



IAMRECON Pensions and Retirement Agenda  
22 April 2015  
Mexico, DF

The session will focus on union challenges in both state-provided retirement systems and capitalised pension funds.

The first session will deal with **state-provided retirement systems** (pay-as-you-go or tax-funded). Participants will need to identify the main threats and challenges and debate possible union actions. We should identify regional and global actors (World Bank, OECD, IDB, etc.) that influence national policies on retirement provision. We should also identify opportunities to influence retirement policies, such as the UN Sustainable Development Goals, the Social Protection Floors and others.

Outcomes to include :

- Common understanding of issues, threats, opportunities
- Exchange of best practice on campaigning, lobbying and advocacy, alliance building
- Campaign proposals for the region and sub-regions, as well as global
- Retirement challenges as a tool for union growth

The second session will deal with **capitalised pension funds**. These funds are built by monthly contributions from the worker and the employer over the course of their working life. These contributions are often negotiated and represent the workers' deferred wages.

Issues to explore include :

1. Attacks on capitalised pension funds – conversion from defined benefit to defined contribution, reduction of benefit levels, extension of retirement age. The World Bank and the OECD have been the major drivers of these processes. Governments under pressures to adopt austerity budgets are very willing to attack our members' pension funds.
2. Pension fund costs and transparency – for both defined benefit and defined contribution, the amount of fees paid to service providers can represent huge amounts (up to 25%) of final benefits.
3. Shareowner power and engagement – capitalised pension funds are major investors in all areas of the economy, including in most corporations listed on the stock exchanges. As part of their fiduciary duties, our pension funds are obliged to be active shareholders, including voting their proxies at corporate Annual General Meetings, as well as engaging management over specific issues (e.g. labour rights, climate change and green economy, etc.)
4. Infrastructure investing – there is growing pressure for governments to use pension fund assets to invest in public infrastructure. Current proposals are to use public-private partnerships. Is this in the best interest of our members? Are there alternatives that would not involve privatisation?

Outcomes to include :

- Common understanding of issues, threats, opportunities
- Exchange of best practice on campaigning, lobbying and advocacy, alliance building
- Campaign proposals for the region and sub-regions
- Information exchange, web posting, trustee development
- Pension fund work as a tool for union growth

**PENSIONS AND RETIREMENT  
AGENDA**

08h30	Registration
09h00	Opening and introduction of the issues
09h30	State-provided retirement – Overview of major threats and union opportunities for organising, coalition-building and influencing policies. Issues include austerity policies, privatisation, demographics, longer working life Examples of union campaign strategies. Global strategies.
10h15	Group work to outline issues and propose regional strategies
11h15	Break
11h45	Proposals from group work and recommendations to PSI
12h30	Lunch
14h00	Capitalised Pension Funds - Overview of the key issues: 1. conversion of defined benefit to defined contribution (new hybrid plans); 2. Controlling fees paid to service companies; 3. Shareholder engagement, and 4. Investing in public infrastructure, is this privatisation?
14h45	Group work on each issue (four groups)
15h45	Break
16h15	Proposals from group work and recommendations to PSI