HEALTH WEALTH CAREER

VIII FÓRUM NACIONAL DE SEGUROS DE VIDA E PREVIDÊNCIA PRIVADA

23 DE AGOSTO DE 2016

Eduardo J. Correia
Mercer São Paulo

MELBOURNE MERCER GLOBAL PENSION INDEX 2015

© MERCER 2015

MELBOURNE MERCER GLOBAL PENSION INDEX 2015

RECOMMENDATIONS

There is no perfect pension system that can be applied universally, but there are many common features that can be shared for better outcomes.

ADEQUACY

- A minimum pension is provided to the poor that represents a reasonable percentage of average earnings in the community
- At least **70%** net (after tax) replacement rate at retirement for a full-time worker on a median income
- At least **50%** of accumulated retirement benefits to be taken as an income stream

SUSTAINABILITY

- At least **70%** of the working age population should be members of private pension plans
- Current pension fund assets should be more than **100%** of GDP to fund future pension liabilities
- Labour force participation rate for those aged 55-64 should be at least **65%**

INTEGRITY

- A strong prudential regulator supervising private pension plans
- Regular member communications including the provision of personal statements, projected retirement income and an annual report
- Clear funding requirements for both defined benefit and defined contribution schemes

WHAT MAKES AN **A GRADE** SYSTEM?

DENMARK HOLDS ONTO #1 FOR FOURTH YEAR RUNNING

Denmark's well-funded pension system with its good coverage, high level of assets and contributions, the provision of adequate benefits and a private pension system with developed regulations are the primary reasons for its top spot.

© MERCER 2015

MERCER

MAKE TOMORROW, TODAY