



## NATIONAL PENSION COMMISSION

### **About the World Pension Summit**

The World Pension Summit (WPS) is the only platform 'for and by' Pension Professionals, exchanging knowledge and innovative ideas on how to secure sufficient pension provision. It is an annual gathering of over 400 professionals from over 40 countries coming together to exchange expertise and best practices to promote essential development in social security, innovation and pensions. The focus is majorly on cutting-edge developments and innovation in pensions; covering a broad range of areas such as Asset management, Investments, Pension Fund Management, Scheme Developments, Ageing, Health Care for the Elderly, Social Security, Social Innovation and Communications.

The WPS was founded in 2010 with its inaugural and all other successive editions holding in the Netherlands. The unique blend of people broadens horizons and the many indepth discussions give food for thought and inspiration for new ideas. As Harry Smorenberg Chairman of the World Pension Summit puts it, “The WPS is the place to exchange key developments and solutions and learn from each other”.

The 2015 World Pension Summit will hold at The Hague from 10th – 11th September, 2015.

## **About the National Pension Commission (PenCom)**

Prior to the enactment of the Pension Reform Act 2004, pension schemes in Nigeria had been bedeviled by many problems. The Public Service operated an unfunded Defined Benefits Scheme and the payment of retirement benefits were budgeted annually. The annual budgetary allocation for pension was often one of the most vulnerable items in budget implementation in the light of resource constraints. In many cases, even where budgetary provisions were made, inadequate and untimely release of funds resulted in delays and accumulation of arrears of payment of pension rights. It was obvious therefore that the Defined Benefits Scheme could not be sustained.

In the private sector on the other hand, many employees were not covered by any pension scheme and many of the private sector schemes were not funded. Indeed, by June 2004 when the pension reforms commenced, pension coverage in the private sector was estimated at 1.3% only. Besides, where the schemes were funded, the management of the pension funds was full of malpractices between the fund managers and the Trustees of the pension funds.

This scenario necessitated a re-think of pension administration in Nigeria by the administration of President Olusegun Obasanjo. Accordingly, Federal Government initiated a pension reform in order to address and eliminate the problems associated with pension schemes in the country. The outcome of the reform was the enactment into law of the Pension Reform Act 2004, which was repealed by signing into law of Pension Reform Act 2014 by President Goodluck Jonathan to address necessary administrative and operational shortcomings.

In a 10 year period, the pension industry in Nigeria has experienced phenomenal growth from a deficit of 2 trillion naira in 2003 to a pension fund asset that is over N4.9trillion as at June 2015. The huge pool of fund that the contributory scheme has put together is a firm backing to the economy; and a testimony to the hard work and diligent service of PenCom's management and staff under the exemplary leadership of the Director General Mrs. Chinelo Anohu-Amazu.

PenCom has been able to develop a unique contributory system that has pension administration and custodianship intertwined. Duly licensed Pension Fund Administrators (PFAs) open Retirement Savings Accounts (RSAs) for employees, invest and manage the pension funds in a manner as the Commission may from time to time prescribe after diligent research, maintain books of accounts on all transactions relating to the pension funds managed by it, provide regular information to the employees or beneficiaries and pay retirement benefits to employees.

Whilst Pension Fund Custodians (PFCs) are responsible for the warehousing of the pension fund assets. The employer sends the contributions directly to the PFC, who notifies the PFA of the receipt of the contribution and the PFA subsequently credits the RSA of the employee.

The transactions of 21 pension fund administrators (PFAs) and 4 PFCs are constantly regulated on daily basis by the Commission.

### **About World Pension Summit “Africa Special”**

The WorldPensionSummit “Africa Special” will host its second ‘Africa Special’ edition with the theme; Sustainable Pension Systems in Africa” in Nigeria, on 5 - 6 October with a focus on African developments in the pension industry in Nigeria and Africa. The Summit will hold in Abuja, Nigeria and is being organized jointly with the National Pension Commission of Nigeria after a successful inaugural summit in 2014. The Summit for all African pension professionals will present, and debate on specific African pension innovation,

key scenarios, and scheme development. Global insights and best practices will be presented, shared and discussed by renowned international experts.

Since 2004 Nigeria has taken up a leading role with her pension reform. The enactment of the Pension Reform Act 2004 and 2014 has proven to be key starting point of a new era of pensions in Nigeria.

The aim of this Summit is to exchange expertise between all pension professionals in Africa and to stimulate pension market developments and pension innovation. This edition of the World Pension Summit 'Africa Special' will focus on key areas and experiences on relevant topics and developments such as pensions investments, risk management, funds management, pension fund administration, regulatory essentials and communications / financial literacy.

### **Brand Essence of PenCom logo**

**Meaning & elements of the logo:** PenCom's logo is the external manifestation of the brand. It depicts what PenCom is and what it hopes to become. Black and shades of grey, depicting life as it truly is, and not in black and white.

- a) The Nigerian coat of arms is embedded in the pillar to represent the organization's firm footing as a full functioning part of the nation's operations towards enhancing the life of its citizens
- b) The rising dark grey pillars represent the active working years of an individual during which pension contributions are made (i.e. the accumulation stage). The even dispersion of the pillars emphasize the fact that pension funds under the contributory pension scheme are accumulated in a systematic and predictable manner and can, therefore, be effectively projected and planned for.
- c) The light grey pillars, even though declining, represent the brighter years PenCom and all the pension operators work to give retirees. It shows that, contrary to the widely held belief that later years of life are the dark years, PenCom ensures that these years remain bright. Again, the even dispersion of the declining pillars also depict that pension payout under

the CPS is done in a systematic manner, devoid of unforeseen occurrences that could distort the retiree's projection of size and duration of benefits payouts.

- d) The grey reflective ribbon wrapped around the pillars with the PenCom name on it, represents the protective regulatory role of PenCom in the pension industry, throughout the accumulation and payout circle. It illustrates that all activities under the CPS are aligned by PenCom towards the achievement of desired outcomes.

## **Profile of World Pension Summit 'Africa Special' Organizing Team**

### **Harry Smorenberg**



Chairman World Pension Summit

"There is a need for a platform where experts from all over the world can exchange expertise and best practices to further essential development in social security innovation and pensions. More and more key budget component as housing, healthcare and pensions are becoming key to citizens of the world and securing sufficient provision is becoming a joint challenge for government, employers and the individual. WPS "Africa Special" is the place to exchange key developments and solutions and learn from each other."

### **Profile**

Harry is a financial services marketing and positioning strategist. He previously worked at Banque Paribas and ABN AMRO and was a director at two leading strategic consultants.

He is a leading contributor to innovation in both the retail and corporate payments and transaction space. He has also been actively involved in developing solutions in financial planning, international pensions and 'social innovations'. His strength is in catalyzing institutions into developing vision and strategies, and in identifying and implementing client-centric solutions.

He is a columnist and guest speaker, sits on several advisory boards and regularly publishes in leading international media.

## **ERIC EGGINK**



CEO Eggink Van Manen | CHAIRMAN WORLDPENSIONSUMMIT

“The World Pension Summit “Africa Special” is most eager to be the platform of learning and getting inspired. We think that new developments can only be fostered with meeting and sharing information and expertise. Understanding barriers and learning from each other how to overcome them. This can help Africa and Nigeria grow faster and create a better world with growth in prosperity, education, safety and stability.”

### **Profile**

He studied Dutch literature and Communications Management at the University of Amsterdam. He started his career as a TV producer at AVRO TV and hosted a weekly radio program about literature. He first stepped into the corporate world when he was appointed Head of the In-and-external Communications Department of the Sociale-Verzekerings Bank in Amsterdam. He switched jobs after three years and became partner at the BBDO-PR Branch of the Omnicom Group.

For the last twelve years Eggink is CEO of Eggink Van Manen Communication Consultancy. His agency works for large companies as TNT, Manpower, Ministry of Economic Affairs (Netherlands), Overtoom, CenterParcs, PON and McDonalds. Mr Eggink is also a specialist in Employee Communications. He is the author of “The Handbook of Internal Communications”. Mr. Eggink is often consulted by companies in large transformation/reorganization processes and for reputational issues.

### **Chinelo Anohu-Amazu**



Chinelo Anohu-Amazu is the Director-General of the National Pension Commission (PenCom) Nigeria.

“We are delighted to bring the WorldPensionSummit to Africa; a number of African nations are experiencing strong economic growth supported by the rising investment in natural resources and robust private consumption. As a result the role of a pension industry in providing a stable consumer savings

vehicle for Africa's growing middle classes and the investment of capital from his pension funds is of increasing significance.”

## **Profile**

A key player in the Pension Reform, Mrs. Anohu-Amazu was part of the Team of experts that midwifed the Contributory Pension Scheme (**CPS**) in Nigeria. She served in the Fola Adeola Pension Reform Committee set up by former President Olusegun Obasanjo, whose work led to the eventual enactment of the Pension Reform Act 2004, and received a presidential commendation for the quality of work done on the 2004 pension reform.

Prior to joining PenCom as the pioneer Commission Secretary/Legal Adviser, Mrs. Anohu-Amazu consulted for many private sector initiatives as well as non-governmental organizations and public institutions including but not limited the Bureau of Public Enterprises (BPE).

Mrs. Anohu-Amazu holds an LL. B. in Law from the University of Nigeria, Enugu Campus. She is a member of the Nigerian Bar and holds a Master's degree in Telecommunication & Information Technology Law from the London School of Economics. She is a member of the Chartered Institute of Arbitrators, London and has attended the Executive Education programme in the Wharton Business School, Pennsylvania where she obtained certification in “Negotiations: Bargaining for Advantage”, the Kennedy School of Government, Harvard University, where she obtained a certificate in “Leaders in Development: Managing Economic and Political Change”; and the Graduate School of Business, Columbia University.

Before her confirmation as substantive Director General of the Commission in August 2014, she had successfully completed the processes of major review of the Pension Reform Act 2004, which culminated into Pension Reform Act 2014, signed by former President Goodluck Jonathan on the 1 of July 2014. Pension fund assets have also experienced a steady growth under her leadership from N2.9trillion in December, 2012 to N4.9trillion in the first half of 2015. Mrs. Anohu-Amazu has continued to promote the development of secure

investment vehicles for pension funds to impact on the ongoing Government efforts at reducing Nigeria's infrastructure gaps.

**Mrs. Grace Usoro**



General Manager PenCom/Head, Public Sector Pensions Department of PenCom and Chairperson of the World Pension Summit 'Africa Special' Workgroup.

“WPS Africa Special would be an opportunity for intellectual exchange amongst the continent's pension professionals to share blueprints and practices with the aim of developing Africa's pension industry in the coming years.”

**Profile**

Mrs. Grace Usoro is a General Manager at the National Pension Commission and one of its pioneer management staff. In her role as the pioneer Head of the Policy & Regulation Department and Public Sector Pensions Departments, respectively, she has been central to the implementation of the Contributory Pension Scheme, having largely contributed to the establishment and strengthening of operational and supervisory structures within the pension industry in Nigeria. She is a Chartered Accountant and a Fellow of the Institute of Chartered Accountants of Nigeria. She has also attended a number of Executive Education Programmes at various Business Schools including the Darden Business School, the Graduate School of Business, Columbia and the

Chicago Booth Camp. Grace Uoro is the Chairperson of the WorldPensionSummit 'Africa Special' Workgroup.

### **African Pension Awards**

In order to stimulate and encourage African Pension Scheme owners and funds to work on professionalizing retirement practice in Africa, the WorldPensionSummit and the National Pension Commission (PenCom) introduced the African Pension Awards. Setting the benchmark for Africa's pension industry is the main goal of the African Pension Awards. The awards ceremony is an integral part of the Summit. It is the ultimate reward for excellence, and a huge stimulus to ensure that Africa's pension industry remains innovative.