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Altri autori (Persone)	HinzRichard P
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Nota di contenuto	Cover; Contents; Foreword; Acknowledgments; Contributors; Abbreviations; Part I. Introduction and Conceptual Issues; 1. Early Lessons from Country Experience with Matching Contribution Schemes; 2. Policies to Encourage Private Pension Savings: Evidence from OECD Countries; Figures; 2.1 Expenditure on private pension benefits as percentage of total pension expenditure, in selected OECD countries, 1990 and 2007; 2.2 Sources of income of people over 65 in selected OECD countries, mid-2000s 2.3 Contribution of public and private components to simulated lifetime benefits in 21 OECD countries, 2008 2.4 Impact of pension reforms on lifetime retirement income benefits in selected OECD countries; 2.5 Private pension coverage in selected OECD countries, 2009; 2.6 Relationship between private pension coverage and age and earnings in selected countries; 2.7 Tax treatment of investment returns, private pension contributions, and withdrawals in selected OECD countries; 2.8 Tax treatment of benchmark savings and private pensions in selected OECD countries 2.9 Correlation between coverage of voluntary private pensions and tax incentives for private pensions relative to benchmark savings 2.10 Percentage of IRA and 401(k) saving that is new saving; 2.11 Revenues foregone from tax incentives for private pensions in selected OECD

countries as a percentage of GDP and a percentage of public expenditure on pensions, 2007; 2.12 Pensioners' incomes as a percentage of population income in selected OECD countries, mid-2000s

2.13 Coverage of voluntary private pensions compared with tax incentives for private pensions relative to benchmark savings in selected OECD countriesPart II. High-Income Country Experience; 3. Matching Contributions in 401(k) Plans in the United States; Tables; 3.1 Percentage of active participants deferring enough salary to take full advantage of the maximum employer match, by company size; 3.2 Level of match offered by companies offering matching contributions, by company size; 3.3 Type of employer contributions, by company size 3.1 Predicted employee contributions for selected persons and plan matching formulas3.4 Changes in employer contribution rates to 401 (k) plans that adopted automatic enrollment between 2005 and 2009, by type of modification; 3.5 Inclusion of safe harbor plans in defined contribution plans, by company size; 3.6 Use of automatic enrollment in defined contribution plans, by company size; 4. Riesters Pensions in Germany: Design, Dynamics, Targeting Success, and Crowding-In; 4.1 Statutory incentives for supplementary pension provision, 2002-08 4.1 Subsidy as percentage of total (own plus government matching) contribution

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## Sommario/riassunto

The use of matching contributions to enhance the participation and level of savings in pensions system has now been in use for nearly three decades in a number of high income countries. Increasingly, countries across the full range of economic development are looking to the design as a means of addressing the low rates of participation in formal pension and other retirement savings systems. A number of countries have recently introduced innovations in their pension systems that significantly rely on contributions matches and related types of direct subsidies to provide incentives for groups that mandates and other indirect methods such as preferential tax treatment have been unsuccessful in reaching. There is particular interest among developing countries in utilizing this design to extend coverage to informal sector and low income workers that typically do not pay income related taxes. This volume provides descriptions and analysis of the design, experience and outcomes achieved in the high income countries where there information about the dynamics and outcomes that this approach has achieved is not beginning to emerge. It also reviews new efforts to use the design in a number of other settings in which the matching contributions have been included as a significant element in reform of the pension system. The review of the experience with matching contribution across this full range of settings provides important observations and some initial lessons for policy makers and analysts who may be considering or evaluating the use of this approach to increase pension coverage.

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