



EIOPA-OPC-14-058
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Database of pension plans & products in EEA: Guide for compilation & methodology

Background

This database **aims at** listing every single type of **privately managed** pension plans, pension products and pension providers, including all investment products having a **clear objective of retirement provision according to i.a. national social and labour law (SLL) and/or fiscal legislation** and excluding the “first pillar” pensions managed by the State or public entities (1st pillar-bis pensions in CEE countries are also included). Therefore, all non-public pension plans and products are in principle included, irrespective of whether they are occupational or personal. Plans and products that are defined in the legislation but are not actually offered yet to the public and/or do not have any members are also included. “Pure” annuities (i.e. that are not linked to an accumulation phase) are not considered pensions for the purpose of this database.

The database is a living object and is being currently updated on annual basis. Therefore, no validity date is specified in general, except for the quantitative indicators. However, where needed specific remarks on the validity date of the reported information may be included in the comments.

The information presented in the database was provided by national competent authorities (NCA) to EIOPA on a **best effort basis** and as before adjustments and simplifications were applied. Therefore, the database should not be interpreted as a fully complete list of all pension plans, products or their providers available in EEA. See also the detailed caveats that refer to the database. Explanations and classifications used have been established for the purpose of the database and are not binding in any way.

Structure

Types of information as provided in the database spreadsheet (according to columns):

Column 0 – Country code in XX format according to ISO3166 – alpha 2 code

Country	ISO3166 – alpha 2 code
Austria	AT
Belgium	BE
Bulgaria	BG
Croatia	HR
Cyprus	CY
Czech Republic	CZ
Denmark	DK
Estonia	EE
Finland	FI
France	FR
Germany	DE
Greece	GR
Hungary	HU
Iceland	IS
Ireland,	IE
Italy	IT
Latvia	LV
Liechtenstein	LI
Lithuania	LT
Luxembourg	LU
Malta	MT

Netherlands	NL
Norway	NO
Poland	PL
Portugal	PT
Romania	RO
Slovakia	SK
Slovenia	SI
Spain	ES
Sweden	SE
the United Kingdom	UK

Column 1 - Code of a pension plan, product or a provider – **code level 1**

The code is defined as “XX-N”, where XX is the country code and N represents an ordinal number. This is the “**Level 1 classification**” - **code level 1**.

Column 1.1 - Name of a type of a pension plan or a product or a provider – linked to code level 1

It shows the name of a type as identified by the national legislation. Names are provided in national official language(s) and also in English where appropriate.

Comment: The best effort should be made to provide in this column a name that is familiar to a member, a beneficiary, a policyholder, a pension savings account holder etc.

An attempt should be made to provide names of types of pension plans or types of pension products rather than providers. However, in cases where it is not feasible names of providers can be inserted by NCAs.

Column 1.2 – Sub-kinds of level 1 classification - **code level 2**

Each type of a pension plan, pension product or provider (“level 1 classification” as indicated in column 1) may be split into different “sub-kinds” i.e. “**level 2 classification**” described via separate lines/rows.

This column shows the **code level 2** of each of those lines/rows.

The code is defined as “XX-N.N” where “XX-N” corresponds to level 1 classification and the last “N” is an ordinal number.

Ideally, the split is made when for the same type of pension plan or pension product or a pension provider, as defined in column 1, one of the following fundamental features varies:

- **applicable EU law**
- **occupational/personal**
- **mandatory/voluntary**
- **DB/DC**

The split is made on a **best effort basis** and is strongly encouraged where most relevant i.e. where the same type, as defined by national legislation, actually takes the shape of sub-kinds that are quite different in nature and are relevant in quantitative terms.

In a few cases the information provided under code level 1 may refer to providers while from the column 1.2 onwards the data would then refer to plans or products.

Comment: The main reason for having the level 2 classification is a practical one: the opportunity to collect quantitative data for each type of a pension product, pension plan, provider split by the key variables listed above. Consequently, simply by using standard spreadsheet tools, it would be possible to produce aggregate data, both at

national and EU level. In addition, the level 2 classification may help cross-country comparison.

Column 1.3 - Applicable EU law/regulation

It shows the EU regulation that is formally applicable.

[IORP] Directive 2003/41/EC on the activities and supervision of institutions for occupational retirement provision

[IORP art.4] So called Art. 4 IORP means Regulation applicable to occupational-retirement-provision business of insurance undertakings under art.4 the IORP Directive

For more details on IORP Directive see:

http://ec.europa.eu/internal_market/pensions/directive/index_en.htm

[LAD] Life Assurance Directive 2002/83/EC - current rules (Solvency I); the result of the "Solvency I" revision of the rules – will remain in force until 1 January 2016

Future rules (Solvency II / Omnibus II)

Solvency II Framework Directive 2009/138/EC of the European Parliament and of the Council of 25 November 2009 on the taking-up and pursuit of the business of Insurance and Reinsurance (Solvency II) (Text with EEA relevance)

For more details see:

http://ec.europa.eu/internal_market/insurance/solvency/index_en.htm

[UCITS] Directive 2009/65/EC of the European Parliament and of the Council of 13 July 2009 on the coordination of laws, regulations and administrative provisions relating to undertakings for collective investment in transferable securities (UCITS)

For more details see:

http://ec.europa.eu/internal_market/investment/ucits-directive/index_en.htm

[CRD] CRD IV package

Directive 2013/36/EU of the European Parliament and of the Council of 26 June 2013 on access to the activity of credit institutions and the prudential supervision of credit institutions and investment firms, amending Directive 2002/87/EC and repealing Directives 2006/48/EC and 2006/49/EC (Text with EEA relevance)

Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 Text with EEA relevance

For more details see:

http://ec.europa.eu/internal_market/bank/regcapital/legislation_in_force_en.htm

[SSR] Regulation (EC) No 883/2004 of the European Parliament and of the Council of 29 April 2004 on the coordination of social security systems

For more details see:

<http://ec.europa.eu/social/main.jsp?catId=857&langId=en&intPageId=983>

[NEL] No applicable EU prudential law, possibly with the exception of Directive 2008/94/EC of the European Parliament and of the Council of 22 October 2008 on the protection of employees in the event of the insolvency of their employer (e.g. the case of book reserves)

Column 1.4 - EU law/regulation taken as informal reference by national legislation

This column should be filled only when column 1.3 shows [NEL]. It refers to the case when the national legislation is inspired by a specific EU law/regulation, but the plan/product/provider does not formally fall in the scope of that EU law/regulation.

[domain: the same as for column 1.3]

Column 1.5 – Completeness of relevant regulation

[YES/NO] "YES" indicates that all the relevant regulation at national level has been put in place (even if no plan/product of this type has been set up yet – this would be shown as "zero" in columns related to quantitative indicators).

Column 1.6 – First Pillar bis

[YES/NO] It identifies whether a plan/product is of a 1st Pillar bis type.

Column 2.1 – Occupational vs. personal (OECD definitions)

[Occupational] Access to such plans is linked to an employment or professional relationship between the plan member and the entity that establishes the plan (the plan sponsor). Occupational plans may be established by employers or groups thereof (e.g. industry associations) and labour or professional associations, jointly or separately. The plan may be administered directly by the plan sponsor or by an independent entity (a pension fund or a financial institution acting as pension provider). In the latter case, the plan sponsor may still have oversight responsibilities over the operation of the plan. (*Definition from „Private Pensions: OECD Classification and Glossary“*).

[Personal] Access to these plans does not have to be linked to an employment relationship. The plans are established and administered directly by a pension fund or a financial institution acting as pension provider without any intervention of employers. Individuals independently purchase and select material aspects of the arrangements. The employer may nonetheless make contributions to personal pension plans. Some personal plans may have restricted membership. (*Definition from „Private Pensions: OECD Classification and Glossary“*).

[Both occupational and personal]

A pension plan that hosts members both on an occupational and an individual basis.

Column 2.1bis – Occupational vs. personal (based on EIOPA response to CfA)

[Occupational] Pension plan where the employer (sponsoring undertaking) has a role in the establishment and/or funding of the plan itself. Self-employed persons can be considered to be sponsoring undertakings.

[Personal] A pension plan that hosts members only on an individual basis.

[Both occupational and personal]

A pension plan that hosts members both on an occupational and an individual basis.

Comment on columns 2.1 and 2.1bis: As a provisional arrangement, two alternative definitions are included in the database: in column 2.1 the OECD definition (unchanged from the one already used for the compilation of the Database); in column 2.1bis a definition based on the one put forward in the EIOPA's response to the call for advice on the review of IORP Directive. This arrangement should help to understand how the two definitions differ in practice, and may be useful as the classification occupational/personal is receiving increasing attention in the context of the forthcoming initiatives by the Commission on funded pensions.

Columns 2.1.1 – Employer contributions

[mandatory, voluntary, voluntary and mandatory both possible, not possible]

Columns 2.1.2 – Member contributions

[mandatory, voluntary, voluntary and mandatory both possible, not possible]

Column 2.2 - DC vs. DB

Comment: the following classification refers mostly to the point of view of the employer, following an "accountant's approach".

[DC] Defined contribution – a pension plan where the only obligation of the plan sponsor is to pay a specified contribution (normally expressed as a percentage of the employee's salary) to the plan on the employee behalf. There are no further promises or 'guarantees' made by the sponsor. (*shortened definition from "Survey on fully funded, technical provisions and security mechanisms in the European occupational pension sector" (Report of the Solvency Sub-Committee), CEIOPS-OPSSC-01/08 Rev 4, 14 March 2008*).

[DB] Defined benefit pension plan - are retirement benefit plans under which amounts to be paid as retirement benefits are determined by reference to a formula usually based on employees' earnings and/or years of service. (*definition based on IAS 26.8*).

[DC with guarantees]

- A plan which operates like a DC scheme but which targets a **specified level of benefits** at retirement.
- A plan which operates like a DC scheme but which **guarantees a minimum rate of investment return** on contributions paid.
- A plan which operates like a DC scheme but which **guarantees a certain annuity purchase price** (annuity conversion factor).
- A DC plan which **guarantees that at least the sum of contributions paid** is returned.

[DB contribution-based]

A plan in which benefits are mostly determined by the contributions paid and the results of their investment, but that offers minimum guarantees and in the case of occupational pensions the employer has the final responsibility for the minimum guarantees.

[Hybrid] A plan which has two separate DB and DC components but which are treated as part of the same scheme. (*definition based on "Survey on fully*

funded, technical provisions and security mechanisms in the European occupational pension sector” (Report of the Solvency Sub-Committee), CEIOPS-OPSSC-01/08 Rev 4, 14 March 2008)

Comment on column 2.2: *an attempt is made to look at the risk from a member’s point of view, supplementing the traditional DB/DC approach adopted in column 2.2. Analyses of this column may help to explore whether and how the traditional DB/DC approach can be improved, integrated, and/or overcome.*

Column 2.2bis Exposure to investment risk for the member

[Full exposure to investment risk] The member is fully exposed to both upside and to the downside investment risk. In principle, this case should be identical to “DC” in the meaning of column 2.2

[At least capital guaranteed] The member is guaranteed against the downside risk, as at least the sum of contributions is returned to him. On the other hand, the member enjoys at least partially the upside return of the investments

[No exposure to investment risk] It includes pure DB cases in the meaning of column 2.2.

[Other] Please explain in comments

Column 2.3 - Funding vs. un-funding

[Funded] Pension plan that accumulates dedicated assets to cover the plan's liabilities.

[Unfunded-PAYG] Plan that is financed directly from contributions from the plan sponsor or provider or the plan participant. Unfunded pension plan is said to be paid on a current disbursement method (also known as the pay as you go, PAYG method). Unfunded plan may still have associated reserves to cover immediate expenses or smooth contributions within given time periods.

[Book reserves] Plan whose commitments enter as liabilities in the balance sheet of the sponsoring undertaking. No corresponding, specific assets have to be earmarked in the assets side.

Column 2.4 - Financial vehicle

[Autonomous entity]

IORPs or other autonomous entities that legally own the assets of the pension plan, though ultimately on behalf of members or beneficiaries from a substantial viewpoint. This includes cases where the employer provides sponsor support.

[Segregated assets]

Members and beneficiaries have a contractual legal claim on a segregated pool of assets. This case includes some IORPs as well as other kinds of schemes, such as UCITS-like and unit-linked insurance products with an explicit retirement purpose. This includes also the case where the employer provides sponsor support.

[Contractual obligation]

Pension plan/product where the provider (e.g. an insurance company) undertakes the obligation to pay a certain level of benefits. The level may be linked to the value and the return of a pool of segregated assets, but the supplier is contractually obliged to acknowledge a certain minimum return, irrespective of the return of the segregated pool of assets.

[Book-reserves]

Plan whose commitments enter as liabilities in the balance sheet of the sponsoring undertaking. No corresponding, specific assets have to be earmarked on the assets side.

Column 2.5 – Membership

[Mandatory]

Pension plan in which participation by employees or individuals is compulsory, without a possibility to opt-out.

[Automatic enrolment]

An arrangement under which an employee is enrolled in a plan automatically, with the employer making contributions to the plan (on employer's or employee's behalf) unless such employee elects to opt-out of the plan. This includes auto-enrolment arrangements for the self-employed and other individuals.

[Voluntary]

Pension plans in which participation by employees/individuals is voluntary.

Column 2.6 - Target group of a plan/product

[Workforce of a single employer]

It includes the case of employers that are part of the same group.

[Workforce of many employers]

[Individuals]

It includes the self-employed.

[Both workforce and individuals]

Column 2.7.1 - Distribution channel to members: workplace

[predominant/important/limited/nil]

It includes specialized facilities set up by the employer

Column 2.7.2 – Distribution channel to members: external sales network

[predominant/important/limited/nil]

It includes agents, intermediaries and bank tellers, and excludes branches of the IORP (to be classified in "other").

Column 2.7.3 – Distribution channel to members: internet

[predominant/important/limited/nil]

Column 2.7.4- – Distribution channel to members: other

[predominant/important/limited/nil]

Column 2.8 – Investment options

[Multiple investment options/No investment options/Both possible]

Column 2.9.1 – Pay-out phase: annuity

[100%mandatory/partially mandatory/possible/not possible]

Column 2.9.2 – Pay-out phase: lump sum

[possible/not possible]

Column 2.9.3 – Pay-out phase: programmed withdrawals

[possible/not possible]

Column 2.9.4 – Pay-out phase: Other

[free text]

To enable providing information where other pay-out options are available i.e. not annuities, lump sums or programmed withdrawals. This could include e.g. income drawdowns.

Comments to columns 2.9.1 – 2.9.4:

Annuity: An annuity is a series of payments made to individual upon retirement at fixed intervals of time. "100%mandatory" refers to the fact that 100% of the capital accumulated at retirement has to be converted into an annuity.

Lump sum: A one-time payment for the total or partial value of the assets/benefits.

Programmed withdrawals: A series of fixed or variable payments generally calculated by dividing the accumulated assets by a fixed number or by the life expectancy in each period (IOPS)

Column 2.10 – Comments

[free text]

To enable providing additional information only where considered necessary with regard to columns 2.1.-2.9.4.

Column 3.1 – The employee has a choice as to the pension product/plan provider

[YES/NO]

Column 3.2 – Comments

[free text]

To enable providing additional information only where considered necessary with regard to column 3.1.

Column 4.1 – Links to 1st pillar pensions

[YES/NO]

This column should report "yes" every time there is at least one "yes" in the columns 4.1.1, 4.1.2, or 4.1.3

Column 4.1.1 – Links to 1st pillar: retirement age

[YES/NO]

This column should report "YES" if, for a certain pension plan/product, the pay-out phase may only start at an age that is linked to the retirement age set in the 1st pillar public scheme(s).

Column 4.1.2 – Links to 1st pillar: opting-out and/or opting-in

[YES/NO]

This column should report "YES" if there is a possibility to move/transfer part of the annual contribution and/or the accrued pension benefit between a pension plan/product and the 1st pillar public scheme(s). This possibility may include movements in both directions.

Column 4.1.3 – Other links to 1st pillar pensions

[YES/NO]

If YES, details to be provided under column 4.5 "Comments".

Examples of other links: contributions are diverted from the contributions to the 1st pillar.

Column 4.2 – Governance requirements

[Representation of employers and employees, Representation of employers only, Representation of employees only, Representation of members only, No requirements, No representation, All combinations possible]

Column 4.3 – Other SLL requirements

[YES/NO]

In case of YES, please explain in the comments under column 4.5.

Comment: SLL stands for Social and Labour Law

Column 4.4 – Specific tax incentives

[YES/NO]

YES refers to the case where the pension plan/product has specific tax incentives with respect to non-pension products.

Column 4.5 – Comments

[free text]

To enable providing additional information only where considered necessary with regard to columns 4.1 - 4.4.

Columns 5.1.1 - 5.7 - Quantitative indicators

The aggregate data is provided on **a best effort basis** and where the information for **sub-kinds** (linked to code level 2) is not available an attempt would need to be made to provide **totals** (linked to code level 1). If exact figures are not available, estimates are also acceptable.

If no information is available, then the cells would read "not available". In columns "Comments" 5.3 and 5.7 NCAs may provide additional explanations of the quantitative indicators where necessary.

The aggregate data provided under quantitative indicators should refer to **the year-end** where possible.

Columns 5.1.1 - 5.3 refer to **sub-kinds** as indicated under code level 2 (level 2 classification). The data should be provided per type of plan, product, provider as indicated in column 1.2.

Columns 5.4.1 - 5.7 refer to plans/products as indicated under code level 1 (level 1 classification). The data should be provided per type of plan, product, provider as indicated in column 1.

Category "**assets/technical provisions**" was renamed to "**total assets or total assets under management**" at both code levels as at years end 2012 and 2013 (columns 5.2.1, 5.2.3, 5.5.1, 5.5.3 respectively). "Total assets" refer to plans or products while "total assets under management" to providers.

Category "**number of plans/products**" was renamed to "**number of plans, products, providers**" included under code level 1 via column 5.6. This information is to be produced in case of IORPs and other autonomous funds. For segregated assets, bank saving products and investment vehicles it is optional. For insurance contracts and book reserves it is considered as not applicable.

Sub-kinds (linked to code level 2):

Column 5.1.1 - Number of active members (sub-kinds) as at 31/12/2012
[absolute figures]

Column 5.1.2 - Number of active members (sub-kinds) as at 31/12/2013
[absolute figures]

Column 5.2.1 – Total assets or Total assets under management (sub-kinds) as at 31/12/2012
[millions, euro]

Column 5.2.3 - Total assets or Total assets under management (sub-kinds) as at 31/12/2013
[millions, euro]

Column 5.3.1 - Number of active members – latest available data
[absolute figures]

Column 5.3.2 - Total assets or Total assets under management – latest available data
[millions, euro]

Column 5.3 - Comments
[free text]

Totals (linked to code level 1):

Columns 5.4.1 - Number of active members as at 31/12/2012
[absolute figures]

Columns 5.4.2 - Number of active members as at 31/12/2013
[absolute figures]

Columns 5.5.1 – Total assets or Total assets under management as at 31/12/2012
[millions, euro]

Columns 5.5.3 - Total assets or Total assets under management as at 31/12/2013
[millions, euro]

Column 5.6 - Number of plans, products, providers as at 31/12/2013
[absolute figures]

Column 5.7 - Comments
[free text]