FIND YOUR
PENSION
www.findyourpension.eu

GEFÖRDERT VOM

Bundesministerium
für Bildung
und Forschung

Experiences from www.findyourpension.eu

Common Communication Conference, 5 February 2019, Leuven
Claudia Wegner-Wahnschaffe

AGENDA

Experiences from www.findyourpension.eu for mobile researchers

1. **When we started: Background and goal**
2. How we support internationally mobile researchers –
   The FYP website

   - Search and content

   - Our approach of cross-pillar information

   - Key features and Icons

   - Tracking tool

3. Network building and Feedback
4. Conclusions

THE FYP PROJECT – BACKGROUND AND GOALS

★ EU - Initiatives such as the **European Research Area** (ERA) intend to attract more international scientists to work within the EU

★ Increasing internationalization of European research careers – European Initiative called for actions of the member states

★ Cooperation German Rectors' Conference and VBL as supplementary pension system of public research sector in D

★ Set up project sponsored by the German Federal Ministry of Research and Education

THE FYP PROJECT – BACKGROUND AND GOALS

VBL- project 'Partnership for Researchers'

SPONSORED BY THE

Federal Ministry
of Education
and Research

★ Rebuild obstacles to researchers' professional mobility caused by pension systems

★ Drawing a map of pension institutions responsible for researchers and compare systems

★ Exploring possible ways of cooperation among pension stakeholders in order to enhance mobility

★ April 2011 – December 2018, Budget 600.000 €

★ Results: FYP Website (users since 2015 400.000), more than 40 consultation days at universities with ca. 1700 researchers
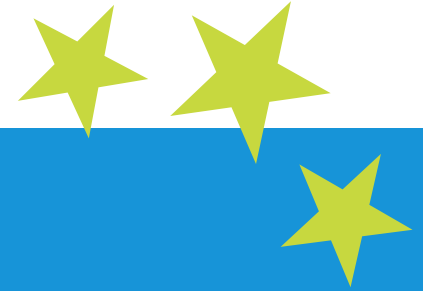
WHAT IS FindyourPension?

FYP
Initiative

FYP
Network

FYP
Website
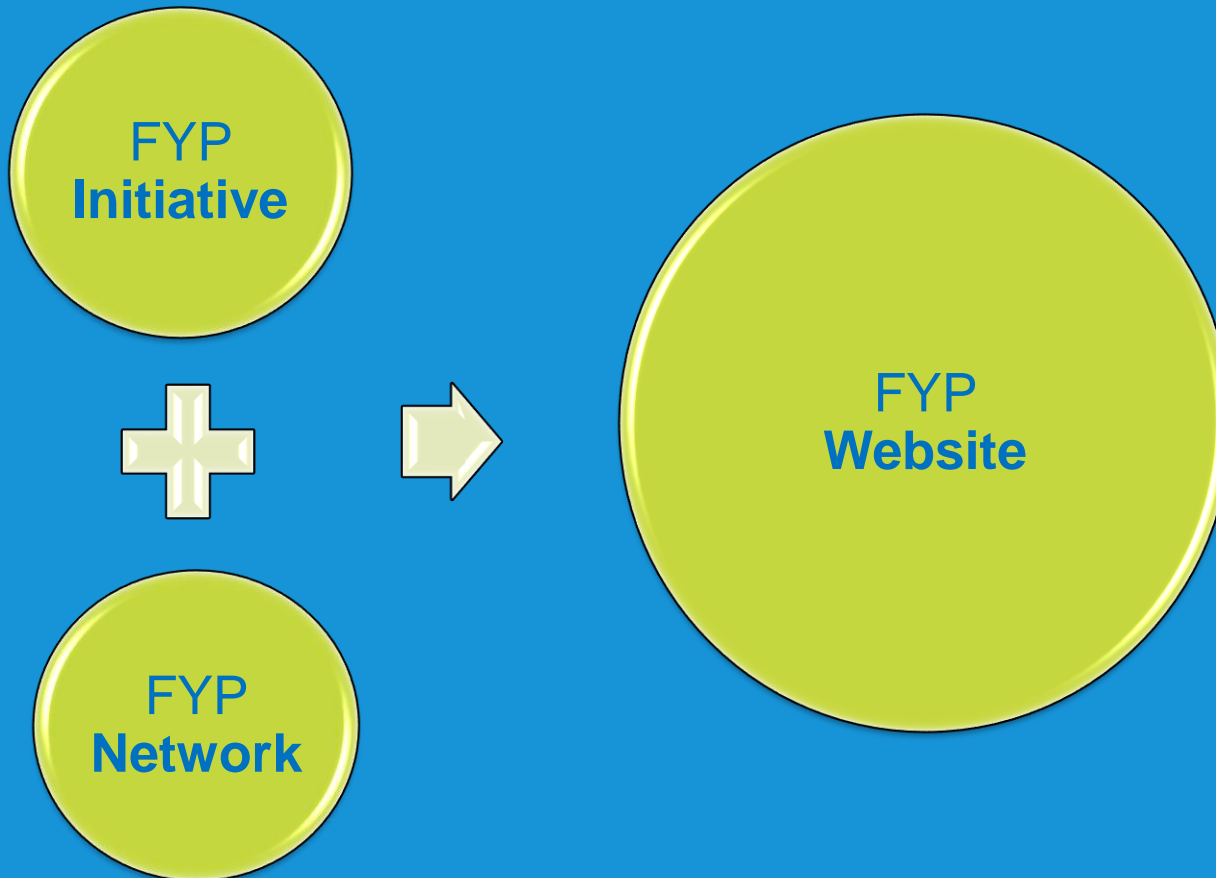
WHEN WE STARTED

Understanding the customers' needs

★ Low motivation to deal with the topic
★ Pension is a complex issue and for mobile workers even more
★ Lack of orientation in terms of pillars and their classification
★ Trust in the pension provisions and institutions?

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PRINCIPLES AND FEATURES OF THE FYP WEBSITE

★ Basic knowledge
⇨ Differentiation and Orientation

★ Find your provider: employer oriented search
(mainly of the public sector)

★ Learn about the different schemes
(in the Pension ABCs, multi pillar)

★ Track your pension:
Links to NTSs and Self Tracking Tool

HOW WE SUPPORT INTERNATIONAL MOBILE RESEARCHERS
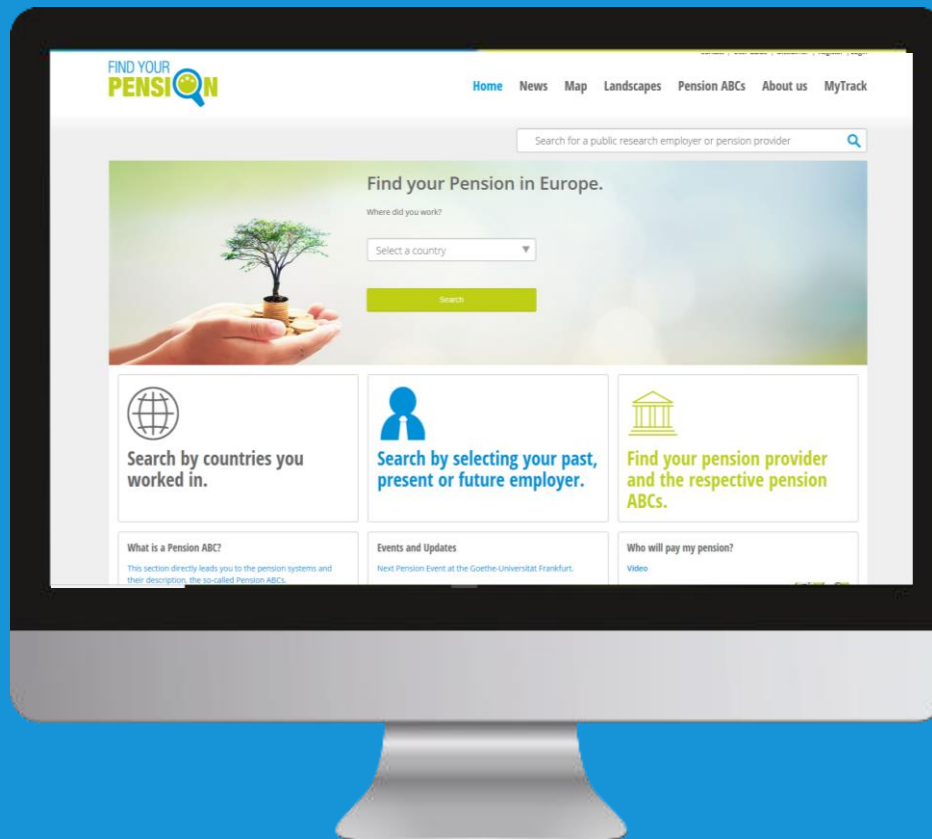
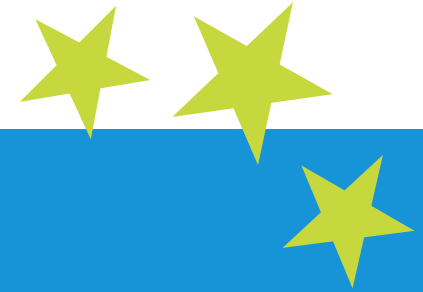# SEARCH AND CONTENT – PENSION LANDSCAPES

Pension ABCs

Pension Landscapes

MyTrack

SEARCH AND CONTENT – PENSION ABCs

Pension ABCs

Pension landscapes

MyTrack

OUR APPROACH ON CROSS PILLAR INFORMATION

★ Users learn to **classify pension systems** by **using the source icons** (Introductory Movie now available in English, French, Dutch and Swedish)

★ Use of **similar templates** for 1st and 2nd pillar information (Q+A for mobile workers)

★ Define similar **key characteristics** for different pillars (inspired by standard product factsheets) in the basic layer

★ **MyTrack** as tool to list, summarize and follow entitlements from different pillars
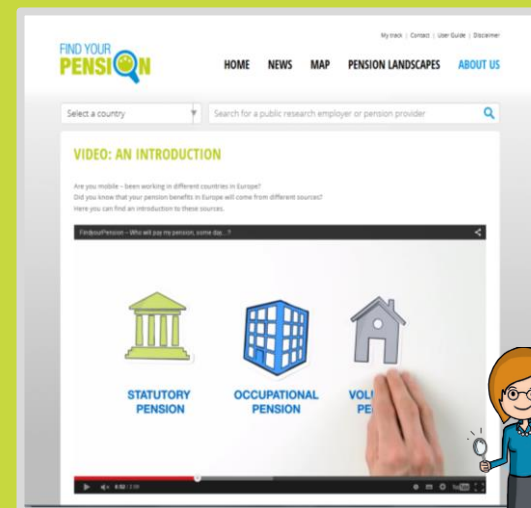
Watch here: ▶

https://www.youtube.com/channel/UCxudE_CxAXoemLI5qbpL1TQ

BASIC LAYER. DEFINITION OF KEY QUESTIONS EXPLANATIONS

Icons

Representing the key or basic information - help customers to catch the desired information

What kind of events are protected?

Is there a certain period to qualify for entitlements?

Who pays the contributions?

What determines how the pension developes?

The old-age pension amount you have earned in a specific scheme depends on the way entitle... are part of the different schemes you are in. Pension accrual can e.g. result from how long you... find the determining key factors.

When can you receive regular old-age benefits?

How is your Pension Benefit paid?

Are entitlements being adjusted?

BASIC LAYER – VBL EXTRA

Pension ABCs / Versorgungsanstalt des Bundes und der Länder (VBL)

Please select a contract type for more information.

Permanent employment **Temporary employment**

Basic **Advanced**

A. Key features of VBLextra ▼

What kind of events are protected?

The VBLextra provides the following pension benefits:

- A lifelong pension at old-ages
- Pension due to sickness or incapacity
- Pension benefits in case you die for your surviving spouse or orphans.

For more detailed information, please check the question A1 in the Pension ABC of the VBL

Is there a certain period to qualify for entitlements?

There is **no qualifying/waiting period** in order to be eligible for a pension.

This means pension benefits are accrued with the very first contribution you pay.

For more detailed information, please check the question A2 in the Pension ABC of the VBL.

Who pays the contributions?

The contributions for VBLextra (WEST) are **solely paid by the employer.**

The contributions for VBLextra (OST) are paid **both by the employer and the employee.** Your part will be deducted from your salary.

For more detailed information, please check the question A3 and A4 in the Pension ABC of the VBL

BASIC LAYER – VBL EXTRA

What determines how the pension developes?

The pension benefits are accrued according to a point's model. The pension point model means that you collect points as long as you are contributing. At the time you retire, the points are counted together and are converted into a monthly pension. The younger you are, the higher your income and age factor, and the more pension points will be accrued.

You will find an explanation of your annual pension statement in the Mytrack section.

For more detailed information, please check the question A2 in the Pension ABC of the VBL.

When can you receive regular old-age benefits?

Your old-age pension benefits from the VBLextra are payable, from the moment you are eligible for a statutory pension benefit in Germany. The German standard retirement age is raised from 65 to 67 years, depending on the date of birth.

You will find more information on the following.

Link: Pension ABC of the VBL

For more detailed information, please check the question C1 in the Pension ABC of the VBL.

How is your pension benefit paid?

Your occupational pension amount is paid out in advance on a monthly basis. This is also the amount you can find on your annual pension statement.

You could also apply for a partial lump sum payment of your pension in the VBLextra.

For more detailed information, please check the question C4 in the Pension ABC of the VBL.
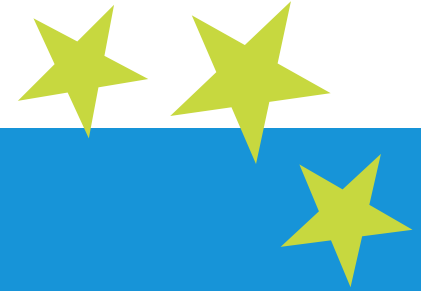
ADVANCED INFORMATION IN THE PENSION ABCS

Advanced information as Second Layer:

The Pension ABC's structured according to different life situations…

SELF TRACKING TOOL – MYTRACK

Pension ABCs

Pension landscapes

Mytrack

MyTrack / MyPension

| MyCareer | MyPension | Map | Profile | Newsletter | Password |

My Pension Summary

Source	Country	Provider	Entitlement	Earnings	Currency	Accounting
🏛	France	Cnav - Caisse nationale d'assurance vieillesse	non-vested	N/A	N/A	Not specified
🏛	France	IRCANTEC	non-vested	N/A	N/A	Not specified
🏛	Poland	Zaklad Ubezpieczen Spolecznych (ZUS)	vested	150.00	EUR	monthly
🏛	Germany	Deutsche Rentenversicherung (DRV)	non-vested	35.00	EUR	monthly
🏢	Germany	Versorgungsanstalt des Bundes und der Länder (VBL)	vested	5.00	EUR	monthly

Add new pension

My Total Earnings

Monthly
190.00 EUR

The Pension Summary only bases on the data you have entered and does not confer any entitlement by the pension provider selected or FYP or any other person or institution.

FYP neither checked the correctness of the data selected, entered or manually typed in; nor will be liable for any value summarized in the chart "My Pension Summary".

Back to overview

Your VBLklassik Pension Statement

Your VBLklassik Pension Statement informs you about your later monthly pension amount which bases on the **pension rights accrued according to a points model**, whereby pension points are gained yearly in line with your income and your age factor (the age factor table is determined by actuarial calculations). The amount will be reduced e.g. in case of early retirement. Learn more about your pension scheme in the VBLklassik Pension ABCs.

1. Your **VBL reference number**

2. Your **insurance VBLklassik** (*VBL provides 2 schemes: VBL-klassik and VBLextra*)

3. **Status of your VBLklassik pension account** by 31 December of the previous year.

4. **Collected pension points in total.**

5. **Your accrued monthly old-age pension (gross)**

6. **Shouldn't you have fulfilled the qualifying period of 60 month**, you can find a the sentences "Sie haben die Wartezeit von 60 Monaten noch nicht erfüllt" below the pension account status

Your relevant amount to be entered in the Earnings- box for VBL is visible within the magnifying glass!

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NETWORK AND INITIATIVE

EXAMPLES OF USER FEEDBACK

Comments expressed in interviews with customers

"[...] I find the MyTrack concept to be a great idea. Also I like the short and easy to understand information sections, f.e. on pension "pillars"."

"I think you make a good job at describing it from many different directions and with many different words. Even if someone is not perfectly comfortable with pension-related vocabulary, it is still easy to follow the information on the website"

"I like the fact that someone recognized a problem with researchers and other people moving around different countries a lot these days. The initiative is for sure important and I'm glad it is existing."
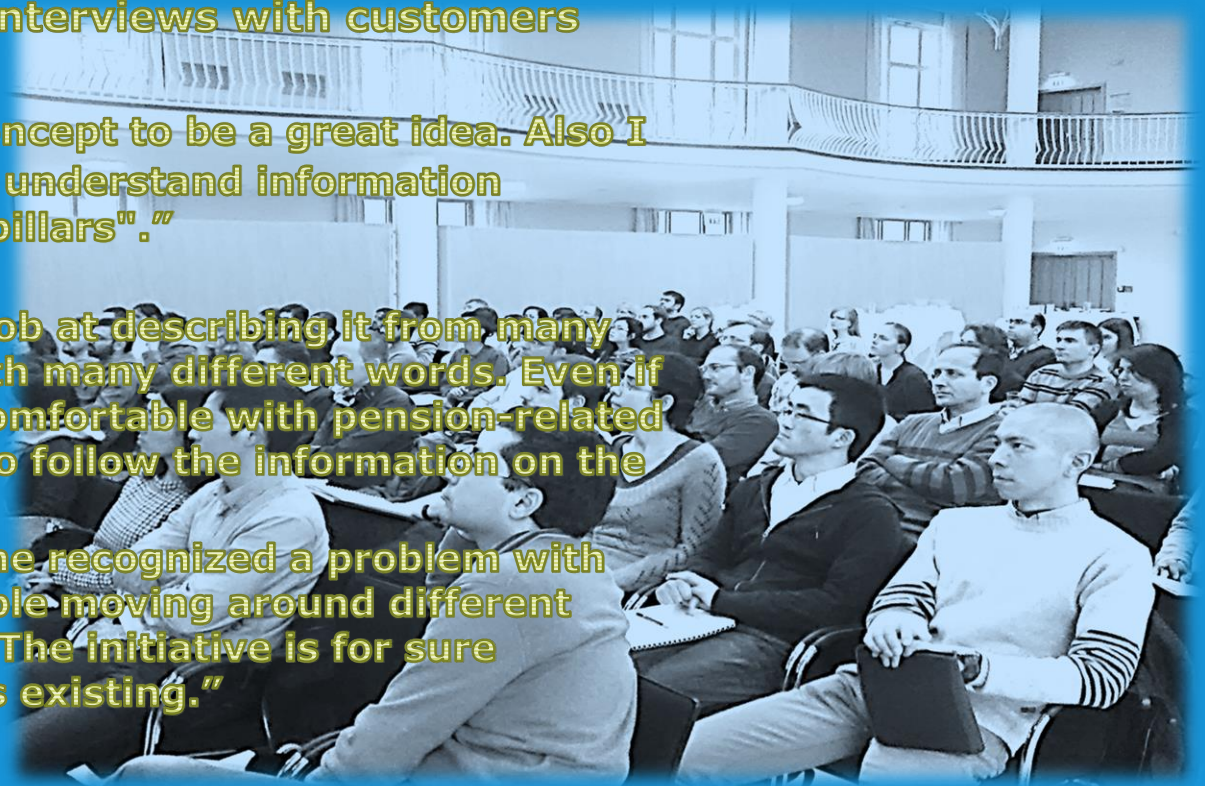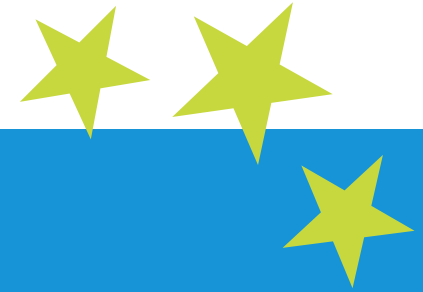
NETWORK AND INITIATIVE

Employers' remarks.

★ Receiving their first payroll is one of the main reasons for employees to address their pension entitlements

★ Employers can forward their employees to FindyourPension if they have questions regarding their pension

★ We benefit by recommending to get in touch with FyP for all questions regarding pension as an institution giving relevant advice on all these important issues. And we as the point of contact for international researchers also have experts whom we can contact in case of questions.

Would your institution benefit if FyP addresses international mobile workers regarding their pension, providing …

Not at all	0%
Other: Especially consultation would be helpful.	9%
Other: I have no chance to offer information about FyP at our University, the Personalabeiltung is not…	9%
… a universally point of view of their pension	82%
… a representation of your institution and pension system on the FyP website	45%
… the possibility to forward the reasearchers to FyP (e.g. for pension consultation)	82%
… information in English	91%

EMPLOYER TESTIMONIAL

"The FYP programme and its websites are a valuable resource for the Goethe Welcome-Centre team in advising internationally mobile researchers at Goethe University. Pension questions are usually very complex and of great relevance to our international clients. For this reason alone, we are extremely grateful to the FYP for its efforts to bring all this diverse information and facts together in one website and to make them available to scientists as barrier-free as possible. The Pension Days, which were organised for the second time in cooperation with FYP at the Goethe University, also met with particularly lively interest. The feedback from the scientists was extremely positive and many urgent questions on the subject of pensions could be answered directly. We therefore very much hope that the FYP information offer can be made available to German universities at the usual high level in the coming years. The FYP information leaflet has become an integral part of our welcome bags"
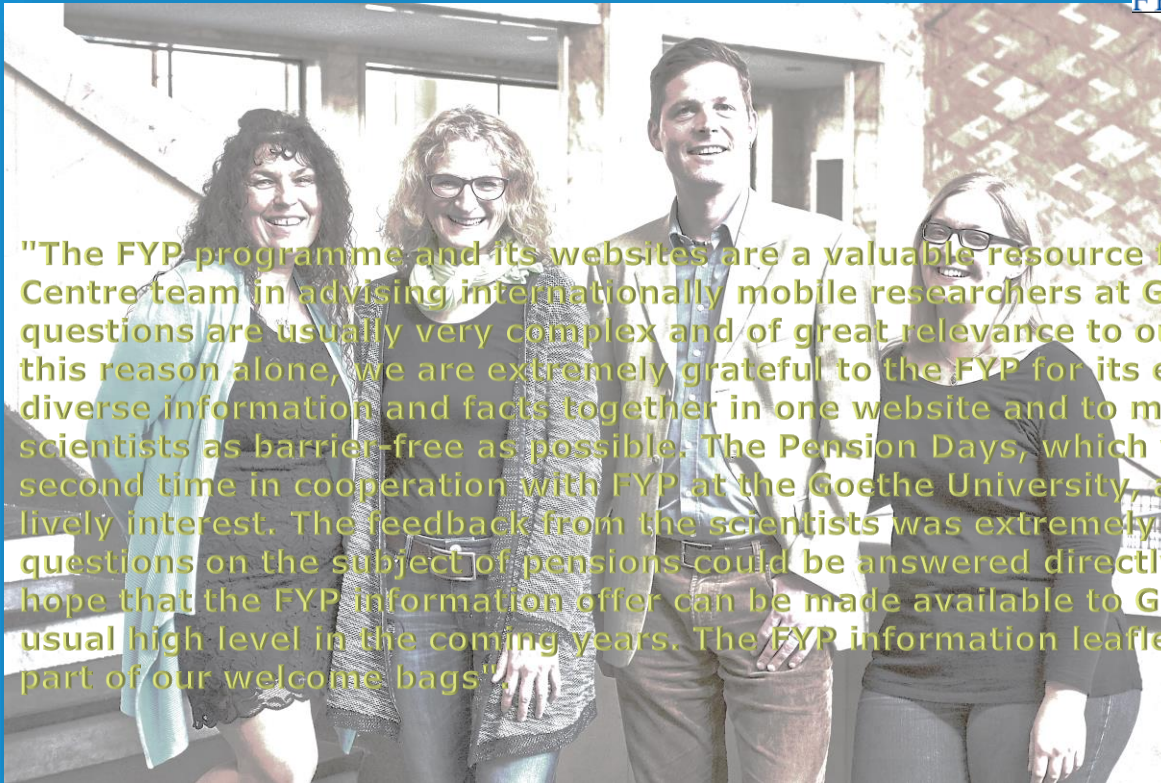
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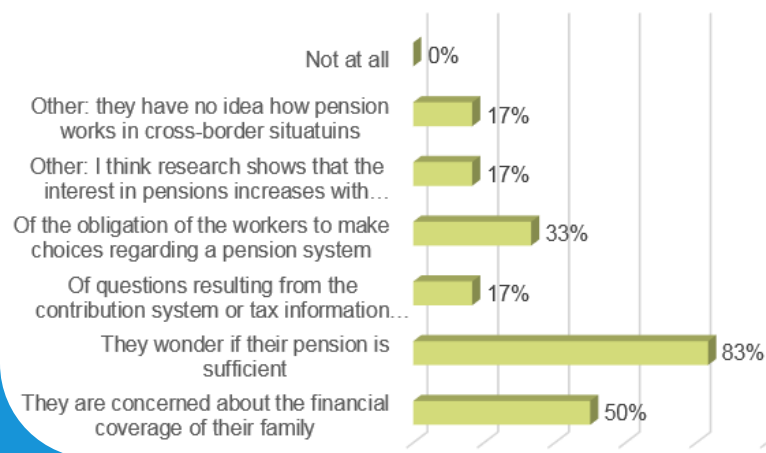
NETWORK AND INITIATIVE

Pension institutions' perspective

★ Pension Providers have the obligation to inform their insured parties about their pension and entitlements in a comprehensive manner

★ As mobility increases, it's important to offer the information in English and make it available for mobile workers

★ "[…] The portal could make administration and verification easier.[…]"

Do you think the topic 'Pension' concerns international mobile workers?

Not at all	0%
Other: they have no idea how pension works in cross-border situatuins	17%
Other: I think research shows that the interest in pensions increases with…	17%
Of the obligation of the workers to make choices regarding a pension system	33%
Of questions resulting from the contribution system or tax information…	17%
They wonder if their pension is sufficient	83%
They are concerned about the financial coverage of their family	50%

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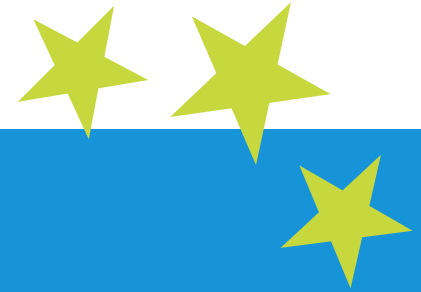
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CONCLUSIONS

1. The FYP project and initiative showed that mobile workers as well as their employers value and receive the services very well. Cross pillar and cross border pension information and tracking are most suitable to facilitate or even foster professional mobility.

2. Citizens often do not distinguish provisions from different pillars and are overwhelmed by too detailed and complicated info. On the basis of a customer centric approach cross pillar information might be helpful.

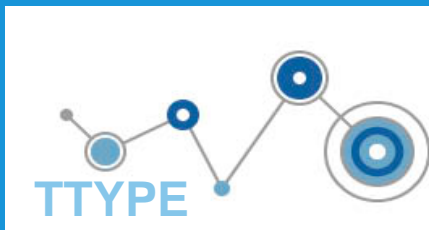3. We recommend to intensify cooperation of institutions when shaping information .

FYP AS BASIS FOR AN ETS

From FYP for rearchers to FYP as ETS.

★ After end of the 'project' funding of BMBF FYP will be continued by VBL
★ Successful application of consortium of 8 partners
★ Concept: TTYPE findings + FYP website as basis for ETS
★ Brand www.findyourpension.eu and content will be maintained

Thank you!