



network news

July 2023

2023

CONFERENCE

IGP Global Employee Benefits Conference
September 11-14, 2023 | Sheraton Toronto, Canada

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LET'S BUILD A HEALTHY WORKING WORLD FOR ALL

BENEFITS & WELLNESS TRENDS AND INNOVATIONS IN EMPLOYEE RETENTION, TALENT MANAGEMENT, EMPLOYEES' HEALTH AND DE&I - GLOBALLY AND LOCALLY

2023 IGP GLOBAL EMPLOYEE BENEFITS CONFERENCE | SHERATON CENTRE TORONTO HOTEL | SEPTEMBER 11-14, 2023

The IGP Global Employee Benefits Conference is back ..., and we can't wait to meet you in Toronto!

"Let's build a healthy working world for all" starts at the #2023igpconference at the Sheraton Centre Toronto Hotel, with engaging sessions, inspiring speakers, and healthy and energizing networking breaks.

Your employees are your most valuable asset, and global benefits management has shifted from focusing primarily on rewards to a holistic approach on employee experience, health and wellness.

The 2023 IGP Global Employee Benefits Conference will feature insightful industry experts who will discuss topics such as connecting benefits and wellness, talent management and employee retention, technological innovations, the importance of diversity, equity & inclusion, and the need to support your employees' mental and physical health.

IGP Conferences are the prime forum to share knowledge and ideas, discuss industry challenges, get inspired by thought leaders, and establish international business connections and partnerships. Gain new ideas, knowledge and support to implement new employee benefits strategies or initiatives in your own organization – both globally and locally.

Join #2023igpconference for 3 days of best practice cases, panel discussions, country sessions & networking to help you power your global and local employee benefits strategy forward.

Conference Fee

The registration fee covers all conference materials, sessions, luncheons, receptions, dinners, refreshments and exercise breaks throughout the 3 days.

Corporate Attendees

- Registration fee is **waived**
- IGP clients with an **unpaid IGP Dividend** can use this to pay for their hotel accommodation at the Sheraton Centre Toronto Hotel

Advisors & Consultants

- Registration fee: USD 750
- Discounts can apply, please contact us for more information

Event Venue: Sheraton Centre Toronto Hotel

Embrace the energy of Toronto during your stay at Sheraton Centre Toronto Hotel, conveniently located downtown in the financial district, steps from the entertainment district and all major attractions. Experience the comfort of the rooms and suites, work out in the 24-hour fitness centre or enjoy a refreshing swim in their heated indoor-outdoor pool.

IGP Preferential Daily Room Rates
guaranteed until August 9, 2023:

CAD 349

(subject to tax which is currently 14% + 3%).

Program

Monday, September 11:

- Captive Round Table
- Opening Reception

Tuesday, September 12:

- Conference Day 1
- Offsite Event

Wednesday, September 13:

- Conference Day 2
- Evening Reception

Thursday, September 14:

- Conference Day 3 (1/2 day)
- Closing Lunch

The program also includes breakfast, luncheons and refreshment breaks, as well as 5 timeslots for plenary sessions and 9 timeslots for Regional Q&A Panels.

Regional Q&A Panels

Attendees can participate in engaging and interactive discussions about the EB markets around the globe. A wide choice of Regional Q&A sessions will provide insights on legislative news, current and future trends, benefits practice and benchmarking in around 30 countries.

Plenary Special Interest Sessions

Get inspired and gain new ideas, knowledge and support from thought leaders and industry experts to implement new employee benefits strategies or initiatives in your own organization:

- Future of Work: how to attract, retain and engage a hybrid and multi-generational workforce
- How ESG is becoming a key driver in employee experience and benefits
- Rolling out a global rewards & benefits strategy: Best Practices
- Optimizing resources, budget and governance: Pooling vs Global Underwriting vs Captives
- How advanced analytics can drive your employees' health

Networking Opportunities

The program allows for plenty of interactions and networking opportunities: besides the traditional breakfast, lunches, receptions and dinners, we will organize pre-breakfast walks and runs which will allow you to interact with fellow attendees in a relaxed atmosphere.

Use the time between the last afternoon session and the evening reception to catch up on work, set up ad hoc meetings, or invite some people to go for a stroll or drink in a very informal way.

[Register Here](#)

[Get inspired. Learn from local experts. Connect. Keep it healthy.](#)

[View Program Here](#)

More information? Please contact your IGP Business Development Manager or Elaine Paradiso (eparadiso@jhancock.com) and Inge Luyten (inge.luyten@igpeurope.com)

Country News: Belgium

Benchmark Study: What About Supplementary Pensions?

On April 20, 2023, AG presented their “Benchmark Study on Supplementary Pensions” with captivating speakers but also surprising content.

Under-contribution for nearly 40% of supplementary pension plans

Benoit Halbart, Managing Director of Employee Benefits & Health Care at AG, explained the importance and challenges of pension issues. According to a study performed by Ipsos on behalf of Assuralia in 2021¹, the need to build up a supplementary pension is well understood: 75% of people are convinced of this and 80% believe that the employer should contribute to it. The federal government wants every worker to be able to build up a supplementary pension with a contribution of at least 3% of their gross annual salary to enjoy a high enough replacement income later on.



In terms of the working population, there is already more balance between men and women, but in terms of supplementary pensions we see that the balance is still tipping towards men.

- Mabelien Coppens,
Legal advisor at the FSMA
Financial Services and Markets Authority

According to the FSMA's annual sector report, on January 1, 2022, nearly 4.2 million people in Belgium were affiliated with a supplementary pension plan, with more than 100 billion euros of vested pension reserves already built up. However, one-third of the active working population is not actively affiliated with a pension plan. Thus, there is still a long way to go.

Moreover, it is important to consider the following: the higher the salary, the lower the replacement income through the statutory pension will be in proportion. This is because the salary taken into account when calculating the pension is capped. Thus,

for an employee with an annual salary between EUR 75,000 and EUR 100,000, the statutory pension will cover only 29% of the replacement income, and the supplementary pension 16%. In total, the replacement income is then only 45%. And that is far from the comfortable 70% replacement ratio put forward by Pierre Devolder (Finance Professor at UC Louvain). To get to that 70%, he says, we would have to go to a contribution rate of 7.5%, instead of the projected 3%.

AG's Benchmark Study on Supplementary Pensions

As the market leader in supplementary pensions in Belgium, AG analyzed the contracts of 316,826 affiliates of 5,374 corporate clients. Across the entire AG portfolio of corporate pension plans, excluding sector plans, the average contribution rate is 4.5% (EUR 2,874 per annum) and the median contribution rate is 3.70% (EUR 1,675 per annum).

Nevertheless, no less than 39% of the affiliates do not reach the target of 3%. There are also major differences between the 18 sectors covered in the study.

And that is not all. The study also shows that there are significant differences between the 'Defined Contribution' plans, with fixed premiums per month, and the 'Defined Benefit' plans, with a fixed payment at the end of the contract.



Is it normal that we continue to spend a lot of money on car budgets while setting aside very little for a retirement plan, which we still consider a luxury?

- Pierre Devolder,
Finance Professor at UC Louvain

Are You on Par with your Peers?

There are not only differences between the 18 sectors studied, but AG's benchmark study also showed different numbers within each sector. Are you curious about where you stand compared to your peers? Do you want to know whether your pension plan is sufficient to offer your employees a comfortable replacement income later on?

Get the Whitepaper

with all the striking findings of AG's unique benchmark study on the second pension pillar in Belgium



If you would like more information or wish to discuss your employee benefits plans in Belgium, please contact your IGP Business Development Manager or:

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¹ More information on <https://press.assuralia.be/pensions-complementaires-les-employeurs-aspirent-a-la-stabilite>



Country News: Netherlands

Vitality towards and during retirement

As of July 1, 2023, the Future Pensions Act took effect in the Netherlands. In the 2023 Q1 edition of IGP Network News that you can find [here](#), we provided an overview of what the new pension law entails, what you need to know as an employer, and how a.s.r., the IGP Network Partner in the Netherlands, can assist you.

The new pension system is a great opportunity to invest in the vitality of your employees - to keep them financially, mentally, and physically healthy on their way to retirement.

Due to the increasing retirement age, many people must work longer and investing in additional vitality is therefore important. A healthier workforce is also important for your company because employees who are healthy, comfortable, feel good about themselves and enjoy their work, are less likely to retire early.

Retirement is different for everyone. One employee wants to continue working while another can't wait to retire. But all employees want to enjoy a well-deserved retirement, and they need more than just the built-up pension pot. Their financial, mental, and physical health are just as important.

You want to be and remain an attractive employer

With the arrival of the new pension system, this is a good time to take a broader look at pensions in the Netherlands and the benefits package that you offer.

Download the Whitepaper

Read why the new pension system will help you take a broader look at retirement and benefits packages and what it means for your pension plan.



Het nieuwe pensioenstelsel: een uitgelezen kans om te investeren in de vitaliteit van je werknemers

An increasing number of employees are rightly asking themselves: how can I enjoy my cycling vacation, grandchildren, or hobby when I retire, if I don't stay healthy? Reaching retirement age vitally is important to many employees, and as an employer, you

can help. How? By giving vitality a prominent place in the total benefits package. As an employer, you take responsibility for the pension pot, while also making an impactful contribution to the financial, mental, and physical health of your employees.

You can for example offer financial insight, training or a vitality program, but you can also talk to your employees about their personal options within their pension plan.

Invest in the vitality of your employees

a.s.r.'s research (Pensioenonderzoek a.s.r. 2022) shows that for 38% of employees "staying healthy" is the most important way to deal with retirement. Since the new pension system requires you to start working on your pension plan anyway, this is a good time to include Vitality. a.s.r.'s research also shows that employers can stimulate the vitality of their employees with various (additional) perks. Employees mainly noted their preferred requirement as follows:

- Leave options (38%);
- Vitality programs (20%);
- Training and development budget (15%);
- Coaching (15%)

The new pension system offers fiscal opportunities to better meet the needs of employees. Healthy employees provide you with many benefits and more employees reach their (increasing) retirement age in a healthy way. A win-win situation!

Vitality towards retirement with a.s.r.

a.s.r. offers employers a complete package to help employees be financially, mentally, and physically healthy into retirement. With the Employee Pension and the additional services 'I think ahead' (<https://www.asr.nl/ik-denk-vooruit>) and a.s.r.Vitality (<https://www.asr.nl/vitality>), a.s.r. prepares you and your employees for the future.

Download the 2022 a.s.r. Pension Research (in Dutch)

Vitality is an important theme today. a.s.r. investigated whether people today are more concerned about their retirement, who they think is responsible for it and what they are doing to become more mentally, physically and financially fit at and during retirement.



Pensioen en vitaliteit
gaan hand in hand
Pensioenonderzoek a.s.r. 2022

If you wish to discuss the vitality of your employees in the Netherlands, please contact your IGP Business Development Manager or your local advisor.

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voor alle
verzekeringen

Network Partner News: Poland

Unum Offers a New Group Insurance Solution That Provides Comprehensive Support



Premium Protection is a new group insurance solution from Unum Życie TUIR that goes beyond the standard definition of a group policy. It provides comprehensive support for employee health problems: from prevention to diagnosis and assistance in returning to work.

“The research commissioned by Unum and Polish media company Agora¹ in August 2022 shows that almost every second Pole has experienced health problems in the last year themselves or their family members. Almost every fourth respondent experienced orthopedic problems, and every fifth cardiologist. 17% of Poles struggled with mental difficulties, and 15% and 13% with diabetes and thyroid diseases, respectively.

Over 60% of the respondents had to reach into their own pockets to cover the cost treatment, mainly (70%) due to the long waiting time for free medical services. In illness, time and quality of treatment are of key importance, which is why Unum group insurance today provides not only money, but also a number of services that will help employees recover faster,” says Joanna Grudnik, Director of the Group Insurance Sales Department at Unum.

¹ Agora is one of the largest and most recognized media companies in Poland. Since 1999, Agora's shares have been listed on the Warsaw Stock Exchange. Agora's activities include newspapers, advertising, cinemas, radio, various online services, magazines, books and more.

More Than Money

Premium Protection is life insurance with a choice of different packages, and each of them provides assistance not only in the event of a diagnosis.

Depending on the selected package, the insured employee or their covered relatives can count on Unum to arrange for medical examinations in the field of prevention or diagnostics.

In the event of health difficulties, they can take advantage of a pre-diagnosis or a second medical opinion. Unum will also arrange for rehabilitation, medical consultations and medical examinations or psychological assistance.

New Risks - Lifestyle Diseases

Premium Protection ensures the payment of the benefit and assistance in the treatment of diseases that Poles more and more often experience: diabetes, asthma, thyroid diseases, and celiac disease.

The package includes diagnostic tests without referral for diabetes and thyroid diseases. And if one of the lifestyle diseases is diagnosed, the insured person will receive money.

Lifestyle diseases or diseases of civilization are as follows: bronchial asthma, celiac disease, thyroid disease, obstructive pulmonary disease, coronary artery disease, gastric and duodenal ulcers, type 1 diabetes, type 2 diabetes and gout.

Group Insurance for Individual Needs

Unum group policies can be tailored to the individual needs of each employee. Thanks to additional packages, each employee can adjust the scope of protection to their preferences and needs due to age, family situation, work specifics or health situation.

There are Packages to Choose From:

U-LIFE PROTECTION

A classic life insurance, ensuring the payment of money to the beneficiaries in the event of the death of an employee or their relatives, if they are covered by the insurance.

U-PROTECTS HEALTH

Provides access to medical services and money in the event of a serious illness, surgery or hospital stay, which can be used to cover the cost of treatment.

U-PROTECTS A CHILD

Financial support and medical assistance in the form of examinations, additional medical consultations in the event of an accident or illness of a child.

U-PROTECTS ONCOLOGICALLY

In the event of a diagnosis of a malignant or borderline malignant neoplasm, it provides financial support and a range of services and medical tests useful during treatment.

U-PROTECTS THE HEART

Provides payment of money and access to medical services and tests in the event of a diagnosis of cardiac diseases. Once a year, without a referral, the insured can receive diagnostic tests that can help detect the disease at an early stage.

U-PROTECTS ACTIVE

Financial support and quick access to a range of services and medical examinations useful in post-accident treatment.

U-SUPPORTS LIVING IN HEALTH

Provides payment of money in the event of falling ill with one of 9 lifestyle diseases. In addition, the package also includes diagnostic tests without referral for diabetes and thyroid diseases. Unum will also organize psychological support in the event of a diagnosis of certain mental illnesses.

U-SUPPORTS HEALTHY HABITS

Unlimited access to teleconsultations with doctors of 19 specialties, access to preventive examinations and consultations with a dietitian.

Why partner with Unum Życie TUiR

Part of the Unum Group, Unum Życie is a leading provider of financial protection benefits in the United States and the United Kingdom and the leading provider of disability income protection in the world. Unum has more than 170 years of experience, protects almost 43 million people worldwide and pays nearly USD 8 billion in benefits annually.

- Nationwide Network - Head office and 3 agencies in the capital city of Warsaw, with 11 agencies located in the largest cities in Poland: Katowice, Kraków, Poznań, Wrocław, Łódź, Gdańsk, Gdynia, Olsztyn, Bydgoszcz, Rzeszów and Szczecin.
- Customer-focused and committed to providing a high standard of services throughout the lifetime of the contract.
- Each policyholder has a dedicated Group Policy Administrator who is responsible for all issues related to the insurance contract.
- Rapid claims payment – within a maximum of 3 business days from the time of receipt of a complete set of documents.
- Online enrollment and technologies enhance communication and explanation of insurance offered to companies and their employees.
- Customer Protection – Tailored products, including life insurance, as well as accident, health, and family riders to suit the needs and expectations of every client.
- Unique insurance solutions at competitive prices:
 - A short list of liability exclusions and limits under group insurance (among the shortest on the market);
 - Wide scope of protection: lifestyle diseases and specialist treatment
 - Diagnostics for diabetes, thyroid, and heart diseases to help detect health problems at an early stage
 - Broad range of medical benefits supplementing life and disability insurance
 - Easy access to rehabilitation services in connection with an accident, disease, cancer



- diagnosis, hospitalization and childbirth (when the child needs medical attention), as well as preventive tests and dietary consultations
- Ability to adjust protection to suit individual needs (8 additional packages – all with multiple options);
- No waiting period on the basic contract, Death of the Life Insured, Death of a Child, Orphaned Child, Birth of a Stillborn Child
- Extensive directory of Dread Diseases (58 different conditions in respect of Dread Disease of the Life Insured, the Spouse or Partner; and 29 different conditions in respect of Dread Disease of a Child)
- Dread Diseases may be enhanced with communicable diseases, pharmaceutical benefit, or medical services in case of a suspected dread disease

- Accidental coverage benefits are covered due to sport accidents or injury, including extreme and high-risk sports
- Large directory of surgical operations – 463 medical procedures covered (incl. one-day procedures)
- Open catalog of surgical operations, with an option to add pharmaceutical benefits following a surgical operation

- Comprehensive Oncological Package offering customers meaningful support in the event of cancer, both financial and assistance services
- Comprehensive Cardiological Package offering customers complex support in the event of cardiovascular disease, both financial and assistance services
- Not just a benefit payment: the insurance provides assistance with prevention, diagnosis, treatment and recovery;
- Premium support at every stage of implementation
- Clear and understandable general insurance conditions
- High and very competitive sums insured for an affordable premium
- Strong Code of Ethics - Open and sincere client relations based on integrity, commitment, and accountability. Unum's code of ethics sets high standards not only for client relations, but also for employee conduct in general.
- Corporate Social Responsibility - Both in Poland and in other companies of the Unum Group, employees and associates are committed to supporting local communities. Every year, the Unum Group donates over USD 12 million to charity, and all employees volunteer nearly 27,000 hours for those in need (source: 2021 UNUM ESG report, <https://www.unum.com/about/responsibility>).

Are you interested to discuss your employee benefits in Poland?
Please contact your IGP Business Development Manager or:

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W www.unum.pl

The Unum logo, consisting of the word "unum" in a stylized, lowercase, blue font. Above the letters 'u', 'n', and 'm' are three small blue circles of varying sizes, arranged to suggest a human figure or a globe.

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