



## American Benefits Council

# Pensions in Europe

How multinational companies are preparing their pensions in Europe for the future

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# European Pensions Survey



# Pensions in Europe



# The changing face of pensions

1. Governance is becoming increasingly important
2. Defined Benefit pensions are in decline
3. New generation Defined Contribution pensions being developed

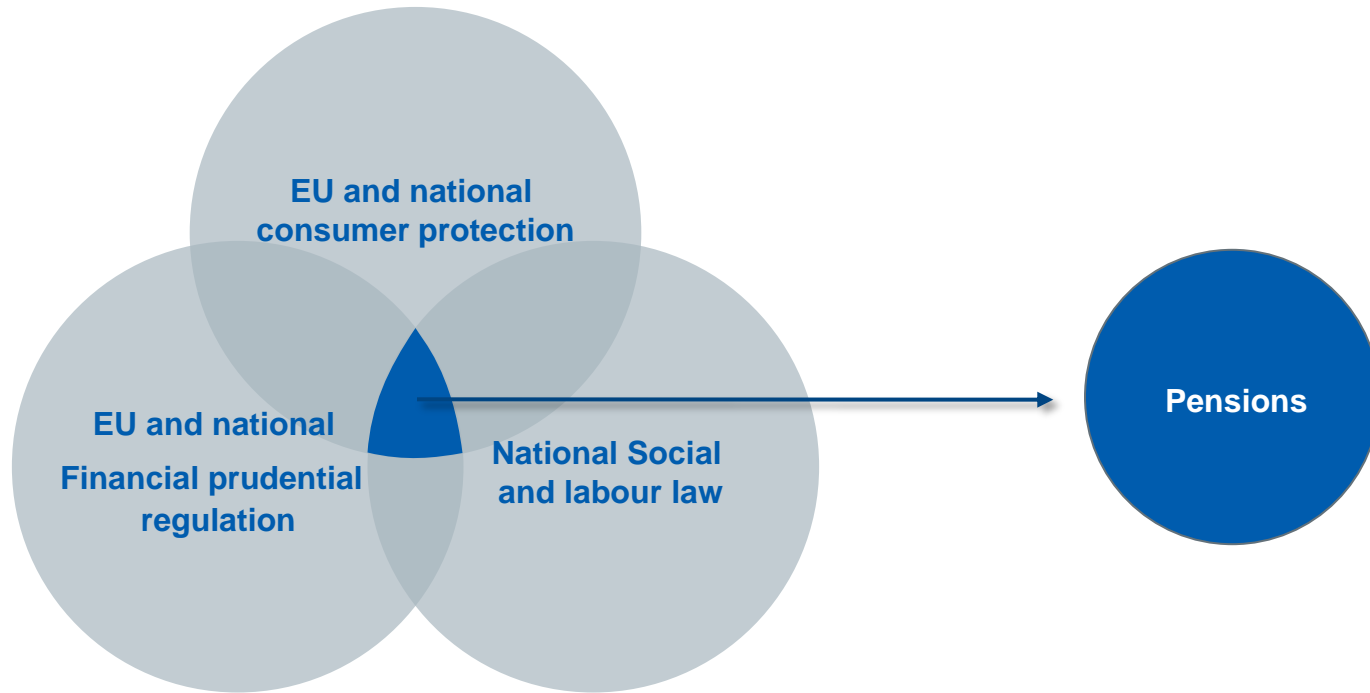
# Pensions management: company archetypes

		Organisation	
		Decentralised	Centralised
Attitude to pensions	Thought leaders	Visionary	Trailblazer
	No-nonsense	Transformer	Pragmatist



# The European dimension

# Occupational pensions & Europe law



*Source: AEGON Global Pensions*

## The European dimension

# Who will lead the way?

European Commission

Consultants

Providers

Trailblazers







# Finding the way forwards



# Questions?

# Thank you

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# What is asset pooling?

Asset pooling is the collective management of assets for the purpose of maximising advantage to the users

