



Conference of Staff Associations of International Organisations

SESSION B – PENSION SCHEMES

Appendix:

Questionnaire on pension systems in international organisations, ECB

QUESTIONNAIRE ON PENSION SYSTEMS
IN INTERNATIONAL ORGANISATIONS



CONFERENCE DES ASSOCIATIONS DU PERSONNEL DES ORGANISATIONS INTERNATIONALES
CONFERENCE OF STAFF ASSOCIATIONS OF INTERNATIONAL ORGANISATIONS

FRANKFURT, 16-17 OCTOBER 2003

ANSWERS TO QUESTIONNAIRE ON PENSION SYSTEMS
FOR ORGANISATIONS SHARING A COMMON SCHEME

United Nations Organisations (UNJSPF):

ILO International Labour Organisation
IMF International Monetary Fund
WTO World Trade Organisation

Co-ordinated Organisations (COORD):

ESA European Space Agency
CE Council of Europe
ECMWF European Center for Medium-Range Weather Forecasts
OECD Organisation for Economic Co-operation and Development
NATO North Atlantic Treaty Organisation
WEU Western European Union

CERN-ESO:

CERN European Organisation for Nuclear Research
ESO European Southern Observatory

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

GENERAL

2. Is your pension system:	CAPITALIZED	BUDGETIZED	MIXED
United Nations Organisations (UNJSPF)	X		
Co-ordinated Organisations (COORD) ¹		X	
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension	X		
European Central Bank (ECB)	X		
European Commission		X	
European Investment Bank (EIB)	X		
European Molecular Biology Laboratory (EMBL)			
CERN-ESO	X		
European Patent Office (EPO)		X	
Europol	X		
International Organisation for Standardization (ISO)	X		
Public Services International (PSI)			X

¹ECMWF: capitalised and budgetised; ESA: mixed; OECD: capitalised for new pension scheme as of 1/1/02.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

GENERAL

3. Is your pension system giving priority to the stability of:	CONTRIBUTIONS	BENEFITS	NONE
United Nations Organisations (UNJSPF)		X	
Co-ordinated Organisations (COORD)		X	
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension			X
European Central Bank (ECB)			X
European Commission		X	
European Investment Bank (EIB)		X	
European Molecular Biology Laboratory (EMBL)			X
CERN-ESO		X	
European Patent Office (EPO)		X	
Europol		X	
International Organisation for Standardization (ISO)	X		
Public Services International (PSI)		X	

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

GENERAL

4. On 31/12/02 your pension system comprised:

	TOTAL PARTICIPANTS	BENEFICIARIES		RETIRES	EARLY RETIREES	DEFERRED PENSIONS	WIDOW(ER)S	CHILDREN	DISABILITY BENEFITS	OTHER BENEFITS	ACTIVE STAFF	
		♂	♀								♂	♀
United Nations Organisations (UNJSPF)	129498	49416		15558	10726	6509	7687	8049	845	45	80082	
Co-ordinated Organisations (COORD)	15244	4961	2655	2978		324	919	177	563		10283	3686
Eur. Bank for Rec. & Dev. (EBRD) ¹												
European Central Bank (ECB)	1174	4		4							1170	
European Commission	49340	15329	8032	7252	88		2252	1919	3829		34000	18258
European Investment Bank (EIB)	1446	340	193	198	30	32	35	28	17		1106	544
European Molecular Biology Laboratory (EMBL)	593	29	20	25			1	3			564	
CERN-ESO	5600	2561	1761	1946		102	411	40	62		3039	2517
European Patent Office (EPO)	14050	814		650	60	55	116	53	161		5600	3850
Europol	300	1					1					
International Organisation for Standardization (ISO)	209	41	18	25			5	1	6	4	168	88
Public Services International (PSI)											29	7
												22

¹EBRD do not provide pensions but a cash sum at end of service. Money Purchase Plan: 1218 active, 42 deferred.
Final Salary Plan: 1218 active, 170 deferred.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

GENERAL

5. Is your pension system:	YOUNG	MIDDLE-AGED	MATURE
United Nations Organisations (UNJSPF) ¹	X	X	X
Co-ordinated Organisations (COORD) ²	X	X	X
Eur.Bank for Rec.& Dev.(EBRD): lump sum, not pension	X		
European Central Bank (ECB)	X		
European Commission	X		
European Investment Bank (EIB)	X		
European Molecular Biology Laboratory (EMBL)	X		
CERN-ESO		X	→ X
European Patent Office (EPO)	X		
Europol	X		
International Organisation for Standardization (ISO)	X		
Public Services International (PSI)	X		

¹ILO: young, middle-aged, mature; IMF: young; WTO: scheme established 01/99.

²ASE, CE, ECMWF, ESA, NATO: young; OECD: middle-aged; WEU: mature.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

GENERAL

6. Which currencies are benefits paid in?	USD	EUR	CHF	GBP	JPY	OTHER
United Nations Organisations (UNJSPF)	X	X	X	X	X	X ¹
Co-ordinated Organisations (COORD)	X	X	X	X	X	X ¹
Eur.Bank for Rec.& Dev.(EBRD):lump sum, not pension				X		
European Central Bank (ECB)		X				
European Commission						X ¹
European Investment Bank (EIB)		X				
European Molecular Biology Laboratory (EMBL)		X		X		
CERN-ESO			X			
European Patent Office (EPO)		X	X	X		X ²
Europol		X				
International Organisation for Standardization (ISO)			X			
Public Services International (PSI)		X				

¹Currency of country of residence.

²All member states' currencies.

CONTRIBUTIONS

7. How are contributions split between staff and organisation?	STAFF SHARE	ORGANISATION SHARE
United Nations Organisations (UNJSPF)	1/3	2/3
Co-ordinated Organisations (COORD) ^{1,2}	1/3	2/3
Eur. Bank for Rec.& Dev.(EBRD):lump sum, not pension	1/2	1/2
European Central Bank (ECB)	1/2	1/2
European Commission	1/3	2/3
European Investment Bank (EIB)	1/3	2/3
European Molecular Biology Laboratory (EMBL)	1/3	2/3
CERN-ESO ³	1/3	2/3
European Patent Office (EPO)	1/3	2/3
Europol	1/3	2/3
International Organisation for Standardization (ISO)	1/3	2/3
Public Services International (PSI)	30%	70%

¹ECMWF, OECD: new pension scheme = 40%/60%

²WEU: staff=3%, organisation=97%. In 2000, staff=13%, organisation=87%. In 2001, staff=6%, organisation=94%.

³Approximate figures and deviation from previous 1/3 - 2/3 split due to: a) contribution to CERN pension fund is in CHF. b) total contribution to CERN pension fund for an ESO staff member is based on the salary of the equivalent grade and step staff member at CERN; c) contribution by ESO staff member is fixed at 12.5% of the basic salary.

Any increase/decrease in the contribution to the CERN pension fund (due to variations in the CHF/€ exchange rates and to a different development in salaries between ESO and CERN) corresponds to an increase/decrease in the contribution made by the Organisation.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

CONTRIBUTIONS

8. What is the ratio of total contribution for a staff member to basic salary?	%
United Nations Organisations (UNJSPF)	7.5
Co-ordinated Organisations (COORD) ¹	8.3
Eur.Bank for Rec.& Dev.(EBRD): lump sum, not pension	8
European Central Bank (ECB)	4.5-16.5
European Commission	8.25
European Investment Bank (EIB)	8
European Molecular Biology Laboratory (EMBL)	7
CERN-ESO ²	12.65
European Patent Office (EPO)	24
Europol	8.25
International Organisation for Standardization (ISO)	21
Public Services International (PSI)	7

¹New Pension Scheme: 8.8%. Council of Europe: 1994=7%, 1999=8%; ESA: 7.37%, 1995=8.83%, 1998=7.37%; NATO: 1994=8%, 2000=8.3%; OECD: 1999=

²In 2000, the ratio was 11.71%; in 1996, the ratio was 11.25%. The ratio varies with grade/step as it takes into account a correction for the future taxation of pensions which depends on the level of the future pension (which is proportional to one's basic salary).

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

BENEFITS	PERIODICITY		TRIGGER		METHOD			FACTORS				
	YEARLY	NO PERIODICITY	INFLATION CEILING	OTHER	AUTOMATIC	SEMI AUTOMATIC	DISCRETIONARY	LOCAL INFLATION	LOCAL SALARY EVOLUTION	BASKET OF INFLATION FIGURES	BASKET OF SALARY EVOLUTIONS	OTHER FACTORS
9. How are pensions adjusted for inflation and/or cost-of-living?												
United Nations Organisations (UNJSPF)	X		X		X			X				X ¹
Co-ordinated Organisations (COORD) ²	X			X ³	X ⁴							X ⁵
Eur.Bank for Rec.& Dev.(EBRD): lump sum, not pension												
European Central Bank (ECB)	X											X ⁶
European Commission	X			X ⁷	X			X			X	
European Investment Bank (EIB)	X					X					X	
European Molecular Biology Laboratory (EMBL)	X									X		X ⁸
CERN-ESO	X								X ⁹			
European Patent Office (EPO)	X			X	X						X	
Europol		X										
International Organisation for Standardization (ISO)		X		X ¹⁰								X ¹¹
Public Services International (PSI)	X			X	X							X ¹²

FOOTNOTES : SEE FOLLOWING PAGE

FOOTNOTES FOR QUESTION 9 ON PREVIOUS PAGE

¹ILO: U.S. inflation if dollar track.

²FACTORS: Council of Europe=local inflation, basket of salary evolutions; WEU: basket of salary evolutions.

³ECMWF: linked to CCR salary.

⁴ESA: semi-automatic.

⁵Pensions are adjusted in accordance with the adjustments of remuneration.

ECMWF: Consumer Price Index of host country + Reference Index (development of salaries of civil service in

7 reference countries: B/F/D/IT/L/N/UK)

⁶Actuarial evaluation.

⁷Annual salary adjustment.

⁸Recommendations from the Co-ordinated Organisations.

⁹Member States agreed in 2000 to deploy their "best efforts" to compensate pensions for inflation.
So far, they have done it but there is no legal obligation to do so.

¹⁰Decision by Council.

¹¹Financial surpluses of the fund.

¹²Ceiling set by Social Security.

BENEFITS

10. Standard average annual (accrual) rate of pension increase:	%	Variable rate with seniority?		If yes, how?
		YES	NO	
United Nations Organisations (UNJSPF) ¹	2	X		
Co-ordinated Organisations (COORD)	2		X	
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension				
European Central Bank (ECB)				
European Commission	2		X	
European Investment Bank (EIB)	2.33		X	
European Molecular Biology Laboratory (EMBL)				
CERN-ESO	2		X	
European Patent Office (EPO)				
Europol				
International Organisation for Standardization (ISO)			X	
Public Services International (PSI)			X	

¹ILO: since 1983, first 5 yrs=1.5%, next 5 yrs=1.75%, up to 30 yrs=2%; before 1983, first 30 yrs=2%, next 5 yrs=1%.
 WTO: first 30 yrs = 2%, next 10 yrs = 1% (max 70% after 40 yrs)
 IMF: first 25 yrs = 2.2%, next 10 yrs = 1.8% (max 73% after 45 yrs)

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

BENEFITS

11. Is the pension calculated on the basis of:	last salary	average salary over "Y" years
United Nations Organisations (UNJSPF) ¹		3
Co-ordinated Organisations (COORD)	X	
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension ²		5
European Central Bank (ECB) ³	X	
European Commission	X	
European Investment Bank (EIB)		3
European Molecular Biology Laboratory (EMBL)	X	
CERN-ESO	X	
European Patent Office (EPO)	X	
Europol		
International Organisation for Standardization (ISO) ⁴		
Public Services International (PSI)		20

¹IMF: 3 yrs; WTO: best 36 out of last 60 months; ILO: 35 yrs

²The highest gross base salary over the previous 5 years is used.

³Minimum pension is calculated as average of salaries over 30 years.

⁴The annuity is proportional to the capital accumulated by each individual.

BENEFITS

12. Are benefits taxed by the authorities of Member States?	If yes, does your pension system compensate for this taxation?		If yes, compensation is:		
	YES	NO		YES	NO
United Nations Organisations (UNJSPF) ¹	X		X		complete/partial
Co-ordinated Organisations (COORD)	X		X		X ³
Eur.Bank for Rec.& Dev.(EBRD):lump sum, not pension					
European Central Bank (ECB)		X			
European Commission		X			
European Investment Bank (EIB)	X			X	
European Molecular Biology Laboratory (EMBL)	X		X		X ³
CERN-ESO ²	X		X		X ⁴
European Patent Office (EPO)	X		X		X ³
Europol					
International Organisation for Standardization (ISO)	X			X	
Public Services International (PSI)	X			X	

¹IMF: pensions are calculated on the basis of a notional gross or pre-tax remuneration;

²Basic (net) salaries are grossed up with a "taxation" factor before serving as basis for calculating one's pension. This offsets taxation in a somewhat random manner.

³partial, related to actual taxation level.

⁴partial, unrelated to actual taxation level.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS
BENEFITS

13. Minimum age to obtain full pension:	YEARS
United Nations Organisations (UNJSPF) ¹	55
Co-ordinated Organisations (COORD)	60
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension	
European Central Bank (ECB)	60
European Commission	60
European Investment Bank (EIB)	55
European Molecular Biology Laboratory (EMBL)	60
CERN-ESO ²	60-65
European Patent Office (EPO)	60
Europol	
International Organisation for Standardization (ISO)	65
Public Services International (PSI)	65

¹WTO: 62 years

²Staff recruited before 01/07/87 can obtain a full pension as of their 60th birthday.
 Staff recruited after that date have to wait for their 65th birthday.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

BENEFITS

14. Minimum number of years of contribution to obtain a <u>full</u> pension:	YEARS
United Nations Organisations (UNJSPF)	30
Co-ordinated Organisations (COORD)	35
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension	
European Central Bank (ECB)	30
European Commission	35
European Investment Bank (EIB)	30
European Molecular Biology Laboratory (EMBL)	10
CERN-ESO	35
European Patent Office (EPO)	35
European Southern Observatory (ESO)	35
Europol	
International Organisation for Standardization (ISO)	47
Public Services International (PSI)	40

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

BENEFITS

15. Minimum number of years of contribution to obtain a <u>reduced</u> pension:	YEARS
United Nations Organisations (UNJSPF) ¹	5
Co-ordinated Organisations (COORD)	10
Eur. Bank for Rec. & Dev. (EBRD): lump sum, not pension	
European Central Bank (ECB)	10
European Commission	10
European Investment Bank (EIB)	5
European Molecular Biology Laboratory (EMBL) ²	10
CERN-ESO	5
European Patent Office (EPO)	10
European Southern Observatory (ESO)	5
Europol	
International Organisation for Standardization (ISO)	42
Public Services International (PSI)	

¹IMF: 3 years

²As from age 50.

QUESTIONNAIRE ON PENSION SYSTEMS IN INTERNATIONAL ORGANISATIONS

BENEFITS

	YES	NO
16. Are divorced spouses eligible for benefits?		
United Nations Organisations (UNJSPF) ¹	X	X
Co-ordinated Organisations (COORD)	X	
Eur.Bank for Rec.& Dev.(EBRD): lump sum, not pension		
European Central Bank (ECB)		X
European Commission	X	
European Investment Bank (EIB)	X	
European Molecular Biology Laboratory (EMBL)	X	
CERN-ESO		
European Patent Office (EPO)	X	
European Southern Observatory (ESO)	X	
Europol		
International Organisation for Standardization (ISO)		
Public Services International (PSI)		X

¹IMF: No