals, developments that are not finalized yet but important enough to bring to your attention, are identified in amber.
- Opportunities, developments that present an opportunity to improve the cost-effectiveness of your plans, are identified in green.

If you have questions please contact your Aon consultant or email global.retirement.mailbox@aon.com

Please also use this mailbox to let us know how we could improve the ways in which we update you on new retirement topics of importance to you.

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Main developments in October to December 2019:

We highlight the latest developments affecting the [design](#), [financing](#) and [operations](#) of employer-sponsored plans, as well as changes to State pension provision.

- Global overview of the latest developments affecting employers
- Highlights of the new developments categorised as affecting:
 - [Design](#) of retirement plans
 - [Financing](#) of retirement plans
 - [Operations](#) of retirement plans
 - State pension provisions

Ongoing key areas of focus for employers:

- Global overview of key trends affecting employers
- An overview, by region, of earlier priority topics that remain live and upcoming opportunities for knowledge sharing. For this purpose regions are defined as:
 - North America
 - UK and Ireland
 - Continental Europe
 - Asia Pacific
 - The rest of the world

Throughout the document underlined text is a link for more details on the topic, or to generate an email to request more information.

Hot Topic: Mauritius – Portable Retirement Gratuity Fund

<p>What has happened?</p>	<p>The Workers' Right Act 2019 came into effect on October 24, 2019. It featured several significant measures, including the introduction of a Portable Retirement Gratuity Fund (PRGF), slated to come into effect on 1 January 2020. The operation of the PRGF has been pushed back to 1 April 2020 (contributions for January to March are still due for 1 April 2020). From this date onwards, employer will make monthly contributions tentatively set at 4.5% for workers earning up to MUR 200,000 (US \$ 5,502.51) per month. Each employee will have an individual account in the PRGF. Workers earning over MUR 200,000 per month and those in qualifying employer-sponsored pension schemes will be exempt from the compulsory contributions. The legal obligation to pay a retirement or death gratuity (of 15 days' remuneration for each year of service) still remains though. In fact, employers are now required to pay contributions for all "past years of service" of employees whose employment has been terminated by his last employer. In the case of voluntary leaving, only the service in respect of the last employer applies. Employers that are currently paying towards their employees' retirement gratuity through an employer-sponsored private scheme, would be required to submit a certificate issued by the Financial Services Commission, in order to be exempt for payments into the PRGF.</p>
<p>Why does this matter to employers?</p>	<ul style="list-style-type: none"> ▪ If employers fail to meet the monthly and annual reporting deadlines, they will be required to pay penalties (1% of the total contribution payable for every day until the monthly return is submitted per person and MUR 500 per day for a delayed submission of the Annual return) ▪ If employers fail to pay contributions in time they will be required to pay 5% for every month or part of the month during which the contribution remains unpaid.
<p>What are employers thinking?</p>	<p>Employers with employees who are not currently in an approved pension scheme arrangement are thinking about the financial implications of the PRGF as opposed to the cost of admitting them into a pension scheme. On one hand, the full PRGF contributions are offset against the legal obligations while on the other hand, only part of their contributions into a private pension scheme are used in determining any residual liability. Another issue is how well the PRGF funds will be managed since any shortfall between the legal benefit and the accumulated contributions in the PRGF remains a liability for them. This is being assessed in the context of their employees' retirement needs as well as the employer's objective in saving for retirement.</p>
<p>What actions should be taken now?</p>	<ul style="list-style-type: none"> ▪ Ensure IT and payroll systems are up to date and compliant with the law ▪ Employers should familiarize themselves with their statutory reporting obligations. ▪ Employers who have a employer-sponsored private scheme should consider if they want to apply for an exemption
<p>Who can provide more information or support?</p>	<p>You can reach out to your local Aon contact or contact Noor Hotee, Retirement Consultant in Mauritius.</p>

Hot Topic: UAE – DIFC's 2nd pillar DC plan implementation

What has happened?	<p>The Dubai International Financial Centre's regulations for mandatory second pillar DC savings provision have been implemented with effect from 1 February 2020, one month later than originally scheduled.</p> <p>For service from 1 February 2020, employers will be required to make contributions for most DIFC employees (who are not GCC nationals) to either (i) the local DIFC Employee Workplace Savings scheme (DEWS) or (ii) an alternative qualifying savings plan (known as a Qualifying Scheme, or QS). A small number of circumstances attract exemption in respect of certain categories of individuals.</p> <p>In order to obtain QS status, a plan must meet a number of conditions and any employer wishing to use such a scheme will need to apply for a Certificate of Compliance from the DIFC Authority in respect of that plan. Broadly, the conditions require that the plan is at least as favourable to the employee and regulated in a corresponding manner to the DEWS scheme itself. Employer contributions start at 5.83% of uncapped basic salary for service up to 5 years, and 8.33% of uncapped basic salary thereafter. Employee contributions cannot be mandated by the plan, but voluntary contributions are permitted.</p> <p>Note: This requirement replaces the pre-existing End of Service Gratuity benefit, in respect of future service only. Service until 31 January 2020 still attracts End of Service Gratuity entitlement, to be settled on termination of employment based on final basic pay, unless the employer takes steps to transfer accrued liabilities into DEWS or the QS with written consent from employees.</p>
Why does this matter to employers?	<p>At the moment, the requirements only apply to employers within the DIFC (rather than wider Dubai or other Emirates), albeit other jurisdictions in the region will be watching with interest how the new savings regime develops.</p> <p>Employers operating in the DIFC will need to enroll employees in DEWS or select an alternative QS by the end of March 2020. A QS may be an existing plan, such as an International Pension Plan, or a new plan designed with DIFC compliance in mind.</p> <p>Contributions for February and March are to be paid in to the selected plan by 21 April 2020 latest. Going forward, contributions must be paid by the 21st of the month following the month of service. Fines of up to \$2,000 per infraction (i.e. per employee, per month) can be levied for non-compliance.</p>

Hot topic continues on the next slide →

Hot Topic: UAE – DIFC’s 2nd pillar DC plan implementation (continued)

What are employers thinking?	<ul style="list-style-type: none">▪ Which of our employees are exempt from joining DEWS or a QS?▪ Do we already have a plan that could be approved as a QS? What changes are needed?▪ Would DEWS or a QS be a better option for our company?▪ Which QS plans are currently available?▪ How much are contributions going to cost?▪ Should we consider a supplemental employer contribution?▪ What needs to happen in order to meet the implementation deadline?▪ Should we join DEWS and then reassess the market in the future?▪ Should we give the option to transfer existing End of Service Gratuity benefits into the new DC plan?▪ How should we communicate this to employees?
What actions should be taken now?	<ul style="list-style-type: none">▪ Determine approach – enroll employees in DEWS or consider a QS▪ Review existing plans against the regulations if wanting to use these as a QS – and take steps now to gain approval▪ Consider approach to accrued EOSG benefit to 31 January 2020 – opportunities to transfer or pre-fund▪ Start communicating the changes to employees upfront
Who can provide more information or support?	<p>The DIFC website includes information on how to apply to DEWS.</p> <p>Aon has a number of solutions for employers looking to find a new multi-employer QS, to use existing plans as QS, or to review their population for potential exemptions for certain classes of employees</p> <p>For further information or advice, please contact Martin McGuigan and Mark Roberts in Aon Dubai, or Paul Bonser and Tomm Adams in the International Retirement & Investment Team.</p>

Hot Topic: United States – SECURE Act introduction

<p>What has happened?</p>	<p>At the end of December 2019, the SECURE Act (Setting Every Community Up for Retirement Enhancement Act) was signed into law after being passed by Congress as part of the year-end budget legislation. SECURE is considered the most significant set of changes to retirement plans in over a decade. The Act includes numerous changes to the U.S. tax code and ERISA to enhance retirement savings. In addition to the SECURE Act, certain other provisions impacting employer-based retirement and health plans were also enacted as part of the year-end budget legislation, such as a repeal of certain taxes that were intended to fund the Affordable Care Act (ACA).</p> <p>Changes in the SECURE Act include the introduction of a “pooled employer plan” structure to facilitate participation by multiple unrelated employers (e.g., from different industries) in a single defined contribution (DC) plan, an increase in the age at which participants need to start receiving distributions from qualified plans and (non-Roth) IRAs, additional clarity about how to provide lifetime income in DC plans, and a number of provisions designed to increase savings opportunities and reduce administrative burdens for DC retirement plans. More information can be found here (on page 2).</p>
<p>Why does this matter to employers?</p>	<ul style="list-style-type: none"> ▪ Employers need to be aware of how these changes will affect their employees and how it impacts their business ▪ Employers need to assess how these changes affect their current pension plans, and how these plans need to be updated ▪ Employers now have more tools at their disposal to arrange retirement solutions for their employees, and should think on how to use those to attract and retain talented employees
<p>What are employers thinking?</p>	<p>Employers that are concerned about employees’ ability to accumulate retirement savings, and convert those savings into lifetime income, may be more likely to adopt or modify automated plan features and take advantage of a new safe harbor for offering lifetime income options within DC plans. Some employers may also consider moving to a pooled employer plan structure to potentially outsource many fiduciary and plan administrator responsibilities while benefiting from economies of scale and expert advice.</p>
<p>What actions should be taken now?</p>	<ul style="list-style-type: none"> ▪ Understand the key provisions of the SECURE Act and other elements of the year-end budget legislation ▪ Update plan documents, SPDs, administrative procedures, and employee communications for required changes, such as the later required minimum distribution age and expanded eligibility for long-term part-time employees ▪ Consider whether to adopt optional changes such as expanded DC safe harbors and earlier availability of in-service distributions ▪ Assess the impact of ACA tax repeal on active and retiree health strategy
<p>Who can provide more information or support?</p>	<p>You can find more information here (on page 2). You can also reach out to your local Aon contact or Matthew Bond. Finally, a webinar was held on this subject. You can find a replay here.</p>

Hot Topic: Brazil – Pension reforms

What has happened?	<p>The Senate has passed the basic text of the administration's pension reform bill and the president has signed it into a Constitutional Amendment no. 103, dated On 12th, of November 2019.</p> <p>The minimum retirement age will increase to 62 for women and 65 for men per January 1, 2020.</p> <p>The formula used to calculate the pension amount will change. Will now be based on the wages throughout ones whole career.</p> <p>The contribution period will have a minimum numbers of years set (15 for women, 20 for men) to be entitled to a pension (60% of career average wages.). An additional 2% is granted for each year of contributions paid after that, with a maximum of 100% of career average wages.</p>
Why does this matter to employers?	<p>As this changes the rules for retirement, employers should plan ahead and determine the impact of these new rules on their workforce as this offers both challenges and opportunities. On of the bigger challenges being the change in system leads to a lower Social Security pension. Employees will be looking at their employer to compensate for their loss in Social Security Pension. It presents the burden for employers to make considerations on how to deal with this, but it also presents an opportunity to come up with a better and more tailored approach.</p>
What are companies thinking?	<p>Companies are both optimistic and concerned about the changes. The changes were designed to lessen the burden on companies, but the effectiveness depends on the economic developments in the coming years.</p> <p>The pension reforms will not have major implications for companies on the short term. Companies are trying to assess how these reforms affect their business on the long term, and how they can adequately respond.</p> <p>These reforms are changing the perception of employers on retirement, and showing them the importance of having solid retirement solutions present. More and more companies will make retirement a higher priority in their business.</p>
What actions should be taken now?	<p>Employers should familiarize themselves with pension reforms and the implications it will have.</p> <p>Employers should determine who they would like deal with the changes and if/how they will compensate their employees.</p> <p>Employers should grab this opportunity to analyze their retirement solutions, and make adjustments where needed.</p>
Who can provide more information or support?	<p>More info on the reforms can be found here, here and here. You can also reach out to your local Aon contact or contact Flavia Somoes.</p>

Main developments in October to December 2019

- Requirements
- Proposals
- Opportunities

United Kingdom:

- Brexit developments
- General levy reviews
- GMP developments
- Pensions Bill published

Canada:

- Annuity discharge provisions clarification in force
- Funding reforms in British Columbia
- Variable benefits in DC plans proclaimed
- Longevity deal struck on pension plan
- Pension Commuted Value update

United States:

- 2020 Indexed Figures for Social Security and Retirement and Other plans
- Changes coming to 401 (K) plans
- Mortality table and assumptions update
- SECURE act has come into effect

Rest of Americas:

- Brazil: Pension Reforms adopted
- Chile: Changes to pension system proposed
- Costa Rica: Update on Compulsory Supplementary Pension Scheme
- Mexico: Change in basis state pension

Global:

- Pension reform for evolving workforce
- IASB preliminary agreement on disclosure requirements

Rest of Europe:

- Greece: Bill would narrow replacement ratio gap
- Romania: New occupational pension scheme law set to be introduced
- Austria: reduced vested period
- France: Loi Pacte update
- Finland: Pension harmonization plan
- Netherlands: Retirement age hike slows
- Sweden: Premium pension reform proposal

Germany:

- First pure DC plan
- German basic pension (Grundrente) development
- Health insurance cont. on pension benefits

Middle East and North Africa:

- Morocco: Measure on tax deduction Pension Insurance
- Saudi Arabia: Retirement age hike for women

Sub-Saharan Africa:

- Zimbabwe: Bill allowing foreign investment pension
- Swaziland: ENPF conversion proposal
- Togo: Minimum pension proposed
- Kenya: Pre-retirement withdrawals restricted

Common across Europe:

- Contribution changes
- Developments on IORP

Rest of Asia:

- Cambodia: Social Security reform
- Japan: proposals to raise pension age & extend pension coverage
- Malaysia: 2020 Budget
- Singapore: changes to CPF salary definition
- Vietnam: Labour reform measures passed

India:

- Overseas citizens of India eligible for NPS
- EPF interest rates rises
- Plan to lower EPF contributions
- Draft Social Security Code
- Ruling on foreign worker EPF contributions

Australia:

- Retirement income system review
- Unpaid Super Amnesty Bill
- Tax relief for certain groups of employees
- Rules super contributions more employers
- Draft guidance insurance in superannuation
- Choice of Fund Bill
- Limits default life insurance super

Key design-related updates from the quarter

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Design	Australia	Draft guidance on insurance in superannuation	The Australian Prudential Regulation Authority (APRA) has posted its proposed revisions to the Prudential Standard SPS 250 Insurance in Superannuation (SPS 250) for consultation . The draft includes measures that promote the best interests of beneficiaries by curbing default life insurance riders for superannuation members who would not benefit from them. The consultation period ends on February 3, 2020. APRA will conduct a second round of consultations then finalize SPS 250 with transitional requirements to commence on the date of registration (by mid-2020) and it will come into effect on January 1, 2021 with the remaining requirements.
	Australia	Choice of fund bill	The Treasury Laws Amendment (Your Superannuation, Your Choice) Bill 2019 is now before Parliament's Economics Legislation Committee, which will report on it by February 21, 2020. It would guarantee employees under new workplace determinations and enterprise agreements made on or after July 1, 2020 their own choice of fund for their compulsory employer superannuation contributions.
	Australia	Limits on default life insurance in a super	The Treasury Laws Amendment (Putting Members' Interests First "PMIF") Bill 2019 has been approved in both houses of Parliament and now awaits Royal Assent. The PMIF can be viewed as essentially an extension to the Protecting Your Super Package, both have the aim of protecting the superannuation/retirement savings balances of members from erosion by fees and costs. It applies to all new products from April 1, 2020, Members with balances below \$6,000 at November 1, 2019 must be advised by December 1, 2019 that their insurance cover will cease with effect from April 1, 2020 unless they elect to continue that cover.
	Australia	Retirement income system review	The Treasurer has called for a year-long independent review of the entire retirement income system. Concerns include longevity and the efficiency of tax incentives. The review will also consider the merits of renewing a long-stalled initiative first introduced in 2012 to raise the 9.5% employer superannuation contribution to 12% by 2025. The committee's report is due by June 2020. Read the media release here .
	Austria	Reduced vesting period	Many companies still have (old) book-reserved pension plans (so-called "direkte Leistungszusagen"), these are mainly DB plans. According to local company pension Law it could apply a vesting period of up to 10 years in case of involuntary termination of employment and up to zero (no vesting) in case of voluntary termination of employment. Because of the EU's mobility directive, the maximum allowed vesting period has now been lowered to 3 years max. This is important information for employers with book-reserved plans to consider when employees are leaving without a benefit case.
	Austria	Pension benchmarking	There are many companies that implement an occupational pension plan and then just do nothing for years. A pension plan is a vivid construction in a changing environment: there can be fiscal and labour law related changes as well as market changes. What has been considered state-of-the art at one point of time can be outdated a couple of years later. Therefore, a review of pension plans is recommended at least every 5-10 years.
	Canada	First reading of pension bill	On October 28, 2019, Bill 132, Better for People, Smarter for Business Act, 2019 received first reading. Among other matters, the bill amends the Pension Benefits Act (PBA) to address issues concerning Biennial Statements (Waivers) requirements, facilitation on Electronic Communications, Family Law Matters and updates on Standards of Practice and Jointly Sponsored Pension Plans (JSPPs). More info can be found here .

Key design-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Design	Canada	British Columbia funding reforms	On December 12, 2019, Order in Council No. 649 amended the British Columbia (BC) Pension Benefits Standards Regulation (PBSR) effective December 31, 2019. These are welcome changes, enhancing the ability of plan sponsors to sustain pension plans and improve retirement outcomes for their members. The new funding rules generally reduce the size and volatility of contribution requirements for DB plans and enables single employers to provide Target Benefit plans. More information can be found here .
	Canada	Variable benefits in DC plans	The variable benefit provisions of the Pension Benefits Act (PBA) in Ontario have been proclaimed in force effective January 1, 2020. This now makes it possible for DC plans in Ontario to provide variable benefits to their employees.
	China	State-owned companies encouraged to convert from DB to DC	There is a government policy to encourage State-owned companies to free their DB plans and convert to DC plan (enterprise annuity plan) in next 3 years as the transition period.
	Chile	Law suit on early retirement	Last month, the Antofagasta Court of Appeal referred a case on the scope of an AFP pension fund member's right to make pre-retirement withdrawals to the Constitutional Court. The accounts are meant to finance old age, disability, and survivor pensions but the plaintiff is making the case that AFP holdings are the member's property and access cannot be legally blocked at any time. Since then, the Santiago Court of Appeal had issued a decision siding with the AFP in the position that these funds are "only intended for pension financing."
	Costa Rica	Update on Compulsory Supplementary Pension Scheme	The Committee on Workers of the Legislative Assembly is considering a third draft of the Compulsory Supplementary Pension Scheme (ROP). The latest draft contains measures that would give workers until February 2023 to withdraw and receive all their money in one disbursement from the supplementary pension, allow pensioners to name their beneficiaries and grant pensioners with a terminal illness, that has been certified by CCSS doctors, the option to withdraw all their. The latest draft will be sent to several entities for comment.
	Estonia	Second-pillar reform bill	A package of tax measures supporting the second-pillar pension reform, is now before Parliament: It sets the terms under which second-pillar withdrawals would be tax-free. Tax-favored investment options would increase. There would be a 10% levy on pension fund transfers. The tax-exempt threshold for the third pillar would be adjusted annually. The terms of employer eligibility for the 13% social contribution tax rate would be altered. If the bill is passed, entry into force would be on July 1, 2020.
	EU	IORP reasoned opinions	The European Commission served notice that it will be delivering reasoned opinions to Cyprus, Greece, Luxembourg, Portugal, Romania, Slovenia, Spain, and Sweden for failure to meet the January 13, 2019 deadline for transposition of the EU rules on institutions for occupational retirement provision (IORPs). States that do not produce an adequate response within two months risk a referral to the European Court of Justice (ECJ).
	Germany	First pure DC plan	The occupational pensions sector has hailed the first negotiation of a pure defined contribution scheme (reine Beitragszusagen) under the social partnership model, though some technical details must still be ironed out. The law, Occupational Pensions Act (BRSG), went into effect in January 2018, but this "first" is an important precedent. BRSG offers auto-enrollment with freedom to opt out. It features a target benefit range, but no guarantees and it generates a lifelong pension.

Key design-related updates from the quarter - Continued

- Requirements
- Proposals
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	Country	Measures	Changes
Design	Germany	German basic pension ("Grundrente")	The government announced that the ruling coalition has reached an agreement on the "Grundrente" (basic pension), a top-up to a minimum benefit level for low-income earners who have worked for at least 35 years. Low-earners who cared for children or other relatives would have the caregiving periods credited towards that 35-year threshold. To qualify for the additional payment, pensioners would have to undergo an income review. The proposed income cap is €1,250 per month for singles and €1,950 per month for couples.
	Global	IASB preliminary agreement on disclosure requirements	The International Accounting Standards Board's November 2019 IASB Update reports on a number of preliminary agreements on mandatory and recommended defined benefit scheme disclosures. They cover significant actuarial assumption, "drivers of change" detailed disclosure of income and expenses, risk exposure, and risk management. These positions and other still-unresolved issues are expected to be circulated to the public in an exposure draft in the second half of 2020.
	Global	Pension reform for evolving workforce	The Organization for Economic Co-operation and Development (OECD) biennial report Pensions at a Glance 2019 delivers a warning on retirement income prospects of atypical workers as a core message to its Member States. It urges them to adopt pension system reforms reflecting the surge in part-time and fixed-term work. Removal of disadvantages for nonstandard workers would include provisions for greater portability.
	Greece	Ruling against some provisions of pension law	The Council of State, the supreme administrative court of Greece, concluded that key provisions of the Katrougalos pension law were unconstitutional. The court flagged the provisions concerning: The calculation of social security contributions for freelance workers and the self-employed based on the principle of equality (i.e., freelancer workers and the self-employed have a cap of 20% of their incomes for contributions, while employees pay 6% with the rest covered by employers); The calculation of auxiliary pensions because the legislation was drafted without prior actuarial studies; and cuts to supplementary pensions when gross monthly pension income is more than 1,300 euro, which were challenged on the principles of equality and proportionality. The court ruled that all pensions will have to be recalculated based on their level on December 31, 2014. The court's decision is not retroactive, and the recalculated pensions will apply as of the date of the decision, October 4.
	Greece	Tax treatment of contributions to a foreign pension	The Public Revenue Authority's circular confirms that the income tax deductibility of premiums paid by an employer or employee to a group pension scheme also applies when the scheme is managed by a foreign insurance company.
	Greece	Bill would narrow replacement ratio gap	The Labor Ministry is preparing legislation that would adjust a replacement ratio schedule disproportionately favoring low-income workers and not adequately rewarding retirement deferral. It would narrow the wide replacement ratio gap between high- and low-income workers while raising the benefit for those who pass the 30- and 40-year threshold for contribution history. Any reforms must be deferred until the Council of State has delivered a decision on a legal challenge to the current replacement ratio rules.
	India	Ruling on foreign worker EPF contributions	A recent Bombay High Court decision rejected a challenge to the foreign worker exemption from the ceiling on Employees Provident Fund (EPF) contributions. For Indian workers, there is a statutory wage ceiling of INR 15,000 per month and the plaintiffs charged that the absence of this ceiling for "international workers" is discriminatory. The Court concluded that international workers are established as a separate class under the law, so its own tax regime would not be discriminatory. EPF authorities have instructed their local offices to comply with this ruling.

Key design-related updates from the quarter - Continued

- Requirements
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	Country	Measures	Changes
Design	India	OCIs eligible for NPS	On October 29, 2019, the Pension Fund Regulatory and Development Authority (PFRDA) announced that it is allowing the Overseas Citizen of India (OCI) to enrol in the National Pension Scheme (NPS) if they are "eligible to invest according to the provisions of the PFRDA Act and the annuity/accumulated saving will be repatriable." Read the media release here .
	India	Plan to lower EPF contributions	Ten central unions have boycotted discussions on draft Employees' Provident Funds (EPF) and Miscellaneous Provisions (Amendment) Bill, 2019 over a few issues, most notably one provision that would empower the Central Government to unilaterally cut the employer and employee EPF contribution rates from 12% to 10%. They also object to a measure that would allow EPFO subscribers to switch to the National Pension System (NPS). Other measures would expand the definition of wages subject to EPF contributions and confirm that EPF obligations are a higher priority than a financially strapped company's other creditors.
	Japan	Proposal to extend pension coverage to more part-timers	The government is planning an expansion of its pension program to include more part-timers. Currently, employers with at least 501 employees must enrol employees who work at least 20 hours a week and receive monthly salaries of at least 88,000 yen into the kōsei nenkin program. New measures would require employers with at least 101 employees (in October 2022) and 51 (in October 2024) to include part-time employees in the plan.
	Japan	Proposals to raise pension eligibility age	The Welfare Ministry submitted proposed changes to corporate defined contribution plans, individual defined contribution pension plans (iDeCo), and corporate defined benefit plans to a Social Security Council subcommittee. They include raising the eligibility age for defined contribution pension plans from 65 to 70 and giving people the choice to start receiving pension payments after age 70 (the current rule requires people to begin accepting payments between the ages of 60 and 70). There is a proposal to raise the age limit for company employees joining iDeCo plans from 60 to 65. People in the plans would also be able to defer payments until after 70. In addition, the age range to start receiving payments would change from between 60 and 65 to between 65 and 70 for defined benefit corporate pension plans.
	Kazakhstan	UNPF employer contribution now on calendar	The President has declared that the repeatedly postponed 5% employer contribution to Unified National Pension Fund (UNPF) is now scheduled for 2023. In addition, working groups of experts and social partners have been convened to report on long-term financing needs of the scheme and to come up with further refinements.
	Kazakhstan	Early withdrawal for home purchase proposed	The Deputy Prime Minister has announced a proposal that would allow workers to purchase homes using their pension savings depending on the amount in their accounts (at least KZT 20,000,000 (~USD 53k)) Workers would be able to use up to 60% of their savings (at least 40% would remain). The proposal has been submitted to the president.
	Malaysia	2020 Budget	The Finance Ministry has delivered the 2020 Budget , and include, among other changes, the expansion of coverage of the Employees Provident Fund (EPF) to contract workers. As well as the Self-Employment Social Security Scheme that would extend to independent contractors in 18 more sectors.

Key design-related updates from the quarter - Continued

- Requirements
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	Country	Measures	Changes
Design	Netherlands	Retirement age hike slows	The Minister for Social Affairs has advised Parliament that the gradual climb in the state pension age (AOW) will skip its expected 2025 installment which had been set to raise it from 67 to 67 years and three months. The pace of increase in life expectancy has slowed, so the trigger for the three-month rise wasn't reached. Stakeholders are considering the implications of slowing longevity increases when, for instance, pension funds are already using a retirement age assumption of 68 when calculating future pensions.
	Poland	Cabinet approves OFE dissolution bill	The government announced that the draft bill which would generally convert OFE second-pillar pension funds into privately held pension funds has been approved by the Cabinet and that government would assess a 15% "transformation fee" on the transferred funds. Under the OFE pension reform legislation, the transfer of assets from the OFE pension funds into privately held pension funds should be done by March 31, 2020. In addition, those OFE members who exercise the option of diverting assets into virtual individual accounts in the state pension system are expected to do so by March 31, 2020.
	Romania	New occupational pension scheme law set to be introduced	A new law detailing the provision of occupational pension schemes will come into force on 7 February 2020 in Romania. Law 1/2020 sets out the amount of contributions employees and employers can invest each month in the pensions. Offering occupational pension schemes is at the discretion of the employer and it is also entirely optional for employees. If the employer choose to offer a scheme then it must be included in the employment contract. Contributions will be collected and paid by the employer, these can be split between the employer and the employee, as established in the pension scheme drawn up by the employer and the application for membership signed by the employee.
	Russia	Guaranteed Pension Product bill	The Ministry of Finance and the Central Bank unveiled legislation on October 29, 2019. Some new details have emerged: The scheme would be fully voluntary. Employee contributions up to 6% would be exempt from personal income tax and there would be a social deduction for those contributions over 6%. There would be an income tax incentive for employers to contribute to this scheme. Worker contribution levels could be altered at will and they could suspend contributions for up to five years at a time.
	Saudi Arabia	Retirement age hike for women	A Royal Decree implemented by the Saudi General Organization for Social Insurance (GOSI) on August 2 has raised the retirement age for women from 55 to 60, which is the retirement age for men. This coincided with a number of other advances for women in the workplace including dismissal protection for pregnant women and those on maternity leave as well as a ban on age, disability, or gender-based employment discrimination. Analysts have noted that age 60 on the Islamic Hijiri calendar is approximately age 58 on the Georgian calendar.
	Singapore	Changes to compensation subject to CPF contributions	The Central Provident Fund (CPF) Board has posted some adjustments to the definition of salary subject to CPF contributions. Effective January 1, 2020: <ul style="list-style-type: none"> - Employer reimbursement of holiday expenses including travel and accommodations is pensionable salary. - CPF contributions are no longer required for medical and dental care provided overseas. - Dental services for an employee's spouse and children are exempt from CPF contributions. More detailed information here .
	Slovenia	Replacement rate equalization/Retirement deferral incentives	The National Assembly passed draft laws amending the Pension and Disability Insurance Act. Some notable provisions: The replacement rate for pension benefits will be the same for men and women (65% of salary). That rate is already in place for women and it will be effective in 2025 for men (up from 57.25%). Pensioners will gain an additional 1.36% for each child they have (up to three) if they do not retire early. Those who continue working will be paid their salaries and 40% of their pension entitlement for three years. Afterwards, the pension amount will decrease to 20% (the current percentage). Pensioners will receive an increase of 1.5% (now 1% every three months) in their pensions for every six months they continue to work and pay their contributions. The Act has come into effect on January 1, 2020.

Key design-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Design	South Korea	Movements to make Retirement Pension Plans Obligatory	The Korean government has been planning to convert the retirement allowance system into a compulsory pension plan for companies with 100 or more employees by the end of 2020 and for companies with 5 or more employees by 2026. Additionally, the government is planning an increase in tax benefits to encourage companies to introduce them. It will work to expedite the National Assembly's passage of an amendment to the Employment Retirement Benefit Guarantee Act, which proposes a phased introduction of mandatory retirement pension plans by 2026. However, it is still pending the National Assembly and is difficult to expect the timing of passage. More info here .
	United States	Mortality table update	On October 23, 2019, the Society of Actuaries published the MP-2019 Report and the Pri-2012 Private Retirement Plan Mortality Tables Report , updating life expectancy assumptions for U.S. pension plans. For a typical private pension plan, annuity present values under the latest assumptions are about 0.3% to 1.0% lower than under the prior Society of Actuaries assumptions. However, results will vary, based on individual plans' demographics and designs.
	United States	Mortality assumption update	On December 10, 2019, the Internal Revenue Service (IRS) published Notice 2019-67 . This notice provides mortality assumptions for the 2021 plan year, applicable for funding valuations and for administrative factors under Internal Revenue Code section 417(e). The guidance adopts the MP-2019 projection scale from the MP-2019 Report and retains the IRS' established projection methodology.
	Uzbekistan	Legislative framework planned for private pensions	The director of the Capital Market Development Agency (CMDA) announced that his agency will work with the Ministry of Finance to develop a legislative framework for the creation of private pension funds by the end of next year. They will study models developed by other countries for voluntary defined contribution schemes with portability and tax incentives for participation.
	Vietnam	Labour reform measures passed	The National Assembly has adopted some key amendments to the Labour Code. Among the main provisions: <ul style="list-style-type: none"> - The retirement age for men will increase to 62 (up from 60) by 2028 and it will rise to 60 for women (up from 55) by 2035. It will come into effect in 2021. More information here .

Key financing-related updates from the quarter

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Financing	Australia	Unpaid super amnesty bill	The Australian Tax Office (ATO) has resubmitted Treasury Laws Amendment (Recovering Unpaid Superannuation) Bill 2019 to Parliament. It would offer employers amnesty for underpaid superannuation over the 27 years since the superannuation system's debut where the shortfall relates to contributions for periods before April 1, 2018. This is to encourage employers to come forward with regards to noncompliance and obtain a tax deduction for the contributions. They would have until six months after the Act receives Royal Assent to disclose the shortfall and pay the full amount (superannuation contribution plus nominal interest and administration charge). ATO noted that it now has the tools to identify delinquent payers and this amnesty does not apply if the noncompliance is found by the ATO.
	Australia	Tax relief would be extended to older workers	The House of Representatives is reviewing Treasury Laws Amendment (2019 Measures No. 2) Bill 2019 which would, retroactive to July 1, 2019, extend the concessional taxation treatment for redundancy and early retirement payments to individuals who are age 65 or older, provided they have not reached pension age.
	Australia	Tax breaks extended to those who defer retirement	Parliament has passed Treasury Laws Amendment (2019 Measures No. 2) Act 2019 No. 94, 2019 - which will extend the concessional taxation treatment for redundancy and early retirement payments to individuals who are age 65 or older, provided they have not reached pension age.
	Australia	Consultation on retirement income system	Treasury has posted the consultation paper, Retirement Income Review to solicit stakeholder input on the efficiency of the retirement income system -- specifically its operation and the outcomes it is delivering for Australians -- and the role of the three complementary pillars. Comments were welcome through to February 3, 2020.
	Australia	Fee disclosure guidance	The Australian Securities and Investment Commission (ASIC) published its updated guidance on fee and cost disclosure requirements for issuers of managed investment and superannuation products. Regulatory Guide 97 Disclosing Fees and Costs in PDSs and Periodic Statements (RG 97) outlines how product issuers and platform operators should report fees and costs. The new version promotes clarity and transparency. It will come into effect on July 1, 2021 and will apply to product disclosure statements issued on or after September 30, 2020. When a fund is ready, an early opt-in from July 1, 2020 is available in respect of periodic and exit statements.
	Austria	Capital markets/low interest rate environment	Currently an interest rate of between 0.8% to 1.0% p.a is used on the Austrian market for their actuarial valuations. The maximum guaranteed interest rate that insurers are currently allowed to promise is 0.5% (though in practice many insurers have already lowered down to zero). Investing in traditional life insurance products is therefore no longer attractive, at least not because of the yield. An argument may however be the fact that a classic annuity insurance product offers a guaranteed mortality table, which means that the longevity risk is borne by the insurer.
	Austria	Contribution Ceiling change	The SSCC (Social Security Contribution Ceiling) has increased from EUR 73,080 (EUR 5,220 x 14) to EUR 75,180 (EUR 5,370 x 14).

Key financing-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Financing	Canada	Annuity discharge provisions	Effective October 15, 2019, the provisions of Bill 57, Restoring Trust, Transparency and Accountability Act, 2018 that are intended to clarify the annuity discharge provisions of the Pension Benefits Act (PBA) were proclaimed into force. Among other matters, these amendments provide that the administrator is deemed not to have been discharged if it is discovered that the annuity purchase does not meet the requirements (enforcement provisions are also added). In addition, several Ontario specific regulations with respect to the purchase of pension benefits from an insurance company have been filed. More info on Ontario can be found here .
	EU	Recommendation on social benefits for the self-employed	The European Council has adopted a Recommendation proposed by the European Commission which would give non-standard workers and the self-employed access to benefits. The Recommendation encourages Member States to grant these workers access to (among other things) old age pensions. The proposed time frame for implementation of the Recommendation is "as soon as possible". Member states have 18 months after publication of the Recommendation to submit a plan for any measures they have decided to adopt. It should be noted that the Recommendation provides only a policy framework and is not binding on Member States.
	Germany	Health insurance contributions on pension benefits	Effective January 1, 2020, the contributions to public health insurance are significantly reduced as the previous earnings limit (EUR 159,25 monthly in 2020) for retirement income from direct insurance and Pensionskassen plans was changed into an earnings exemption (now only earnings above the exemption are subject to health insurance contributions vs. the entire earnings if the earnings are over the limit as it was previously). Legislation already in force, however, could take until end of 2020 to technically implement the change.
	India	EPF interest rate rises	The Labour Minister has given final confirmation that the Employees' Provident Fund (EPF) interest rate for 2018-19 is rising by 10 basis points from 8.55% to 8.65%.
	Kenya	Pre-retirement withdrawals restricted	From June 17, 2019, workers leaving a job may no longer withdraw up to 50% of vested employer contributions to an occupational retirement plan. The right to withdraw all employee contributions from the scheme upon termination of employment is unchanged.
	Morocco	Measure on tax deduction for contributions to pension insurance contracts	The 2020 Finance Bill, No. 70.19, is now before the Chamber of Representatives. One measure would grant a 50% tax deduction on contributions to pension insurance contracts predating January 1, 2015.
	New Zealand	KiwiSaver Funds study on fees charged	The Financial Markets Authority has commissioned a study into the value of active vs. passive investment management of KiwiSaver Funds, with a particular focus on identifying any funds, which charge active management fees, but do not take positions significantly from benchmark.

Key financing-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Financing	UK	Details on new funding code	In a speech, the Pensions Regulator has outlined further details of the anticipated proposals for a revised Code of Practice for DB funding. This includes a fast track route – of particular benefit to small schemes (fewer than 100 members) that have less access to advice – and a bespoke route with 'much more flexibility but more onus on trustees to explain their decisions and more regulatory scrutiny'. The consultation on the Code of Practice is expected next year.
	Zimbabwe	Bill would allow foreign investments for pensions	The Insurance and Pensions Commission (Ipec) is reportedly preparing the final draft of Pensions and Provident Fund Bill for publication. The legislation would allow pension funds to invest up to 20% of assets (later 30%) offshore provided they have "met...local obligations." The bill would also reinforce corporate governance in the sector and strengthen Ipec's enforcement authority.

Key operations-related updates from the quarter

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Operations	Australia	Consultation on unclaimed super funds	The Treasury is held a public consultation on an exposure draft regulation that would revise the soon to expire Superannuation (Unclaimed Money and Lost Members) Regulations 1999. Changes include guidance on applying interest to payments of unclaimed amounts in relation to inactive low balance accounts and the terms under which an account would cease to be classified as an inactive low balance account. This brief consultation closed on October 25, 2019.
	Australia	Rules on super contributions for those with multiple employers	Treasury Laws Amendment (2018 Superannuation Measures No. 1) Bill 2019 has now received Royal Assent. It establishes a process for people with multiple employers, such as directors serving on more than one board, to spare their employers from making excess super contributions. An application form must be submitted to the Commissioner of Taxation at least 60 days before the relevant period starts. For the quarter starting January 1, 2020, there is a November 18, 2019 deadline for applications.
	Canada	Pension Commuted Value update	The Actuarial Standards Board in Canada (ASB) has issued new actuarial standards governing how pension commuted values (Commuted Values) are calculated. This follows earlier proposals published in 2017 and 2018. The ASB has set an effective date of August 1, 2020 to provide sufficient time to prepare. Key changes include a change in determining the Discount Rate and assumption of pension Commencement Age. Early adoption is permitted for target pension arrangements. More information can be found here .
	Germany	IORP II implementation	Information sheet on ESG criteria for investments and risk management was published and a guidance on pension plan governance and ORA (own risk assessment) is expected in Q1 / Q2 2020
	Germany	Ruling against dividend tax on foreign pension funds	The European Court of Justice Decision settled a long-running dispute with its conclusion that the German tax regime for pensions violates EU rules on free movement of capital. Dividends paid to German pension funds are wholly or partially tax-exempt while foreign pension funds are charged 15% withholding on dividends. The German government did not have an immediate response, but affected foreign pension funds are already being advised to claim refunds from German tax authorities.
	Germany	Tax incentive for pension contributions	Bill No. 620/19, now before the upper house of Parliament, would provide a tax allowance in the statutory health insurance, creating a new tax incentive for occupational pension schemes. The tax relief is on up to EUR 159 per month in pension payments as well as one-off capital disbursements. The figure would be pegged to the social security reference value and indexed annually.
	Germany	EU court case about minimum benefit provision when an employer is insolvent	There are on-going discussions on how members of Pensionskassen with insolvent sponsors are ensured to continue receiving their benefits. The initial idea to include the Pensionskassen in the German insolvency protection system (PSV) was stopped in late 2019. Following further consultations, it is expected that a new draft will be brought into parliament in March / April 2020.
	Global	IASB preliminary agreement on disclosure requirements	The International Accounting Standards Board's November 2019 IASB Update reports on several preliminary agreements on mandatory and recommended defined benefit scheme disclosures. They cover significant actuarial assumption, "drivers of change" detailed disclosure of income and expenses, risk exposure, and risk management. These positions and other still-unresolved issues are expected to be circulated to the public in an exposure draft in the second half of 2020.

Key operations-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
Operations	Ireland	Portability directive guidance	The Pensions Authority has posted Guidance note on the European Union (Supplementary Pension Rights) Regulations 2019 covering S.I. No. 447 of 2019 which transposes "certain provisions" of Directive 2014/50/EU (the Portability Directive). The portability directive supports worker freedom of movement between member states by facilitating the portability of supplemental pension schemes.
	Sweden	Draft occupational pension regulations	Finansinspektionen (FI), the financial services authority, has held a brief stakeholder consultation on revisions to draft occupational pension regulations. In response to warnings that the proposed IORP II regulations on the calculation of balance sheet provisions would be too harsh on workers and employers, the regulator drafted amendments on altering the method for calculating the long-term forward rate (UFR) and the rule for determining capital requirements for share price risk.
	UK	"no-deal" Brexit guidance issued	The guidance notes that few schemes operate cross-border between the UK and another EU state - and that any actions are likely to depend on the other EU state. Schemes are requested to email the Regulator unless it has already contacted them. The guidance is intended to complement and support that correspondence. More info can be found here .
	UK	Further developments GMP equalization	As featured in our Q2 edition GMP equalization is ongoing. We have published a bulleting with more information which you can find here . Furthermore the cross-industry GMP Equalization Working Group has published guidance outlining methods that schemes could use to equalize GMPs. That guidance can be found here .
	Zambia	Life insurance disclosure standards	The Pensions and Insurance Authority (PIA) is drafting standard disclosure statements that will be mandatory for all life insurance products as well as several other lines of insurance. The "key fact statements" will combat the growing tendency in the sector towards obfuscation and misreporting. This coincides with establishment of a Market Conduct Unit to reinforce consumer protection.

Key State-related updates from the quarter

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
State	Armenia	Minimum Wage Increase	The National Assembly has passed a measure increasing the monthly minimum wage by 23.64% from 55,000 dram to 68,000 dram (U.S. \$142.65). The increase will take effect on January 1, 2020.
	Austria	Setback for first-pillar reform	The September 29th snap election has unseated the far-right dominated ruling coalition, presumably derailing its models for consolidation of the first-pillar pension system and bolstering second-pillar schemes. It is too early to tell what direction the new coalition will take.
	Bulgaria	Pension, Minimum Wage Increase	Parliament adopted the 2020 Public Social Insurance Budget Bill. Among the highlights: The minimum pension will increase from 219.43 to 250 leva (US \$141.91), and the maximum amount will be 1200 leva (US \$681.17), effective July 1, 2020. This follows the defeat of proposals for faster and higher increases. The minimum wage will be 610 leva (US \$346.37) from January 1, 2020. The minimum monthly amount of insurable earnings will rise to 610 leva.
	Cambodia	Social security reform	The Legislature has passed the Social Security Protection Law which will replace archaic state pension and health insurance systems plus ensure income security for the self-employed and private-sector workers when they experience "adversity" such as "unemployment, work-related accidents, disabilities and death". It will come into effect in February 2020.
	Chile	Changes to pension system proposed	In response to civil unrest over economic inequality, the President announced proposals for a new social agenda which includes an immediate 20% increase in the Basic Solidarity Pension, upon passage of the law, an immediate 20% rise in the Solidarity Pension Contribution and in 2021 and 2022, an additional increase in basic pensions and contributions to solidarity pensions for pensioners 75 years of age and older. More info can be found here .
	China	Scope of social security eligibility expanded	The Ministry of Human Resources and Social Security has provided an FAQ supporting its Interim Measures for Hong Kong, Macau, and Taiwan Residents to Participate in Social Insurance in the Mainland (Mainland). From January 1, 2020, qualifying workers for those regions are eligible to participate in a variety of mainland social insurance schemes. More info here and here .
	Denmark	Bill on pension portability	Bill L25, now before Parliament, features proposed changes to the tax regime for pensions, mostly technical adjustments. Most notably, it would provide a tax exemption for transfer of contributions between employer-sponsored plans. The target date for entry into force was January 1, 2020.
	Croatia	Pension and labor reform legislation removed from fast track	Responding to pressure from the '67 is too much' initiative, the government approved revisions to the pension insurance law and the labour laws. It sent the revised laws to parliament for consideration but a week later announced that it decided to remove the amendments from fast-track status, which would have streamlined the legislative process. The administration has now withdrawn the revisions and will discuss the legislation with the social partners. It will then send the revisions to parliament for consideration using the regular procedure.

Key State-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
State	Denmark	Social security amendment bills	<p>Bills No. L18 propose amendments to the Social Pension Act that would:</p> <ul style="list-style-type: none"> - Introduce gentler means testing for those pensioners married to or cohabiting with non- pensioners. - Establish a "senior prize" bonus of 25,000 kr. (US \$3,674.87) for people who stay in the workforce a second year after reaching retirement age. - Raise the basic annual deduction for pensioner income from employment from 100,008 kr. to 122,004 kr. <p>If to come into law these measures will be retroactive to January 1, 2019.</p>
	Finland	Pension harmonization plan	<p>The Finnish Centre for Pensions (ETK) has outlined its plans for a merger of the private- and public-sector pension systems. Goals include:</p> <ul style="list-style-type: none"> - Greater sustainability for the earnings-related pension system; - Harmonization of pension contribution levels; and - A refinement of eligibility criteria for disability pensions. <p>A working group will issue a detailed report on the plan by the end of 2021.</p>
	France	Loi PACTE update	<p>The Loi PACTE was introduced in 2019 (A hot Topic page can be found in our Q3 edition) and the implementation is already underway and is expected to be completed within 1-1.5 years. Aon has held a Webinar on this which can be found here. A copy of the presentation can be found here.</p>
	France	DB rights have changed	<p>Defined Benefit pension plans used to have non-vested rights, but from 1st of January this is no longer allowed. All rights will be vested the moment they are earned. This will support those DB plans which are not closed yet.</p>
	India	Draft social security code	<p>A draft social security code had been posted for public consultation. This consolidation of several existing laws would:</p> <ul style="list-style-type: none"> - "corporatize" the Employees' Provident Fund Organization (EPFO) and the Employees' State Insurance Corporation (ESIC) and appoint CEOs to manage them; - make gig workers eligible for a full range of social security schemes - set compensation for maternity leave at one's average salary calculated from the three preceding months; and - commit to an array of "suitable welfare schemes" for the unorganized sector. <p>Feedback was welcome through October 25, 2019.</p>
	India	Social Security Code to be revised	<p>The Prime Minister directed the labour ministry to revise the draft social security code again. The third draft fell short of the stated goal of a universal social security umbrella. It also failed to include a definition for social security and proposed the unnecessary complication of several small funds rather than a single central fund.</p>
	Ireland	Auto Enrollment update	<p>The Department of Employment Affairs and Social Protection has published Design of an Automatic Enrolment Savings System - Update and Next Steps, a revised blueprint of its automatic enrollment scheme. Measures include the retirement savings scheme would have automatic enrollment for employees aged 23-60, participation would be mandatory for six months then there would be a two-month window for opting out and automatic re-enrollment would occur every three years for those who have opted out and employer and employee contributions would start at 1.5% each in 2022 and increase by 1.5% every three years, plateauing at 6% each in 2032. The plan is still expected to launch by 2022.</p>

Key State-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
State	Japan	Consumption tax rises	After a number of false starts, the final tranche in a consumption tax increase (from 8% to 10%) came into effect on October 1, 2019. The tax started a climb from 5% in April 2014 with the entire hike earmarked for an urgent infusion of funds to the social security system.
	Lithuania	Faster increase sought for pensions benefits	The president of Lithuania has proposed legislation that would see pension benefits grow faster than wages. It would suspend the current practice of indexing pension growth to wages, replacing it with a more generous formula for at least five years. Parliament is expected to pass the measure this year.
	Mexico	Change in basis state pension	The Supreme Court of Justice of the Nation (SCJN) has delivered a decision that the Unit of Measurement and Updating (UMA) is not a legitimate basis for calculating the state pension as the reference point by law is the significantly higher minimum wage. Benefits are likely to increase by up to 20%.
	New Zealand	Bill would alter super tax treatment of spouses with overseas pension	New Zealand Superannuation and Veteran's Pension Legislation Amendment Bill offers a set of measures that would "shift towards an assessment of entitlement on an individual basis", most notably by exempting New Zealand superannuation or a veteran's pension from reductions attributed to a government-administered overseas pension received by the recipient's spouse or civil union partner or de facto partner (spousal deduction). Conversely, a super annuitant with a spouse who doesn't qualify for superannuation would be unable to claim a benefit providing "social assistance to the couple as a whole." The bill has been referred to the Social Services and Community Committee.
	Norway	2020 Budget	The Budget Proposal for 2020 has been presented to the parliament. Under one provision, the old age allowance for individuals receiving retirement pension or contractual pension (AFP pension) would increase from NOK 30,000 to NOK 32,330. This allowance would be reduced by 16.7% (up from 15.3%) for pension income above NOK 204,150 (currently NOK 198,200) and by 6% (currently, also 6%) for pension income above NOK 297,900 (currently, NOK 306,300). In addition, the maximum share option benefit for workers in small start-ups would double.
	Philippines	Pensioner loan program expanded	The Social Security System (SSS) has published Circular No. 2019-015 , which sets guidelines for allowing pensioners 85 years of age or younger to borrow up to PHP200,000 (US \$3,928.12), up from PHP 30,000, under the Enhanced Pension Loan Program. The program was started to provide retirees with low interest loans.
	Poland	Ruling party agenda hits a snag	The ruling Law and Justice Party (PiS) made 13th and 14th month pensions and a near-doubling of the minimum wage campaign issues in the lead-up to the October 13 national election, which it narrowly won. The party had promised legislation in the opening days of the new administration that would introduce a 13th pension in 2020 and add a 14th in 2021, but this measure and the minimum wage hike are now endangered by a rift in the party over austerity concerns.
	Slovakia	Peg for minimum pension	Parliament has approved a measure pegging the minimum pension to 33% of the average monthly nominal wage. From January 2021, the minimum pension will be 33% of the average wage from the preceding two years for those who have contributed for at least 30 years.
	Swaziland	ENPF conversion proposal	The government has outlined plans to transform the Eswatini National Provident Fund (ENPF) from a provident fund to a national pension fund. Stakeholders have expressed concern that the plan is very short on detail and cannot be evaluated without provision on how the transition would work, particularly on the treatment of those already in ENPF.

Key State-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
State	Sweden	Premium pension reform proposal	<p>The special investigator has delivered the commissioned pension reform report, A better premium pension system to the Social Security Minister. Among its proposals:</p> <ul style="list-style-type: none"> - A pre-selected investment portfolio should be the default with choice of fund limited to those who choose the option. - While there would not be a guaranteed return, the mission of the premium pension would be to outpace wage inflation. - The Seventh AP Fund would be renamed the Agency for premium pension fund management and take over certain roles, including management of the default portfolio, from the Pension Authority. <p>The proposed timetable for these changes would have the transition concluded by December 31, 2023.</p>
	Sweden	Delay for premium pension reform	<p>The Ministry of Social Affairs announced that the next stage of reform for the second-pillar premium pension system is facing delays. The agency responsible for managing a procured marketplace for investment options had been slated for a September 1, 2020 launch and it is now scheduled for January 1, 2021. The report on establishing this new authority will not be presented until December 31, 2020, so further delay may ensue.</p>
	Sweden	Retirement age hike	<p>Parliament has passed a government-sponsored bill that will raise the minimum age for the income-based retirement pension from 61 to 63. It will hit 62 in 2020 and 63 in 2023. In addition, from 2020, the normal retirement age of 65 will be replaced by the right to remain in employment until age 68.</p>
	Togo	Minimum pension proposed	<p>The National Social Security Fund (CNSS) announced a new pension fund, old age insurance for all. It would provide a minimum pension upon retirement for all who are otherwise uncovered, including workers in the informal sector. The CNSS is conducting a stakeholder consultation campaign.</p>
	UK	General levy reviews	<p>The Government is consulting on options for increasing the general levy paid by pension schemes. This levy funds the activities of the Pensions Regulator, the Pensions Ombudsman, and (in part), the Money and Pensions Service. For most schemes the per member levy rate has not changed since 2012/13. The levy needs to rise to cover increased activities carried out by these bodies and the costs of initiatives such as pensions dashboards. The preferred approach is an increase of 10% on April 1, 2020 with further increases from April 2021 informed by a wider review of the levy, but other options are suggested.</p>
	UK	Pension age reforms update	<p>The Government has resisted calls for transitional measures to protect a cohort of women born in the 1950s who, it has been argued, have been hit particularly hard by the acceleration of the equalisation of the State Pension Age at 65 and the increase to 66. The High Court has dismissed claims of discrimination, stating that there was no direct discrimination on grounds of sex because the legislation does not treat women less favourably than men in law.</p>
	UK	Pensions Bill published	<p>As announced in the Queen's speech on the State Opening of Parliament, the Government has published a Pension Schemes Bill to address several key policy areas, including: strengthening the Pensions Regulator's powers, a framework to support pensions dashboards including new powers to compel schemes to provide information, a framework for collective defined contribution (CDC) schemes, requiring a statement from trustees on their funding strategy, and restricting the statutory right to transfer to another scheme. More info can be found here.</p>

Key State-related updates from the quarter - Continued

- Requirements
- Proposals
- Opportunities

	Country	Measures	Changes
State	Turkey	New pension regulator	The private pension sector is expected to benefit from a presidential decree ordering the establishment of the new independent regulator, the Insurance and Private Pension Regulation and Supervision Agency (SDDK). Fleshing out the regulatory frameworks for the pension and insurance sectors will be a key SDDK responsibility.
	United States	2020 Indexed Figures Social Security	The Social Security Administration released the Social Security 2020 indexed figures. Among other changes there will be a Cost-of-Living Adjustment (COLA) of 1.60%. More info can be found here .
	United States	Changes to 401 (K) plans	On September 19, 2019, the Internal Revenue Service (IRS) and Treasury Department released final regulations that amend the rules relating to hardship distributions from Section 401(k) plans. The final regulations reflect statutory changes affecting Section 401(k) plans, including changes made by the Bipartisan Budget Act of 2018. The regulations affects plans that include cash or deferred arrangements or provide for employee or matching contributions. More info can be found here .
	United States	2020 Indexed Figures Retirement and other benefits plans	The Internal Revenue Service (IRS) issued Information Release 2019-179 on November 6, 2019, providing the 2020 official indexed figures for retirement plans and other employee benefit plans. The IRS issued technical guidance detailing these items in Notice 2019-59. More information can be found here .

Key areas of current focus for employers

- Requirements
- Proposals
- Opportunities

Common across North America, UK & Ireland:

- DC optimization
- De-risking DB plans
- Member options, including lump sums (1-19)
- Settlement with insurers
- U.S.: SECURE act comes into effect (4-19)

United Kingdom & Ireland:

- UK: Any implications from Brexit
- UK: Redefinition (lower) of RPI inflation
- UK: Wide ranging Pensions Bill
- UK: GMP equalisation corrections (2-19)
- UK: Increasing Regulator involvement
- Ireland: Pension Reform 2023

Global:

- Cyber risk management (3-19)
- Responding to low interest rates (3-19)
- Plan consolidation (3-19)

Canada:

- Pension funding reform in many Provinces
- Commuted values law passed

Latin America:

- Migration from DB to DC
- Evolving investment strategies
- Communication and financial wellbeing
- 1st & 2nd pillar reform

Brazil:

- Settle DB risks with an insurer
- Social security reform passed (4-19)
- DC plan operations & governance

Netherlands:

- Agreement reached on pension reforms (2-19)
- Deficit contributions or benefit reductions
- 2/3rds approval for cross-border plans

Germany: (3-19)

- Increasing pre-funding of DB plans
- DC without guarantees
- CMI-linked mortality tables
- Member lump sum options
- Implementation of the IORP II Directive

Switzerland:

- Reducing annuity conversion rates
- Pure DC for high-earners
- New discount rates & deficit recovery
- Ongoing pension reforms

Italy:

- New early retirement options available in 2019 (4-18)
- Encouragement of savings for sufficient pension

Middle East:

- Pension and savings reform: young population, reducing oil
- UAE/DIFC Mandatory DC 2nd pillar proposal (4-19)
- Funding End of Service Gratuities

Africa:

- Encouragement of saving for retirement
- Mauritius: Portable Retirement Gratuity Fund (4-19)

India:

- Financial Wellbeing
- Improving attractiveness of NPS
- Investment risk governance
- EPF contributions on all earnings (3-19)

Australia:

- Focus on member outcomes & governance
- Strengthening Superannuation (2-19)

Common across Europe:

- Multi-employer plans to ease governance & operations
- Responsible investment (ESG) (3-19)
- Earlier vesting: From EU Directive
- IORP II governance & risk management (4-18)
- Lower & later State pension causing ER challenges
- Member communication standards
- New mortality tables

Elsewhere across Europe:

- Denmark: more clients are asking for sustainable investments
- Eastern Europe: 1st & 2nd pillar reform
- Belgium: non-discrimination law
- France: Fully revised pension plan structure (3-19)
- Poland: mandatory plan implementation (2-19)

Japan:

- CDC type plans
- DC governance & quality

Hong Kong: (1-19)

- New tax deductions
- New administration requirements
- MPF offset removal
- New tax reporting requirements

Elsewhere Asia Pacific:

- Changes to mandatory funds
- Development of occupational and private schemes
- Financial Wellbeing
- Increases in retirement age
- Super-ageing population
- Promoting retirement deferral
- Social Security coverage expatriates
- Singapore: changes to tax for expats

(X-YY) indicates that a Hot Topic or Country Trends page was published in the Quarter X 20YY edition

Hot Topics for employers: General trends relating to retirement savings

		Defined Benefit	Defined Contribution	Expats & Mobile employees	Financial Wellbeing
Design	Revisit plan designs		State changes, auto-enrolment, matching	Holistic view	Need for broader planning Working when retired
	More employee responsibility	Closing/freezing plans	Removing guarantees		Education & understanding
	Employee choice	Options for personal needs	Investment defaults Automatic changes	Improved investment options	Comparison to other commitment & saving
Financing	Funding	More pre-funding Cross-border options		Which jurisdiction and how?	
	Liability management	Member options Transfer to insurers			
	Asset performance	Broader investment categories Responsible Investment (ESG)		Tax efficiency	Comparison to personal debt
	Cost of investment	Investment cost transparency Multi-employer funds			
Operations	Complex compliance	EEA IORP2 risk management Cyber risk testing & protection		Multiple jurisdictions	
	Less local expertise	Decision-making protocols Outsourced delegation of policy execution			
	Employee experience		Employee portals Global consistency (esp. for mobile employees)		
	Providers	Admin performance & compliance Global contracting power			

Ongoing developments: North America

- Requirements
- Proposals
- Opportunities

	Canada	United States
State		<ul style="list-style-type: none"> ■ Changes to 401 (K) plans ■ Final regulation on multi employer workplace retirement ■ 2020 Indexed Figures on Social Security and Retirement published
Design	<ul style="list-style-type: none"> ■ Opportunities to reduce future benefits to balance cost of the changes to CPP/QPP. ■ Proposal on tax treatment for retirement products ■ Longevity deal struck on pension plan. More info here. ■ Ontario: Budget 2019 affirms government's support for Target Benefit Plans. ■ Ontario: Variable benefits in DC plans ■ British Colombia: Funding reforms passed and implemented ■ Federal: Budget 2019 proposals to protect workplace pensions. 	<ul style="list-style-type: none"> ■ Optional form and early retirement factor review in lieu of recent lawsuits. ■ Bill to amend the tax code for retirement plans. ■ Temporary options for in-pay retirees/beneficiaries to elect lump sums in lieu of future annuity payments ■ SECURE act has now come into law. Employers should familiarize themselves with the implications, AON can help with this.
Financing	<ul style="list-style-type: none"> ■ Annuity discharge provisions clarified ■ Liability settlement noting improved financial positions and new annuity rules. ■ General trend of funding regulation to reduce/remove emphasis on solvency. ■ British Columbia: Potential reform for solvency funding rules ■ Ontario: Enhancement to Pension Benefits Guarantee Fund (PBGF). ■ Ontario: Clarification of new DB plan funding framework. 	<ul style="list-style-type: none"> ■ ASU 2018-14, which updates the ASC 715 disclosure requirements for defined benefit plans. ■ Proposal for Pension Rehabilitation Trust Fund ■ New mortality table published
Operations	<ul style="list-style-type: none"> ■ Revised commuted value standards come into effect August 1, 2020 ■ Retirement security measures introduced ■ Québec: Update in actuarial valuations for supplemental pension plans ■ Federal: Consultation on unclaimed pension balances. 	<ul style="list-style-type: none"> ■ IRS Notice 2019-26, which provides updated mortality improvement rates and static mortality tables. ■ SEC adopts final regulations on investment advice. ■ Proposed changes to PBGC legislations
Knowledge Sharing	<ul style="list-style-type: none"> ■ Aon Survey: Global DC and financial Wellbeing – Canada Findings summary ■ 2019 Global Pension Risk Survey: A recording of the English webinar (along other information) can be found here. 	<ul style="list-style-type: none"> ■ Aon Survey: Global DC and financial Wellbeing – U.S. Findings summary ■ The Real Deal: More information on Aon's Real Deal study. ■ Recent legal developments can be found here (Q4 2019) and here (Q1 2020). ■ Annuity Settlement Market Update 2019 ■ Aon Thought Leadership: Documents are frequently added

Ongoing developments: UK & Ireland

- Requirements
- Proposals
- Opportunities

	United Kingdom	Ireland
State	<ul style="list-style-type: none"> ■ General levy reviews ■ Pension bill published 	
Design	<ul style="list-style-type: none"> ■ Collective Defined Contribution (CDC) plans to be brought into regulatory regime. 	<ul style="list-style-type: none"> ■ An update on auto-enrolment is published. The expected launch date is still 2022.
Financing	<ul style="list-style-type: none"> ■ Pensions Regulator increases focus on long-term funding and scheme maturity. ■ Legislative framework for “superfunds” consolidating funds with risk transfer. ■ Proposal to change the definition of RPI, reducing returns on indexed bonds. ■ Record levels of risk settlements. ■ Increasing focus on ESG and the impact of climate change. 	<ul style="list-style-type: none"> ■ Central Bank reporting requirements.
Operations	<ul style="list-style-type: none"> ■ Ongoing evolution of Brexit ■ GMP equalization guidance evolving. ■ SIPs must cover Environmental, Social and Governance approach. ■ Additional powers for Pensions Regulator may require more/earlier company actions. ■ Increased focus on governance. ■ Pensions dashboard proposals. ■ Uncertainty for cross-border pensions and insurance contracts due to Brexit. ■ Tendering of fiduciary management services and investment advice objectives 	<ul style="list-style-type: none"> ■ More coherent and transparent environment planned for governance. ■ Implementation of IORP II in local law. ■ Regulator’s aim to consolidate DC plans to reduce from 70,000 to 100 plans. ■ New IAPF benchmark “merit Plus” designation possible for defined contribution schemes. ■ Trustees are planning for EU beneficial owner requirements.
Knowledge Sharing	<ul style="list-style-type: none"> ■ UK retirement conferences and seminars are added frequently ■ Monthly retirement market podcast to stay up to date in the Retirement landscape ■ Aon Insight zone is frequently updated with new insightful reading materials ■ Aon's Guide to Member Options ■ Aon's Guide to Plan consolidation ■ Aon's Risk Settlement page provides updates on the settlement market. ■ Pension Clicks – Monthly newsletter on Retirement related topics. Prior letters here. 	

Ongoing developments: Continental Europe

- Requirements
- Proposals
- Opportunities

	Central & Eastern Europe	Continental Western Europe
State	<ul style="list-style-type: none"> ■ Region: Many countries discussing and implementing changes in state pension both how it is design as well as how it is financed. Latest countries that are discussing and implementing are Armenia, Croatia, Lithuania, Russia and Slovakia. More details can be found earlier in this publication. 	<ul style="list-style-type: none"> ■ Italy: Cabinet approves pension reform decree ■ Norway: Individual pension account system for DC pension plans approved ■ Sweden: Contribution waiver for younger workers proposed
Design	<ul style="list-style-type: none"> ■ Poland: Employer-sponsored (PPK) plan have come into law, action to be undertaken ■ Poland: Cabinet approves OFE dissolution bill ■ Russia: Proposal on regulatory framework for DC plans ■ Ukraine: Delays in reforms until 2020 - constitutional challenge on retirement age ■ Estonia: Second-pillar pension reforms are expected in mid-2020 	<ul style="list-style-type: none"> ■ Belgium: Non-discrimination between blue- & white- collar workers ■ Belgium: Reviewing interest guarantees in view of much lower interest rates ■ France: Wide-spread regulatory reform (see Hot Topic 3-19 and webinar) ■ Germany: DC plans without guarantees ■ Greece: DB to DC transition ■ Portugal: Exploring provision of annuity by pension funds as alternative to insurer ■ Spain: Cash-out option for employees with 10 years' service.
Financing	<ul style="list-style-type: none"> ■ Romania: Changes in capital requirements for pension funds ■ Russia: Changes in investment rules for NPF's 	<ul style="list-style-type: none"> ■ Switzerland: Proposals on short-term financing of DC plans.
Operations	<ul style="list-style-type: none"> ■ EU/EEA: Employers in various countries exploring cross-border plans. 	<ul style="list-style-type: none"> ■ Italy: Companies can now introduce DB bridging plans ■ Switzerland: Review of rules on auditing pension funds.
Knowledge Sharing	<ul style="list-style-type: none"> ■ EU/EEA: EIOPA consultations on customisation of the Pensions Benefit Statement ■ EU: IORP2 update: 17 countries have already transposed, action is to be taken against the countries (11) that have not yet complied 	<ul style="list-style-type: none"> ■ France: AGIRC – ARRCO merger - A bulletin from Aon France (in French) adds some details.

Ongoing developments: Asia Pacific

- Requirements
- Proposals
- Opportunities

	South East Asia & Pacific	Rest of Asia
State	<ul style="list-style-type: none"> ■ Japan: Social Security reforms; plans to expand mandatory pension & retirement age ■ Malaysia: Retirement income enhancement review ■ Singapore & Taiwan: Retirement deferral plan ■ South Korea: Pension Reform options 	<ul style="list-style-type: none"> ■ India: Draft Social Security Code ■ Nepal: Social Security coverage for Nepalese overseas proposed ■ Uzbekistan: Pension reform plans outlined. ■ Vietnam: Retirement age to increase gradually to 60 (F) and 62 (M) as from 2021
Design	<ul style="list-style-type: none"> ■ Australia: SPS 250 to come into effect on January 2021; Choice of fund bill to come into effect by July 2020 ; Retirement income review report due in June 2020 ■ Hong Kong: MPF reform proposal ■ New Zealand: Proposals for subsidies to encourage low income savings. ■ Thailand: Introduction of mandatory second-pillar fund. ■ Japan: Dependents foreign workers blocked corporate pension plan in April 2020 	<ul style="list-style-type: none"> ■ Azerbaijan: Private pension fund system in development ■ China: Third pillar individual account plan guidelines and pilot. ■ India: Ongoing approaches to improve attractiveness of NPS ■ India: Amendments to EPF & MP Act ■ Kazakhstan: UNPF employer contribution scheduled for 2023 ■ Kyrgyzstan: legislation framework third pillar DC schemes
Financing	<ul style="list-style-type: none"> ■ Australia: Several Superannuation reforms and regulations to protect members ; New fee disclosure guidance to come into effect by July 2021 ■ Cambodia: Seniority payments suspended until Dec 2021 ■ Hong Kong: New annuity plan for residents over 65. ■ Hong Kong: Plan to remove MPF offset for severance and long-service payments. 	<ul style="list-style-type: none"> ■ India: Potential guidelines or requirements for investment governance ■ India: proposal to double the minimum pension. ■ Malaysia: Budget proposals to change tax relief and employer contributions. ■ South Korea: Funding targets from 80% to 90% in 2019, and to 100% in 2021. ■ Japan: Consider closing EPFs due to 2019 funding requirements.
Operations	<ul style="list-style-type: none"> ■ Australia: Superannuation prudential framework review, Super governance review, Super self review, Retirement Income review to improve governance ■ Hong Kong: proposed tax regime for annuity premiums / contributions to the (MPF). ■ Hong Kong: MPF and ORSO subject to OECD AIOI from Jan 2020. 	<ul style="list-style-type: none"> ■ India: Exploring how to streamline annuity process. ■ India: pilot for automated EPFO transfers next fiscal year (1 April 2020)
Knowledge sharing	<ul style="list-style-type: none"> ■ Aon Thailand have published a whitepaper on retirement developments and trends, read and/or download here. ■ Aon Hong Kong have published an article on important tax, administration and financing changes affecting employee retirement plans, read and/or download here. ■ Aon Japan have published an article on Financial Wellbeing, read and/or download here. 	<ul style="list-style-type: none"> ■ Aon India have published an article on important developments impacting the Statutory Provident Fund, read and/or download here. ■ Aon Singapore have published an article on increases in the retirement age and social security contribution rates, read and/or download here. ■ APAC Banking Industry Roundtable – Thriving In A World Slowing Down and Speeding Up – click for slides.

Ongoing developments: Middle East, Africa & Latin America

- Requirements
- Proposals
- Opportunities

	Middle East & Africa	Latin America
State	<ul style="list-style-type: none"> ■ Ghana: Diverting social security pension into mortgage financing ■ Iran: Social security reform expected due to increase in dependency ratio. ■ Kenya: Housing levy suspended ■ Mauritius: Worker's Rights Act ■ Rwanda: proposals made to reverse previous increase in retirement age. ■ Pakistan: Minimum pension to rise by 2023 ■ Swaziland: ENPF conversion proposal ■ Tanzania: State pension formula reprieve until 2023 ■ Togo: Minimum Pension proposed ■ Zimbabwe: Pension revaluation plan & pension reform plan 	<ul style="list-style-type: none"> ■ Bermuda: Planned amendments to the National Pension Scheme ■ Brazil: Pension reforms now passed. ■ Chile: Pension reform proposals. ■ Columbia: Social security reforms. ■ Costa Rica: Social security reforms. ■ Ecuador: Review of social security benefits. ■ Mexico: Change in basis state pension ■ Mexico: Exploring ways to integrate first and second pillars and improve savings. ■ Nicaragua: Social security reforms. ■ Peru: Pension reform talks.
Design	<ul style="list-style-type: none"> ■ Ghana: Plan to expand pensionable salary ■ Morocco: Pension system professionals to be established ■ Uganda: NSSF to be compulsory for private sector 	<ul style="list-style-type: none"> ■ Chile: Proposed private pension reforms, including employer contributions. ■ Costa Rica: Update on Compulsory Supplementary Pension Scheme ■ Dominican Republic: Debate over voluntary second pillar. ■ Mexico: Plans being developed for voluntary employer-provided pension schemes.
Financing	<ul style="list-style-type: none"> ■ Kenya: Draft guidelines to enable retirement funds to be diverted for medical cover. ■ Morocco: Measure on tax deduction pension insurance contract ■ Mauritius: Plans for transfer for retirement gratuity on change of employment. ■ Namibia: higher tax relief proposed for contributions in 2019-20 Budget ■ Saudi Arabia: Severance pay upgrade proposed 	<ul style="list-style-type: none"> ■ Mexico: Increased interest in life-cycle investment funds. ■ Peru: Efforts to simplify pension products and pension product choices.
Operations	<ul style="list-style-type: none"> ■ Egypt: Draft law pension scheme governance 	<ul style="list-style-type: none"> ■ Mexico: Increased focus on employee communication and financial wellbeing. ■ Peru: AFP longevity incentive discounts on management fees.

Aon International Retirement Events & Thought Leadership Update

Global Events & Surveys

DC and Financial Wellbeing Webinar - A webinar was held to present findings on Aon's "Living the Dream" study as well as other recent Aon studies on the topics of DC and Financial Well Being. Click on the link to view the recording for the UK. The report on the study can also be found [here](#).

2018 Global Benefits Governance and Operations Study - this Study carried out with the American Benefits Council has closed, and the full report and its main findings have been published. More information can be found by clicking on the linked page.

2019 Global Pension Risk Survey - Thank you to those who participated in the Global Pension Risk Survey 2019. Local teams have now produced outputs for the USA, Canada, UK, Germany, Ireland, Netherlands, Switzerland – plus multinational findings – which can be found via the [global page](#). Please feel free to contact your regular Aon consultant to discuss findings.

Global Survey Accounting assumptions FY 2018 – Aon's annual survey includes an overview of the average assumptions used by companies for disclosures produced under ASC 715, IAS 19 and FRS 102. For more info contact [Kirsten Miler](#) or [Yc Tao](#).

Country/Regional Events & Surveys

Netherlands – Join Heleen Vaandrager (CCO, Retirement & Investment Aon Netherlands) for a webinar discussing the upcoming changes to the Dutch pension reforms – including slowing the rate of increase in retirement age, providing early retirement solutions, lump sum options and simplified spouse/partner retirement arrangements. Two live webinars will run at 1pm (UK time) on **31 March and 9am** (UK time) on **1 April**.

France – A set of webinars was held on 26 November and 4 December 2019 and covered the new Loi Pacte pensions legislation in France. The main changes are being discussed in this webinar together with the actions to undertake. You can see a replay of the webinar by clicking the link, a copy of the slide can be found [here](#).

Switzerland – Registration remains open to join our Aon Switzerland colleagues at local evening events covering a number of pensions topics in [Zurich](#) (**10 March**) and [Bellinzona](#) (**12 March**). Our new app also arrived giving direct access to useful information on Retirement (click the title for more information).

UK – A set of Pensions conferences are being held in February and March in various cities. This conference will help you set a clear vision for your own pension scheme strategy and will include lots of real-life examples. Attendance will offer delegates the opportunity to hear experts' views and ideas on how to manage defined benefit and defined contribution pension schemes and provides a platform to learn from and network with peers.

For more information on any of the above, please contact your Aon international retirement consultant, your Aon global account executive, other regular Aon contacts, or [Colin Haines](#) (Partner, International Retirement). Click [here](#) to access more thought leadership in Aon's new global digital Retirement Insights hub. Also visit the [Global Retirement Management](#) section of [aon.com](#) for access to broader information about global retirement topics or the [Aon Retirement and Investment Blog](#) which sees updates twice a week with latest information and insights, with strong focus on investment market changes. Follow this [link](#) to request a copy of our monthly bulletin on broader benefits matters. Lastly, you can find Aon's retirement-themed podcasts [here](#).