



resaver

RESAVER

RETIREMENT SAVINGS
VEHICLE FOR EUROPEAN
RESEARCH INSTITUTIONS

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“Researchers without borders”

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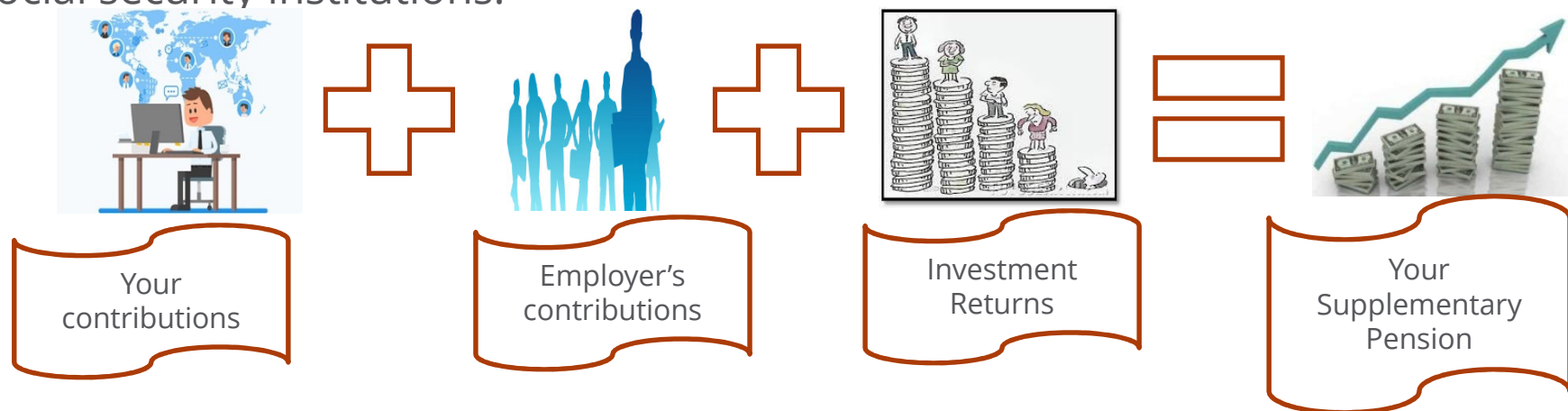


EU PENSION LANDSCAPE

- First pillar: compulsory, pay-as-you-go, state pension
- Second pillar: supplementary occupational pension usually financed through contributions by employer and employee
- Third pillar: private pension plan

WHY A PENSION FUND IN THE SECOND OR THIRD PILLAR?

Joining a Supplementary Pension Fund means to use your savings, during your work life, to get a pension. This pension is added to one paid by compulsory social security institutions.



Joining a Supplementary Pension Fund since the beginning of your career means to increase the amount of your Supplementary Pension.

MOBILITY AND PENSION – DIFFICULTIES

- Mobility of researchers is a cornerstone in establishing an **European Research Area** (ERA) and a driver for **scientific excellence**.
- Mobile researchers risk losing their supplementary pension when moving between different countries and changing jobs.
- Inadequate pension for researchers means:
 - Unattractive working conditions for researchers and brain-drain from research sector
 - Less international collaborations and lower research output
 - Decreased inter-sectorial mobility
 - Difficulties in attracting top-tier researchers from outside Europe
 - Fragmentation of the European labor market for researchers



WHY RESAVER.....?
BECAUSE RESAVER IS THE PENSION THAT TRAVELS
WITH YOU WHEREVER YOU GO ...

A dynamic,
state-of-the-art,
pan-European
retirement savings
solution

Enables research
employees to retain
the same pension
arrangement when
moving between
countries and/or
when changing jobs

As a result, it enables
organisations to attract
and retain the best
researchers as well as
saving on overhead
costs



WHAT IS RESAVER PENSION FUND?

- Multi-country, multi-employer fund, domiciled in **Belgium**
- **Defined Contribution pension plan**
- Enables employees to **remain affiliated** to the same pension fund, when moving between countries or even employers.
- The **set-up costs** and early **running costs** of the fund are financed by the European Commission
- Cost efficient due to **economies of scale** (multiple participants and countries) – which means lower cost and increased benefit outcome for participants

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RESAVER

RESAVER Consortium

Launched as international not-for-profit association on 1/10/2014 in Belgium.

Composed by 20+ members representing 200+ institutions.

In charge of RESAVER development & expansion.

RESAVER Pension Fund

Launched as non-for-profit IORP on 14/07/2016 in Belgium.

Multi-country, multi-employers IORP managing 2nd pillar pension (DC plan).

Fully operational, and approved in Belgium, Italy and Hungary.

RESAVER Private pension insurance

A 3rd pillar insurance solution provided for professionals without employment.

(Planned for 2018)



WHO CAN PARTICIPATE?

Public or private organisations within the EEA, where research and development are one of the core activities.

Organizations can enrol the following employee groups into RESAVER pension fund:

Researchers with
employment
contracts

Researchers coming from
outside the EEA into the
EEA (who are typically put
on local contracts)

Employees other than
researchers who work for
the same organization as
the researchers

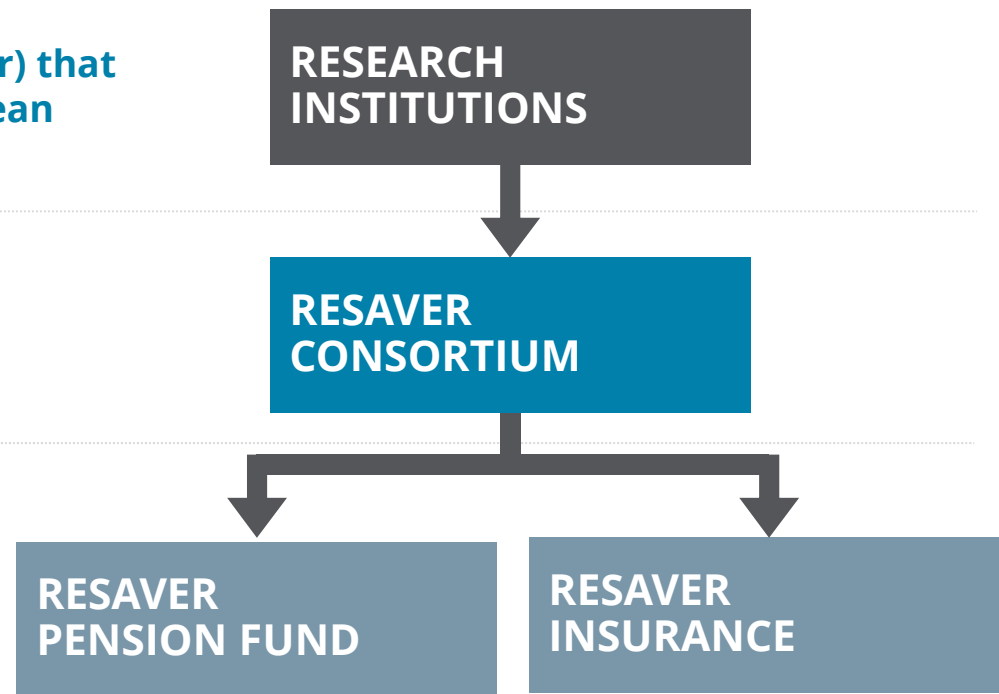


RESAVER MANAGEMENT

Organizations (public or private sector) that employ researchers within the European Economic Area...

...can join the Consortium...

...enabling them to enrol their employees in a pan-European pension vehicle



ADVANTAGES FOR RESEARCHERS

- Continuity of the accumulation of pension benefits as research professionals move between different organizations and countries during their career.
- No vesting or waiting periods.
- Lower overhead costs through economies of scale (and improved member benefits).
- Multiple high quality investment choices.
- Single point of contact (Member Service Center) with automatic tracking of contributions and tax reporting.
- A pan-European risk pooling solution covering death benefits.

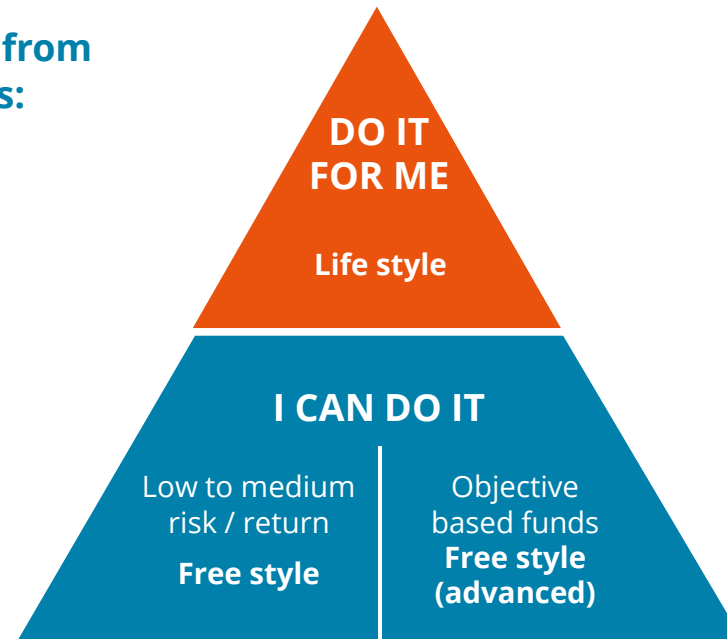


RESAVER PENSION FUND INVESTMENT PHILOSOPHY

TWO DIFFERENT TYPES OF INVESTMENT SOLUTIONS

RESAVER offers a range of Investment Funds available through the "RESAVER PENSION FUND"

Participants can select from two investment options:



RESAVER PENSION FUND INVESTMENT PHILOSOPHY

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Participants can select from two investment options:

The "**Life style**" (or **life-cycle**) investment offer (participant's asset allocation automatically adjusts to become more conservative or less risky as the retirement date approaches) – the participant chooses a target date investment which aims to reach a specific objective with a pre-defined level of risk

The "**Free style**" investment offer (participant's asset allocation is split into one or more funds belonging to the range of funds) – each participant makes their own choice, selecting the option(s) that best match their risk profile and time horizon

"A la carte" range of funds, comprised of three types of free style investments:

1. **Standard (traditional)** investment with "balanced" options (medium risk profile as mix of pure funds)
2. **Standard (traditional)** investment with "pure" funds (equities, bonds, money market)
3. **Advanced investment** with more actively-managed characteristics

Other investment solutions can be established in case of local requirements (e.g. TFR in Italy)

HOW TO JOIN

First Step:

**your Institution has to request the joining to
RESAVER CONSORTIUM**

Second Step:

**Application for membership will then be formally
approved by the General Assembly of the RESAVER
Consortium**

CONCLUSIONS

- Multi-country, multi-employers IORP managing 2nd pillar pension.
- Open to all public and private organizations in the research sector across the European Economic Area.
- RESAVER enables employees to remain affiliated to the same pension fund, when moving between countries or organisations.
- RESAVER allows employers to attract and retain the most talented researchers while saving on overhead costs.
- Fully operational with contributions paid into the pension fund as of April 2017.





MORE INFORMATION

Visit the RESAVER website:
<http://www.resaver.eu/>

The screenshot shows the RESAVER website homepage. At the top left is the 'resaver' logo. To its right is a dark bar with 'Information for Individuals', 'EU', and 'EN'. A search icon is on the far right. Below this is a navigation menu with 'HOME', 'RESAVER', 'DOCUMENTS', 'FAQS', 'NEWS', 'CALENDAR', 'CONTACT US', 'GLOSSARY', and 'TODAY'. The main content area features a large image of a smiling woman with glasses. Overlaid on the left is a blue box with the text: 'UNDERSTAND RESAVER IN MORE DETAIL' and 'ACCESS THE DOCUMENTS LIBRARY FOR RESAVER DOCUMENTS...'. On the right, there are three stacked blue boxes: 'WHAT'S HAPPENING & WHEN?' with subtext 'KEEP UP-TO-DATE WITH THE DETAIL IN OUR CALENDAR SECTION...', 'FLEXIBILITY FOR YOUR FUTURE' with subtext 'RESAVER, THE PENSION THAT TRAVELS WITH YOU, WHEREVER THEY GO...', and 'DO YOU HAVE QUESTIONS?' with subtext 'WE HAVE PREPARED SOME DETAILED ANSWERS IN OUR FAQS SECTION...'. At the bottom left, a white box says 'WELCOME TO RESAVER' and 'You've told us that you're an 'Individual' Research Professional.' followed by a paragraph about the pension plan. To the right of this is a blue box with 'NEWS & UPDATES'.



THANK YOU!

For more information

www.resaver.eu

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