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The second Recwowe Executive Short Course

## **Pension reforms in Europe: beyond parametric changes**

21st and 22nd of January 2010, Paris, France

# **TROMBINOSCOPE**



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## SPEAKERS



### Professor Giuliano Bonoli

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#### CURRENT POSITION

Professor of social policy

#### SHORT BIOGRAPHY

Giuliano Bonoli is Professor of social policy at the Swiss graduate school for public administration (IDHEAP), Lausanne. He previously worked at the Universities of Fribourg and Bern in Switzerland, and at the University of Bath in Britain. He received his PhD at the University of Kent at Canterbury for a study on pension reform in Europe. He has been involved in several national and international research projects on various aspects of social policy. His work has focused on pension reform, labour market and family policies, with particular attention paid to the politics of welfare state transformation. He has published some forty articles and chapters in edited books, as well as a few books.

#### MAIN INTERESTS FOR PENSION

Politics of pension reform, regulation of private pensions



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## Professor Bernhard Ebbinghaus

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MZES, University of Mannheim

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### CURRENT POSITION

Professor of Sociology, University of Mannheim ,  
Director of Mannheim Centre for European Social Research (MZES)

### SHORT BIOGRAPHY

Since October 2004 Dr. Ebbinghaus is Professor of Macrosociology at the Faculty for Social Sciences. Since February 2008 he is Director of the Mannheim Center for European Social Research (MZES), previously he was Head of the MZES Research Department A on "European Societies and their Integration". From 2006 to 2009 he was Founding Academic Director of the Center for Doctoral Studies in the Social and Behavioral Sciences (CDSS), Graduate School of Economic and Social Sciences (GESS) at the University of Mannheim. Studies in sociology at the University of Mannheim 1981-1988 (M.A. 1988); Fulbright scholarship at the New School for Social Research, New York in 1984/85; post-graduate at the Institut Universitaire d'Etudes Européennes in Geneva in 1988/89. 1989-1992 DAAD scholarship at the European University Institute in Florence; defended doctoral thesis on "Labour Unity in Union Diversity: Trade Unions and Social Cleavages in Western Europe, 1890-1989" there in May 1993. 1992-1996 Lecturer in sociology at the University of Mannheim and co-ordinator (with Jelle Visser) of the international research project on trade unions at the Mannheim Centre for European Social Research (MZES). From 1997 until 2003 Senior Researcher at the Max Planck Institute for the Study of Societies (MPIfG), working on the research project "Welfare States and Industrial Relations in Europe: The Role of the Social Partners in Early Retirement Policy".

### MAIN INTERESTS FOR PENSION

Publications: (with Jelle Visser), *Trade Unions in Western Europe since 1945*, London: Macmillan, 2000; editor (with Philip Manow), *Comparing Welfare Capitalism*, London: Routledge, 2001; *Early Retirement in Europe, Japan, and the USA*, Oxford: Oxford University Press, 2006. Research interests include European labour relations and organized interests, European social policy and welfare-state regimes, comparative and historical methods.



## M. Per Eckefeldt

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### CURRENT POSITION

Head of Sector

Unit B3: Labour market reforms

Directorate General for Economic and Financial Affairs

European Commission

### SHORT BIOGRAPHY

Mr. Per Eckefeldt is an economist in the Directorate General for Economic and Financial Affairs (DG ECFIN) at the European Commission in Brussels. He is currently Head of Sector in the Unit 'Labour markets reforms' in the Directorate dealing with structural policy issues.

Per has held different positions in DG ECFIN of the European Commission since joining in 1997. Recently, he has worked on issues related to the economic and budgetary impact of an ageing population, including carrying out long-term economic and budgetary projections for the 27 EU Member States. The most recent results were released in the 2009 Ageing Report. He has also worked with fiscal policy issues in EMU and the development of the EU fiscal framework, the Stability and Growth Pact. Other previous jobs are: macro-economic and budgetary analysis and policy formulation for Sweden (Country economist); and, short-term business cycle analysis in the EU. He holds a degree in Economics from Lund University, Sweden.



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## Professor Karl Hinrichs

### CONTACT

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### CURRENT POSITION

Senior Research Associate + Professor of Political Science (Humboldt University Berlin)

### SHORT BIOGRAPHY

He received his PhD (1987) from the University of Bielefeld where he also worked (1980–1989) as researcher and later as Assistant Professor. He was John F. Kennedy Fellow at Harvard University (Center for European Studies) in 1989/90 and Guest Professor at the Norwegian University of Science and Technology (NTNU) in Trondheim in 2003.

### MAIN INTERESTS FOR PENSION

His main research focus is on comparative welfare state analysis, the development of social policy in Germany, and the study of old-age security policies and politics in ageing societies.



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## Dr Matteo Jessoula

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### CURRENT POSITION

Assistant Professor

### SHORT BIOGRAPHY

He received his Ph.D. in Political Science from the University of Pavia in 2004. Since 2006 he is Assistant Professor at the University of Milan, where he teaches *Social and Labour Policies* (undergraduate) and *Politics and Welfare* (Master's level).

He has published various contributions in English and Italian on pension policy and recently the book "Pensions policy" ("La politica pensionistica", in Italian).

He is currently editing the volumes "Flexible Today, Secure Tomorrow?" on the interplay between labour market and pension reforms (with K. Hinrichs), and "The Politics of Flexicurity in Europe" (with D. Clegg and P. Graziano).

### MAIN INTERESTS FOR PENSION

Comparative reforms

Institutional change

Political dynamics

Supplementary pillars

Interaction pensions and labour market reforms



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## Dr Bruno Palier

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### CURRENT POSITION

CNRS researcher at Sciences Po

### SHORT BIOGRAPHY

Bruno Palier has a PHD in Political science, and is a former student of Ecole Normale Supérieure. He is studying welfare reforms in Europe, and is currently conducting a comparative project on the politics of welfare reforms in Continental Europe. He is currently the scientific coordinator of an European Network of excellence RECWOWE (Reconciling Work and Welfare, involving 30 European research institutions or Universities, 190 researchers from 17 European countries). In Sciences po, he is the director of a joint programme Sciences po Northwestern University : "Health Policy in Europe". He was Visiting Scholar at Stockholm University and at the Institute for Futures Studies in Spring 2009, at Northwestern University (Spring quarter 2007), at Center for European Studies from Harvard University in 2001 and Jean Monnet Fellow in the European University Institute in Florence in 1998-1999. He is currently invited Professor at Stockholm University.

### MAIN INTERESTS FOR PENSION

Bruno Palier is interested in understanding the ideational and political logics of Pension reforms in Western Countries.

- Marek Naczyck and Bruno Palier, 2009, The reforms of the French pension system (basic and supplementary schemes), for the book edited by Bernhard Ebbinghaus, Varieties of Pension Governance (Oxford University Press)
- Bruno Palier, Louise Hervier, 2008, "Ageing and the Welfare State in France" in Alan Walker, Christian Aspalter, *Securing the Future for Old Age in Europe*, Manchester, Casa Verde Publishing, pp.107-123.



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## Professor Joakim Palme

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### CURRENT POSITION

Director of the Institute for Futures Studies

### SHORT BIOGRAPHY

Doctoral dissertation: Pension rights in welfare capitalism, Stockholm: Swedish Institute for Social Research (SOFI), Stockholm University, 1990. Employed at SOFI from 1980-2002 working with the Social Citizenship Indicator Program (SCIP). Chairman of the Swedish Welfare Commission 1999-2001. Director of the Institute for Futures Studies since 2002. Professor (adjunct) of Sociology at SOFI 2003-2009. Professor of Political Science, Department of Government at Uppsala University since 2009.

### MAIN INTERESTS FOR PENSION

Pension and inequality: the political economy of public and private pensions



## PARTICIPANTS



### Dr. Marina Angelaki

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#### CURRENT POSITION

Adjunct Lecturer

Department of Sociology

Panteion University of Social and Political Science, Athens

#### SHORT BIOGRAPHY

Having completed a PhD in Sociology (Panteion University) and an MSc in Social Policy and Planning (London School of Economics) I joined the Department of Sociology at Panteion University in 2009 as an adjunct lecturer in European Social Policy, while I co-teach the module Social Security in Greece at the MSc Health Management (University of Piraeus/ Piraeus Technical University).

I collaborate with the Scientific Society for Social Cohesion and Development since 2006, while I have also worked as a research fellow at the Institute of Strategic and Development Studies (2008/09) and as a research trainee at the European Economic and Social Committee (2002/03) and the Hellenic Foundation for European and Foreign Policy/ ELIAMEP (2001/02).

#### MAIN INTERESTS FOR PENSION

My research interests focus on the politics of pension reform, with particular emphasis on Southern Europe as well as the impact of the European integration on the pension reform process.



## M. Lars Billberg

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### CURRENT POSITION

Chief Actuary

### SHORT BIOGRAPHY

Chief Actuary of the Pensions Agency, which started January 1, 2010. Held the same position at its forerunner PPM (Premium Pension Authority). A long experience – including 11 years at Skandia International - as an actuary, an IT manager and a systems analyst in the insurance industry.

### MAIN NITERESTS FOR PENSION

The mechanisms of public pensions systems in general, i.e. DB vs. DC, funded vs. PAYG etc. The degree of free investment choice for individuals and the state's responsibility for fair pensions. Indexation of NDC systems. Actuarial matters, e.g. expected life-lengths.



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### CURRENT POSITION

Institute of Economic and Social Research in the Hans-Böckler-Foundation (WSI): Senior Researcher in the field of social policy

### SHORT BIOGRAPHY

former occupations: Researcher at the Institute of Politics University Münster/PhD Student at the Graduate School of Politics, University Münster

field of activity: German and comparative social policy, especially welfare markets, privatization and social rights

### MAIN INTERESTS FOR PENSION

Development of pension systems during the financial crisis, pros and cons of private, funded tiers in pension systems



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## **M. Thomas Debrouwer**

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### **CURRENT POSITION**

Consultant for the International Labour Organization (ILO) and the Council of Europe

### **SHORT BIOGRAPHY**

Former student in International Relations at the Université Catholique de Louvain (UCL), Belgium, and of European Political Economy at the London School of Economics (LSE), UK.

### **MAIN INTERESTS FOR PENSION**

Study of the impact of the crisis on private and public pension schemes, and assessment of anti-crisis measures in European Countries.



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## Dr Szuzsanna Farkas

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### CURRENT POSITION

international pension affairs legal assistant

### SHORT BIOGRAPHY

- University of Szeged Faculty of Law, College of Social Security, social security advisor (1999-2003)
- University of Szeged Faculty of Law and Political Sciences, lawyer (2003-2009),
- Currently PhD Education program University of Szeged Faculty of Law and Political Sciences, Department of Labour and Social Security
- ERASMUS program, Université de Paris-Panthéon Sorbonne (2005-2006)

Professional experience :

- 2003, three months trainee, one of private pension funds
- 2003-2005 Regional Pension Insurance Directorate of Central Hungary
- currently, Ministry of Social Affairs and Labour
- currently, University of Szeged Faculty of Law, College of Social Security, tutor

### MAIN INTERESTS FOR PENSION

the system of private pension funds

EU Social Security Coordination, Council Regulation (EEC) No 1408/71 on the application of social security schemes to employed persons, to self employed persons and to members of their families moving within the Community, and the Council Regulation (EEC) NO 574/72 laying down the procedure for implementing Regulation (EEC) No 1408/71.



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### **CURRENT POSITION**

(2004-2009): Economic Analyst in the Fiscal Affairs Division of the Economic Research Department- Bank of Greece

### **SHORT BIOGRAPHY**

- 2000-2004: Assistant Economist in the UK Department for Work and Pensions - part of a team building a dynamic microsimulation model (Pensim2) used, among other things, for long-term forecasts of pension expenditure.
- 2005-2009: PhD thesis "Microsimulation for Public Policy: A Tax-Benefit Model for the Greek Economy"

### **MAIN INTERESTS FOR PENSION**

Pension Reform, international experience with an emphasis on modelling



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## M. Aaron Grech

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### CURRENT POSITION

Economic Advisor

### SHORT BIOGRAPHY

A. Grech is an Economic Advisor in the Pensions Analysis and Incomes Division of the Department of Work and Pensions (DWP) of the UK Government. For the last 4 years he has been the DWP representative on pension issues in the Indicators Sub-Group of the Social Protection Committee of the EU and in the Working Group on Social Policy of the OECD. He was also a member of the Social Protection Committee's Taskforce on the "Interaction between Growth, Jobs and Social Cohesion", which drafted a report setting out proposals for the development of EU social policy after the end of the Lisbon Strategy in 2010. Prior to joining DWP, he worked for 5 years as a macroeconomist in the Central Bank of Malta's Monetary Policy Division and for a year as an economist with the Malta Financial Services Authority. In 2005/06 he worked on a research project on pensioner poverty in the EU and the impact of recent pension reforms on the living conditions of the elderly, conducted for the European Commission by the European Centre for Social Welfare Policy and Research (Vienna).

### MAIN INTERESTS FOR PENSION

Aaron is currently finalising his doctoral research at the London School of Economics' Centre for the Analysis of Social Exclusion (CASE). He is developing a framework to better assess the sustainability of reforms in pension systems in Europe. He is using an OECD model of public pension entitlements to evaluate the impact of reforms on income replacement, poverty prevention, intergenerational transfers and financial sustainability. This research is intended to assess the overall sustainability of pension systems, by supplementing financial sustainability considerations with broader measures which take into account the goals of pensions systems.



## M. Jens Grütz

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### CURRENT POSITION

National Accounts – Head of Section in Division

### SHORT BIOGRAPHY

German Statutory Pension Insurance

Longterm projections

### MAIN INTERESTS FOR PENSION

- Distributional effects of pension reforms
- Replacement rates / targets





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## Ms. Anna Hedborg

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### CURRENT POSITION

retired

### SHORT BIOGRAPHY

Economist, for many years with the labour unions, LO. Socialdemocratic representative in the Pension Group constructing the new Swedish pension system, later as chairwoman as socialdemocratic Minister for Social insurance and eventually Director General with responsibility for the implementation. Since 2005 chairing different commissions looking into social insurance problems.

### MAIN INTERESTS FOR PENSION

NDC-systems



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## **Ms. Linn Heyerdahl**

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### **CURRENT POSITION**

Fafo research foundation –Institute for Labour and Social Research; Master student in Political Science

### **SHORT BIOGRAPHY**

2004-2007: Bachelor student in European Studies, University of Oslo and University of Potsdam. Key working areas: the European Union, social policy, comparative research

2007: Trainee in the political section of the Royal Norwegian Embassy in Berlin. Key working areas: bilateral collaboration, welfare, social policy, worklife balance

2008-2010: Master student in Political Science, University of Oslo and Free University of Berlin.

Since October 2009 at Fafo research foundation –Institute for Labour and Social Research. Key working areas: occupational pensions, pension reforms

### **MAIN INTERESTS FOR PENSION**

Pension reform and occupational pension market changes in Germany and Norway. The role of the corporate actors and their interests.



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## M. Christer Hyggen

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### CURRENT POSITION

Researcher, Fafo

### SHORT BIOGRAPHY

- 2007 – 2009: Researcher at Fafo. Key working areas: Labour market; social security; welfare; pensions; poverty; social policy
- 2002 – 2007: PhD student Norwegian social research (NOVA).

### MAIN INTERESTS FOR PENSION

For research purposes: Early retirement, occupational pensions



## M. Martin Kaiser

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### CURRENT POSITION

Deputy Director and head of International Affairs

### SHORT BIOGRAPHY

Deputy Director and head of International Affairs within the FSIO. He studied at the University of Berne before qualifying as a lawyer in 1992. From 1992 to 1996, he worked for Berne's cantonal parliament, first as a researcher, then as secretary of the Justice Committee and finally as secretary of the Finance Committee. In 1996, he joined the management staff of the cantonal Audit Office (Berne). In 1998, he was appointed departmental secretary and chief of staff at the cantonal Department of Education and Culture, Solothurn. From 2002 to 2007, he led the Federal Postal Services Regulation Authority (Postreg) before joining economiesuisse, the largest umbrella organisation representing the Swiss economy, in 2008, where he was head of the Finance, Taxation and Infrastructure Policy Division and a member of the Board of Directors.



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## Ms. Seyma Ipek Kostekli

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### CURRENT POSITION

Consultant (full time), Research Department, Istanbul Chamber of Industry  
Assistant Professor (Adjunt), Institute of Social Science, Beykent University, Istanbul, Turkey

### SHORT BIOGRAPHY

I started my professional career as a consultant to the Turkish Grand National Assembly (TBMM), in Ankara, in 1992. I joined to the Confederation of The Turkish Trade Unions (TURK-IS) in 1992 and worked as a research expert in the Research Department, until 1998. I served as the Assistant Research Director at the same institution between 1998-2000. I left TURK-IS on July 2000 to pursue my Ph. D. degree at Istanbul University and in the same year, I started to work as a research expert in Istanbul Chamber of Industry (ISO) and served as a research expert from July 2000 to December 2006. Since January 2007, I have been working as the Consultant to the Research Department of the Chamber. In addition, since October 2006, I have been working as a Visiting Professor in Beykent University, Institute of Social Sciences, in Istanbul.

My main field of studies are employment, social policies and sectoral reports in the manufacturing industry. In this concept, my working subjects are on employment, social security systems, European Union, labour legislation (level of individual and collective), flexcurity, labour cost, wages issues and sectoral policies. My doctorate thesis was on "Employment Strategies and a Model Proposal for Turkey".I have published numerous articles, published books and reports on my expertise area.

### MAIN INTERESTS FOR PENSION

I work on public pension systems. In the very recent Turkish Social Security Reform I prepared the approach for the on behalf of the Chamber.



## Ms. Jacqueline Kucera

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### CURRENT POSITION

scientific employee at the Federal Social Insurance Office in Berne, Switzerland

### SHORT BIOGRAPHY

- scientific employee at the Federal Statistical Office, Neuchâtel, Switzerland (2004 – 2008)
- field of activity: Pension Systems in Switzerland and Europe, main domain: Old age pension system in Switzerland, in particular in 2<sup>nd</sup> pillar

### MAIN INTERESTS FOR PENSION

- old age pension systems in Europe: past and future



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## Ms. Chrysa Leventi

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### CURRENT POSITION

PhD candidate

Athens University of Economics and Business (AUEB)

### SHORT BIOGRAPHY

2001-2005: BSc in International and European Economic Studies, AUEB

2004-2005: Assistant economic researcher, Institute of International Economic Relations

2006-2007: MSc in in Economic and Social Policy Analysis, University of York

2008: Press office and communication for “*Ask first*” public health campaign, NGO PRAKSIS

2008- : PhD candidate, AUEB

2009- : National researcher for EUROMOD Update project (multi-country tax-benefit microsimulation model), Institute for Social and Economic Research (ISER), University of Essex

### MAIN INTERESTS FOR PENSION

Disentangling annuities and transfers in Greek retirement benefits

The politics of Greek pension reform



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## M. Marjut Lindberg

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### CURRENT POSITION

Editorial Writer in Helsingin Sanomat

### SHORT BIOGRAPHY

I've passed Journalism Examination in the University of Tampere. I've worked as a journalist from 1972, in Helsingin Sanomat from 1975. As an Editorial Writer I've worked from 2005.

I write editorials and columns about issues dealing with the welfare state, social- and healthpolitics, education and environmet.

### MAIN INTERESTS FOR PENSION

Financial point of veiw, demokrafical point of view, embarrassments, possibilities to lengthen careers.





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## **Dr Sabina Littmann**

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### **CURRENT POSITION**

Head of Research and Evaluation, Federal Social Insurance Office FSIO, Berne

### **SHORT BIOGRAPHY**

PhD in economics

Assistant professor at the – former - institute for economic research at the ETH in Zurich  
Management and support of research and evaluation projects in a broad field of social science like Demography, Family Politics, Equal Opportunities and Labour Market.

### **MAIN INTERESTS FOR PENSION**

Pensions, Pension Systems and Pension Reforms are the main topics for research in our Office and in our research program.



## Professor Simo Mannila

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### CURRENT POSITION

Senior Expert of National Institute for Health and Welfare

### SHORT BIOGRAPHY

Dr Simo Mannila D.Sc. (Sociology) is Senior Expert of International Affairs at the National Institute of Health and Welfare (since 2003). He is also Adjunct Professor in Sociology at the University of Helsinki, Finland (since 1995) and Adjunct Professor in Social Policy at the University of Turku, Finland (since 2009). Dr Mannila has altogether 20 years' experience from national research and development projects related to poverty, employment and social integration. His latest research interests focus in particular on migration and its links with social development. At present he is e.g. Member of the European Network of Excellence Reconciling Work and Welfare (RECOWE), funded from the European 6<sup>th</sup> Research Framework Programme 2006-11. During 2003-05 he was the secretary of the EU Working Group on the Data Collection on the Extent and Impact of Discrimination and he is now member of several national reference or expert groups developing anti-discrimination policy in Finland. Prof. Mannila has worked as and advisor in social policy or project manager in Ukraine, Russian Federation, Mongolia, Romania, Nicaragua, Iran and Ethiopia during 1996-2009.

### MAIN INTERESTS FOR PENSION

Pension policy is a key element of social policy: I am advisor in social policy and academic lecturer at two national universities, the RECOWE course is a great opportunity to brush up and update my knowledge on pension reforms



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## Ms. Tove I Midtsundstad

Researcher

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### CURRENT POSITION

Researcher/research coordinator (director)

### SHORT BIOGRAPHY

1988–1992 Executive Officer and Higher Executive Officer, Ministry of Labour and Administration

1992- 2010 Researcher, Fafo Institute for Labour and Social Research

2004- 2010 Research coordinator (director) – pension, Fafo Institute for Labour and Social Research

**Key working areas:** Social security and pension; early retirement behaviour; an inclusive working life and older workers; active ageing policy and practice.

<http://www.fafo.no/pers/bio/tim-english.html>

### MAIN INTERESTS FOR PENSION

Early retirement

Retirement behaviour

Pension systems and pension reforms

Occupational pensions



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## **M. Miguel Montero**

### **CONTACT**

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### **CURRENT POSITION**

Chief of the department of information

### **SHORT BIOGRAPHY**

Sociologist (Freie Universität Berlin)

European administrative management (M.A., FHVR, Berlin)

Administration and social welfare (M.A., Universidad Alcalá de Henares-Madrid)

1994 – 2001 Spanish Consulate in Berlin

2001 - Department of labour and migration  
Spanish Embassy in Berlin

Observatory of the german social and labour policy, information about the spanish welfare state, job opportunities in Germany, etc.

### **MAIN INTERESTS FOR PENSION**

As we are analyzing the german pension reforms, I would like to know more about the international context, discussions and current trends.



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## M. Paul Palsterman

### CONTACT

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### CURRENT POSITION

Service d'Etude National de la Confédération



## Dr. Orlaigh Quinn

### CONTACT

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Department of Social and Family  
Affairs

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### CURRENT POSITION

Principal – Pensions Policy Unit

### SHORT BIOGRAPHY

Orlaigh Quinn is a senior civil servant in the Department of Social and Family Affairs with policy responsibility for occupational, private and State pensions; supports for older people; and carers. She is also responsible for evaluation and expenditure reviews in the Department.

She is a member of the Pensions Board, the EU Social Protection Committee, the Oversight Board of The Irish Longitudinal Study on Ageing (TILDA) and the Social Sciences Committee of the Royal Irish Academy. Dr Quinn was formerly responsible for the Office for Social Inclusion where she led the development of Ireland's National Action Plan for Social Inclusion. She has also worked for the European Commission in Brussels and a number of other government departments, including the Central Statistics Office and the Department of Arts, Culture and the Gaeltacht. She is a former Visiting Research Fellow of Trinity College Dublin and holds a Masters in Public Management and a Doctorate in Governance from Queen's University Belfast.

### MAIN INTERESTS FOR PENSION

Pension reform, international experience



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## Mirka Rakoczyova

### CONTACT

Research Institute for Labour and  
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### CURRENT POSITION

Researcher - PhD

### SHORT BIOGRAPHY

2006: Ph.D. in social work and social policy, Faculty of Social Studies, Masaryk University Brno

Since 2001: Researcher at the Research Institute for Labour and Social Affairs, Research centre Brno

2004 – 2007: Assistant professor at the Department of Social Work and Social Policy, Masaryk University, Brno

#### *Research projects*

- 2003: Research project “Problems of the labour market and labour market policy”
- 2004 – 2007: Research project “Social and cultural cohesion”
- 2006: International research project “Evaluation of mainstreaming social inclusion”, national coordinator
- 2006: Research project “New social risks on the labour market and the need of reform of its political regulation after the accession of the Czech Republic into the EU”
- 2006-2010: Research project “Migrants in the Czech Republic – their position on the labour market and social integration”, coordinator

### MAIN INTERESTS FOR PENSION

I am not specialized in pensions but I am interested in implications of the pension reforms for social inclusion and social cohesion in the EU member states as well as in relation between migration and future welfare provisions, including pensions.



## Ms. Klara Sadilkova

### CONTACT

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### CURRENT POSITION

civil servant, dept. Social Insurance, Ministry of Labour and Social Affairs

### SHORT BIOGRAPHY

2005 – 2010 - Ministry of Labour and Social Affairs

2003 – 2005 - Occupational Safety Research Institute

2001 – 2003 - Publishing house: “ProfiPress”

### MAIN INTERESTS FOR PENSION

private pension funds





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## Ms. Erika Schnyder

### CONTACT

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International Affairs

International Organizations Unit

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### CURRENT POSITION

Head of Unit

### SHORT BIOGRAPHY

Law studies with a diploma of law of the University of Fribourg, Switzerland

30 years experience as a civil servant responsible for social affairs and pensions

35 years of political career, MP at cantonal Parliament and mayor of a town of 12'000 inhabitants

### MAIN INTERESTS FOR PENSION

22 years of experience at the head of the legal questions in matters of professional provident measures (pension funds)



## **M. Erik Simonsen**

Senior Advisor

### **CONTACT**

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### **CURRENT POSITION**

Senior advisor at the Confederation of Danish Employers

### **SHORT BIOGRAPHY**

From 1989 to 1996: Working in different branches of the Ministry of Employment. Main issues where unemployment insurance, early retirement and vocational training.

Since 1996 I have been working in the Confederation of Danish Employers. Our main purpose is to insure as big and qualified workforce as possible at the lowest possible cost.

Working fields: Pension systems, voluntary early retirement, disability pensions, sickness absenteeism, unemployment insurance, employment, economic growth, long term trends in employment – wealth and sustainability in public finances etc.

### **MAIN INTERESTS FOR PENSION**

Demographic changes are one of the main challenges for Europe for the next 30 years. Demographic changes are a challenge for companies but also for societies and in individuals in the European countries. If Europe does not take the necessary actions to ensure a bigger and more competent workforce then economic growth in Europe will diminish and Europe will relatively be a less wealthy part of the world. One of the main sources to tackle the demographic challenges is the pension systems.



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## Dr. Christoforos Skamnakis

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### CURRENT POSITION

Lecturer in Social Policy,  
Dept. of Social Administration  
Democritus University of Thrace,

### SHORT BIOGRAPHY

researcher to local welfare policy, immigration and cohesion, immigration and low status occupation, reform of welfare state

### MAIN INTERESTS FOR PENSION

Member of work team of Greek Ministry for Labor and Social Affairs, consequences of pensions reform to social protection and welfare



## M. Malcolm Small

### CONTACT

Relevant web links:

[www.tisa.uk.com](http://www.tisa.uk.com)

[www.lyncombeconsultancy.com](http://www.lyncombeconsultancy.com)

[www.the-pensions-net-work.com](http://www.the-pensions-net-work.com)

### SHORT BIOGRAPHY

With a background in Law, Heavy Engineering, and public Administration, Malcolm has specialised in all aspects of management in Financial Services at senior level for the last 15 years. Classically trained in marketing at Marketing Centre Europe in Brussels, he has also operated as a Marketing Director in I.T., preparing software applications for market and following through to product delivery. He spent 14 years with Norwich Union, latterly at operating Board level in Life and Pensions, and 5 years at Merchant Investors, a specialist high net worth investment and pension provider in Bristol.

More recently, as Managing Director of Lyncombe Consultancy, he has specialised in the regulatory, technical and operational aspects of pensions, and a wide range of other retail financial services. With a particular interest in, and experience of, Distribution in the UK, he has been involved in a number of initiatives building new businesses in this field. A recent past Chair of the Investment and Life Assurance Group, a practitioner trade body, he also has a strong presence in public affairs and public policy work. He is a frequent speaker, and author, on industry topics, Chairing a wide range of industry meetings and conferences.

Malcolm has undertaken research in pensions through The Pensions Report and is Chairman of The-Pensions-Net-Work, a membership based standing conference in the Net Work series.

He has recently been appointed Director of Portfolio and Retirement Planning at the Tax Incentivised Savings Association, leading the work of the Association in Pensions, Distribution and Platforms. He is also a Non-Executive Director of a leading pension provider and is retained as an adviser on pensions policy by an employer body.



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## Ms Miet Smet

### CONTACT

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### CURRENT POSITION

Minister of State, President of OKRA , Vice President of AWEPA (the organization of European Parliamentarians for Africa)

Charged by the Flemish Government with the Presidency of the stakeholders consultation on the canal Gent-Terneuzen

### SHORT BIOGRAPHY

#### • Political curriculum

- Christian Democratic Member of the Chamber of Representatives for the district of Sint-Niklaas – CVP (1978 - 1995)
- Secretary of State for Environment and Social Emancipation (1985 - 1992)
- Minister of Employment and Labour responsible for the policy of Equal Opportunities for Men and Women (1992 - 1999)
- Successively Member and President of the Council of Ministers for Environment and of the Council of Ministers for Employment, Social Policy, Health and Consumer (for the competence Employment) (1985 - 1999)
- Member of the Senate – CVP (1995)
- Member of the European Parliament – CD&V (1999 - 2004)
- Quaestor of the European Parliament (2002 - 2004)
- Minister of State (January 2002)
- Member of the Flemish Parliament – CD&V (2004 - 2009)
- Community Senator CD&V (2007 - 2009)
- Charged by the Flemish Government with the Presidency of the stakeholders consultation on the canal Gent-Terneuzen (2006 - )

#### • Other activities

President of OKRA (2008 - )

#### • International

Chair of the Initiative for social cohesion of the stability pact for South Eastern Europe (2003 - 2008)

Member of the Parliamentary Assembly of the Council of Europe (2007 - 2009)



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## M. Mika Vidlund



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### CURRENT POSITION

Specialist in the Planning department at the Finnish Centre for Pensions since 1.1.2006

### SHORT BIOGRAPHY

I have worked some over ten years within the Finnish Centre for Pensions (ETK). ETK is the central body of the private-sector statutory earnings-related pension scheme and produces services common to the whole scheme. Planning department produces services needed in the implementation and development of earnings-related pension provision. My tasks concentrate mainly on development and my professional specialization is on pension schemes abroad and on cross-national pension insurance comparison (see more from the table below). In addition, I am member of the Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP) network. The network is organised and maintained by the Gesellschaft für Versicherungswissenschaft und –gestaltung e.V. (GVG). I have also been a Secretary in the Working Group Preparing the Finland's National Pension Strategy Report commissioned by Ministry of Social Affairs and Health (2002 and 2005) and co-operate with e.g. Nordic Social-Statistical Committee (NOSOSCO) and International Social Security Association (ISSA). I graduated from University of Turku in 2000 and had my licentiate (pre-doctoral) degree on Social Sciences (major: social insurance/social policy) in 2006.

### MAIN INTERESTS FOR PENSION

Special interest for pension schemes in different countries. Special professional focus on pension reforms in different countries.



## M. Fritz von Nordheim Nielsen

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tel: +32 2 299 7753

### CURRENT POSITION

Principal Administrator Deputy Head of Unit f.f., in Unit E4, DG Employment, European Commission

### SHORT BIOGRAPHY

Fritz von Nordheim Nielsen is a social protection expert with speciality in policies related to pensions and societal ageing, Fritz von Nordheim joined the analysis division of the Danish Ministry of Social Affairs in 1992. Here he worked in the areas of retirement, old age care and child policy. At the same time he held assistant professorships and served as an occasional consultant to the Welfare ministries of Latvia and Lithuania. In 1998 he joined the European Commission, DG Employment and Social Affairs, where he has played a lead role in the development of Active Ageing as a paradigm for EU policy responses to ageing. After a period as Head of the Commission Representation in Denmark (2005-2008) Fritz von Nordheim Nielsen returned to DG EMPL where presently he works on pensions and health issues with an emphasis on responses to the economic crisis

### MAIN INTERESTS FOR PENSION

Presently he is involved in Commission work related to:

(1) A new joint review of the Social Protection and the Economic Policy Committees, which will take stock of progress in pension reform over the last 10-15 years and re-asses these advances in the light of crisis setbacks and the accentuated challenges of delivering pensions in a context of lower employment, lower growth, accelerating ageing and strongly deteriorated fiscal positions.

(2) A GREEN PAPER consultation on The European Framework for Pensions in preparation for potential legislative and other Commission initiatives as follow-up to the financial markets regulation package and to generate a more wholesome European Framework in support of Member States efforts to deliver adequate and sustainable pensions.