



Aon Global Retirement Bulletin

November 2019

Aon Global Retirement Bulletin is a very short monthly publication referencing a few changes since the latest Global Retirement Insights Quarterly. On page 3 you will find an overview of upcoming Global and Regional events that might be of interest to you.

Below are the highlighted changes and proposals that have arisen this month:

- Design
- Financing
- Operations
- State

- In the [DIFC](#), the legislative commencement date of the Employee workplace Savings Plan has been pushed back to 01 February 2020.
- In [India](#), the PFRDA, [announced](#) that it is allowing Overseas Citizens of India to enroll in the NPS (if they are eligible).
- In [Finland](#), there are plans to merge private and public pension systems. The aim in the long run is to equalise the pension contributions.
- In [Mauritius](#), the Workers' Rights Act 2019 went into effect and will transform the end-of-service gratuity to a Portable Retirement Gratuity Fund (expected 01/01/2020).
- In [Ireland](#) the Department of Employment Affairs and Social Protection have published a revised blueprint of its automatic enrollment scheme (still slated for 2022).

- In the [EU](#), various countries are looking at their insolvency protection regimes in light of a ruling by the European Court of Justice.

- In the [UK](#), the General Election result is expected to lead to Brexit by the end of January 2020 and continuation of the Pensions Bill early next year.
- In [Turkey](#) a new pension regulator is to be established with responsibility will be fleshing out regulatory frameworks for the pension and insurance sector in the country.

- In [Brazil](#), pension reforms are moving forward as the Senate passed the administration's pension reform bill. More info on the reforms [here](#), [here](#) and [here](#).
- In [Saudi Arabia](#), the retirement age for women has increased from 55 to 60.
- In [Sweden](#), the min age for income-based retirement pension will rise to 63 by 2023. From 2020, the right to remain in employment will change from 65 to age 68.

If you have questions please contact your Aon consultant, click on the country name 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.

Visit our [website](#) to find previous issues of our update as well as our #GlobalBenefitsBulletin Highlights, Aon's monthly high-level report on benefits

Prepared by Aon

Consulting | Retirement and Investment

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Key areas of current focus for employers

- Requirements
- Proposals
- Opportunities

Global:

- De-risking DB plans
- Member options, including lump sums (1-19)
- Settlement with insurers
- Responding to low interest rates (3-19)
- Alternative investments & liability hedging
- Delegation of complex execution
- More formal plan governance (4-18)
- Plan consolidation (3-19)
- Cyber risk management (3-19)
- Employee financial understanding & wellbeing
- DC optimization
- DC plan governance

Canada:

- Pension funding reform in many Province
- Changes made to CPP/QPP

USA:

- Multi-employer plan funding
- ERISA: Fidelity Board cover

Latin America:

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

Brazil:

- Settle DB risks with insurers
- Social security reform progressing

Common across Europe:

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

Germany:

- Increasing pre-funding of DB plans
- DC without guarantees
- CMI-linked mortality tables

Netherlands:

- Agreement reached on pension reforms (2-19)
- Reductions to accrued pensions
- 2/3rds approval for cross-border plans

Switzerland:

- Generational equality/fairness
- Reducing annuity conversion rates
- Pure DC for high-earners

Middle East:

- UAE/DIFC Mandatory DC 2nd pillar proposal (4-18)
- Funding End of Service Gratuities
- Broader savings focus

Africa:

- Saving for retirement

United Kingdom:

- Implications from Brexit
- Redefinition (lower) of RPI inflation
- Wide ranging Pensions Bill
- GMP equalisation corrections (2-19)
- Increasing Regulator involvement

Ireland:

- Pension Reform 2023
- Pending IORP II implementation
- Many triggers for consolidation

Belgium:

- Non-discrimination law
- Reviewing now expensive investment guarantees
- Multi-employer plans in response to IORP II

Elsewhere across Europe:

- Denmark: New types of pension providers
- France: Fully revised pension plan structure (3-19)
- Italy: Early retirement options (4-18)
- Poland: mandatory plan implementation (2-19)
- Greece: Partial funding of Social Security
- CEE: 1st & 2nd pillar reform

Hong Kong:

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

Asia Pacific:

- Changes to mandatory funds
- Increases in retirement age
- Promoting retirement deferral
- Changes for expatriates
- Further movement from DB to DC
- Increased pre-funding of DB liabilities
- Reviewing vendor quality and pricing

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

Aon International Retirement Events & Thought Leadership Update

Global Events & Surveys

Global Responsible Investment Survey 2019 - We are running a short survey to better understand thoughts and actions relating to responsible investing, click [here](#) (French) for registering for North America and [here](#) for UK and Europe.

DC and Financial Wellbeing Webinar – The findings from 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](#).

2019 Global Pension Risk Survey - Some reports are available to view, including the recently published global version, a few other remain to be published in the coming weeks. There is also a series of [podcasts covering the UK version](#) of the report.

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](#).

2018-19 Global Benefits Governance and Operations Study (with the American Benefits Council) – The full report is available to download. You can also listen to the main [podcast interview covering the main findings](#) is also available t

Country/Regional Events & Surveys

France – New pensions reforms under the ‘Loi Pacte’ law will have a significant impact on the French pension & savings landscape (pillars 2 and 3). Click the [link](#) to watch the Webinar in which our French experts, Marc Salameh and Alain Boyadjian, spoke about the consequences of these important pension reforms and how Multinationals and their Benefits function can support their subsidiaries in France. Click [here](#) to find a copy of the presentation.

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. Date and time to be confirmed.

Switzerland - Join our Aon Switzerland colleagues at a range of local events covering a number of pension topics in [Basel](#), [Bern](#), [Zurich](#); [Neuchatel](#), [Lausanne](#), [Geneva](#); and in [Bellinzona \(Ticino\)](#). Please click the link for your preferred location for more information.

UK – Join the 2020 Aon Pension Conference to help you set a clear vision for your own pension scheme strategy and hear experts' views and ideas on how to manage different views and ideas on how to manage DB and DC pension schemes. The conference will provide a platform to learn from and network with peers.

For more information, please contact your Aon international retirement consultant, Aon account executive, other Aon contacts, or [Colin Haines](#) (Partner, International Retirement). Also see: [Aon's global Retirement Insights digital hub](#)

[Global Retirement Management](#) on [aon.com](#)

[Aon Retirement and Investment Blog](#) updated twice a week with latest information and insights, with strong focus on investment market changes.

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