



**COVIP**

COMMISSIONE DI VIGILANZA  
SUI FONDI PENSIONE

**SUPPLEMENTARY PENSION FUNDS IN ITALY  
AT END-2020: MAIN DATA**

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## SYMBOLS AND CONVENTIONS

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In the following 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

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Further data and information could be found in the 2020 COVIP Annual Report ("*Relazione Annuale 2020*"), available on COVIP website ([https://www.covip.it/sites/default/files/relazioneannuale/covip\\_-\\_relazione\\_per\\_lanno\\_2020\\_-14.06.2021.pdf](https://www.covip.it/sites/default/files/relazioneannuale/covip_-_relazione_per_lanno_2020_-14.06.2021.pdf)).  
The data is also available in the .xls format on COVIP website (<https://www.covip.it/la-covip-e-la-sua-attivita/comunicazioni/altre-comunicazioni/tavole-grafici-relazione-annuale-2020>).

In 2020, due to the outbreak on a global scale of the Covid-19 pandemic, economic activity was deeply affected worldwide. National governments and central banks reacted in a coordinated manner, with extensive expansionary measures to support the income of households and businesses and the liquidity of financial markets, as well as with a massive and prolonged use of social measures. Equity markets, which dropped sharply at first, recovered most of the losses during the year.

At a glance, the impact of the Covid-19 pandemic on the Italian supplementary pension system was limited. To ensure business continuity, COVIP provided guidance to Italian pension funds for easing remote participation to Board meetings and the use of digital channels for exchanging information with financial managers, service providers and also members. The collection of contributions continued on a regular basis, showing a slight decline in aggregate data only in the second quarter of the year; there was no increase in the requests for early withdrawals and redemptions, which, on the contrary, showed a slight decrease. Thanks to the recovery of financial markets in the second part of the year, returns were overall positive. The resilience of the system demonstrated so far will need to be confirmed once the measures adopted to contain the employment effects of the pandemic cease.

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At the end of 2020, Italian pension funds totaled 8.4 million members (net of double adhesions), with an increase of 2.2 percent compared to the previous year. Gross of double-counting, adhesions totaled 9.3 million.

Total assets under management reached 197.9 billion euro (6.7 percent higher than 2019), representing 12 percent of Italian GDP and 4.1 percent of financial assets of households.

#### Number of pension funds

At the end of 2020, pension funds were 372 in total: 33 contractual pension funds, 42 open pension funds, 71 “new” PIPs, 226 pre-existing pension funds (of which 154 autonomous pension funds); the total no longer includes the last-resort scheme set up for auto-enrolment, FONDINPS (see *Glossary*) which was terminated.

The number of pension funds has decreased continuously in recent years –by 347 since 2000 – due to a consolidation process that is still ongoing. The process has mainly involved pre-existing pension funds. Despite the consolidation process, the number of small-sized funds is still quite high. At the end of 2020, 146 pension funds (mostly pre-existing pension funds) held assets for less than 25 million euro, while only 49 pension funds held assets for more than 1 billion euro.

#### Membership

The 8.4 million members of the Italian pension funds, at the end of 2020, were distributed as follows: 3.2 million in contractual pension funds, almost 1.6 million in open pension funds, 3.3 million in “new” PIPs, 617,000 in pre-existing pension funds and 339,000 in “old” PIPs.

The participation rate was 33 percent of the workforce, or 24.1 percent when excluding individual accounts that were not fed with contributions during the year.

Out of the total of members, 6 million were employees, 1.1 million were self-employed workers and 1.3 million were “other” members (see *Glossary*).

In 2020, the number of members increased by 2.2 percent compared to the previous year. The rise was 2.9 percent for contractual pension funds, 4.9 percent for open pension funds, 2.6 percent for “new” PIPs and -0.1 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 61.7 percent of total members: they represent 73 percent of the members in contractual pension funds, 58.6 percent in open pension funds and 53.5 percent in PIPs.

As for age, 51.6 percent of members have an age between 35 and 54, while 31 percent are at least 55 years old. The average age of members is 46.8 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 2020, contributions received by Italian pension funds amounted to 16.5 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 6.5 billion euro (equal to 40 percent of total contributions).

Outflows were 8.6 billion euro: pension benefits amounted to 4 billion euro, out of which lump-sums were 3.4 billion and annuities 600 million; early withdrawals summed up to 1.8 billion.

In 2020, total resources available for retirement provision (including those available at insurance undertakings) amounted to 197.9 billion euro, with an increase of 6.7 percent. Assets directly held by pension funds totaled 161.8 billion euro.

Total resources rose by 7.5 percent (to 60.4 billion euro) for contractual pension funds, 11.1 percent (to 25.4 billion) for open pension funds, 10.1 percent (to 39 billion) for “new” PIPs, and 3.6 percent (to 66.1 billion) for pre-existing pension funds. Assets held by “old” PIPs amounted to 7 billion euro.

#### Asset allocation

At the end of 2020, pension fund assets were mainly invested in debt securities (56.1 percent), mostly government bonds; 19.6 percent in equities and 15.5 percent in mutual funds. Domestic

investments accounted for 23.8 percent of total assets (38.6 billion euro), most of which were government bonds.

Investments in securities issued by Italian companies were limited: 4.6 billion euro (2.9 percent of total assets), of which 3.2 billion were bonds and the remaining were equities.

### Returns and costs

In 2020 returns of pension funds, net of costs and taxes, were on average 3.1 percent for contractual pension funds and 2.9 percent for open pension funds. As for “new” PIPs, the returns of unit-linked products were -0.2 percent, while those of with-profit products (valued at historical cost rather than at market value) were 1.4 percent. The TFR revaluation, net of taxes, was 1.2 percent.

Equity sub-funds delivered a higher return compared to other investment options for contractual pension funds and open pension funds: respectively, 5.6 percent and 3.9 percent. Equity sub-funds for unit-linked “new” PIPs delivered a slightly negative return (-1.3 percent).

Considering a longer timeframe (2010-2020), the annual rate of returns, net of costs and taxes, was 3.6 percent for contractual pension funds and 3.7 percent for open pension funds. For “new” PIPs, unit-linked products delivered a return of 3.3 percent, while with-profit products achieved a return of 2.4 percent. The annual average TFR revaluation, net of taxes, was lower, at 1.8 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 0.43 percent for contractual pension funds, 1.36 percent for open pension funds and 2.18 percent for “new” PIPs.

## Tables

**Table 1**

<b>Private Pension System – Main statistics</b>									
<i>(end-2020 data; annual flows for contributions; millions of euros)</i>									
	Number of pension funds	Individual accounts		Members		Assets		Contributions	
		Number	% changes	Number	% changes	Amounts	% changes	Amounts	% changes
Contractual Pension Funds	33	3,261,244	3.2	3,184,463	2.9	60,368	7.5	5,488	2.9
Open Pension Funds	42	1,627,731	4.9	1,590,319	4.9	25,373	11.1	2,343	5.9
Pre-existing Pension Funds	226	647,574	-0.4	616,640	-0.1	66,111	3.6	3,902	0.2
“New” PIPs	71	3,510,561	2.7	3,349,337	2.6	39,059	10.1	4,554	1.6
<b>Total</b>	<b>372</b>	<b>9,047,110</b>	<b>2.7</b>	<b>8,150,559</b>	<b>2.5</b>	<b>190,910</b>	<b>7.0</b>	<b>16,293</b>	<b>2.3</b>
“Old” PIPs		338,793		338,793		7,009		238	
<b>Total</b>		<b>9,341,721</b>	<b>2.5</b>	<b>8,445,170</b>	<b>2.2</b>	<b>197,919</b>	<b>6.7</b>	<b>16,531</b>	<b>2.2</b>

Data may include double counting referred to members that have subscribed to more than one pension fund. The total of “Members” is net of multiple adhesions.  
FONDINPS is included only for 2020 total contributions.

**Table 2**

<b>Private Pension System – Distribution of pension funds by assets</b>										
<i>(end-2020 data; assets in millions of euros)</i>										
Size classes (assets)	Contractual Pension Funds		Open Pension Funds		“New” PIPs		Pre-existing Pension Funds		Total	
	Number	Assets	Number	Assets	Number	Assets	Number	Assets	Number	Assets
> 5,000	2	20,145	-	-	2	14,138	2	20,090	6	54,373
2,501 to 5,000	4	13,328	2	7,130	2	7,158	4	13,809	12	41,426
1,001 to 2,500	12	19,814	6	8,970	5	9,161	8	12,237	31	50,183
501 to 1,000	7	5,160	7	5,848	3	2,319	11	7,158	28	20,483
101 to 500	8	1,920	12	2,810	23	5,106	39	9,941	82	19,778
25 to 100	-	-	11	576	16	946	40	2,243	67	3,765
1 to 24	-	-	4	38	19	230	59	623	82	891
< 1	-	-	-	-	1	„	63	11	64	11
<b>Total</b>	<b>33</b>	<b>60,368</b>	<b>42</b>	<b>25,373</b>	<b>71</b>	<b>39,059</b>	<b>226</b>	<b>66,111</b>	<b>372</b>	<b>190,910</b>

**Table 3**

<b>Private Pension System – Participation rate</b> <i>(end-2020 data)</i>		
	<b>Number</b>	<b>Participation rate (%)</b>
Actual members	8,445,170	33.0
2020 actively contributing members	6,133,350	24.1
<i>Memory item:</i>		
Labour force	25,214,000	
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**

<b>Private Pension System – Members by professional category</b> <i>(end-2020 data)</i>								
<b>Type of pension funds</b>	<b>Employees</b>	<b>% change</b>	<b>Self-employed workers</b>	<b>% change</b>	<b>Other</b>	<b>% change</b>	<b>Total</b>	<b>% change</b>
Contractual Pension Funds	2,951,735	2.6	6,694	7.6	226,034	6.0	3,184,463	2.9
Open Pension Funds	869,886	5.4	396,455	2.6	323,978	6.5	1,590,319	4.9
Pre-existing Pension Funds	493,594	-0.3	13,443	-0.4	109,603	0.6	616,640	-0.1
“New” PIPs	2,100,633	3.0	651,647	2.0	597,057	1.8	3,349,337	2.6
<b>Total</b>	<b>5,927,635</b>	<b>2.3</b>	<b>1,026,396</b>	<b>2.1</b>	<b>1,196,528</b>	<b>3.6</b>	<b>8,150,559</b>	<b>2.5</b>
“Old” PIPs	118,831		114,789		105,173		338,793	
<b>Total</b>	<b>6,020,802</b>	<b>2.2</b>	<b>1,131,521</b>	<b>1.5</b>	<b>1,292,847</b>	<b>3.0</b>	<b>8,445,170</b>	<b>2.2</b>
The total of “Members” is net of multiple adhesions.								

Table 5

<b>Private Pension System – Members by type of pension fund and age group</b> (end-2020; percentage composition; average age in years)					
Age groups	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	“New” PIPs	Total
< 25	2.7	10.2	1.9	4.7	4.8
25 - 34	12.8	13.4	5.6	13.7	12.6
35 - 44	23.2	19.8	18.4	22.2	21.5
45 - 54	33.5	28.7	33.5	28.3	30.1
55 - 64	24.8	22.4	32.7	24.3	24.6
> 65	3.0	5.4	7.9	6.8	6.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<i>Memory item:</i>					
Average age	46.7	44.5	50.4	46.5	46.8
Total includes “old” PIPs.					

Table 6

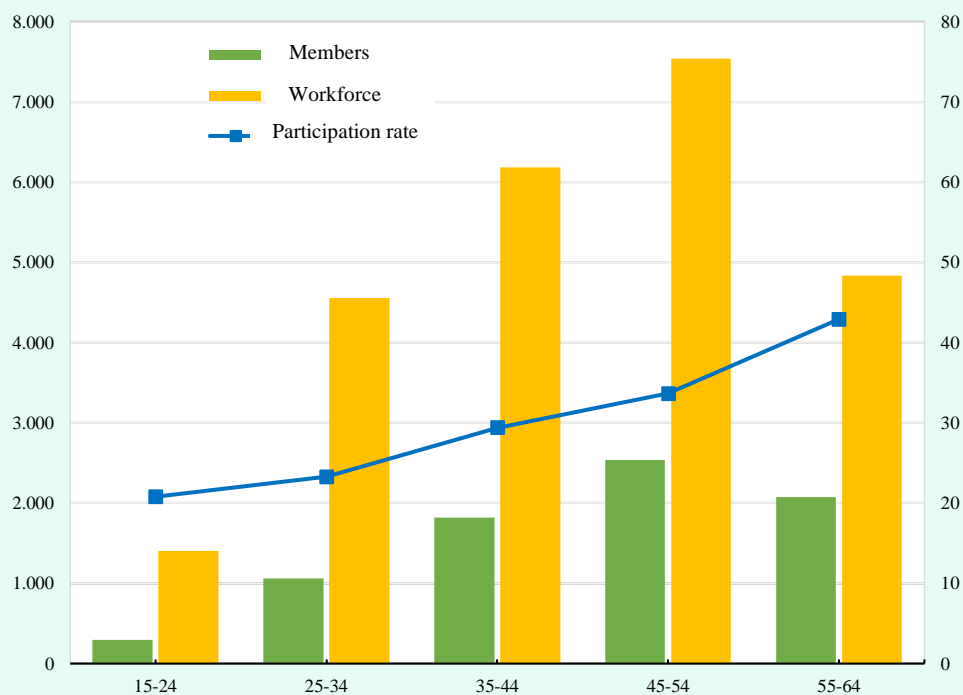
<b>Private Pension System – Members by professional category, age and gender</b> (end-2020 data; percentage composition; average age in years)									
Age groups	Self-employed workers			Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 25	0.9	1.4	1.1	2.8	1.6	2.4	4.7	5.1	4.8
25 to 34	5.6	7.4	6.2	14.0	12.4	13.4	12.8	12.3	12.6
35 to 44	17.2	20.1	18.2	23.8	24.4	24.0	21.4	21.8	21.5
45 to 54	32.8	32.8	32.8	31.8	33.6	32.5	29.8	30.5	30.1
55 to 64	31.3	28.9	30.5	23.8	24.5	24.1	24.7	24.5	24.6
> 65	12.1	9.4	11.2	3.7	3.5	3.7	6.7	5.9	6.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<i>Memory item:</i>									
Gender composition	67.2	32.8	100.0	63.5	36.5	100.0	61.7	38.3	100.0
Average age	51.7	50.0	51.2	46.4	47.0	46.6	46.9	46.6	46.8



**Table 7**

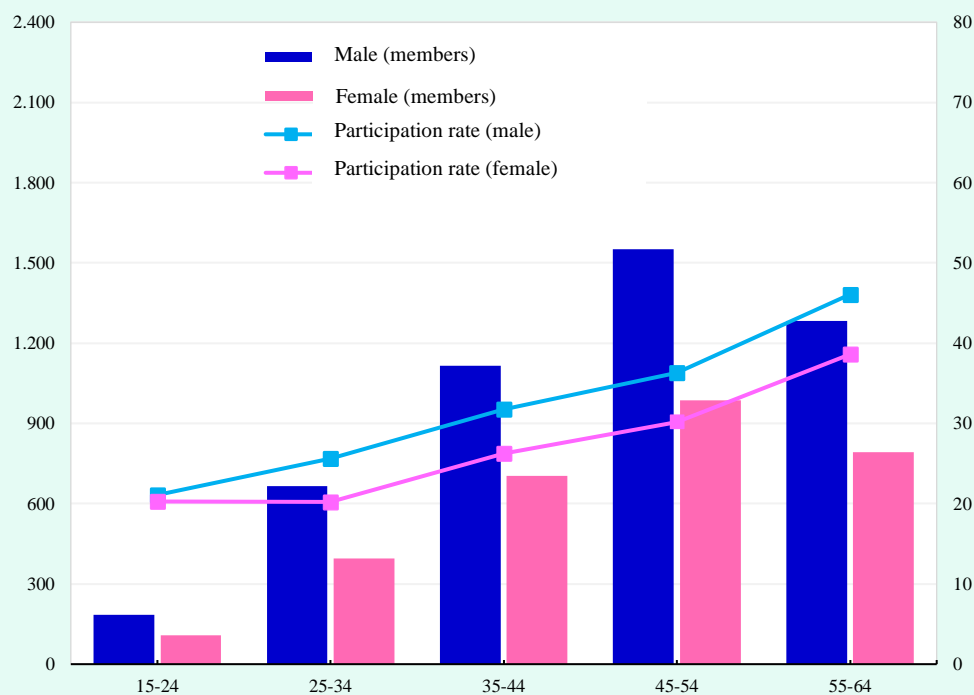
**Private Pension System – Members, workforce and participation rate by age group**

*(end-2020 data; members and labour force in thousands of units on the left-hand scale of the y-axis; members as percentage of the labour force on the right-hand scale of the y-axis)*



**Table 8**

**Private Pension System – Members, workforce and participation rate by age group and gender**  
*(end-2020 data; members in thousands of units on the left-hand scale of the y-axis; members as percentage of the labour force on the right-hand scale of the y-axis)*



**Private Pension System – Participation rate by region**  
*(end-2020 data; members as a percentage of the workforce)*

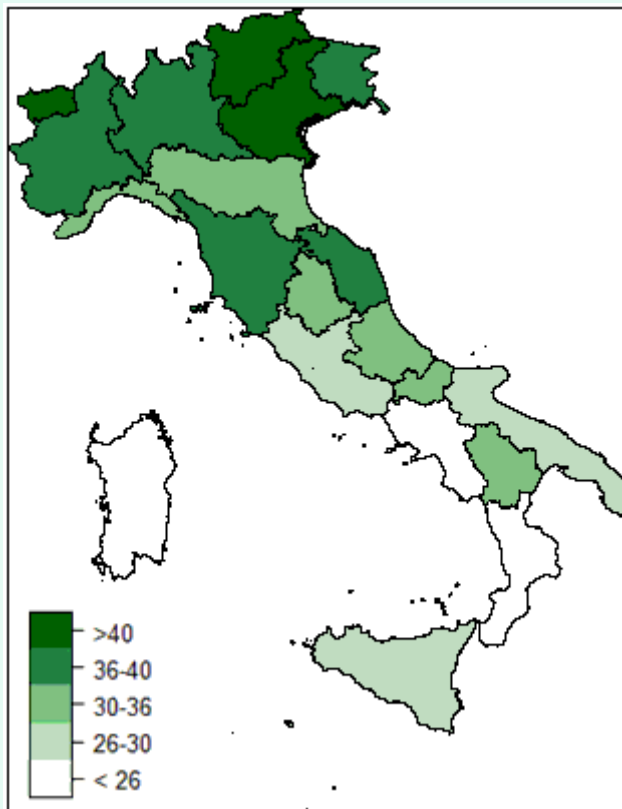


Table 10

<b>Private Pension System – Members by type of pension fund and region</b> <i>(end-2020 data; percentage composition)</i>					
	<b>Contractual Pension Funds</b>	<b>Open Pension Funds</b>	<b>Pre-existing Pension Funds</b>	<b>“New” PIPs</b>	<b>Total</b>
Piemonte	7.7	9.6	8.1	8.6	8.4
Valle d’Aosta	0.4	0.3	0.3	0.2	0.3
Lombardia	20.2	20.7	30.9	18.2	20.1
Liguria	2.4	3.0	2.2	2.8	2.7
<b>North-West Italy</b>	<b>30.7</b>	<b>33.5</b>	<b>41.6</b>	<b>29.9</b>	<b>31.5</b>
Veneto	11.0	11.1	8.6	11.3	10.9
Trentino-Alto Adige	5.0	6.2	1.8	1.4	3.5
Friuli-Venezia Giulia	2.0	3.4	2.5	2.7	2.6
Emilia-Romagna	7.9	9.8	9.2	8.9	8.6
<b>North-East Italy</b>	<b>25.9</b>	<b>30.6</b>	<b>22.0</b>	<b>24.3</b>	<b>25.5</b>
Toscana	6.2	8.2	5.7	7.6	7.0
Umbria	1.4	1.4	1.0	1.9	1.6
Marche	2.0	2.8	2.0	3.5	2.8
Lazio	9.1	6.1	12.3	7.8	8.4
<b>Central Italy</b>	<b>18.7</b>	<b>18.5</b>	<b>21.0</b>	<b>20.9</b>	<b>19.8</b>
Abruzzo	2.3	1.4	1.4	2.3	2.1
Molise	0.5	0.3	0.2	0.6	0.5
Campania	6.7	4.6	4.0	5.9	5.9
Puglia	4.6	3.9	3.1	5.2	4.7
Basilicata	0.9	0.6	0.4	0.9	0.8
Calabria	2.1	1.7	1.1	2.3	2.1
Sicilia	5.4	3.7	3.6	5.7	5.2
Sardegna	2.2	1.1	1.3	2.0	1.9
<b>Southern Italy and Islands</b>	<b>24.7</b>	<b>17.2</b>	<b>15.0</b>	<b>24.8</b>	<b>23.1</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Total includes “old” PIPs.					

Table 11

**Private Pension System – Members by professional category, region and gender**  
*(end-2020 data; percentage composition)*

Regions/ geographical area	Self-employed workers			Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Piemonte	7.8	8.7	8.1	7.9	9.2	8.4	8.0	9.0	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	20.4	21.9	20.9	19.9	20.5	20.1
Liguria	3.3	4.0	3.5	2.5	2.6	2.5	2.6	2.7	2.7
<b>North-West Italy</b>	<b>29.1</b>	<b>31.0</b>	<b>29.7</b>	<b>31.0</b>	<b>34.1</b>	<b>32.1</b>	<b>30.8</b>	<b>32.6</b>	<b>31.5</b>
Veneto	9.9	9.2	9.7	10.5	12.0	11.1	10.5	11.4	10.9
Trentino-Alto Adige	2.4	2.2	2.4	3.0	4.1	3.4	3.1	4.0	3.5
Friuli-Venezia Giulia	2.2	2.4	2.3	2.3	2.7	2.5	2.4	2.8	2.6
Emilia-Romagna	9.5	10.1	9.7	7.9	9.7	8.6	8.2	9.3	8.6
<b>North-East Italy</b>	<b>24.1</b>	<b>23.8</b>	<b>24.0</b>	<b>23.7</b>	<b>28.6</b>	<b>25.5</b>	<b>24.3</b>	<b>27.5</b>	<b>25.5</b>
Toscana	9.2	9.5	9.3	6.3	7.1	6.6	6.8	7.4	7.0
Umbria	1.9	2.0	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	2.9	2.8
Lazio	7.1	8.1	7.4	8.7	8.6	8.7	8.4	8.4	8.4
<b>Central Italy</b>	<b>21.7</b>	<b>22.9</b>	<b>22.1</b>	<b>19.1</b>	<b>20.0</b>	<b>19.4</b>	<b>19.5</b>	<b>20.2</b>	<b>19.8</b>
Abruzzo	2.0	2.2	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	6.7	5.4	6.3	6.9	4.1	5.9	6.7	4.6	5.9
Puglia	5.3	4.4	5.0	5.2	3.4	4.5	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	1.4	1.9	2.2	1.8	2.1
Sicilia	5.3	4.6	5.0	6.0	4.0	5.2	5.7	4.3	5.2
Sardegna	1.8	2.1	1.9	2.1	1.6	1.9	2.0	1.7	1.9
<b>Southern Italy and Islands</b>	<b>24.9</b>	<b>22.2</b>	<b>24.0</b>	<b>26.0</b>	<b>17.3</b>	<b>22.8</b>	<b>25.3</b>	<b>19.6</b>	<b>23.1</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

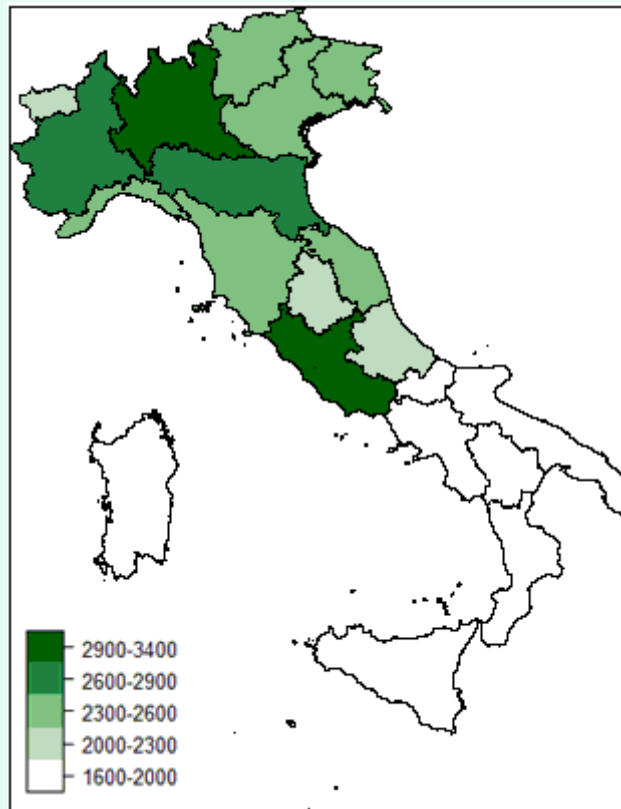
Table 12

<b>Private Pension System – Contributions by professional category</b> (end-2020 data; millions of euros; average contribution per member in euros)					
	<b>Contractual Pension Funds</b>	<b>Open Pension Funds</b>	<b>Pre-existing Pension Funds</b>	<b>“New” PIPs</b>	<b>Total</b>
From employees	5,344	1,524	3,613	2,990	13,478
<i>of which: TFR</i>	3,297	641	1,773	822	6,538
From self-employed workers	16	487	42	910	1,454
Other	128	331	247	654	1,360
<b>Total</b>	<b>5,488</b>	<b>2,343</b>	<b>3,902</b>	<b>4,554</b>	<b>16,293</b>
<i>Memory item:</i>					
Average contribution per member					
<i>Employees</i>	2,190	2,550	7,690	2,000	2,840
<i>Self-employed workers</i>		2,560		2,540	2,550
FONDINPS is included. “Old” PIPs are excluded. Members who did not actively contribute are not considered in the average contribution calculation.					

Table 13

<b>Private Pension System – Members and assets</b> (end-2020 data; assets in millions of euros; average capital in euros)			
	<b>Members</b>	<b>Assets</b>	<b>Accrued average capital</b>
Contractual Pension Funds	3,184,463	60,368	18,960
Open Pension Funds	1,590,319	25,373	15,950
Pre-existing Pension Fund	616,640	66,111	107,190
“New” PIPs	3,349,337	39,059	11,660
<b>Total</b>	<b>8,150,559</b>	<b>190,910</b>	<b>23,420</b>
“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-2020 data; average contribution in euros)*



**Table 15**

**Private Pension System – Members by type of pension fund and investment sub-fund**  
*(end-2020 data; percentage composition)*

Investment sub-funds	Contractual Pension Funds	Open Pension Funds	“New” PIP	Pre-existing Pension Funds	Total
Guaranteed sub-funds	24.4	17.1	72.0	42.6	40.8
Bond sub-funds	19.6	12.1	4.5	14.1	13.3
Balanced sub-funds	53.1	53.1	15.3	39.8	38.3
Equity sub-funds	2.9	17.7	8.2	3.5	7.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 16**

**Pension Funds and “New” PIPs – Members by investment sub-fund and age group**  
*(end-2020 data; percentage composition)*

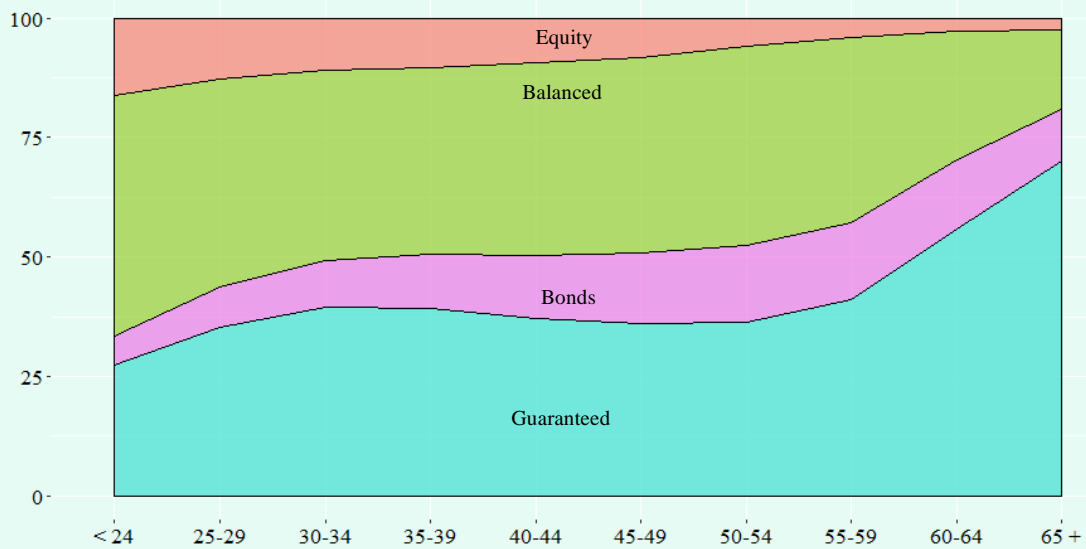




Table 17

**Private Pension System – Portfolio allocation by type of pension fund**
*(end-2020 data, millions of euros; percentage composition)*

	Contractual Pension Funds		Open Pension Funds		Pre-existing Pension Funds		“New” PIPs		Total	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Cash and deposit	4,550	7.5	2,574	10.1	2,185	6.0	1,450	3.7	10,759	6.7
Sovereign bonds	22,682	37.6	8,546	33.7	10,019	27.4	18,999	48.1	60,247	37.2
<i>of which: domestic</i>	6,979	11.6	4,756	18.7	4,079	11.1	12,573	31.8	28,388	17.5
Other debt securities	13,408	22.2	2,509	9.9	6,147	16.8	8,510	21.5	30,574	18.9
Equities	14,059	23.3	6,735	26.5	6,839	18.7	4,139	10.5	31,772	19.6
UCITS	5,457	9.0	4,907	19.3	5,787	15.8	5,363	13.6	21,514	13.3
Other Mutual funds	336	0.6	80	0.3	2,424	6.6	670	1.7	3,510	2.2
<i>of which: real estate funds</i>	46	0.1	4	..	1,462	4.0	311	0.8	1,823	1.1
Real estate	-	-	-	-	1,162	3.2	-	-	1,162	0.7
Shareholdings in real estate	-	-	-	-	251	0.7	-	-	251	0.2
Insurance policies	-	-	-	-	2,094	5.7	-	-	2,094	1.3
Other assets and liabilities	-125	-0.2	21	0.1	-313	-0.9	360	0.9	-57	..
<b>Total</b>	<b>60,368</b>	<b>100.0</b>	<b>25,373</b>	<b>100.0</b>	<b>36,594</b>	<b>100.0</b>	<b>39,491</b>	<b>100.0</b>	<b>161,826</b>	<b>100.0</b>
<i>Memory item:</i>										
Equity exposure		28.2		39.2		26.3		21.5		27.9

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

<b>Pension Funds and “New” PIPs – Compounded average net annual rates of return</b> (percentage composition)					
	<b>31.12.2019- 31.12.2020</b>	<b>31.12.2017- 31.12. 2020</b>	<b>31.12.2015- 31.12. 2020</b>	<b>31.12.2010- 31.12. 2020</b>	<b>31.12.2000- 31.12. 2020</b>
	1 year	3 years	5 years	10 years	20 years
<b>Contractual Pension Funds</b>	<b>3.1</b>	<b>2.5</b>	<b>2.6</b>	<b>3.6</b>	<b>3.0</b>
<i>Guaranteed sub-</i>	<i>1.0</i>	<i>0.6</i>	<i>0.7</i>	<i>2.0</i>	<i>-</i>
<i>Bond sub-funds</i>	<i>0.7</i>	<i>0.3</i>	<i>0.2</i>	<i>0.8</i>	<i>-</i>
<i>Mixed Bond sub-</i> <i>funds</i>	<i>3.5</i>	<i>2.8</i>	<i>2.8</i>	<i>3.9</i>	<i>-</i>
<i>Balanced sub-funds</i>	<i>3.3</i>	<i>2.9</i>	<i>3.0</i>	<i>4.1</i>	<i>-</i>
<i>Equity sub-funds</i>	<i>5.6</i>	<i>3.9</i>	<i>4.4</i>	<i>5.7</i>	<i>-</i>
<b>Open Pension Funds</b>	<b>2.9</b>	<b>2.1</b>	<b>2.4</b>	<b>3.7</b>	<b>2.0</b>
<i>Guaranteed sub-</i>	<i>1.1</i>	<i>0.7</i>	<i>0.7</i>	<i>1.7</i>	<i>2.1</i>
<i>Bond sub-funds</i>	<i>2.2</i>	<i>1.7</i>	<i>1.3</i>	<i>2.2</i>	<i>2.5</i>
<i>Mixed bond sub-</i> <i>funds</i>	<i>1.3</i>	<i>1.2</i>	<i>1.1</i>	<i>2.7</i>	<i>2.5</i>
<i>Balanced sub-funds</i>	<i>3.6</i>	<i>2.5</i>	<i>2.9</i>	<i>4.2</i>	<i>2.4</i>
<i>Equity sub-funds</i>	<i>3.9</i>	<i>3.2</i>	<i>4.1</i>	<i>5.4</i>	<i>2.0</i>
<b>“New” PIPs</b>					
<b>Traditional Life</b>	<b>1.4</b>	<b>1.6</b>	<b>1.7</b>	<b>2.4</b>	<b>-</b>
<b>Unit linked</b>	<b>-0.2</b>	<b>1.6</b>	<b>2.1</b>	<b>3.3</b>	<b>-</b>
<i>Bond sub-funds</i>	<i>0.7</i>	<i>0.5</i>	<i>0.2</i>	<i>1.0</i>	<i>-</i>
<i>Balanced sub-funds</i>	<i>1.0</i>	<i>1.3</i>	<i>1.5</i>	<i>2.6</i>	<i>-</i>
<i>Equity sub-funds</i>	<i>-1.3</i>	<i>2.2</i>	<i>3.2</i>	<i>4.5</i>	<i>-</i>
<i>Memory Item:</i>					
TFR Revaluation	1.2	1.5	1.6	1.8	2.0

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-2020 data; percentage composition)*

	<b>Synthetic Cost Indicator (SCI)</b>			
	2 years	5 year	10 years	35 years
<b>Contractual Pension Funds</b>				
<b>Average</b>	<b>1.11</b>	<b>0.61</b>	<b>0.43</b>	<b>0.29</b>
<i>Minimum</i>	<i>0.21</i>	<i>0.15</i>	<i>0.13</i>	<i>0.08</i>
<i>Maximum</i>	<i>3.03</i>	<i>1.34</i>	<i>0.99</i>	<i>0.86</i>
<b>Open Pension Funds</b>				
<b>Average</b>	<b>2.35</b>	<b>1.57</b>	<b>1.36</b>	<b>1.24</b>
<i>Minimum</i>	<i>0.55</i>	<i>0.55</i>	<i>0.55</i>	<i>0.55</i>
<i>Maximum</i>	<i>4.73</i>	<i>3.20</i>	<i>2.58</i>	<i>2.31</i>
<b>“New” PIPs</b>				
<b>Average</b>	<b>3.79</b>	<b>2.63</b>	<b>2.18</b>	<b>1.81</b>
<i>Minimum</i>	<i>1.04</i>	<i>0.85</i>	<i>0.58</i>	<i>0.38</i>
<i>Maximum</i>	<i>6.44</i>	<i>4.82</i>	<i>4.07</i>	<i>3.44</i>

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

Table 20

### Pension Funds and “New” PIPs – Synthetic Cost Indicator (10 years)

(end-2020 data; percent, y-axis; net assets, millions of euros, log scale, x-axis)

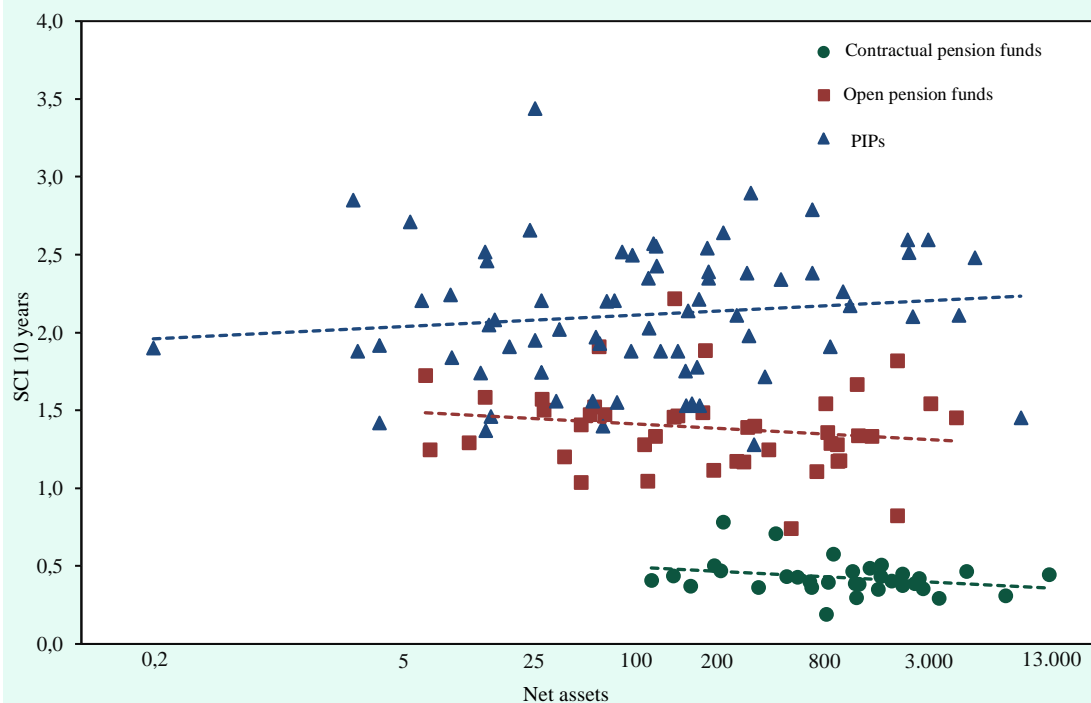


Table 21

### Pension Funds and “New” PIPs – Synthetic Cost Indicator by type of investment sub-fund

(end-2020 data; percent)

Type of investment sub-fund		Synthetic Cost Indicator (SCI)			
		2 years	5 years	10 years	35 years
Guaranteed sub-funds	Contractual Pension Funds	1.16	0.71	0.54	0.41
	Open Pension Funds	2.21	1.42	1.21	1.08
	“New” PIPs	3.67	2.39	1.87	1.47
Bond sub-funds	Contractual Pension Funds	1.15	0.58	0.38	0.24
	Open Pension Funds	2.00	1.30	1.10	0.98
	“New” PIPs	3.45	2.36	1.95	1.58
Balanced sub-funds	Contractual Pension Funds	1.05	0.55	0.37	0.23
	Open Pension Funds	2.48	1.67	1.46	1.33
	“New” PIPs	3.34	2.44	2.12	1.87
Equity sub-funds	Contractual Pension Funds	1.09	0.58	0.38	0.23
	Open Pension Funds	2.72	1.93	1.72	1.59
	“New” PIPs	4.51	3.22	2.71	2.30

“New” PIPs’ guaranteed sub-funds are with-profit products.

Table 22

**Pension Funds and “New” PIPs – Synthetic Cost Indicator (10 years) in the period 2008-2020 by type of investment sub-fund**  
*(end period data; percent)*

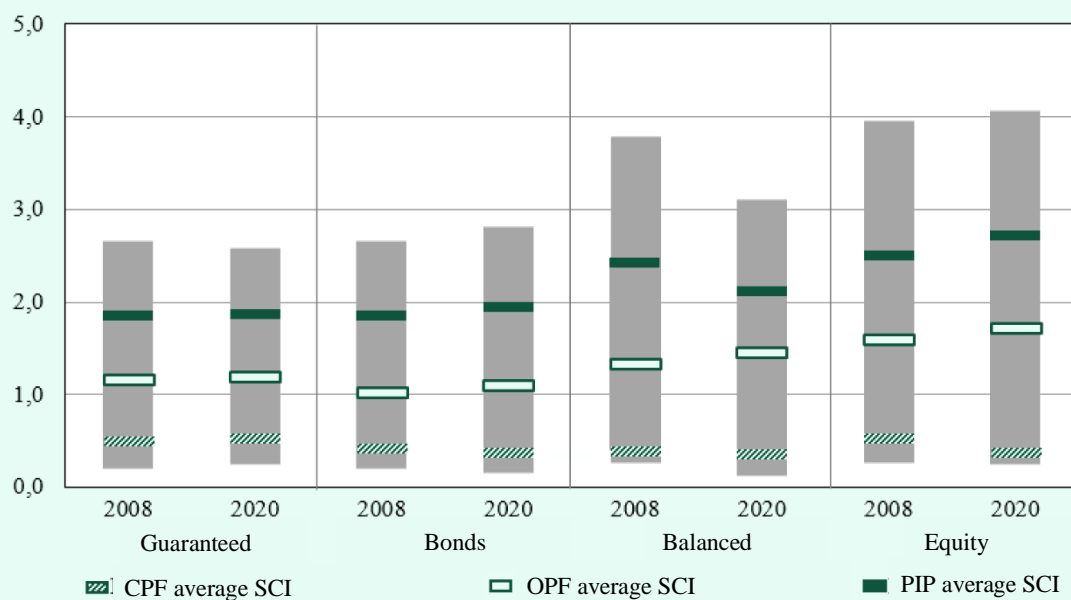


Table 23

<b>Contractual Pension Funds – Individual accounts by professional category and type of pension fund</b> <i>(end-2020 data)</i>						
Type of pension fund	Number of pension funds	Employees		Self-employed workers	Other	Total
		Private sector	Public sector			
Company and group of companies pension funds	8	300,533	-	-	43,965	344,498
Industry-wide pension funds	22	2,335,696	174,550	6,154	156,272	2,672,672
Regional pension funds	3	158,317	52,623	611	32,523	244,074
<b>Total</b>	<b>33</b>	<b>2,794,546</b>	<b>227,173</b>	<b>6,765</b>	<b>232,760</b>	<b>3,261,244</b>

Table 24

<b>Contractual Pension Funds – Number of sub-funds and assets by type of investment sub-fund</b> <i>(end period data)</i>				
Type of investment sub-fund	Number of sub-funds		Assets - % composition	
	2019	2020	2019	2020
Guaranteed sub-funds	34	32	14.9	13.0
Bond sub-funds	3	3	2.4	2.3
Mixed bond sub-funds	18	18	30.5	32.6
Balanced sub-funds	33	30	47.7	46.5
Equity sub-funds	14	15	4.4	5.7
<b>Total</b>	<b>102</b>	<b>98</b>	<b>100.0</b>	<b>100.0</b>

Table 25

**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 under management			
	2019	2020	2019	2020	2019		2020	
					Amount	%	Amount	%
Domestic financial managers								
Insurance companies	3	2	27	21	5,755	10.2	5,243	8.6
Asset management companies	15	14	128	128	23,037	40.7	25,323	41.7
Investment companies	1	1	1	1	254	0.4	260	0.4
Banks	2	2	13	14	4,299	7.6	4,375	7.2
<b>Total</b>	<b>21</b>	<b>19</b>	<b>169</b>	<b>164</b>	<b>33,345</b>	<b>59.0</b>	<b>35,201</b>	<b>58.0</b>
Other EU financial managers	27	30	104	114	23,194	41.0	25,507	42.0
<b>Total</b>	<b>48</b>	<b>49</b>	<b>273</b>	<b>278</b>	<b>56,539</b>	<b>100.0</b>	<b>60,708</b>	<b>100.0</b>
<i>Memory Item:</i>								
Assets directly managed by pension funds					297		257	
<b>Total assets under management</b>					<b>56,836</b>		<b>60,965</b>	

Table 26

**Contractual Pension Funds – Main data (individual accounts, potential members, participation rate and assets)**
*(end-2020 data)*

Registration number	Name of pension fund	Individual accounts		Potential Members	Participation rate (%)	Assets (millions of euros)
		Number	Percentage change			
1	FONCHIM	161,653	0.6	191,500	84.4	7,467
2	FONDENERGIA	45,003	3.4	50,500	89.1	2,734
3	QUADRI E CAPI FIAT	11,823	-0.8	15,112	78.2	706
61	COMETA	444,811	8.0	1,000,000	44.5	12,678
77	FONDOSANITA'	7,692	6.1	804,000	1.0	242
87	SOLIDARIETA' VENETO	109,592	6.4	891,000	12.3	1,642
88	PREVIAMBIENTE	92,675	6.1	250,000	37.1	1,162
89	ALIFOND	47,462	0.3	248,000	19.1	1,648
93	LABORFONDS	127,232	2.2	245,000	51.9	3,338
99	FOPEN	46,311	0.7	46,311	100.0	2,481
100	PEGASO	33,024	1.6	56,000	59.0	1,205
103	TELEMACO	57,643	-0.2	150,000	38.4	2,145
106	ARCO	27,445	-1.0	232,050	11.8	695
107	FONCER	13,450	-1.9	29,600	45.4	522
116	FONDAPI	74,042	8.9	500,000	14.8	867
117	PREVIMODA	59,972	-0.3	400,000	15.0	1,441
122	CONCRETO	7,142	29.1	8,500	89.3	217
123	FONTE	235,154	3.0	2,500,000	9.4	4,645
124	BYBLOS	38,455	3.6	200,000	19.2	922
125	GOMMAPLASTICA	49,458	-0.6	100,000	49.5	1,592
126	MEDIAFOND	2,767	-0.5	8,500	32.6	132
127	PREVAER	14,608	2.6	31,000	47.1	598
129	EUROFER	78,530	0.7	90,000	87.3	1,224
136	PREVEDI	945,252	2.2	400,000	100.0	850
139	PRIAMO	110,013	0.9	230,000	47.8	1,869
142	FONDEMAIN	7,166	-0.3	35,500	20.2	163
143	FONDOPOSTE	94,353	-0.4	116,393	81.1	2,611
145	ESPERO	98,142	-1.5	1,200,000	8.2	1,261
148	ASTRI	17,549	2.1	17,549	100.0	371
157	AGRIFONDO	8,538	-1.3	330,000	2.6	101
164	PERSEO SIRIO	76,414	22.4	1,571,382	4.9	236
167	FONDAEREO	8,152	11.7	10,571	75.5	457
170	PREVIDENZA COOPERATIVA	109,721	-0.7	349,311	31.4	2,143
<b>TOTAL: 33</b>		<b>3,261,244</b>	<b>3.2</b>			<b>60,368</b>



Table 27

<b>Open Pension Funds – Market Structure</b> (end period data)						
	<b>2019</b>			<b>2020</b>		
	<b>Financial managers</b>	<b>Funds/ sub-funds</b>	<b>Assets</b>	<b>Financial managers</b>	<b>Funds/ sub-funds</b>	<b>Assets</b>
	Number	Number	%	Number	Number	%
<b>Type of financial managers</b>						
Insurance companies	25	31	56.7	25	31	55.9
Banks	1	1	3.4	1	1	3.5
Asset management companies	8	9	39.9	8	10	40.6
Investment companies	-	-	-	-	-	-
<b>Total</b>	<b>34</b>	<b>41</b>	<b>100.0</b>	<b>34</b>	<b>42</b>	<b>100.0</b>
<i>Memory item:</i>						
Open Pension Funds managed by the 5 larger financial conglomerates (in terms of assets)		13	62.4		13	62.3
<b>Investment sub-funds</b>						
Guaranteed sub-funds		45	20.2		45	19.7
Bond sub-funds		26	4.7		26	4.7
Mixed bond sub-funds		22	8.1		22	7.7
Balanced sub-funds		55	45.7		58	46.0
Equity sub-funds		39	21.3		40	21.8
<b>Total</b>		<b>187</b>	<b>100.0</b>		<b>191</b>	<b>100.0</b>
<b>Investment sub-funds by asset size</b>						
> 100 million euro		59	84.3		61	84.9
10 to 100 million euro		82	14.7		84	14.2
< 10 million euro		46	0.9		46	0.9

Table 28

<b>“New” PIPs – Market structure</b> <i>(end period data)</i>		
	<b>2019</b>	<b>2020</b>
Number of “new” PIPs	70	70
Number of insurance companies	33	33
	<b>Net assets %</b>	<b>Net assets %</b>
<b>Investment lines</b>		
Traditional life policies	74.7	74.8
Unit-linked	25.3	25.2
<i>Bond investment lines</i>	4.2	4.0
<i>Balanced investment lines</i>	9.2	9.5
<i>Equity investment lines</i>	12.0	11.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
<b>Investment lines by assets size</b>		
> 500 million euro	70.4	74.0
25 to 500 million euro	27.3	24.0
< 25 million euro	2.3	2.0
<i>Memory Item:</i>		
PIPs of the 5 larger insurance undertakings (in terms of investments)	80.3	80.1

Table 29

<b>Pre-existing Pension Funds – Number of pension funds by fund regime</b> (end period data)						
Pension fund regime	2019			2020		
	Autonomous	Non-autonomous	Total	Autonomous	Non-autonomous	Total
Defined contribution pension funds	128	2	130	122	2	124
Defined benefit pension funds	21	68	89	20	66	86
Hybrid pension funds	12	4	16	12	4	16
<b>Total</b>	<b>161</b>	<b>74</b>	<b>235</b>	<b>154</b>	<b>72</b>	<b>226</b>

Table 30

<b>Pre-existing Pension Funds – Assets</b> (end period data; assets in millions of euro)		
	2019	2020
Autonomous pension funds	62,250	64,666
<i>Of which:</i>		
<i>Technical provisions within insurance companies</i>	27,082	28,071
Non-autonomous pension funds	1,581	1,445
<i>internal to banks</i>	1,237	1,108
<i>internal to insurance undertakings</i>	18	18
<i>internal to non-financial institutions</i>	325	319
<b>Total</b>	<b>63,831</b>	<b>66,111</b>

Table 31

<b>Autonomous Pre-existing Pension Funds – Type of asset management</b> (end period data; percentage composition)		
	2019	2020
Assets directly managed by pension funds	28.2	28.1
Assets managed by financial managers	71.8	71.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Table 32

**Private Pension System – Time series – Number of pension funds**  
*(end period data)*

<b>Years</b>	<b>Contractual Pension Funds</b>	<b>Open Pension Funds</b>	<b>Pre-existing Pension Funds</b>	<b>“New” PIPs</b>	<b>“Old” PIPs</b>	<b>Total</b>
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
2020	33	42	226	71	-	372

FONDINPS is included until 2019.

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	650,054	3,419,170	354,108	9,116,469
2020	3,261,244	1,627,731	647,574	3,510,561	338,793	9,341,721

FONDINPS is included in the total until 2019.

Table 34

**Private Pension System – Time series – Assets**
*(end period data; millions of euros)*

Years	Contractual Pension Funds	Open Pension Funds	Pre-existing Pension Funds	“New” PIPs	“Old” PIPs	Total
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	63,831	35,478	7,064	185,439
2020	60,368	25,373	66,111	39,059	7,009	197,919

FONDINPS is included until 2019.

Table 35

**Private Pension System – Time series – Rates of return**  
(percent)

Years	Contractual Pension Funds	Open Pension Funds	“New” PIPs Traditional Life Policies	“New” PIPs United-linked	TFR 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	3.7	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
2020	3.1	2.9	1.4	-0.2	1.2

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 and laid down by Legislative Decree n° 252 of 2005 (*see below*). FONDINPS received contributions from tacit adhesions in case the collective bargaining agreement did not identify a contractual pension fund for the collection of silent members' contributions. Following the issuance of Law n° 205 of 2017, FONDINPS has been overcome and the existing individual accounts have been transferred to the already existing contractual pension fund COMETA, according to the criteria identified by a ministerial decree issued on March 30<sup>th</sup>, 2020. Starting from October 1<sup>st</sup> 2020, COMETA also collects the TFR for tacit adhesions in case the collective bargaining agreement does not identify a reference contractual pension fund.

**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 adhesions.

**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 adhesions).

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 the same for all the different kinds of pension funds. The SCI of each investment option has



to be displayed in the information document to be made available to members (*Informazioni chiave per l'Aderente*) and on COVIP website – where an interactive tool ([https://www.covip.it/isc\\_dinamico/](https://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 payment 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 fiscally 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 COMETA – *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.