

SUPPLEMENTARY PENSION FUNDS IN ITALY AT END-2019: MAIN DATA

	SYMBOLS AND CONVENTIONS
In the foll	lowing tables:
- 	the phenomenon does not occur the phenomenon occurs but the value is not known the value is known but is nil or less than half the final digit shown

Further data and information could be found in the 2019 COVIP Annual Report ("Relazione Annuale 2019"), available on COVIP website (https://www.covip.it/wp-content/files_mf/1592977485COVIPRA2019.pdf).
The data is also available in the .xsls format on COVIP website (https://www.covip.it/?cat=35).

At the end of 2019, a total of 8.3 million members had joined Italian pension funds (net of double adhesions), with an increase of 4 percent compared to the previous year. Gross of double-counting, members totaled 9.1 million.

Total assets under management reached 185.1 billion euro (10.7 percent higher than 2018), representing 10.4 percent of GDP and 4.2 percent of financial assets of households.

Number of pension funds

At the end of 2019, pension funds were 380 in total: 33 contractual pension funds, 41 open pension funds, 70 "new" PIPs, 235 pre-existing pension funds (of which 161 autonomous pension funds); the total includes an additional special-purpose scheme, FONDINPS (see *Glossary*) which is in the process of being overcome.

The number of pension funds has decreased continuously in recent years - i.e. by 18 units in 2019 and by 339 since 2000 - due to a consolidation process that is still ongoing. The process has mainly involved pre-existing pension funds. Despite this process, the number of small-sized funds is still quite high. At the end of 2019, 149 pension funds (mostly pre-existing pension funds) managed assets for less than 25 million euro, while only 47 pension funds had assets amounting to more than 1 billion euro.

<u>Membership</u>

The 8.3 million members of the Italian pension funds, at the end of 2019, were distributed as follows: 3.1 million in contractual pension funds, more than 1.5 million in open pension funds, 3.3 million in "new" PIPs, 618,000 in pre-existing pension funds and approximately 354,000 in "old" PIPs.

The participation rate was 31.4 percent of the workforce, or 23.3 percent when excluding individual accounts that were not fed with contributions during the year.

Out of the total of members, 5.9 million were employees, 1.1 million were self-employed workers and 1.2 million were "other" members (see *Glossary*).

In 2019, the number of members increased by 4 percent compared to the previous year. The rise was 5 percent for contractual pension funds, 6.1 percent for open pension funds, 4.3 percent for "new" PIPs and 0.9 percent for pre-existing pension funds. In particular, a number of contractual pension funds continued to record new adhesions from the mandatory enrolment of workers as part of industry-level collective bargaining agreements.

Regarding gender, men are 61.9 percent of the enrolled in supplementary pension funds: they represent 73.4 percent of the members in contractual pension funds, 59.1 percent in open pension funds and 53.6 percent in PIPs.

As for age, 52.9 percent of members have an age between 35 and 54, while 29.5 percent are at least 55 years old. The average age of members is 46.4 years. The average age of men is slightly higher than that of women.

With reference to the geographical area of residence, most of the members reside in Northern Italy (57 percent).

Contributions, benefits and asset accumulation

In 2019, contributions received by Italian pension funds amounted to 16.2 billion euro; 57 percent of these is referred to occupational pension funds. The flow of the TFR (see *Glossary*) paid into pension funds amounted to approximately 6.3 billion euro (equal to 39 percent of total contributions).

Outflows were 8.4 billion euro: pension benefits amounted to 3.6 billion euro, out of which lump-sums were 3 billion and annuities 600 million; early withdrawals summed up to 2.3 billion.

In 2019, total resources available for retirement provision (including those available at insurance undertakings) amounted to 185.1 billion euro, with an increase of 10.7 percent. Assets directly held by pension funds totaled 150.1 billion euro.

Total resources rose by 11.4 percent (to 56.1 billion euro) for contractual pension funds, 16.4 percent (to 22.8 billion) for open pension funds, 15.5 percent (to 35.5 billion) for "new" PIPs, and 6.2 percent (to 63.5 billion) for pre-existing pension funds. Assets held by "old" PIPs amounted to 7 billion euro.

Asset allocation

At the end of 2019, pension fund assets were mainly invested in debt securities (58 percent), mostly government bonds; 18.9 percent in equities and 14.8 percent in mutual funds. Domestic investments accounted for 26.8 percent of total assets (40.3 billion euro), most of which were government bonds. Investments in securities issued by Italian companies were limited: 4.4 billion euro (3 percent of total assets), of which 2.8 billion were bonds and the remaining were equities.

Returns and costs

In 2019 returns of pension funds, net of costs and taxes, were on average 7.2 percent for contractual pension funds and 8.3 percent for open pension funds. Within "new" PIPs, the returns of unit-linked products were 12.2 percent, while those of with-profit products (valued at historical cost rather than at market value) were 1.6 percent. The TFR revaluation, net of taxes, was 1.5 percent.

Equity sub-funds delivered a higher return compared to other investment options: 12.2 percent for contractual pension funds, 14.9 percent for open pension funds and 18.8 percent for unit-linked "new" PIPs.

Considering a longer timeframe (2009-2019), the annual rate of returns, net of costs and taxes, was 3.6 percent for contractual pension funds, 3.8 percent for open pension funds. Within "new" PIPs, unit-linked products delivered a return of 3.8 percent, while with-profit products achieved

a return of 2.6 percent. The annual average TFR revaluation, net of taxes, was lower, at 2 percent.

Costs across different kinds of pension funds are substantially different and highly dispersed among open pension funds and especially among PIPs. For a representative member, with a holding period of 10 years, the average Synthetic Cost Indicator (SCI - calculated according to a common methodology set by COVIP - see *Glossary*) is 0.4 percent for contractual pension funds, 1.35 percent for open pension funds and 2.2 percent for "new" PIPs.

Tables

Table 1

Private Pension System - Main statistics

(end-2019 data; assets and contributions in millions of euros)

	Number of		Individual accounts		bers	Asse	ets	Contributions	
	pension funds	Number	% changes	Number	% changes	Amounts	% changes	Amounts %	changes
Contractual Pension Funds	33	3,160,206	5.3	3,095,417	5.0	56,136	11.4	5,332	5.3
Open Pension Funds	41	1,551,223	6.1	1,515,989	6.1	22,844	16.4	2,212	8.2
Pre-existing Pension Funds	235	650,666	0.6	618,216	0.9	63,513	6.2	3,886	-15.9
"New" PIPs	70	3,419,552	4.4	3,264,183	4.3	35,478	15.5	4,480	4.9
Total	380	8,809,562	4.7	7,955,692	4.3	178,057	10.9	15,918	-0.5
"Old" PIPs		354,108		354,108		7,064		253	
Total		9,117,463	4.4	8,263,593	4.0	185,121	10.7	16,171	-0.8

FONDINPS is included.

Data may include double counting referred to members that have subscribed to more than one pension fund.

Table 2

Private Pension System - Distribution of pension f	unds by assets
(and 2010 data: assets in millions of ouros)	

(end-2019 data;	assets	in milli	ons of euros)
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Size classes (assets)		tractual 1 Funds	Pension	Open Funds	"Ne	w" PIPs		existing 1 Funds		Total
()	Number	Assets	Number	Assets 1	Number	Assets	Number	Assets	Number	Assets
> 5,000	2	18,846	-	-	1	7,971	2	19,043	5	45,860
2,501 to 5,000	3	9,836	2	6,498	3	11,389	3	9,929	11	37,653
1,001 to 2,500	13	20,900	5	7,030	4	7,408	9	14,174	31	49,512
501 to 1,000	7	4,833	7	5,749	4	3,014	11	7,144	29	20,740
101 to 500	7	1,623	12	2,901	21	4,401	39	9,799	79	18,724
25 to 100	1	97	11	614	17	1,043	46	2,698	76	4,451
1 to 24	-	-	4	52	19	253	66	717	89	1,107
< 1	-	-	-	-	1	0	59	9	60	10
Total	33	56,136	41	22,844	70	35,478	235	63,513	380	178,057

FONDINPS is included.

Private Pension System - Participation rate

(end-2019 data)

	Private pension system	Participation rate (%)
Actual members	8,263,593	31.4
Actively contributing members	6,084,308	23.3
Memory item:		
Labour force	25,941,000	

The total does not include multiple adhesions and refers to all pension funds (including "old" PIPs). The participation rate is calculated excluding members aged less than 15 years (approx. 110,000 individuals).

Table 4

Private Pension System - Members by professional category (end-2019 data)

Type of			Self-					
pension	Employees	%	employed	%	Other	%	Total	%
funds		change	workers	change		change		change
Contractual	2,875,305	4.6	6,220	9.8	213,892	10.7	3,095,417	5.0
Pension Funds								
Open Pension	825,751	6.9	386,418	1.8	303,820	9.8	1,515,989	6.1
Funds								
Pre-existing	508,668	0.9	13,697	-0.4	95,851	1.0	618,216	0.9
Pension Funds								
"New" PIPs	2,038,954	4.6	639,321	3.2	585,908	4.3	3,264,183	4.3
Total	5,807,662	4.3	1,005,463	2.6	1,142,567	6.3	7,955,739	4.3
"Old" PIPs	124,762		119,672		109,674		354,108	
Total	5,905,720	4.2	1,114,959	1.8	1,242,915	5.3	8,263,593	4.0

FONDINPS is included. The total of "Members" is net of multiple adhesions.

$\label{eq:problem} \textbf{Private Pension System} - \textbf{Members by type of pension fund and age group}$

(end-2019; percentage composition; average age in years)

Age groups	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	Total
< 25	2.7	10.1	1.6	4.9	4.8
25 - 34	12.8	13.3	5.6	14.4	12.8
35 - 44	24.2	20.8	19.4	22.9	22.4
45 - 54	34.0	29.3	34.6	28.4	30.5
55 - 64	23.9	21.8	31.9	23.5	23.8
> 65	2.5	4.8	6.9	5.9	5.7
Total	100.0	100.0	100.0	100.0	100.0
Memory item:					_
Average age	46.5	44.4	50.1	46.0	46.4

Total includes "old" PIPs.

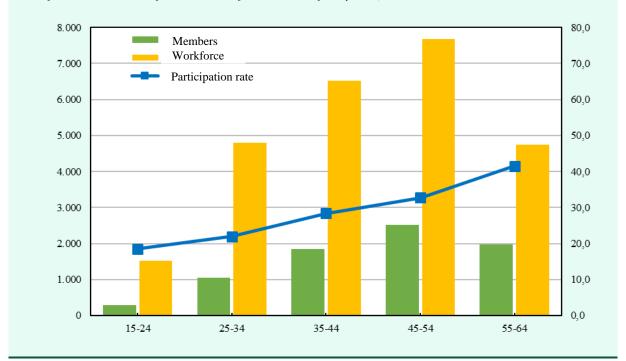
Table 6

Private Pension System - Members by professional category, age and gender (end-2019 data; percentage composition; average age in years)

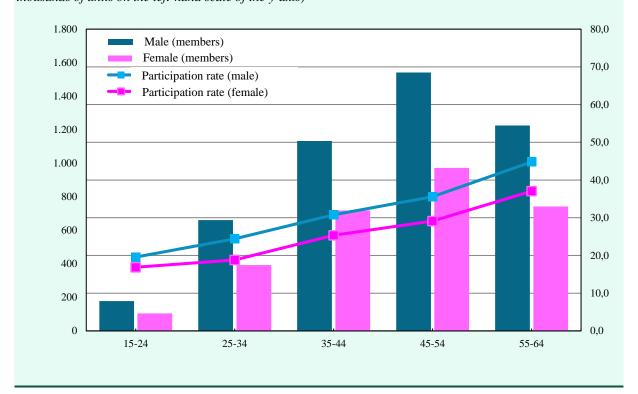
A	Self-e	mployed v	vorkers	Employees			Total		
Age groups	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 25	1.0	1.4	1.1	2.8	1.7	2.4	4.6	5.0	4.8
25 to 34	5.9	7.9	6.6	14.2	12.6	13.6	13.0	12.5	12.8
35 to 44	18.3	21.2	19.2	24.5	25.5	24.9	22.2	22.8	22.4
45 to 54	33.4	33.3	33.4	32.0	33.8	32.7	30.2	30.9	30.5
55 to 64	30.2	27.8	29.4	23.1	23.5	23.3	24.0	23.6	23.8
> 65	11.2	8.4	10.3	3.3	2.9	3.2	6.0	5.2	5.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Memory item:									
Gender composition	67.4	32.6	100.0	63.7	36.3	100.0	61.9	38.1	100.0
Average age	50.6	48.9	50.1	46.2	46.5	46.3	46.6	46.0	46.4

Private Pension System - Members, workforce and participation rate by age group

(end-2019 data; members as percentage of the labour force on the right-hand scale of the y-axis; members and labour force in thousands of units on the left-hand scale of the y-axis)



Private Pension System - Members, workforce and participation rate by age group and gender (end-2019 data; members as percentage of the labour force on the right-hand scale of the y-axis; members in thousands of units on the left-hand scale of the y-axis)



Private Pension System - Participation rate by region (end-2019 data; members as a percentage of the workforce)

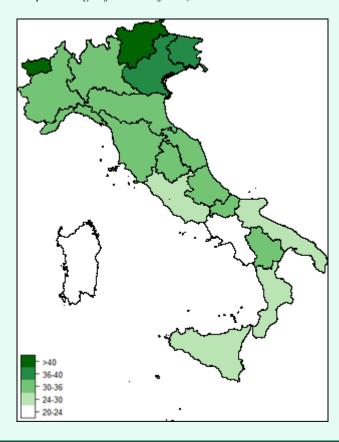


Table 10

Private Pension System – Members by type of pension fund and region (end-2019 data; percentage composition)

	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	Total
Piemonte	7.7	9.7	8.4	8.6	8.4
Valle d'Aosta	0.4	0.3	0.3	0.2	0.3
Lombardia	20.1	20.8	30.7	18.1	20.2
Liguria	2.4	3.0	2.2	2.9	2.7
North-West Italy	30.7	33.7	41.5	29.8	31.6
Veneto	10.9	10.9	8.7	11.3	10.8
Trentino-Alto Adige	5.0	6.1	1.8	1.4	3.5
Friuli-Venezia Giulia	2.0	3.4	2.5	2.7	2.5
Emilia-Romagna	8.0	9.7	9.1	8.8	8.6
North-East Italy	25.9	30.0	22.0	24.3	25.4
Toscana	6.2	8.4	5.8	7.6	7.0
Umbria	1.4	1.4	1.0	1.9	1.6
Marche	2.1	2.8	2.0	3.5	2.8
Lazio	8.9	6.1	12.3	7.8	8.3
Central Italy	18.5	18.7	21.0	20.8	19.7
Abruzzo	2.3	1.3	1.4	2.3	2.1
Molise	0.5	0.3	0.2	0.6	0.5
Campania	6.8	4.7	4.0	5.9	6.0
Puglia	4.6	3.9	3.1	5.3	4.7
Basilicata	0.9	0.6	0.4	0.9	0.8
Calabria	2.1	1.8	1.1	2.3	2.1
Sicilia	5.5	3.8	3.7	5.7	5.2
Sardegna	2.2	1.1	1.3	2.0	1.9
Southern Italy and Islands	24.8	17.5	15.1	25.0	23.3
Total	100.0	100.0	100.0	100.0	100.0

Total includes "old" PIPs.

Private Pension System - Members by professional category, region and gender (end-2019 data; percentage composition)

Table 11

Dogiona	Self-em	ployed w	orkers		Emplo	yees	Total		
Regions	Male	Female	Total	Male	Female	Total	Male	Female	Total
Piemonte	7.8	8.7	8.0	7.9	9.3	8.4	8.0	9.1	8.4
Valle d'Aosta	0.3	0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.3
Lombardia	17.8	18.1	17.9	20.3	21.9	20.9	19.9	20.6	20.2
Liguria	3.3	4.0	3.5	2.5	2.6	2.5	2.6	2.8	2.7
North-West Italy	29.1	31.1	29.7	31.0	34.2	32.2	30.8	32.8	31.6
Veneto	9.9	9.1	9.6	10.4	11.9	11.0	10.4	11.3	10.8
Trentino-Alto Adige	2.4	2.2	2.3	3.0	4.1	3.4	3.1	4.1	3.5
Friuli-Venezia Giulia	2.2	2.4	2.3	2.3	2.7	2.5	2.4	2.8	2.5
Emilia-Romagna	9.5	10.0	9.7	7.9	9.7	8.5	8.2	9.3	8.6
North-East Italy	24.0	23.7	23.9	23.6	28.5	25.4	24.1	27.5	25.4
Toscana	9.3	9.5	9.4	6.3	7.2	6.6	6.8	7.4	7.0
Umbria	1.9	2.1	1.9	1.5	1.5	1.5	1.6	1.6	1.6
Marche	3.5	3.3	3.4	2.6	2.8	2.7	2.7	2.8	2.8
Lazio	7.1	8.0	7.4	8.7	8.5	8.6	8.3	8.3	8.3
Central Italy	21.7	22.9	22.1	19.1	19.9	19.4	19.4	20.1	19.7
Abruzzo	2.0	2.1	2.0	2.3	1.8	2.1	2.2	1.9	2.1
Molise	0.5	0.5	0.5	0.5	0.4	0.4	0.5	0.4	0.5
Campania	6.8	5.5	6.3	7.0	4.1	5.9	6.8	4.6	6.0
Puglia	5.4	4.5	5.1	5.2	3.4	4.6	5.1	4.0	4.7
Basilicata	0.9	0.9	0.9	0.9	0.6	0.8	0.9	0.7	0.8
Calabria	2.5	2.2	2.4	2.1	1.5	1.9	2.3	1.8	2.1
Sicilia	5.3	4.6	5.1	6.1	4.0	5.3	5.8	4.3	5.2
Sardegna	1.8	2.1	1.9	2.1	1.6	1.9	2.0	1.7	1.9
Southern Italy and Islands	25.0	22.3	24.1	26.2	17.4	23.0	25.5	19.5	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Private Pension System - Contributions by professional category

(end-2019 data; millions of euros; average contribution per member in euros)

	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	Total
From employees	5,188	1,439	3,639	2,905	13.178
of which: TFR	3,205	614	1,717	777	6.322
From self-employed workers	14	461	42	916	1.433
Other	130	312	205	659	1.307
Total	5,332	2,212	3,886	4,480	15.918
Memory item:					
Average contribution per member					
Employees	2,150	2,480	7,640	1,970	2.800
Self-employed workers		2,540		2,550	2,540

FONDINPS is included. "Old" PIPs are excluded.

Members who did not actively contribute are not considered in the average contribution calculation.

Table 13

Private Pension System – Members and assets

(end-2019 data; assets in millions of euros; average capital in euros)

	Members	Assets	Accrued average capital
Contractual Pension Funds	3,095,417	56,136	18,140
Open Pension Funds	1,515,989	22,844	15,070
Pre-existing Pension Fund	618,216	63,513	102,740
"New" PIPs	3,264,183	35,478	10,870
Total	7,955,692	178,057	22,380

FONDINPS is included. "Old" PIPs are excluded.

The total of "Members" is net of multiple adhesions. The accrued average capital is calculated by dividing pension funds' assets by the number of members.

Private Pension System – Annual average per-capita contribution by region (end-2019 data; average contribution in euros)

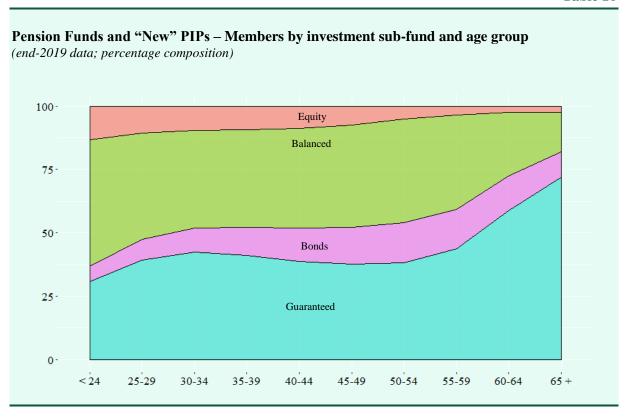
Table 15

Private Pension System - Members by type of pension fund and investment sub-fund $(end-2019\ data;\ percentage\ composition)$

Investment sub-funds	Contractual Pension Funds	Open Pension Funds	"New" PIP	Pre-existing Pension Funds	Total
Guaranteed sub-funds	25.2	17.7	74.2	44.6	42.7
Bond sub-funds	18.9	12.4	4.2	14.7	12.9
Balanced sub-funds	53.5	53.6	13.9	37.3	37.5
Equity sub-funds	2.4	16.3	7.7	3.4	6.9
Total	100.0	100.0	100.0	100.0	100.0

FONDINPS is included. Total is net of multiple adhesions.

Table 16



Private Pension System - Portfolio allocation by type of pension fund (end-2019 data, millions of euros; percentage composition)

	Cont Pension	ractua 1 Fund	_s P	Open ension Funds	Pre	-existing Pension Funds	"N	ew" PIPs		Total
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Cash and deposit	3,923	7.0	2,386	10.4	2,187	6.2	1,137	3.2	9,718	6.5
Sovereign bonds	23,991	42.7	8,405	36.8	10,166	29.0	17,900	49.7	60,463	40.3
of which: domestic	9,442	16.8	4,555	19.9	4,209	12.0	12,699	35.2	30,906	20.6
Other debt securities	10,966	19.5	1,905	8.3	5,876	16.8	7,780	21.6	26,527	17.7
Equities	12,660	22.6	5,589	24.5	6,237	17.8	3,909	10.8	28,395	18.9
UCITS	4,734	8.4	4,719	20.7	5,032	14.4	4,603	12.8	19,089	12.7
Other Mutual funds	227	0.4	66	0.3	2,494	7.1	317	0.9	3,104	2.1
of which: real estate	45	0.1	4		1,409	4.0	209	0.6	1,666	1.1
Real estate	-	-	-	-	1,489	4.2	-	-	1,489	1.0
Shareholdings in real estate	-	-	-	-	193	0.6	-	-	193	0.1
Insurance policies	-	-	-	-	1,721	4.9	-	-	1,721	1.1
Other assets and liabilities	-365	-0.7	-226	-1.0	-346	-1.0	388	1.1	-548	-0.4
Total	56,136	100.0	22,844	100.0	35,050	100.0	30,999	100.0	150,150	100.0
Memory item:										
Equity exposure		27.3		40.4		25.3		18.3		26.7

FONDINPS is included. Data are referred to autonomous pension funds (i.e. having legal personality). "Equity exposure" also includes equity exposure through mutual funds and derivatives.

Table 18

 $\begin{tabular}{ll} \textbf{Pension Funds and "New" PIPs - Compounded average net annual rates of return} \\ \textit{(percentage composition)} \end{tabular}$

	31.12.2018- 31.12.2019	31.12.2016- 31.12.2019	31.12.2014- 31.12.2019	31.12.2009- 31.12.2019	31.12.1999- 31.12.2019
	1 year	3 years	5 years	10 years	20 years
Contractual Pension	7.2	2.4	2.5	3.6	3.0
Guaranteed sub-	2.0	0.5	0.9	1.9	-
Bond sub-funds	0.7	0.0	0.1	0.8	-
Mixed Bond sub-	7.6	2.5	2.7	3.9	-
Balanced sub-funds	8.6	2.8	2.9	4.2	-
Equity sub-funds	12.2	4.0	4.2	5.7	-
Open Pension Funds	8.3	2.4	2.5	3.8	2.0
Guaranteed sub-	3.0	0.6	0.7	1.6	2.2
Bond sub-funds	3.7	0.8	1.0	2.1	2.7
Mixed bond sub-	4.2	0.9	1.2	2.8	2.7
Balanced sub-funds	9.2	2.7	2.9	4.3	2.5
Equity sub-funds	14.9	4.5	4.2	5.7	1.8
"New" PIPs					
Traditional Life	1.6	1.7	2.0	2.6	-
Unit linked	12.2	2.4	2.8	3.8	-
Bond sub-funds	2.2	0.0	0.2	1.0	-
Balanced sub-funds	9.2	1.7	1.7	2.8	-
Equity sub-funds	18.8	3.8	4.3	5.3	-
Memory Item:					
TFR Revaluation	1.5	1.7	1.6	2.0	2.4

Rates of return are net of costs and taxes. PIPs' net rates of return are calculated according to the standardized methodology laid down by COVIP.

Table 19

Pension Funds and "New" PIPs - Synthetic Cost Indicator

(end-2019 data; percentage composition)

	Synthetic Cost Indicator (SCI)				
	2 years	5 year	10 years	35 years	
Contractual Pension Funds	1.07	0.58	0.40	0.26	
Minimum	0.43	0.26	0.16	0.07	
Maximum	3.04	1.35	0.81	0.49	
Open Pension Funds	2.33	1.56	1.35	1.23	
Minimum	0.55	0.55	0.55	0.55	
Maximum	4.73	3.20	2.58	2.31	
"New" PIPs	3.86	2.67	2.20	1.83	
Minimum	1.04	0.85	0.58	0.38	
Maximum	6.44	4.82	4.07	3.44	

Synthetic Cost Indicators are calculated as a simple average of the indicators referred to each investment sub-fund.

Table 20

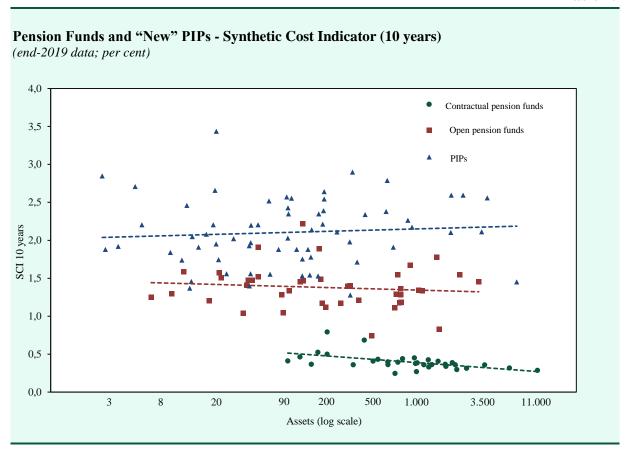


Table 21

Pension Funds and "New" PIPs - Synthetic Cost Indicator by type of investment sub-fund (end-2019 data; per cent)

T	b 6d		S	ynthetic Cost	Indicator (SCI)
Type of investment	sub-tuna	2 years	5 years	10 years	35 years
C 1 1	Contractual Pension Funds	1.09	0.64	0.47	0.35
Guaranteed sub- funds	Open Pension Funds	2.21	1.42	1.21	1.08
Tulius	"New" PIPs	3.67	2.39	1.88	1.47
	Contractual Pension Funds	1.11	0.56	0.36	0.21
Bond sub-funds	Open Pension Funds	2.00	1.29	1.10	0.98
	"New" PIPs	3.45	2.36	1.95	1.58
	Contractual Pension Funds	1.00	0.52	0.35	0.22
Balanced sub-funds	Open Pension Funds	2.45	1.65	1.44	1.32
	"New" PIPs	3.58	2.58	2.22	1.94
	Contractual Pension Funds	1.14	0.59	0.39	0.23
Equity sub-funds	Open Pension Funds	2.70	1.92	1.71	1.58
	"New" PIPs	4.51	3.23	2.72	2.30

[&]quot;New" PIPs' guaranteed sub-funds are with-profit products.

Table 22

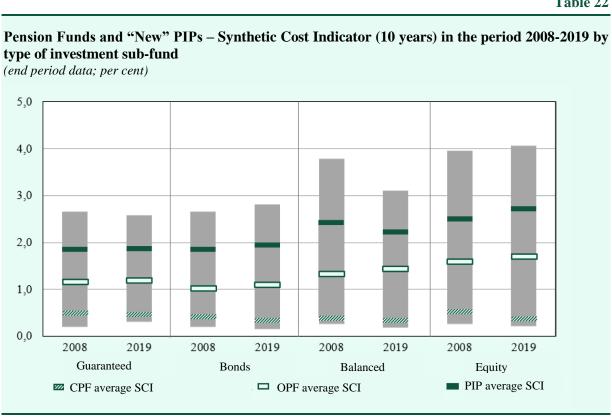


Table 23

${\bf Contractual\ Pension\ Funds-Individual\ accounts\ by\ professional\ category\ and\ type\ of\ pension\ fund}$

(end-2019 data)

	Number of		Employees	Self-		
Type of pension fund	pension funds	Private sector	Public sector	employed workers	Other	Total
Company and group of companies pension funds	8	303,352	-	-	38,514	341,866
Industry-wide pension funds	22	2,263,258	162,089	5,802	152,455	2,583,604
Regional pension funds	3	152,840	52,405	478	29,013	234,736
Total	33	2,719,450	214,494	6,280	219,982	3,160,206

Table 24

${\bf Contractual\ Pension\ Funds-Number\ of\ sub-funds\ and\ assets\ by\ type\ of\ investment\ sub-fund} \ ({\it end\ period\ data})$

Type of investment sub-fund	Number of su	ıb-funds	Assets - % composition		
••	2018	2019	2018	2019	
Guaranteed sub-funds	34	34	15.2	14.9	
Bond sub-funds	3	3	2.5	2.4	
Mixed bond sub-funds	18	18	26.4	30.5	
Balanced sub-funds	34	33	52.1	47.7	
Equity sub-funds	13	14	3.7	4.4	
Total	102	102	100.0	100.0	

Contractual Pension Funds - Assets by type of manager (end period data; assets in millions of euros)

Financial manager	Number of financial managers		Number of mandates		Assets un managen			
	2018	2019	2018	2019		2018		2019
	2016	2019	2010	2019	Amount	%	Amount	%
Domestic financial managers								
Insurance companies	3	3	25	27	5,134	10.3	5,755	10.2
Asset management companies	12	15	122	128	17,751	35.5	23,037	40.7
Investment companies	1	1	1	1	208	0.4	254	0.4
Banks	1	2	19	13	4,569	9.1	4,299	7.6
Total	18	21	167	169	27,662	55.3	33,345	59.0
Other EU financial managers	25	27	105	104	22,396	44.7	23,194	41.0
Total	43	48	272	273	50,059	100.0	56,539	100.0
Memory Item:								
Assets directly managed by pension funds					173		297	
Total assets under management					50,232		56,836	

Table 26

Contractual Pension Funds - Main data (individual accounts, potential members, participation rate and assets)

(end-2019 data)

Registration number Name of pens fund 1 FONCHIM 2 2 FONDENERGI QUADRI E CA FIAT 61 COMETA FIAT 87 FONDOSANIT SOLIDARIETA VENETO 88 PREVIAMBIEN PR			ual accounts			Assets
2 FONDENERGI 3 QUADRI E CA FIAT 61 COMETA 77 FONDOSANIT 87 SOLIDARIETA VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	sion Number		Percentage change	Potential Members	Participation rate (%)	(millions of euros)
3 QUADRI E CA FIAT 61 COMETA 77 FONDOSANIT SOLIDARIETA VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	160,710	1 F	1.5	191,500	83.9	6,939
3 FIAT 61 COMETA 77 FONDOSANIT 87 SOLIDARIETA VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	,		1.0	47,978	90.7	2,514
77 FONDOSANIT 87 SOLIDARIETA VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	API 11,921		-0.7	15,112	78.9	666
87 SOLIDARIETA VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	411,963	61 C	0.4	1,000,000	41.2	11,907
87 VENETO 88 PREVIAMBIEN 89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI			12.0	804,000	0.9	206
89 ALIFOND 93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	A' 102,968		17.1	891,000	11.6	1,449
93 LABORFONDS 99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	NTE 87,332	88 P	10.4	250,000	34.9	1,108
99 FOPEN 100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	47,307	89 A	0.6	248,000	19.1	1,554
100 PEGASO 103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	S 124,516	93 L	2.7	245,000	50.8	3,029
103 TELEMACO 106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	45,981	99 F	0.3	45,981	100.0	2,306
106 ARCO 107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	32,513	100 P	1.7	50,000	65.0	1,132
107 FONCER 116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	57,749	103 T	-0.2	150,000	38.5	2,011
116 FONDAPI 117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	27,711	106 A	-2.0	232,050	11.9	664
117 PREVIMODA 122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	13,704	107 F	-2.1	29,600	46.3	500
122 CONCRETO 123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	67,960	116 F	11.9	500,000	13.6	807
123 FONTE 124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	60,173	117 P	2.4	400,000	15.0	1,329
124 BYBLOS 125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	5,531	122 C	-3.6	8,500	65.1	206
125 GOMMAPLAS 126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	228,267	123 F	3.9	2,500,000	9.1	4,293
126 MEDIAFOND 127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	37,134	124 B	2.1	200,000	18.6	884
127 PREVAER 129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	STICA 49,751	125 G	0.3	100,000	49.8	1,466
129 EUROFER 136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	2,781	126 M	1.2	8,500	32.7	122
136 PREVEDI 139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	14,241	127 P	9.9	31,000	45.9	549
139 PRIAMO 142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	77,998	129 E	4.9	90,000	86.7	1,154
142 FOPADIVA 143 FONDOPOSTE 145 ESPERO 148 ASTRI	924,619	136 P	10.3	400,000	100.0	764
143 FONDOPOSTE 145 ESPERO 148 ASTRI	109,008	139 P	3.0	230,000	47.4	1,749
145 ESPERO 148 ASTRI	7,186	142 F	0.6	35,500	20.2	152
148 ASTRI	E 94,694	143 F	-1.1	120,410	78.6	2,437
	99,663	145 E	-0.7	1,200,000	8.3	1,171
157 ACDIEONIDO	17,187	148 A	3.4	17,187	100.0	341
157 AGRIFONDO	8,647	157 A	0.4	330,000	2.6	97
164 PERSEO SIRIC	O 62,421	164 P	35.6	1,571,382	4.0	173
167 FONDAEREO		167 F	12.3	10,571	69.0	422
170 PREVIDENZA COOPERATIV	110.500	1 /(1)	-0.5	349,311	31.6	2,034
TOTAL: 33	3,160,206		5.3			56,136

Open Pension Funds - Market Structure (end period data)

			2018			2019
	Number of financial managers	Number of funds/ sub-funds	Assets (%)	Number of financial managers	Number of funds/ sub-funds	Assets (%)
Type of financial						
managers						
Insurance	25	22	56.0	25	21	5.0
companies	25	33	56.9	25	31	56.7
Banks	1	1	3.3	1	1	3.4
Asset management	8	9	39.8	8	9	39.9
companies Investment	8	9	39.8	0	9	39.9
companies	_	_	_	_	_	_
Total	34	43	100.0	34	41	100.0
			100.0	3-1	11	100.0
Memory item:						
Open Pension Funds						
managed by the 5 larger						
financial conglomerates						
(in terms of members)		13	62.7		13	62.4
Investment sub-funds						
Guaranteed sub-funds		48	23.6		45	20.2
Bond sub-funds		25	3.6		26	4.7
Mixed bond sub-funds		21	7.2		22	8.1
Balanced sub-funds		57	45.3		55	45.7
Equity sub-funds		39	20.3		39	21.3
Total		190	100.0		187	100.0
Investment sub-funds b)V					1000
asset size	·					
> 100 million of euro		52	81.4		59	84.3
10 to 100 million of euro		83	17.4		82	14.7
< 10 million of euro		55	1.2		46	0.9

(end period data)		
	2018	2019
Number of "new" PIPs	70	70
Number of insurance companies	33	33
	ANDP (%)	ANDP (%)
Investment lines		
Traditional life policies	76.9	74.7
Unit-linked	23.1	25.3
Bond investment lines	4.4	4.2
Balanced investment lines	8.3	9.2
Equity investment lines	10.4	12.0
Total	100.0	100.0
Investment lines by assets size		
> 500 million of euros	70.0	70.4
25 to 500 million of euro	27.4	27.3
< 25 million of euros	2.6	2.3
Memory Item:		
PIPs of the 5 larger insurance undertakings (in terms of members)	80.6	80.3

Table 29

		2018		2019		
Pension fund regime	Autonomous Non-		Total	Autonomous	Non- onomous	Total
Defined contribution pension	136	2	138	128	2	130
funds						
Defined benefit pension funds	21	70	91	21	68	89
Hybrid pension funds	13	9	22	12	4	16
Total	179	81	251	161	74	235

Table 30

Pre-existing Pension Funds - Assets
(end period data; assets in millions of euro)

	2018	2019
Autonomous pension funds	58,391	62,149
Of which: Technical provisions within insurance companies	26,928	27,100
Non-autonomous pension funds	1,399	1,364
internal to banks	1,043	1,020
internal to insurance undertakings	18	18
internal to non-financial institutions	339	325
Total	59,790	63,513

Table 31

Autonomous Pre-existing Pension Funds - Type of asset management (end period data; percentage composition)				
	2018	2019		
Assets directly managed by pension funds	28.5	27.8		
Assets managed by financial managers	71.5	72.2		
Total 100.0 100.0				

Table 32

 $\begin{array}{c} \textbf{Private Pension System - Time series - Number of pension funds} \\ \textit{(end period data)} \end{array}$

Years	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	"Old" PIPs	Total
1999	33	88	618	-	-	739
2000	42	99	578	-	-	719
2001	41	102	575	-	-	718
2002	44	95	554	-	-	693
2003	42	96	510	-	-	648
2004	41	92	494	-	-	627
2005	43	89	455	-	-	587
2006	42	84	448	-	-	574
2007	42	81	433	72	-	629
2008	41	81	411	75	-	609
2009	39	76	391	75	-	582
2010	38	69	375	76	_	559
2011	38	67	363	76	-	545
2012	39	59	361	76	_	536
2013	39	58	330	81	-	509
2014	38	56	323	78	_	496
2015	36	50	304	78	_	469
2016	36	43	294	78	_	452
2017	35	43	259	77	_	415
2018	33	43	251	70	_	398
2019	33	41	235	70	_	380

FONDIPNS is included

Table 33

Private Pension System - Time series - Number of individual accounts
(end period data)

Years	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	"Old" PIPs	Total
1999	701,127	136,305	573,256	-	-	1,410,688
2000	877,523	223,032	591,555	-	-	1,692,110
2001	984,567	287,251	687,482	-	201,108	2,160,408
2002	1,021,186	337,600	679,603	-	357,313	2,395,702
2003	1,042,381	364,604	671,474	-	508,757	2,587,216
2004	1,062,907	382,149	666,841	-	628,176	2,740,073
2005	1,155,168	407,022	657,117	-	744,023	2,963,330
2006	1,219,372	440,486	643,986	-	880,380	3,184,224
2007	1,988,639	747,264	680,746	486,017	703,400	4,560,164
2008	2,043,509	795,605	676,994	701,819	674,332	4,850,782
2009	2,040,150	820,385	673,039	893,547	654,376	5,055,284
2010	2,010,904	848,415	668,625	1,160,187	610,098	5,272,579
2011	1,994,280	881,311	664,731	1,451,995	573,336	5,536,554
2012	1,969,771	913,913	662,162	1,794,835	534,816	5,848,727
2013	1,950,552	984,584	654,537	2,134,038	505,110	6,203,673
2014	1,944,276	1,057,038	645,371	2,356,674	467,255	6,447,186
2015	2,419,103	1,150,132	645,612	2,600,790	433,753	7,234,858
2016	2,596,819	1,258,986	653,352	2,881,528	411,242	7,785,961
2017	2,804,633	1,374,238	643,947	3,104,436	390,311	8,299,835
2018	3,000,500	1,462,072	646,873	3,275,321	370,337	8,734,767
2019	3,160,206	1,551,223	650,666	3,419,552	354,108	9,117,463

FONDINPS is included in the total.

Table 34

Years	od data; millions of Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	"New" PIPs	"Old" PIPs	Tota
1999	544	234	19,859	-	_	20,637
2000	1,190	552	21,269	-	-	23,011
2001	2,256	943	29,578	-	193	32,970
2002	3,264	1,230	29,531	-	617	34,642
2003	4,543	1,731	30,057	-	1,278	37,609
2004	5,881	2,230	30,617	-	2,150	40,878
2005	7,615	2,954	33,400	-	3,338	47,307
2006	9,257	3,527	34,246	_	4,546	51,576
2007	11,599	4,298	36,054	1,020	4,770	57,747
2008	14,092	4,663	35,906	1,958	4,667	61,302
2009	18,757	6,269	39,813	3,397	5,569	73,827
2010	22,384	7,533	42,007	5,229	5,980	83,167
2011	25,272	8,364	43,818	7,196	5,996	90,687
2012	30,174	10,078	47,972	9,813	6,273	104,363
2013	34,504	11,990	50,398	13,014	6,499	116,465
2014	39,644	13,980	54,033	16,369	6,850	130,941
2015	42,546	15,430	55,299	20,056	6,950	140,351
2016	45,931	17,092	57,538	23,711	6,931	151,278
2017	49,456	19,145	58,996	27,644	6,978	162,299
2018	50,410	19,624	59,790	30,704	6,626	167,236
2019	56,136	22,844	63,513	35,478	7,064	185,121

Table 35

 $\begin{array}{c} \textbf{Private Pension System - Time series - Rates of return} \\ \textit{(per cent)} \end{array}$

Voorg	Contractual	Open "New" PI		"New" PIPs	TFR	
Years	Pension Funds	Pension Funds	Traditional Life Policies	United-linked	revaluation rate	
1999	-	24.0	-	-	3.1	
2000	3.5	2.9	-	-	3.5	
2001	-0.5	-5.6	-	-	2.9	
2002	-3.4	-13.1	-	-	3.1	
2003	5.0	5.7	-	-	2.8	
2004	4.6	4.3	-	-	2.5	
2005	7.5	11.5	-	-	2.6	
2006	3.8	2.4	-	-	2.4	
2007	2.1	-0.4	-	-	3.1	
2008	-6.3	-14.0	3.1	-21.9	2.7	
2009	8.5	11.3	3.1	14.5	2.0	
2010	3.0	4.2	3.2	4.7	2.6	
2011	0.1	-2.4	3.2	-5.2	3.5	
2012	8.2	9.1	3.3	7.9	2.9	
2013	5.4	8.1	3.2	10.9	1.7	
2014	7.3	7.5	2.9	6.8	1.3	
2015	2.7	3.0	2.5	3.2	1.2	
2016	2.7	2.2	2.1	3.6	1.5	
2017	2.6	3.3	1.9	2.2	1.7	
2018	-2.5	-4.5	1.7	-6.5	1.9	
2019	7.2	8.3	1.6	12.2	1.5	

Rates of return are net of costs and taxes. PIPs' net rates of return are calculated according to the standardised methodology laid down by COVIP.

GLOSSARY

Contractual Pension Funds (CPFs): pension funds established through collective bargaining agreements between employer associations and trade unions that may be negotiated at a company or group of companies (of the industrial or economic sector) level, as well as with reference to specific geographical areas. CPFs only support occupational pension plans and have legal personality (i.e. there is a legal separation between the pension fund and the sponsor).

FONDINPS: the pension fund foreseen by Law n° 243 of 2004 (*see below*) and laid down by Legislative Decree n° 252 of 2005 (*see below*). FONDINPS receives contributions from tacit adhesions in case the collective bargaining agreement does not identify a contractual pension fund for the collection of silent members' contributions. According to Law n° 205 of 2017, FONDINPS is in the process of being overcome; the existing individual accounts will be transferred to an already existing contractual pension fund identified by a specific ministerial decree.

Open Pension Funds (OPFs): pension funds promoted by banks, insurance companies, asset management companies. They support both occupational and personal plans. They do not have legal personality; nonetheless, their assets are required to be separated with respect to those of the financial company that manages them.

"New" PIPs: individual pension plans implemented through life insurance contracts, established after the entry into force of Legislative Decree n° 252 of 2005. They are subject to the same rules applicable to new pension funds with respect to members' rights, portability and transparency. Offered by insurance companies, they only support personal plans. They do not have legal personality; nonetheless, their assets are required to be separated with respect to those of the insurance company sponsoring them. They can be with-profit (traditional policies) or unit-linked policies.

"Old" PIPs: individual pension plans implemented through life insurance contracts, established prior to the entry into force of Legislative Decree n° 252 of 2005. They cannot collect new members.

Pre-existing Pension Funds (Old Pension Funds): pension funds that were already operating before the entry into force of Legislative Decree n° 124 of 1993. They are both autonomous and non-autonomous (book reserves); they are structured as defined contribution and defined benefit schemes (they are not open to new members).

Pre-existing pension funds continued to operate without substantial changes, as they do not have to apply all the rules provided for pension funds established after 1993; in particular, they can directly manage their assets and invest in real estate.

Synthetic Cost Indicator (SCI): an indicator aimed at easily communicating all the costs charged to a member (over the accumulation phase) in percentage of the assets of his individual account. The SCI has to be computed according to a methodology laid down by COVIP, which is common for all the different kinds of pension funds. The SCI of each investment option has to be displayed on the information document to be made available to members (*Informazioni*

chiave per l'Aderente) and on COVIP website - where an interactive tool (http://www.covip.it/isc_dinamico) makes it easier to compare the SCI of different pension products.

TFR (*Trattamento di fine rapporto*) – the TFR is the severance pay scheme that the employer has to pay to the employee in the event of his dismissal or retirement. With this aim, the employer sets aside 6.91 percent of the gross salary of the employee on a monthly basis. The accrued stock of TFR, which is accounted as a book reserve in the balance sheet of the employer, appreciates on an annual basis according to a CPI-linked formula.

Individual accounts: number of accounts (of members) held with pension funds.

Other (**Members**): individuals who either lost the requisites needed for participating in their pension fund or reached the legal requirements for retiring in the compulsory social security system; individuals who are physically dependent on others; all other individuals not belonging to any of the abovementioned categories.

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Legislative Decree n° 147 of 2018: implementation of Directive (EU) 2016/2341 of the European Parliament and of the Council of 14 December 2016 on the activities and supervision of institutions for occupational retirement provision (IORPs), also called "IORP 2 Directive".

Legislative Decree n° **124 of 1993**: first piece of legislation that laid down the tasks and powers of the Pension Funds Supervisory Authority (*Commissione di Vigilanza sui Fondi Pensione – COVIP*) and regulated the establishment and operation of new pension funds (contractual pension funds and open pension funds – *see above*). These pension funds are set up on a voluntary basis, they have to be funded and based on the defined contribution method. Before the entry into force of the Legislative Decree, pre-existing pension funds (*see above*) were already operating.

Legislative Decree n° 252 of 2005: the main piece of legislation for the pension fund sector. It provides that employees of the private sector hired for the first time in their working life have to choose whether to transfer their TFR in a pension plan or to keep it in the employer's company. In the event no express choice is made by the employee within a six-month period, the TFR is automatically paid into an occupational pension fund (typically, the industry-wide occupational fund or *FONDINPS – see above*). A less risky portfolio is set as the default option for tacit adhesion. On the basis of the provisions of collective agreements, employees can decide to add further contributions in order to get matching contributions from their employers. Additional voluntary contributions are allowed. In the Decree, particular emphasis is given to transparency and comparability between the different kinds of pension plans.