



# AEIP Activity Report 2014

European Association of Paritarian Institutions of Social Protection





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## Foreword PRESIDENT



Ladies and Gentlemen,

AEIP hereby presents the activity report over the year 2014.

This report shows the added value of AEIP in Europe. AEIP stands for the promotion and defence of the paritarian model. It is our conviction that Europe's current problems (unemployment, ageing population, poverty) can only be solved if governments and social partners work together.

In 2014 we further strengthened our cooperation with the presidency of the EU, the Commission, the European Parliament and the European Insurance and Occupational Pensions Authority (EIOPA). We also put an effort in a stronger cooperation with our partners of the global pension alliance and universities.

To stay strong, we need more members. Our association is open to new collaborations and partnerships in accordance with the challenges that our social protection systems have to face in the near future.

AEIP is an organization for its members and through its members. I thank the members for their confidence in my presidency. As president of AEIP, I realized more than ever that this organization is strongly dependent on a hard and good work of the staff. Therefore, I would like to thank all the members of the staff for their work.

**Mr. Gerard Riemen**  
*President*

# Foreword

## SECRETARY GENERAL

*For AEIP, the year 2014 was a year filled with success despite an unfavorable economic and social context across the European Union. Despite challenging circumstances, AEIP has well managed to promote and defend the paritarian management in Europe. Since the very beginning of AEIP, this is the mission that AEIP members have been investing in.*

AEIP remains committed to the analysis of the impact of the European Semester on statutory and occupational pension policies and to the growing involvement of the social partners. With regard to occupational pensions, the review of the IORP Directive remains a major concern for us. The collaboration with the Presidency of the EU during the Italian semester led to important results: the common approach agreed by the Council in December is much closer to our thoughts than the first draft proposal of the Directive adopted by the European Commission.

Among our successes, the European project on a Social ID Card for construction workers should be included. The project was launched by the European social partners who had entrusted AEIP with the role of coordinator. The project aimed to identify different national experiences in 13 member states covered by the project, in terms of health and safety on the one hand, and social identification of workers, on the other hand. The project ended with a final report and a European conference organised in November 2014.

Similarly, AEIP continued its commitment to the European Alliance for Mental Health in All Policies, joined at the end of 2013.

Mental health and well-being at work become a priority for sustainable social protection systems and economic growth across European Member States. The risks related to mental ill health, including absenteeism and presenteeism at work, treatment costs and disability benefits explain why AEIP has committed to the field to raise awareness and call for prevention and promotion of well-being strategies at work. The Alliance is an informal group established to

facilitate the exchange of best practices and promote cooperation between key players in the field of mental health in Europe, whose cooperation memorandum was signed by partners in the first half of 2014.

Furthermore, AEIP continued its close cooperation with the European Agency for Safety and Health (EU-OSHA), as an official partner of their 2014-2015 campaign entitled “healthy workplaces manage stress”. As part of this collaboration, in November 2014 AEIP organised in Venice, in partnership with our French partner PSYA, a discussion table on psychosocial risks.

The Year 2014 was marked by fruitful professional seminars and conferences. AEIP organized the Conference on Social Welfare and Competition Law on 2<sup>nd</sup> October 2014 in the premises of the Heidelberg University. The AEIP-NCCMP-MEBCO Joint Transatlantic Conference took place on June 11<sup>th</sup> in Frankfurt am Main. On 7<sup>th</sup> November 2014, the European Conference on local investments, complementary healthcare and integrated welfare was organized.



In the context of the Transatlantic Conference in June 2014, AEIP organized study visits to the European Insurance and Occupational Pensions Authority (EIOPA) as well as to the University Hospital in Frankfurt. The latter was made possible through a close partnership with the German mutual benefit health insurance fund the Verband der Ersatzkassen e. V. (vdek), and focused not only on the organisation and financing, but also on the provision of health care in Germany.

These good results achieved in 2014 are owned to the confidence and commitment of our members, as well as the energy and hard work of the AEIP staff. We sincerely thank each of you for your loyalty and contribution to the success of AEIP.

**Bruno Gabellieri**  
General Secretary

A handwritten signature in blue ink, appearing to read 'B. Gabellieri', written in a cursive style.

# 1

## European Coordinated Retirement Schemes COMMISSION I

*Commission I works on EU Coordinated Retirement Schemes in the first pillar of social protection. In addition to the traditional social security public schemes, it includes both statutory pension schemes managed by the social partners and pension schemes which are set up by collective bargaining agreements and work on a paritarian basis.*

These schemes are either pay-as-you-go mixed or funded and fall under the EU coordination rules of social security (EU Regulation 883/04). Commission I monitors the evolution of the EU coordination system of social security pension schemes and analyses the new challenges and major developments of statutory pensions.

In addition, Commission I works very closely with Commission II on topics concerning mobility of citizens, adequacy and sustainability, equality, gender discrimination and the overall financing of pension systems.

### RELEVANT DOSSIERS TREATED IN 2014

#### Discussions on the EU Semester and its impact on EU pension policy

The European Semester is the EU's annual cycle of economic policy guidance and surveillance. Introduced in 2010, it ensures that Member States discuss their budgetary and economic plans with their EU partners at specific times throughout the year. This allows them to comment on each other's plans and enables the Commission to give policy guidance, before decisions are made at a national level. During 2014, AEIP Commission I engaged in a number of internal discussions over the way the different Country Specific Recommendations as part of the European Semester impacted the choice of national governments over pension policies, i.e. by rais-

ing the statutory retirement age and by equalising the pensionable ages for men and women.

#### Discussion on the National Pension Reforms

The sovereign debt crisis, together with a worsening demographic outlook, has pushed several European countries to reform their national pension systems. Commission I discussed about the pension reforms within the framework of Regulation 883/04: AGIRC ARRCO in France and the Finnish Pension System, TELA, whose reform is going to be voted in fall 2015 and that will enter into force in 2017. In addition, Commission I, together with Commission II, discussed about the new prudential regulation (FTK) for the II pillar in The Netherlands.





#### MEETING WITH BERNARDINO

Meeting with Mr Gabriel Bernardino, Chair of EIOPA, Phyllis Borzi, Assistant Secretary of the Employee Benefit Security Administration at the U.S. Department of Labor and Francesco Briganti, Director of AEIP



“ Commission I members required that personal pension products are distinguished from statutory (first pillar) pensions.

#### Personal Pension Products

This initiative aims at the creation of the EU single market for personal pension products. In reply to the Call for Advice of July 2012, in February 2014 EIOPA (European Insurance and Occupational Pensions Authority) sent a Preliminary Report to the European Commission. The aim of this report was to provide an overview of issues and options so as to enable the Commission to specify in more detail what areas should be further developed by EIOPA in its final advice.

After receiving the EIOPA Preliminary Report, in July 2014 the Commission sent a follow-up Call for Advice to EIOPA to be provided by 1st February 2016. This is in view of a potential European Commission initiative on personal pensions. In particular, as personal pension providers are different financial institutions sub-

ject to a different EU legislation, EIOPA is invited to map the existing EU and national frameworks and examine how personal pension holders are protected. Commission I members required that personal pension products are distinguished from statutory (the first pillar) pensions. Indeed, the creation of a single market for the 1<sup>st</sup> pillar “bis” pension accounts should not be promoted, as these fall directly under domestic competence and are considered as part of the national social security system.

#### The potential impact of TTIP and CETA on statutory pension systems

The Transatlantic Trade and Investment Partnership (TTIP) is a trade and investment agreement, negotiated by the European Union (EU) and the United States (US).

The Comprehensive Economic and Trade Agreement (CETA) is an international treaty between the European Union and Canada. The five-year-long CETA negotiations ended in August 2014 but before the agreement comes into force it must first be approved by the European Parliament and the governments of the EU’s Member States.

In 2014 officials from the European Commission presented to AEIP the potential impacts that these agreements could have on statutory pension systems. The officials assured that they have protected public services (including social security) in the past and they will continue doing so.

## 2

## Occupational Pensions

## COMMISSION II AND SOLVENCY WORKING GROUP

*Commission II encompasses all issues surrounding the paritarian 2<sup>nd</sup> pillar pension institutions and the related Directive on Institutions for Occupational Retirement Provision (IORP).*

This Commission is devoted to find ways, by which the occupational pensions could allow for better retirement provision with a special focus on the specific problems resulting from the EU legislation and EIOPA (European Insurance and Occupational Pensions Authority) activities in this field.

#### RELEVANT DOSSIERS TREATED IN 2014

##### Review of the Directive on the activities and supervision of institutions for occupational retirement provision (IORP)

During 2014, Commission II further engaged with the review of the IORP Directive. Indeed, on 27 March 2014 the European Commission adopted a legislative proposal for new rules on occupational pension funds (IORPs). The proposal aims at improving governance and transparency in Europe, improving cross-border activities, and supporting long-term investments. AEIP Commission II members discussed the proposal in order to reach a common position. AEIP engaged in a fruitful dialogue both with members of the European Parliament and with representatives of the Presidency of the Council of the EU.

On 23<sup>rd</sup> July 2014 AEIP released a Position Paper on the Commission proposal on the IORP II Directive, stressing that IORPs

are social institutions, active on financial markets, and not financial institutions as delineated in the proposal. They are based on labour agreements, negotiated by social partners within the framework of collective agreements. Governance and information requirements for IORPs therefore cannot be the same as for pure financial institutions selling products on a commercial basis. Moreover, AEIP provided input on issues such as the cross-border activities of IORPs and the use of delegated acts by the European Commission on some sensitive aspects of the directive.

AEIP has been able to fruitfully cooperate with the Italian Presidency of the EU. Therefore, AEIP welcomes the fact that the General Approach adopted by the Council on 10 December 2014 mostly mirrors the set of amendments proposed by AEIP. Anyway, some barriers still remain to be properly solved with regard to cross-border activities: considering that the scope and relation between

Social and Labour Law and prudential regulation still poses many issues, the conditions laid down in the proposal will unlikely foster the development of cross border activities.

The IORP Directive is now under discussion in the European Parliament and AEIP is still monitoring the final outcomes.

#### AEIP advocacy activities with EIOPA

Under the Regulation establishing the European Insurance and Occupational Pensions Authority (EIOPA), one of its main tasks is to contribute to a sound, effective and consistent level of regulation and supervision of institutions for occupational retirement provision (IORPs) and to ensure that risks related to IORPs activities are appropriately regulated and supervised.

In April 2011 the European Commission asked EIOPA to provide advice on the review of the IORP Directive. The aim of

“ *The IORP Directive is now under discussion in the European Parliament and AEIP is still monitoring the final outcomes.* ”



“ During the last years, AEIP answered to several EIOPA consultations through Bruno Gabellieri, AEIP Secretary General, who participated in the activities of the Occupational Pensions Stakeholder Group (OPSG).

the Commission was to introduce a risk-based prudential regime for IORPs that achieves “a level of harmonisation where EU legislation does not need additional requirements at a national level.”

Since many years, AEIP is involved in a good dialogue with EIOPA. AEIP believes that there is no need for a uniform security level all over the EU, because the security of the pension promise is mainly part of the social and labour law and/or the agreement among social partners. AEIP asserts that IORPs are very diverse and there is no one-size-fits-all solution for assessing the security of a scheme. The Holistic Balance Sheet is neither the right tool nor the right way to compare IORPs that respond to different collective agreements and social and labour laws and to the diverse rules set out by the social partners.

During the last years, AEIP answered to several EIOPA consultations. In addition, Bruno Gabellieri, AEIP Secretary General, participated in the activities of the Occupational Pensions Stakeholder Group (OPSG).

#### **Directive on the acquisition and preservation of supplementary pension rights**

On 16 April 2014 the Directive 2014/50/EU on minimum requirements for enhancing worker mobility between Member States by improving the acquisition and preservation of supplementary pension rights has been adopted.

This Directive lays down rules aimed at facilitating the exercise of the right of workers to the freedom of movement between Member States by reducing obstacles created by certain rules concerning supplementary pension schemes linked to an employment relationship. It does so in three ways:

- **Acquisition:** pension rights should be vested (acquired) after three years of employment at the latest. When a minimum age for vesting is stipulated, it must not be higher than 21 years.
- **Preservation:** the rights of workers who leave an employer-run pension scheme before retirement («deferred beneficiaries») must be preserved and

treated fairly compared to the rights of those workers who remain in the scheme, for example as regards indexation.

- **Information:** workers have the right to know how potential mobility would affect their pension rights, and those who have left the scheme (deferred beneficiaries) must be informed about the value of their rights.

AEIP has constantly monitored the legislative procedure since the first proposal of 2005 and has been very critical with the first draft of the Directive. Even with some pending remarks, AEIP now considers the adopted Directive acceptable, given that its impact will be limited by the fact that the scope of the Directive is now restricted to cross-border mobility. The Directive must be transposed into national laws by May 2018. AEIP will monitor the implementation at national level.

#### **European Market Infrastructure Regulation (EMIR)**

The regulation aims at increasing transparency of derivatives exchanged on the financial markets and over the counter (OTC). The Regulation introduced a reporting obligation for OTC derivatives, a clearing obligation for eligible OTC deriv-

atives, measures to reduce counterparty credit risk and operational risk for bilaterally cleared OTC derivatives, common rules for central counterparties (CCPs) and for trade repositories, and rules on the establishment of interoperability between CCPs. Pension funds are exempted from central clearing obligations but not from the exchange of collateral and reporting obligations.

In April 2014 EIOPA, EBA and ESMA launched a joint consultation on the draft Regulatory Technical Standards (‘RTS’) outlining the framework of the EMIR. AEIP has constantly monitored the development and the results of the consultation and has internally discussed it with its Members.

#### **Long-term financing**

The financial crisis has affected the ability of the financial sector in Europe to channel savings to long-term investment needs. Several studies have underlined how, during this period, pension funds have represented a stabilising element for the financial market. In March 2014, one year after the Green Paper on Long Term Financing of the European Economy, the European Commission issued a Communication supporting infrastructure as a tool to foster European

“ On 11 December 2014 AEIP released a reflection paper entitled “Pension Funds, insurance and infrastructure, a complex debate.”

growth. The paper also provides some ideas on how to make the Union more competitive and as a result to reduce the very high level of unemployment.

On 11 December 2014 AEIP released a reflection paper entitled “Pension Funds, insurance and infrastructure, a complex debate”. In this paper, AEIP underlined that the infrastructure represents a valuable asset class and a viable option for long-term investors such as pension funds, but these not for profit institutions should first abide by their fiduciary duty towards their members and cannot solve the infrastructure problem alone. Moreover, during 2014 AEIP has analysed the impact of the Long Term Guarantee Assessment measures on the pension portfolios, following up to the exercise conducted by EIOPA in 2013.

#### Financial Transaction Tax

The Financial Transaction Tax (FTT), as proposed in early 2013 by the European Commission, also includes transactions made by pension funds: as pension funds invest in financial markets, the FTT would prove detrimental for the future of pensions.

In April 2013 AEIP released a position paper on the FTT. In this position paper, the association asked to the 11 Member States participating in the enhanced cooperation procedure in this area, to grant to not for profit pension institutions, subject to the Directive 2003/41/EC (IORP Directive) or to the Regulation 883/2004/EC, a permanent exclusion from the scope of the directive.

So far a final agreement between the participating countries has not been reached. AEIP monitors further developments.

#### Shareholder Rights Directive

In April 2014 the European Commission presented a proposal for the revision of the existing Shareholder Rights Directive (Directive 2007/36/EC). The proposal tackled corporate governance shortcomings relating to listed companies and their boards, shareholders (institutional investors and asset managers), intermediaries and proxy advisors (i.e. firms providing services to shareholders, notably voting advice). AEIP engaged with the legislative proceeding and discussed about the possible implications for pension funds.

#### OPSG MEETINGS AT EIOPA

For the second term of the OPSG, the Occupational Pensions Stakeholder Group of EIOPA, the Secretary General of AEIP has been nominated as a member until the end of 2015. Throughout 2014, Mr Gabellieri attended several meetings of OPSG in Frankfurt and participated in the drafting and assessment of the different statements released by OPSG on a number of topics, i.e. the harmonisation of quantitative requirements of IORPs.

→ Ute Heinen, SOKA BAU  
→→ Christian Besse, LODH  
Fondation Lombard Odier





# 3

## Joint initiatives of COMMISSIONS I AND II

*During 2014, AEIP supported a consortium of Dutch, Finnish and Danish pension institutions that are implementing a project on an EU-wide pension tracking system, named TTYPE (“Track and Trace Your Pension in Europe”).*

The initiative originally stems from the EC White Paper on Pensions of 2012, which included a policy initiative aimed at promoting the development of pension tracking services, thus allowing people to keep track of their pension entitlements acquired in different jobs.

AEIP itself and many of its Members have contributed to TTYPE project, namely Agirc Arrco (FR), SOKA-BAU (DE), Pensioenfederatie (NL) and the Belgian Association of Pension Institutions (BE). They have been formally thanked by the TTYPE consortium.

AEIP will keep supporting this project together with the consortium and other organizations.

### EC PENSION FORUM

AEIP is an official member of the European Commission’s Pension Forum. The Pension Forum involves several services of the European Commission, i.e. DG Employment and Social Affairs, DG Internal Market, DG Economic Affairs and the DG Health and Consumer Affairs.

During 2014, AEIP Director Mr Francesco Briganti actively participated in the EC Pension Forum meetings, reporting his position to the European Commission and to the other stakeholders.

- ↖ Sibylle Reichert, Pensioen Federatie
- ← Renato Guerriero, AEIP President 2015 - 2017
- ←← Bernd Merz, BG BAU, AEIP Vice president

# 4

## Health Care COMMISSION III

*The Purpose of this Commission is to promote best practices and raise awareness of current trends in the area of healthcare and the growing cost of the healthcare sector. Furthermore, this commission oversees all documentation, position papers and work within the Task Force Health and Care.*

In the current context of demographic changes and an ageing population, the topics discussed in the Commission are ever growing. They include long term care, active ageing and affordable healthcare systems. The Commission also monitors major developments in cross border health care related issues.

↓ Magali Sierra, CTIP



### MAIN ACTIVITIES OF COMMISSION III

#### Cross-Border Health Care Directive

The cross-border activities are related to the freedom of services, to the mobility of patients and to the mobility of goods. Adopted in 2011, and supposed to be transposed into national laws by October 2013, the Directive on Cross-Border Health Care required further efforts to complete the process of transposition, according to the EPSCO Council Conclusions from 10 December 2013.

To engage further discussions around difficult questions brought by the new legislation, such as prior authorisation, reimbursement and information to patients, AEIP organised in February 2014 a meeting within the Commission III working group.





← Bruno Gabellieri, Secretary General of AEIP and Francesco Briganti, Director participating to the Venice Conference



Among the participants, the meeting gathered AEIP members, representatives of the Association Internationale de la Mutualité (AIM), Sectorial EU Social Partners as well as other major relevant stakeholders.

### European Semester

Since it was launched in 2011, the so-called Economic Semester which is a cycle of economic and fiscal policy coordination in the EU has expanded its scope to focus on national healthcare systems reforms. Healthcare, although it is an area in which the EU has few powers, was included for the first time in the 2012 Annual Growth Survey. This is a consequence of the weight that the healthcare systems have on the public debts.

AEIP closely follows major developments within the European Semester, to better understand its impact and identify risks posed by the process for social protection schemes (including healthcare issues) across Member States.

### Mental Health

The financial crisis hits Europe with severe social and economic consequences and represents a threat to the labor force participation and productivity in particular.

Stress at work and job insecurity caused by the economic recession has direct negative effects on mental health.

Research shows that people who experience abuse at work, unemployment, poverty and/or social exclusion are at a greater risk of developing mental health problems, such as depression.

Mental health disorders lead to decreased productivity through absenteeism or “presenteeism”, represents a risk of unemployment for those affected, and also put pressure on social protection systems.

To raise awareness of consequences of mental health disorders and encourage preventive strategies at work places, AEIP joined the European Alliance on Mental Health in all Policies (EAMHP).

The Alliance gathers today 5 members, namely the European Public Health Alliance, Mental Health Europe, Association Internationale de la Mutualité, and GGZ Nederland and AEIP itself.

The European Alliance for Mental Health in all Policies is an informal co-operation of the partners on the specific topic of the economic impact of mental health and the role it plays in raising labour

productivity as a possible exit strategy for the economic crisis. Its aim is to raise awareness and to stimulate policy development at the EU level. All partners recognize its importance and try to incorporate it in their own, broader (health) policy agendas.

A kick-off event of the Alliance is planned in the second half of 2015.



### OTHER TOPICS THAT WERE DISCUSSED WITHIN COMMISSION III ARE THE FOLLOWING

- Integrated Welfare Benefits
- Long term care
- Sustainable Health Care Systems
- Criteria for choosing the social provider
- Prevention

## 5

## Paid Holiday Schemes

### COMMISSION IV

*The members of the Commission IV operate paid holiday funds which provide benefits both to domestic and posted workers within the construction industry.*

Paid holidays and paid holiday schemes are an integral part of mandatory rules for minimum protection under the Directive 96/71/EC on the posting of workers. In accordance with the aim of this directive, Commission IV advocates rules that guarantee both fair competition and social protection of workers.

Commission IV involves European Social Partners of the construction sector (the European Construction Industry Federation – FIEC and the European Federation of Building and Woodworkers - EFBWW).

#### RELEVANT DOSSIERS TREATED IN 2014

##### **Enforcement of the Posting of Workers Directive proposal**

In 2012 the European Commission issued its proposal for a Directive on the Enforcement of Directive 96/71/EC. This Directive represents a topic of the most importance for the Commission IV

Paid Holidays Scheme. During the last months of 2013 and the beginning of 2014, AEIP has monitored the discussion held on the Enforcement of the Posting of Workers directive held within the “trilogue”.

The new Directive 2014/67/EU has been adopted on 15 May 2014. By June 2016, Member States shall bring into force the laws, regulations and administrative provisions necessary to comply with this Directive.

During 2014, AEIP efforts have been focusing on the analysis of the consequences deriving from the adoption of this Directive and of the related jurisprudence of the Court of Justice.

Moreover, AEIP in coordination with the social partners has been working on advocacy activities, to avoid the risk of any social dumping.

##### **Seasonal Workers Directive and Intra-corporate transfer Directive**

The Seasonal Workers Directive (2014/36/EU) has been adopted on 12 February 2014. The directive sets out fair and transparent rules for entry and stay of seasonal workers who are not EU citizens. It also lays down a common set of rights to which seasonal workers are entitled to during their stay in the EU in order to avoid their economic and social exploitation. At the same time, it provides for incentives and safeguards to prevent temporary stays from becoming permanent. Member States will keep the right to determine the number of admission and will have the possibility to reject applications if EU workers are available. The seasonal workers directive lays down the first set of EU rules mainly addressed to low skilled migrants and covering stays not exceeding three months.

On 15 May 2014 the Directive on the conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer (2014/60/EU) has been adopted. This directive will make it easier and quicker for multinational companies to temporarily assign highly skilled employees to subsidiaries situated in the EU. Moreover, the directive will facilitate mobility of intra-corporate transferees between Member States during their assignments. The directive also lays down a common set of rights for intra-corporate transferees when working in the EU in order to avoid their exploitation and distortion of competition.

AEIP has monitored the entire legislative proceeding, advocating in the European Parliament to avoid the risk of social dumping which is strictly linked with the activity of the paid holiday funds.

These directives are now part of the new legislative instruments of the EU common policy on legal migration.

“ In 2014 AEIP followed up taking the coordination of a European project entitled “Towards a European Social ID in the construction industry” which was successfully completed.

→ REAVIE Conference speakers, Cannes 2014



### “Toward a European Social ID in the construction sector?” EU Project

During the previous years, AEIP has been involved in several European projects, aimed at involving social partners in a constructive dialogue and in sharing good practices.

Thanks to these efforts, in 2014 AEIP followed up taking the coordination of a European project entitled “Towards a European Social ID in the construction industry” which was successfully completed. The final report was adopted in January 2015.

The project was launched by the European social partners of the construction industry, the European Federation of Building and Woodworkers (EFBWW) and European Construction Industry federation (FIEC) with the support from the European Commission.

The project had two objectives:

First, the project aimed at mapping the existing systems of Social Identity Cards (SIC) in 13 European countries covered

by the project, namely Belgium, Denmark, Finland, France, Germany, Italy, Lithuania, Luxembourg, The Netherlands, Romania, Spain, Sweden and the United Kingdom.

Furthermore, the project looked on the feasibility of having such an ID card for construction workers at the European level.

An important task in managing the project was accomplished by AEIP which, as coordinator, had collected and summarized the essential information gathered from sectorial national experts and contributed to the drafting of the final report, which was accepted by the European Social Partners and the European Commission.

A European conference to present the project was held on 17 and 18 November 2014 in Brussels. The conference was attended by major industry actors, including the European and national social partners, paritarian institutions delegates as well representatives of the European Parliament and the European Commission.



## 6

## Health and Safety at Work COMMISSION V

*Led by the Spanish Fundacion Laboral de la construcción, AEIP Commission V on health and safety at work meets twice a year to exchange opinions and share best practices to reduce occupational accidents.*

A healthy and safe working environment is an essential element of the quality of work. Work accidents are unfortunately widespread in the construction sector. The need to improve working conditions is a concern for all stakeholders. Social partners can significantly contribute to reducing occupational accidents by creating and managing social funds on health and safety. They usually focus on prevention, which is an important part of the approach.

“ Since 2012, AEIP participates as an official partner in Healthy Workplaces campaigns launched and coordinated by the European Agency for Safety and Health at Work (OSHA).

### RELEVANT DOSSIERS TREATED IN 2014

#### Occupational Health and Safety national cooperation

Meetings of Commission V focused on the exchange of information about national networks of public institutions, paritarian institutions and other relevant actors involved in occupational health and safety activities at national/local levels. The aim was to better understand the objectives and the challenges that AEIP members face while developing activities in the field of health and safety at work.

#### OSHA “Healthy Workplaces Campaign 2014-2015” on “Manage Stress”

Since 2012, AEIP participates as an official partner in Healthy Workplaces campaigns launched and coordinated by the European Agency for Safety and Health at Work (OSHA).

The campaign addresses one of the topics most frequently mentioned as a priority in the Member State OSH strategies.

The 2014–15 OSHA Campaign, entitled “Manage Stress” is designed to help national authorities, companies, organisations, managers, workers, their representatives and other stakeholders work together on health and safety in the workplace.

The aim of the campaign is to raise awareness of stress and psychosocial risks at work, and encourage employers, managers and workers and their representatives to work together to manage stress related risks.

The following campaign for the 2016-2017 will focus on healthy ageing at work.



# 7 Task Forces

## THE CONSTRUCTION SECTOR

The Task Force of the Construction Sector has been created in 2001. It represents a meeting platform for European pension schemes active in the construction sector. This sector is notably the one with the highest mobility of workers in Europe. The aim of this Task Force consists in informing the Members about AEIP works in the field of occupational retirement, exchanging best practices in asset management and improving pension awareness. Furthermore, members identify common elements that would help improve and guarantee an adequate pension during retirement. In this context, the members dealt continuously with the impact of the financial crisis on social protection schemes and the effect it had on their investment strategies.

The European Social Partners of the construction sector (the European Construction Industry Federation – FIEC and the European Federation of Building and Woodworkers - EFBWW) are involved in this Task Force.

## TERRITORIAL AND SOCIAL PROTECTION SCHEMES

The Task Force on Territorial Social Protection Schemes (TFTSPS) is a working group specifically dedicated to social protection schemes set up at a territorial/regional level. This Task Force studies the developments of these expanding initiatives. It shares existing experiences of the territorial social protection in supplementary pensions, healthcare and long-term care.

This Task Force regularly organises conferences in Venice.

Currently, the three most important topics of this task force are:

- 1) the role of the local governments promoting the adhesion of their citizens to (local) social protection schemes;
- 2) local investments of territorial funds;
- 3) strengthening of the cooperation with the Committee of the Regions of the EU.

Pension funds are primarily aimed at providing pension benefits to their Members. However, their resources could also contribute to developing economies and the infrastructures of the territories in which these funds are based. Within a wider framework of the existing legal provisions and of the investments' policies chosen by the pension funds, the use of their financial resources for local investments on their territories should be considered.

Mid-long term local investments can also significantly reduce risks sought by the trends of financial markets, particularly by combining the development of the local economies and the pension goals.

## METAL INDUSTRY

The Task Force of the Metal Industry has been created in 2010. Considering the huge number of paritarian pension funds operating in this sector, the metal industry is of the utmost importance for AEIP. The objective of this Task Force is to share best practice examples with regard to social affairs, employment issues, pension policy (i.e. solvency issues,





investment strategies, transferability of pension rights, mobility of workers) and other related issues that are of interest for the members. In 2014 the Task Force Metal Industry met twice. The Task Force involved sectoral pension schemes from France (Humanis) and the Netherlands (MN Services) and representatives from the European social partners of the metal industry, CEEMET and industriAll. The discussions focused on the review of the IORP directive and the competitiveness of the European Metal Industry.

AEIP will provide efforts in finding and approaching new members for the Task Force.

## HEALTH AND CARE SECTOR

The objective of the Task Force is to share best practices with regard to trends in health and care, particularly on health workforce related issues. It allows major stakeholders to gather together to discuss sector specific issues, new developments and future challenges. The works of this Task Force feed into the ongoing work of the European Institutions. The active Task Force members are Humanis (FR), IPSEC (FR), Malakoff Médéric (FR), HPGM (FR), CAPPSSA (FR), PGGM (NL), and Previmedical (IT). Moreover, AEIP associate members that participate in the activities of the Task Force are BG BAU (DE), TELA (FI), AGIRC-ARRCO (FR), CTIP (FR), OCIRP (FR), Assoprevidenza (IT).

### EU Joint Action on Health Workforce Planning and Forecasting

Since July 2012, AEIP acts as collaborating partner of the “Joint Action on workforce planning and forecasting”. The joint action aims at improving workforce planning to better anticipate labour market trends and future skills and competences.

## Integrated Welfare Benefits

In 2014 the participants of the Task Force Health & Care had decided to initiate discussions on integrated welfare benefits.

The initiative stems from the fact that under constantly evolving social and economic environments, social protection providers have to meet new challenges and provide its members an extended product offer to meet their expectations. The integrated welfare benefits offer is conceived on the basis of the members’ needs.

Therefore, the Task force will serve as a platform for discussion on national perspectives and experiences developed at national/ regional/local levels regarding health care, long term care, housing, pension and occupational training services.

The introductory meetings on integrated welfare schemes were organised in May 2014 in Brussels and in September 2014 in Paris. It was decided to organise the following meetings in the Netherlands, Italy and perhaps in Finland.

Lessons learned during these meetings will be described in an Advocacy Memorandum.



## Task Force Employment

The Task Force Employment was launched at the initiative of the AEIP Management Board in November 2012 and the first meeting was organised in January 2013.

The purpose of the Task Force is the exchange of innovative ideas and best practices on employment related issues across countries.

It is composed by representatives of employment public agencies, think tanks, unemployment benefit providers, social paritarian partners (such as TVR and EBAV, members of AEIP) and other paritarian organisations. They promote either unemployment benefits or employment through vocational training programs to better answer the offer and the demand of the labour market.

It was decided in 2014 that the Task Force will meet only twice a year, and the meetings that were organised in March and October 2014 focused respectively on issues related to the social dimension of the European Monetary Union, and to strategies to ensure a supply of skilled workforce to the labour market towards vocational training schemes.

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## AEIP Conferences 2014



### AEIP-NCCMP-MEBCO TRANSATLANTIC CONFERENCE: FRANKFURT AM MAIN

On June 11<sup>th</sup> 2014 in Frankfurt am Main, AEIP jointly organised the 6<sup>th</sup> Transatlantic Conference, together with its North American and Canadian partners, the National Coordinating Committee for Multiemployer Plans (NCCMP) and the Multi-employer Benefit Plan Council of Canada (MEBCO).

The conference gathered more than 150 guests and touched upon an array of topics related to social protection in a transatlantic dimension.

High level speakers from the social partners, provident institutions and pension funds from North-America and Europe discussed sustainability and adequacy of the European and American pension and healthcare systems, the current state of bargaining over programs of social protection and macro-economic challenges to economic competitiveness.

Ms Phyllis Borzi, Assistant Secretary, U.S. Department of Labour, Employee Benefit Security Administration, who regularly participates in the Transatlantic Conference, delivered a keynote speech on the increasing importance of preserving employer sponsored benefits to worker economic security and employer competitiveness.

The conference was followed by a study visit, co-organised with the German mutual benefit health insurance fund the Verband der Ersatzkassen e. V. (vdek), to a University hospital in Frankfurt am Main on June 12<sup>th</sup>. Attended by the American delegation, the visit focused not only on the organisation and financing but also on the provision of health care in Germany.

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### AEIP CONFERENCE: SOCIAL WELFARE AND COMPETITION LAW

Following the protocol of cooperation signed with the University of Heidelberg and the University of Montpellier, AEIP accepted the honor to dedicate the 2014 study year, the year of "AEIP Promotion". The year was closed by a conference on "Social protection and Competition law" held on 2nd October 2014 in the premises of the Heidelberg University.

The relation between competition law and social protection is of the utmost importance in the light of the 2013 judgment of the French Constitutional Council that posed the risk to strongly undermine the French paritarian system and the monopolistic management of paritarian regimes.

The conference gathered experts from different fields of social protection, including academia, public and private providers and decision making authorities.

Discussions focused on the EU competition law in the field of social protection, and in particular on social protection schemes set up through collective agreements and managed by social partners.

### AEIP CONFERENCE "EUROPEAN CONFERENCE ON LOCAL INVESTMENTS, COMPLEMENTARY HEALTHCARE AND INTEGRATED WELFARE"

On November 7<sup>th</sup>, 2014, AEIP held in Venice the 6<sup>th</sup> edition of the European Conference in cooperation with Solidarietà Veneto and Ente Bilaterale dell'Artigianato Veneto (EBAV).

The Conference addressed three main topics in the light of the challenges posed by the economic crisis and the ageing of the population: local investments, complementary healthcare and integrated welfare.

The conference gathered a significant number of participants and international speakers, particularly from Italy, France and the Netherlands.



### PARTICIPATION IN CONFERENCES

AEIP Secretary General Mr Bruno Gabellieri participated during 2014 in more than 20 conferences, including several trade unions conferences. He represented AEIP at a high level, speaking about the current social security systems and about future developments in this field.

AEIP Director Mr Francesco Briganti has been invited as speaker in a remarkable number of conferences, including the World Pension & Investment Council in October 2014, the World Pension Summit in November 2014 and the NCCMP Annual Conference in Miami in September. Moreover, he has been appointed as judge for the European Pension Award, held in London in April 2014.

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## Partnerships

### TRANSATLANTIC PARTNERSHIPS

In 2008 AEIP signed a protocol with its partners from the USA, namely the National Coordinating Committee for Multiemployer Plans (NCCMP) and with the Canadian partner Multi-Employer Benefit Plan Council of Canada (MEBCO).

The purpose of the partnership is to better coordinate lobbying activities where common interests are shared, particularly to raise the voice of Paritarism.

With this respect, thanks to our protocol with North American Partners, we have been closely working on several occasions with Assistant Secretary to President Barack Obama's cabinet, Ms Ph. Borzi, who worked on the Affordable Care Act 2010.

AEIP, NCCMP and MEBCO organise a joint conference each year, bringing together social protection institutions, government representatives, social partners, banking representatives and industry employees from both sides of the Atlantic, to exchange good practices and to discuss the current situation in the USA, Canada and Europe and possible solutions to be implemented.

### GLOBAL PENSION ALLIANCE

AEIP's objective is to promote paritarian social protection schemes and defend the shared interest of its members also at the international level, in the light of the discussion within G20, the OECD and the International Accounting Standard Board (IASB).

On June 5<sup>th</sup>, 2013, within the framework of the annual Transatlantic Conference organised by AEIP, the National Coordinating Committee for Multiemployer Plans (NCCMP) and the Multi-Employer Benefit Plan Council of Canada (MEBCO), a new protocol of cooperation, also involving PensionsEurope, the American Benefits Council (ABC) and the Association of Superannuation Funds of Australia (ASFA), was signed. The parties involved thus established the Global Pension Alliance (GPA).

The protocol sets out the goals of the cooperation between the different parties, which include joint advocacy positions, exchanging ideas and experiences in order to learn from each other and promoting best practices as well as enabling more effective education and representation on pension related issues of common interest.

Round table at the Venice Conference



GPA is still developing and most likely new members coming from South America and from Asia will join in the near future.

### PARTNERSHIP WITH THE INTERNATIONAL ASSOCIATION OF MUTUAL BENEFIT HEALTH INSURANCE SOCIETIES (AIM)

AEIP works in partnership with AIM on issues related to long-term care as part of a joint working group chaired by a representative of AEIP, Mr. Bruno Gabellieri, and a representative of AIM, Ms. Rachelle Kaye.

To strengthen the partnership, representatives of AEIP and AIM cooperate on regular basis to better define the common interests and possible areas of cooperation.

### EUROPEAN ALLIANCE ON MENTAL HEALTH IN ALL POLICIES

Launched in late 2013, the European Alliance on Mental Health in All Policies brings together five founding partner organizations, AEIP, Mental Health Europe, the European Public Health Alliance, the Dutch Association of Mental Health and Addiction (GGZ Netherlands), and AIM.

“ AEIP's objective is to promote paritarian social protection schemes and defend the shared interest of its members also at international level, in the light of the discussion within G20, OECD and the International Accounting Standard Board (IASB). ”

#### TRANSATLANTIC CONFERENCE

- Gerard Riemen, Pensioen Federatie, AEIP President (2013-2015)
- Othmar Walser, Foundation TRIANON



### IN THE LAST 2 YEARS, THE FOLLOWING UNIVERSITIES JOINED OUR SCIENTIFIC COUNCIL

1. University of Montpellier (France) (January 2012)
2. University of Heidelberg (Germany) (January 2012)
3. Romeris University of Vilnius (Lithuania) (January 2014)
4. ELTE University of Budapest (Hungary) (March 2014)
5. University of Tartu (Estonia) (November 2014)

The Alliance is an informal co-operation around the specific issue of the economic impacts on mental health and the role it plays in raising labor productivity as means to support an exit of the economic crisis.

The Alliance aims at raising awareness of mental health disorders as an emerging risk for social protection and economic growth and to stimulate policy development at the EU level.

#### SCIENTIFIC COUNCIL

The Scientific Council of AEIP is composed of 21 professors and advisors from 9 different countries. It meets once a year to discuss innovative ideas with regard to social protection and the role of paritarian management at the European level in particular.

The Scientific Council advises AEIP on current affairs, produces studies, contributes to draft agendas of AEIP events and gives relevant presentations. With the growing network of AEIP, the Scientific Council is expanding too.

#### COALITION ON ACTIVE AGEING AND SOLIDARITY BETWEEN GENERATIONS

AEIP is a member of the Coalition on active ageing and solidarity between generations. The Coalition was set up to support activities within the frame of solidarity between generations. It is led by the Age-Platform and gathers a wide range of NGOs and stakeholders (AEIP, AIM, COFACE, Eurochild, EAPN, etc).





“ *The role of AEIP on social protection will remain important in the future even if the economy shows signs of improvement and that the crisis appears to be behind us. The paritarian model has been proven in Europe and beyond (the Atlantic and Pacific) and this type of model is particularly efficient in complex cases as it provides a better way to discuss with stakeholders. AEIP will celebrate soon its 20<sup>th</sup> Anniversary. The association must continue to strengthen its representativeness in the coming years in terms of increased membership and countries.*

**Our new President's first impressions**

## Members

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Associate Members

Observers

Global Pension Alliance / Partnership

Correspondents

Task Force Members

## Scientific Council

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# Members\*

Through its Protocols of Cooperation, AEIP has established partnerships with universities and with social protection organizations outside of Europe who are dealing with similar issues. AEIP has regular contact with these institutions and collaborates with them in the organizations of various conferences and seminars.

## ASSOCIATE MEMBERS

 Austria	 Belgium	 Finland	 France	 France	 France	 France	
 Germany	 Germany	ASSEUROPA Assoprevidenza / MEFOP / Assofondipensione Italy		 Italy	 Luxemburg	 The Netherlands	 Switzerland

## AFFILIATE MEMBERS

 Finland	 Ireland	 Italy	 Italy	 Liechtenstein	 Romania	 Spain
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## TASK FORCE MEMBERS

 Belgium	 France	 France	 France	 France	 France	 France
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TASK FORCE MEMBERS						
 France	 France	 France	 France	 Italy	 The Netherlands	 The Netherlands
 Switzerland						



AEIP NETWORK						
 Australia	 Belgium	 Bulgaria	 Canada	 Finland	 France (HPGM)	 France
 Greece	 Greece	 Hungary (ONYF)	 Italy	 Italy	 Latvia	 Poland
 Spain (CNEPS)	 Spain (MGC)	 Switzerland	 USA	 USA		

# Scientific COUNCIL\*

The Scientific Council of AEIP is composed of 25 professors and advisors from 12 different countries. It meets once a year to discuss innovative ideas

with regard to social protection in general and the role of paritarian management at European level in particular.

	<p><b>BELGIUM</b>            Prof. Dr. Yves Stevens / <i>Katholieke Universiteit Leuven</i>            Prof. Dr. Yves Jorens / <i>Universiteit Gent</i>            Mrs. Lut Sommerijns / <i>Loyens &amp; Loeff</i></p>		<p><b>PORTUGAL</b>            Prof. Arlindo Donario / <i>Universidade Autónoma de Lisboa</i></p>
	<p><b>FRANCE</b>            Mr. Philippe Laigre / <i>Philippe Laigre et associés</i>            Prof. Philippe Coursier / <i>Université de Montpellier 1</i>            Mr. Pierre Chaperon &amp; Mrs. Cécile Vokleber / <i>AGIRC-ARRCO</i></p>		<p><b>SWITZERLAND</b>            Mr. Jacques-André Schneider / <i>LHA, Suisse</i>            Mr. David Pittet</p>
	<p><b>GERMANY</b>            Prof. Heinz-Dietrich Steinmeyer / <i>Westfälische Wilhelms Universität Munster</i>            Dr. Janda &amp; Prof. Eichenhofer / <i>Friedrich-Schiller-Universität Jena</i>            Mr. Olivier Schumacher &amp; Mrs. Stéfanie Klein / <i>SOKA BAU</i>            Prof. Christian Müller - Graff / <i>Heidelberg</i></p>		<p><b>UNITED KINGDOM</b>            Prof. Bryn Davies / <i>Union Pension Services Ltd</i></p>
	<p><b>GREECE</b>            Prof. Dr. Konstantinos Kremalis / <i>Kremalis Law Firm</i></p>		<p><b>LITHUANIA</b>            Prof. Dr. Alvydas Pumputis / <i>Mykolas Romeris University</i></p>
	<p><b>ITALY</b>            Prof. Pasquale Sandulli / <i>Sapienza Università di Roma</i>            Prof. Federico Spandonaro &amp; Mr Michele Faioli / <i>Università degli Studi di Roma "Tor Vergata"</i></p>		<p><b>ESTONIA</b>            TARTU University / <i>Prof. Dr. Volli Kalm</i></p>
	<p><b>THE NETHERLANDS</b>            Prof. Erik Lutjens / <i>Vrije Universiteit Amsterdam</i></p>		<p><b>HUNGARY</b>            ELTE LAW University / <i>Prof. Dr. Miklós ICrály</i></p>

“ AEIP signed in 2014 two new protocols of cooperation with the Universities of Estonia and Hungary.

\* as of 30/06/2014

## Managing Board

The AEIP Managing Board is paritarian in nature and is made up of the Associate Members which nominate two delegates. One delegate represents the employees while the other delegate represents the employers. The officials of the Managing Board are elected for a two year term.

The President of the Managing Board, who is also the President of the Association, changes every two years and his position also alternates from an employee to an employer representative.

2015 – 2017 AEIP Presidency:

### Mr Renato Guerriero

(CANDRIAM, BE), Global Head of European Client Relations and Member of the Executive Committee of Candriam Investors Group. For the 2015 – 2017 term, he will be representing the employers' side according to the paritarian management rotation of AEIP management.



**PRESIDENT**  
Mr. Renato Guerriero  
BIL PENSION FUND  
(Candriam)  
Belgium



**VICE PRESIDENT**  
Mr. Bernd Merz  
BG BAU  
Germany



**TREASURER**  
Mr. Michel Keller  
OCIRP  
France



**SECRETARY OF THE BOARD**  
Ms. Bianca Maria Baron  
CNCE  
Italy



Photos: ©Philippe Chagnon / cocktail-santé

## AEIP Secretariat

### Bruno Gabellieri

Secretary General  
Bruno.Gabellieri@aeip.net

#### Working Areas

Supervision of the Team

### Francesco Briganti

Director  
Francesco.Briganti@aeip.net

#### Working Areas

Development of AEIP; Responsible for the Brussels based team; EU Coordinated Retirement Schemes; Pensions Funds; Mobility; Social Dialogue; IORP Directive; Works of European Court of Justice; the Pension Forums of the European Commission and European Parliament; Media relations

### Simone Miotto

Economic and Financial Affairs Advisor  
simone.miotto@aeip.net

#### Working Areas

Prudential and Supervisory Issues; EIOPA; Solvency; Pension Funds; Responsible Local Investments; Construction Sector Issues; Task Force Metal Workers

#### Task Force(s)

Construction Sector; Paid Holiday Schemes; Metal Industry

### Magdalena Machalska

Health Affairs Advisor  
Magdalena.Machalska@aeip.net

#### Working Areas

Healthcare Issues; Relations with European Institutions and Lobby Organizations; Intergenerational Solidarity; Active Ageing; Employment

#### Task Force(s)

Health and Care Sector; Health & Safety at work; Employment

### Corinne Lamarcq

General Affairs Manager  
Corinne.Lamarcq@aeip.net

#### Working Areas

Communication Strategy; Event Planner in Europe; Membership; Responsible for sponsoring; Secretariat of the Board; AEIP development and External Relations

### Brigitte Frère

Office Manager  
brigitte.frere@aeip.net

#### Working Areas

Administrative support to the Director; Communications material; Website / Intranet / Social Networks coordination; Logistics of Events / Conferences / Meetings in Belgium; Accounting; Database updates; Human Resources; Administration and Office Management

## MISSION

Promotion of Paritarian Social Protection Schemes and defence of the shared interest of its members.

## PHILOSOPHY

As a key player in the area of Social Protection at European level we promote responsible and efficient Paritarism across Europe and are recognized as an added-value for our members and partners.

## WHO ARE WE?

AEIP is the leading non-profit association gathering institutions, organisations, companies and federations involved in the development and management of Paritarian Social Protection schemes in Europe.

## WHAT DO WE WANT? (IDENTITY, DNA)

We have been entrusted by our members with the responsibility to protect and defend the Paritarian social protection schemes at the local and the European level.

Our ambition is to be the leader exercising influence to strengthen and ensure sustainability of Paritarian social protection schemes.

## WHAT DO WE DO?

Through our presence, our proposals and our communication we defend, develop and promote a responsible and powerful Paritarism as a means for optimal and efficient social protection.

## WHERE DO WE GO IN MEDIUM TERM?

Our intermediate goals are the following:

- Fully ensure advocacy of our Associations' members' interests
- Managing our growth to focus on the sustainability of the current situation

## WHERE DO WE GO IN LONG TERM?

Our ultimate goal is to be recognized as a major European player and as an inexhaustible source for improving efficient Paritarian social protection schemes in Europe and support our member organisations in this respect.

Owing to the quality of its members and to the delegation of powers conferred to its Board, AEIP will become the leading body for the promotion of balanced paritarian social protection systems in Europe.

## AEIP VISION

AEIP will promote and develop programs and orientations aiming at the sustainability of paritarian social protection systems at local level taking into account the national specificities aiming at ensuring social cohesion in Europe.

Based thereon, AEIP prepares recommendations, proposes local programs and influences European decisions to safeguard and promote the interests of its members. AEIP will think ahead and anticipate modern paritarian social protection systems that take into account changing economic and societal pattern. It will furthermore seek to find a new balance between and across generations.



## HEADQUARTERS

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