# ENHANCING FINANCIAL WELL-BEING FOR RESEARCHERS

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HR Director L.S.E.

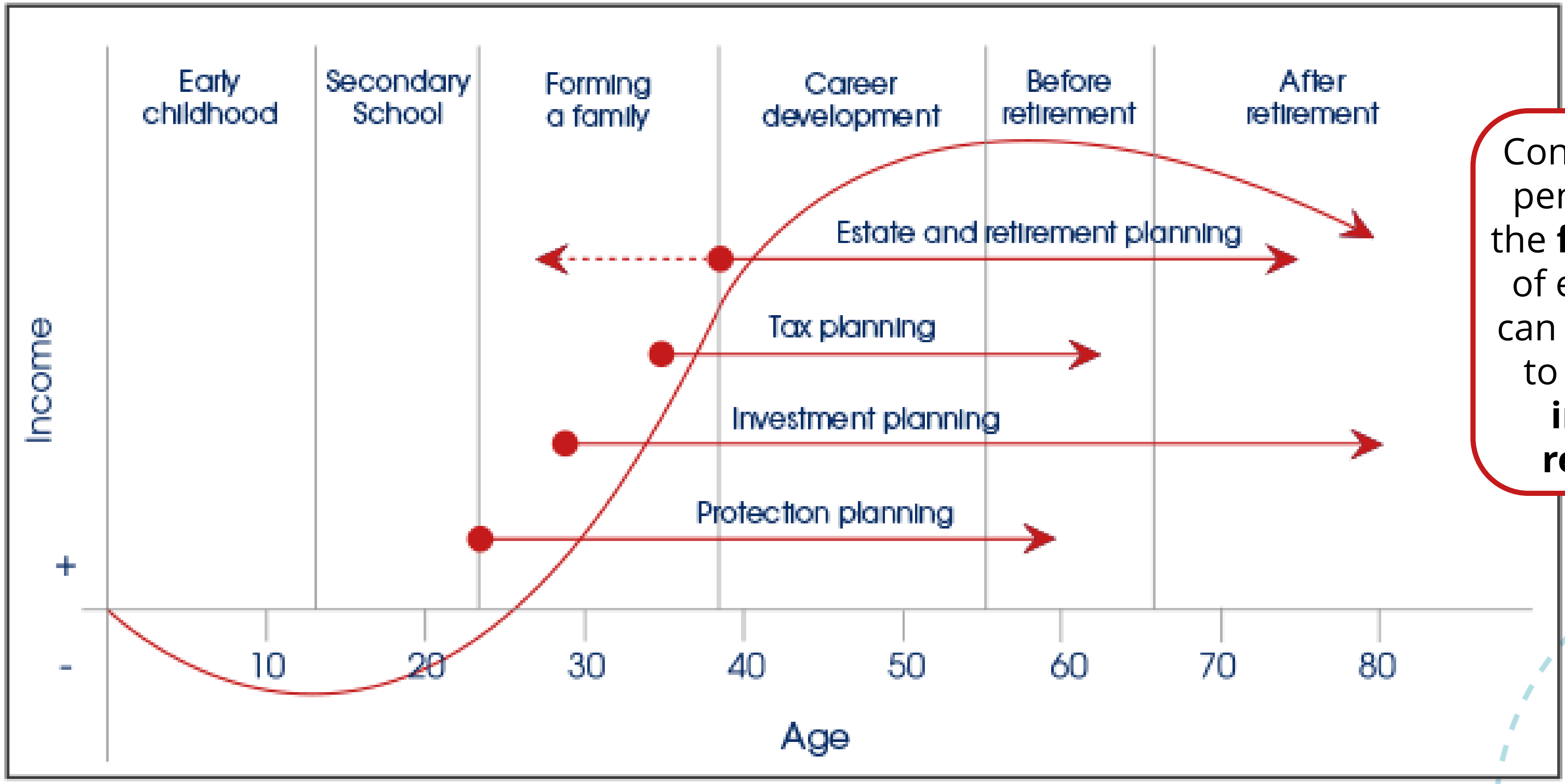
## Financial wellbeing for early career researchers

'Financial wellbeing' can mean different things to different people.

## Developing financial resilience and insight

For early career researchers, day-to-day finances might be at conflict with the financial freedom to make their own choices over the longer term.

# THE FINANCIAL LIFE CYCLE

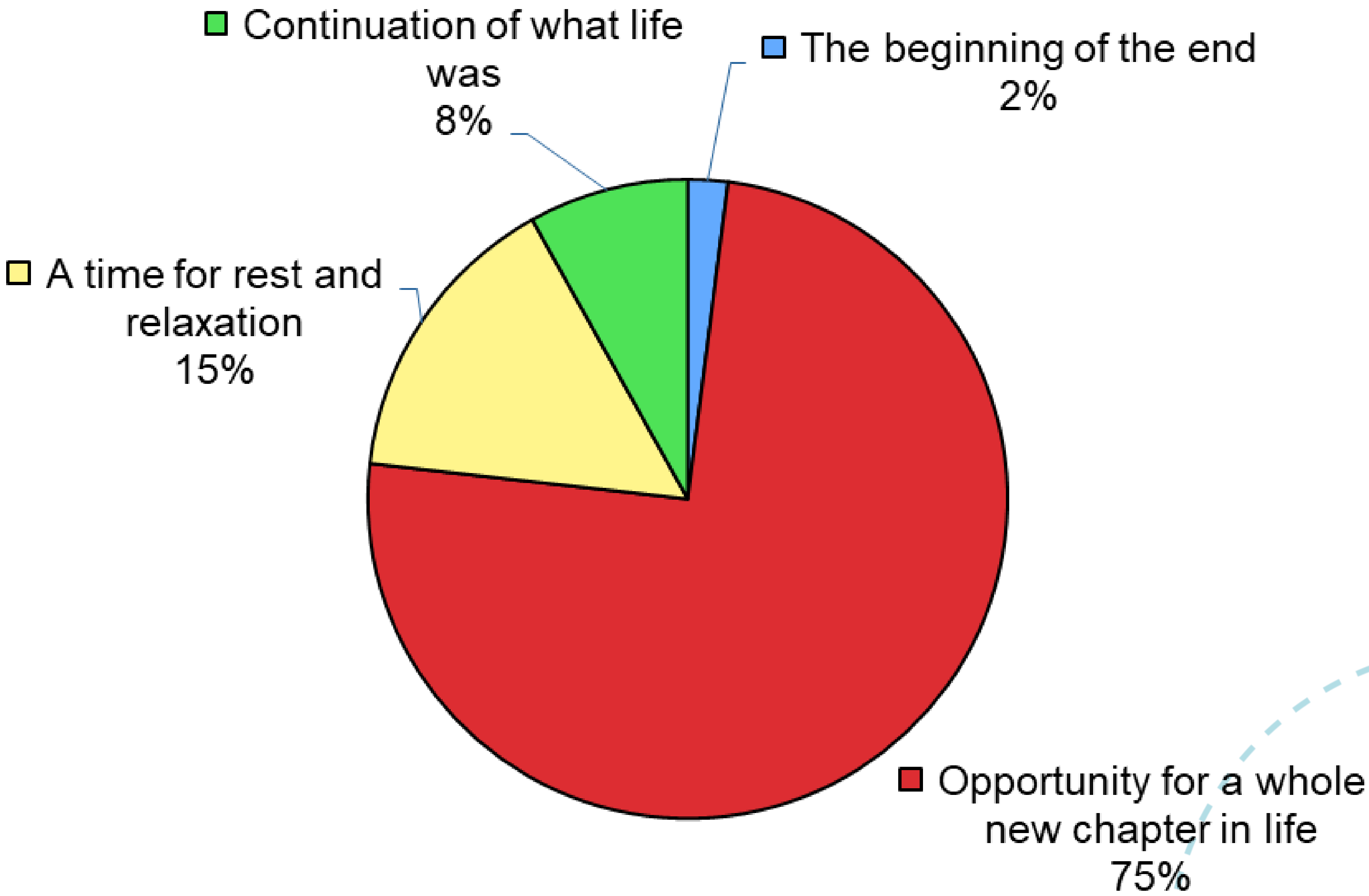



Contributions to pension during the **first 10 years** of employment can represent up to **25% of the income at retirement**

Where should an early career researcher start?

# HOW TO BUILD YOUR FINANCIAL PYRAMID

# What are today's early career researchers going to do in retirement?




Source: Ken Dychtwald, New Choices in Later Life at the Million Dollar Round Table

**European Pensions Authority (EIOPA) report**

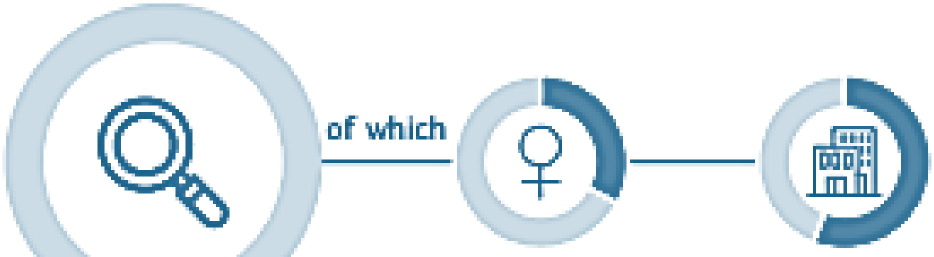
**Highlights of European Insurance and Occupational Pensions Authority (EIOPA) report:**

- *Only 42% of EU consumers believe that they will have enough funds to live comfortably in retirement.*
- *Women in the EU are ten percentage points less financially confident about retirement.*

**ERA Policy Agenda of the European Commission**

*“..**mobile researchers experience difficulties accumulating adequate supplementary pensions** as a result of vesting periods, high transfer fees, limited knowledge of complex financial products and administrative burdens on retirement.”*

# MOBILE RESEARCHERS IN THE EU




**2 millions**
**researchers in the EU**
(Source: Eurostat, 2021)

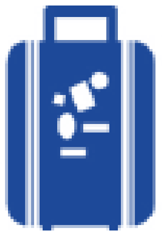
**33%**
**female researchers**

**56%**
**in enterprise sector**

**13%**
**mobile researchers**
(currently employed in other country then country of citizenship)
(Source: MORE4, 2019)

## International mobility in post-PhD stages

**27%** of researchers currently working in the EU have been mobile in the last 10 years for more than 3 months



Source: MORE4 EU HE survey (2019)

# WHAT IS RESAVER?

Agustin Calvo
Growth Manager RESAVER

# RESAVER

## RETIREMENT SAVINGS VEHICLE FOR EUROPEAN RESEARCHERS

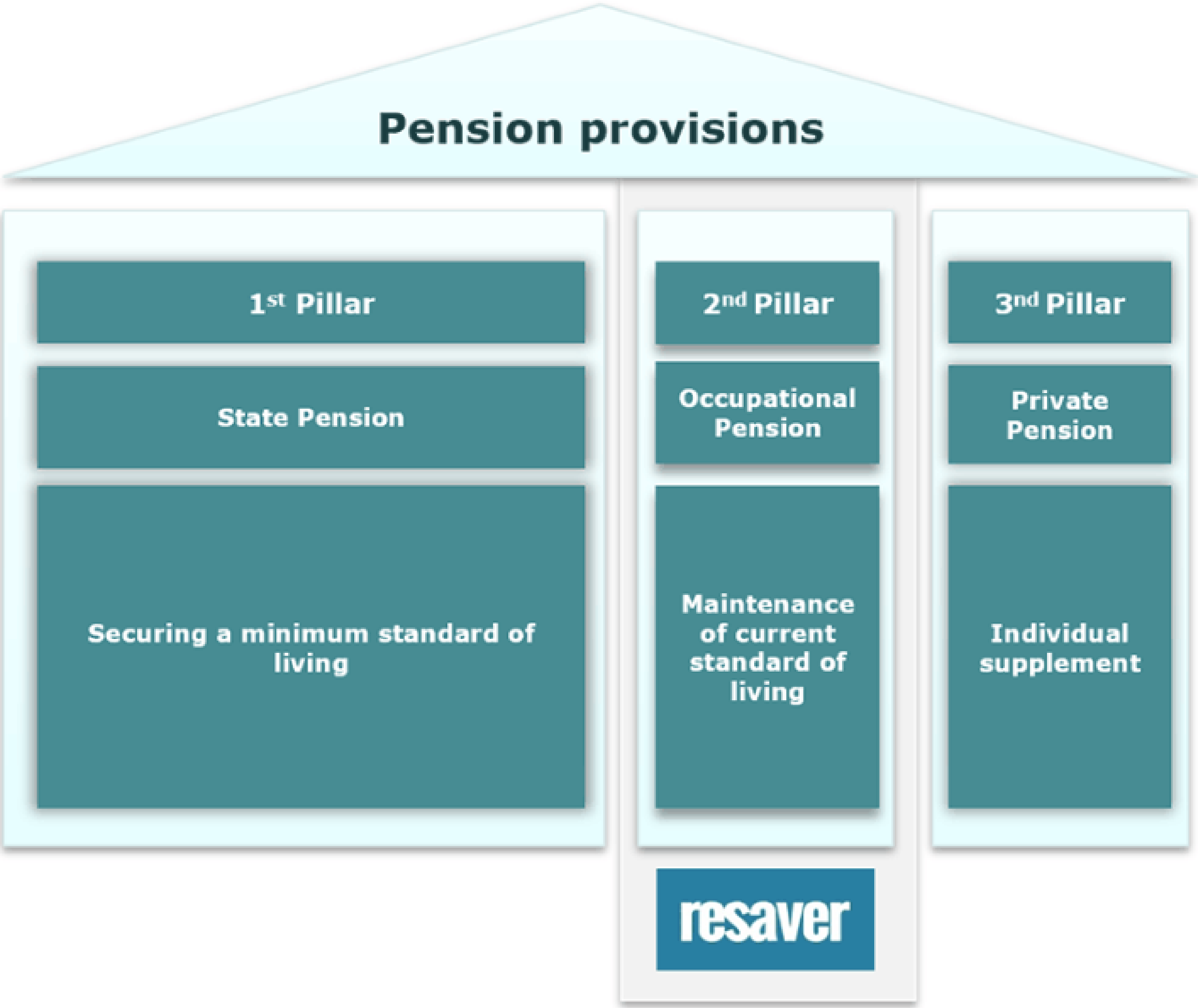
Initiative of the European Commission, funded by the European Union

RESAVER is a pan-European pension solution for research organisations & their employees that removes pension barriers in the EEA

Participation in the fund is not limited to researchers; all staff can benefit.

- Staff with permanent or temporary employment contracts.
- Staff coming from outside the EEA, into the EEA (who typically sign local contracts).

# Where does RESAVER sit in the pension landscape?

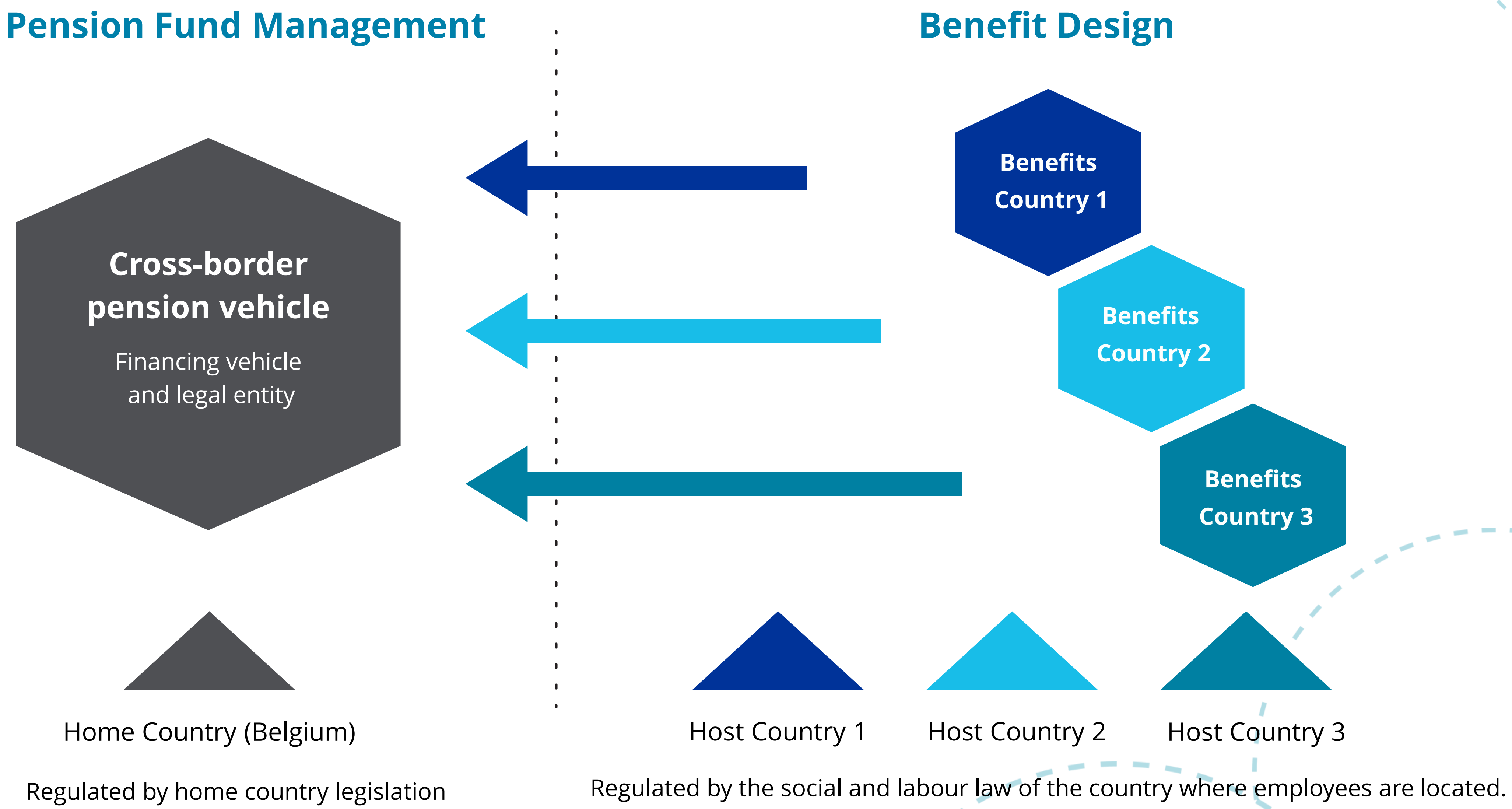


# CROSS-BORDER PENSION SOLUTION IN EUROPE


RESAVER is a **non-profit, multi-country**, multi-employer **occupational pension fund** (IORP) **only for organisations with research** activities in the EU.

RESAVER was created **to fill pension gaps** due to cross-border and institutional mobility that existing systems overlook, by complementing them.

# CROSS-BORDER STRUCTURE



# OPERATIONS AND GOVERNANCE STRUCTURE

**GENERAL ASSEMBLY**

**BOARD OF DIRECTORS**

**Daily Management Committee**

**Management Team**

- Pension Fund Manager
- COO
- Growth Manager

## SUPERVISION

Belgian Regulator *(FSMA)*

Local regulators FMA

External Auditor KPMG

Internal Auditor Deloitte.

Compliance Officer LYDIAN

Risk Manager Mercer

*European Commission*

## OUTSOURCING TO GLOBAL TRUSTED PARTNERS

| ASSETS | LIABILITIES | REPORTING | ADMINISTRATION | CONSULTANTS |
|---|---|---|---|---|
| Investment manager<br>BlackRock<br>Asset depository<br>STATE STREET | Actuarial function<br>Mercer | Accountant<br>BDO | Pension administrator and Member Service Centre<br>Previnet Outsourcing solutions | Technical expert<br>AON<br>Legal expert<br>LYDIAN<br>*Local providers* |

# RESAVER INVESTMENT APPROACHES

**DO IT FOR ME**

**"LIFE STYLE"**

**LIFE STYLE INVESTMENT OFFER**

Asset allocation adjusts automatically to become more conservative or less risky as retirement date approaches.

**I CAN DO IT**

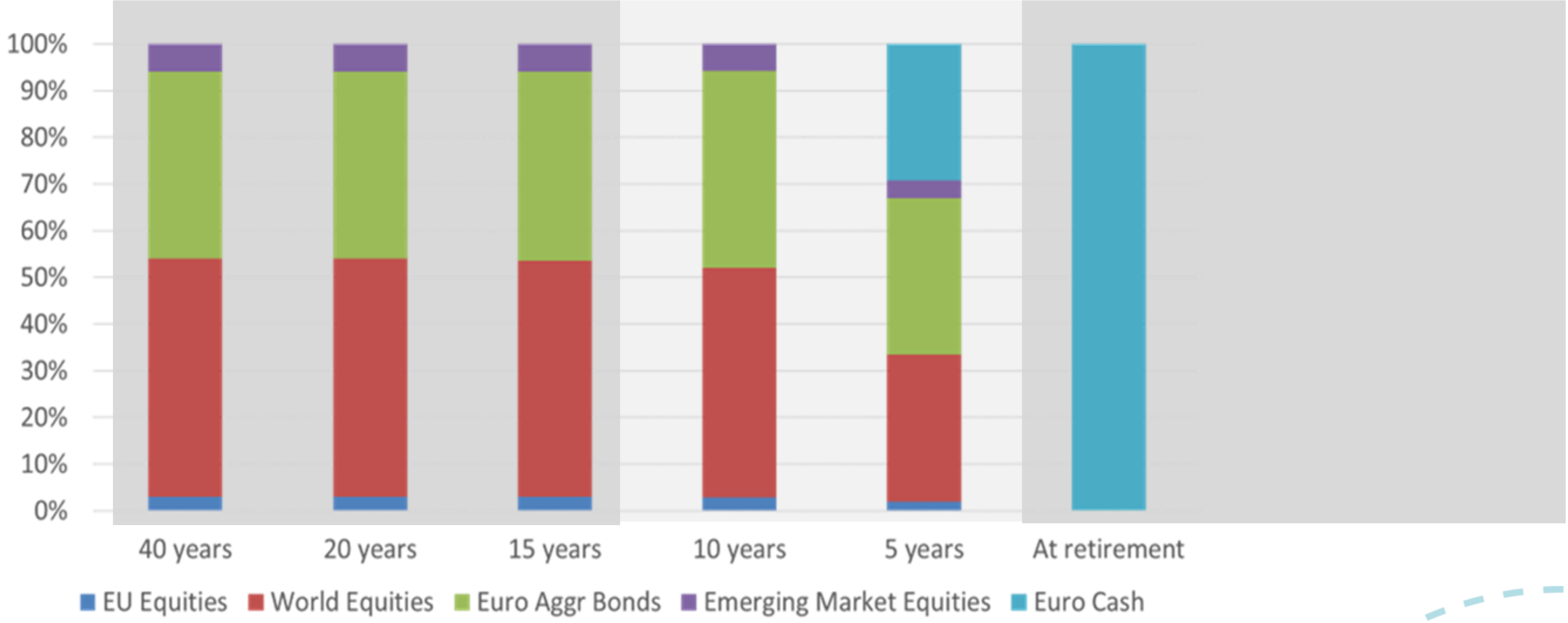
**"FREE STYLE"**

**FREE STYLE INVESTMENT OFFER**

Participants make their own choice for selecting the assets that best match their risk profile and time horizon.

# WHAT IS A LIFE STYLE? The default investment option

| Start until 10 years to retirement | From 10 years to retirement | Retirement |
|---|---|---|
| **ACCUMULATION PHASE** | **LOW RISK PHASE** | **DECUMULATION PHASE** |

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Defensive Lifestyle Cash landing point

RESAVER considers the default investment option **a competitive choice** that most participants opt for

# WHAT DOES RESAVER OFFER?

Pan-European Pension plan, portable rights with other pension funds, aligned with EU policies

Supplementary to social security and other pension plans, no vesting period

Transparent, non-profit, cost-effective, tax approved and no implementation cost

Flexible contributions structure and investment options

HR defines plan, RESAVER takes care of the setup, admin, management & communications

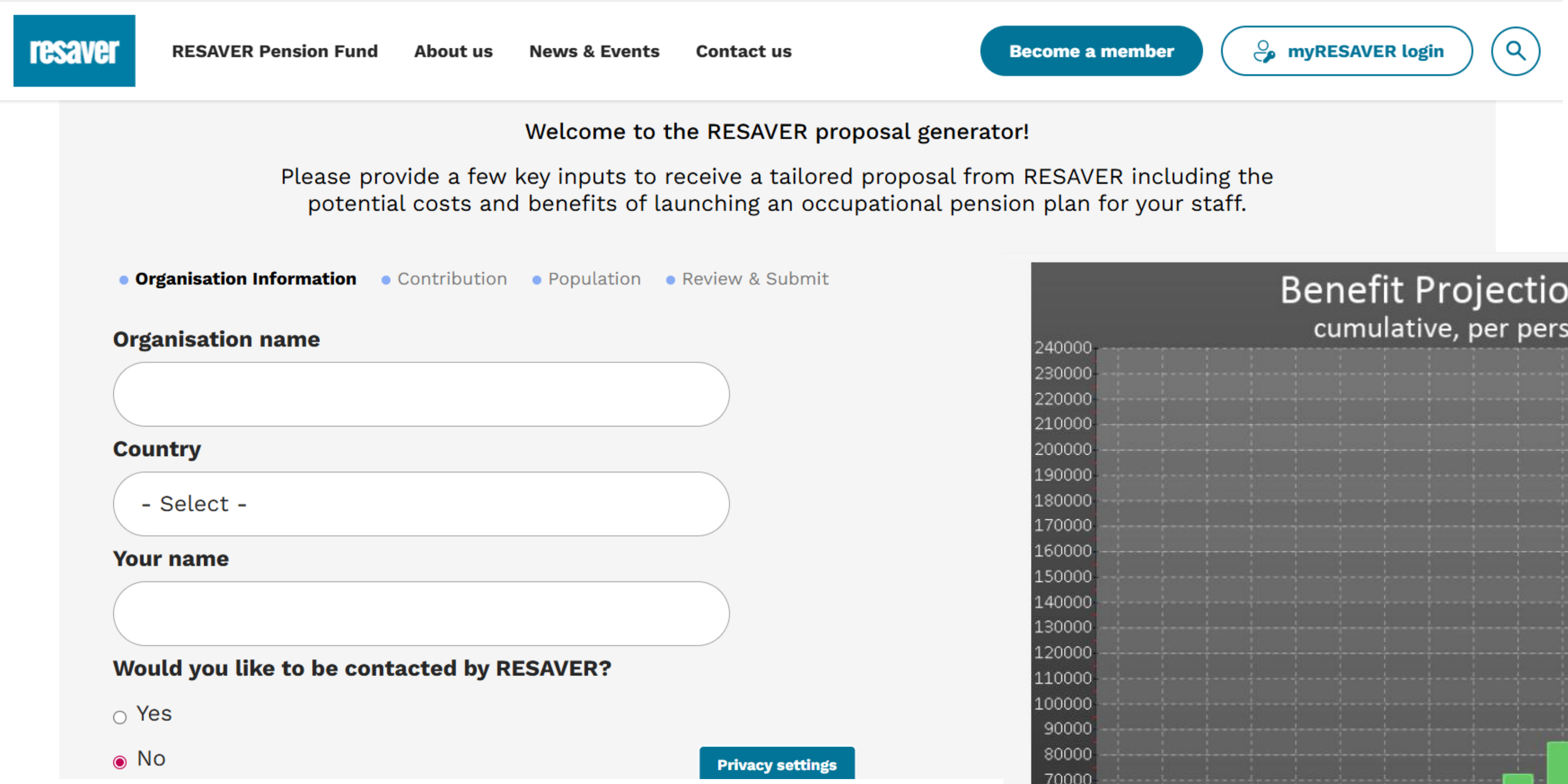
Easy paperless interaction through MyRESAVER

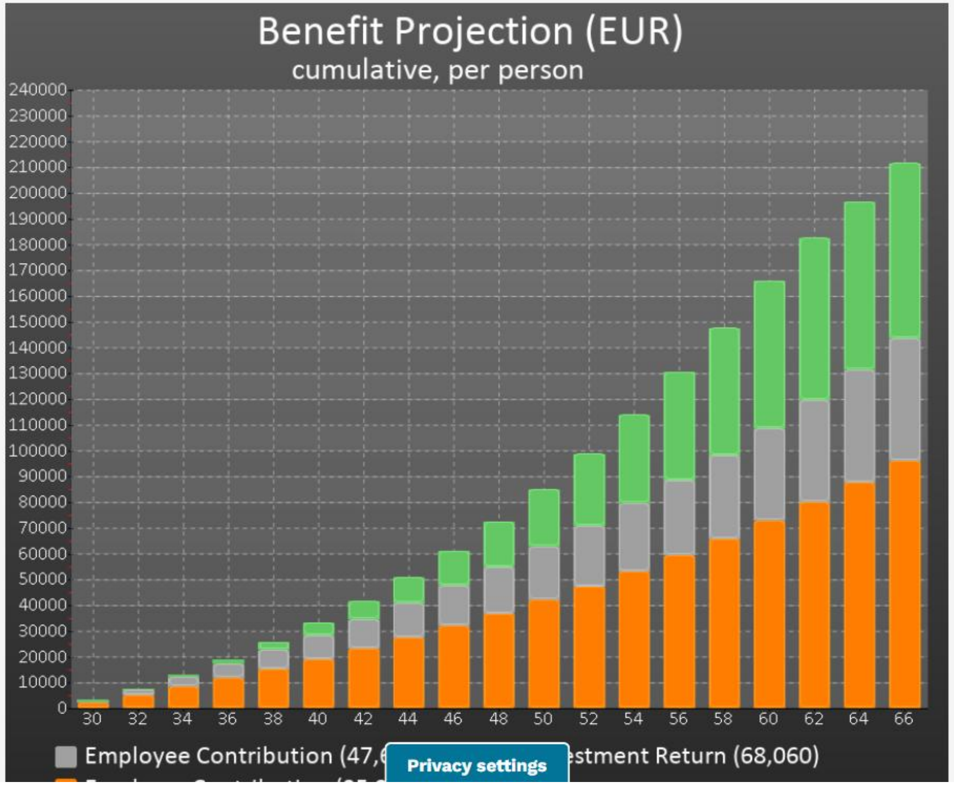
Contributions to RESAVER can be eligible personnel costs in EU grants.

# RESAVER GO AND PENSION SIMULATOR

RESAVER GO: A simplified, standardized pension plan

www.resaver.eu/pension-plan/create-proposal



# TRANSPARENT COSTS

1

**ANNUAL MEMBERSHIP FEE**
(paid by organisation)

The annual fee for organisations depends on the number of participants in the plan. The cost is equal to **50 Euro** per participant, with a minimum of 500 Euro/year and a maximum 5.000 Euro/year

2

**ANNUAL MEMBER FEE**
(paid by organisation or employee)

The annual fee for the participants is **33 Euro** per employee.

3

**ADMINISTRATION and ASSET MANAGEMENT FEES**
(deducted from account)

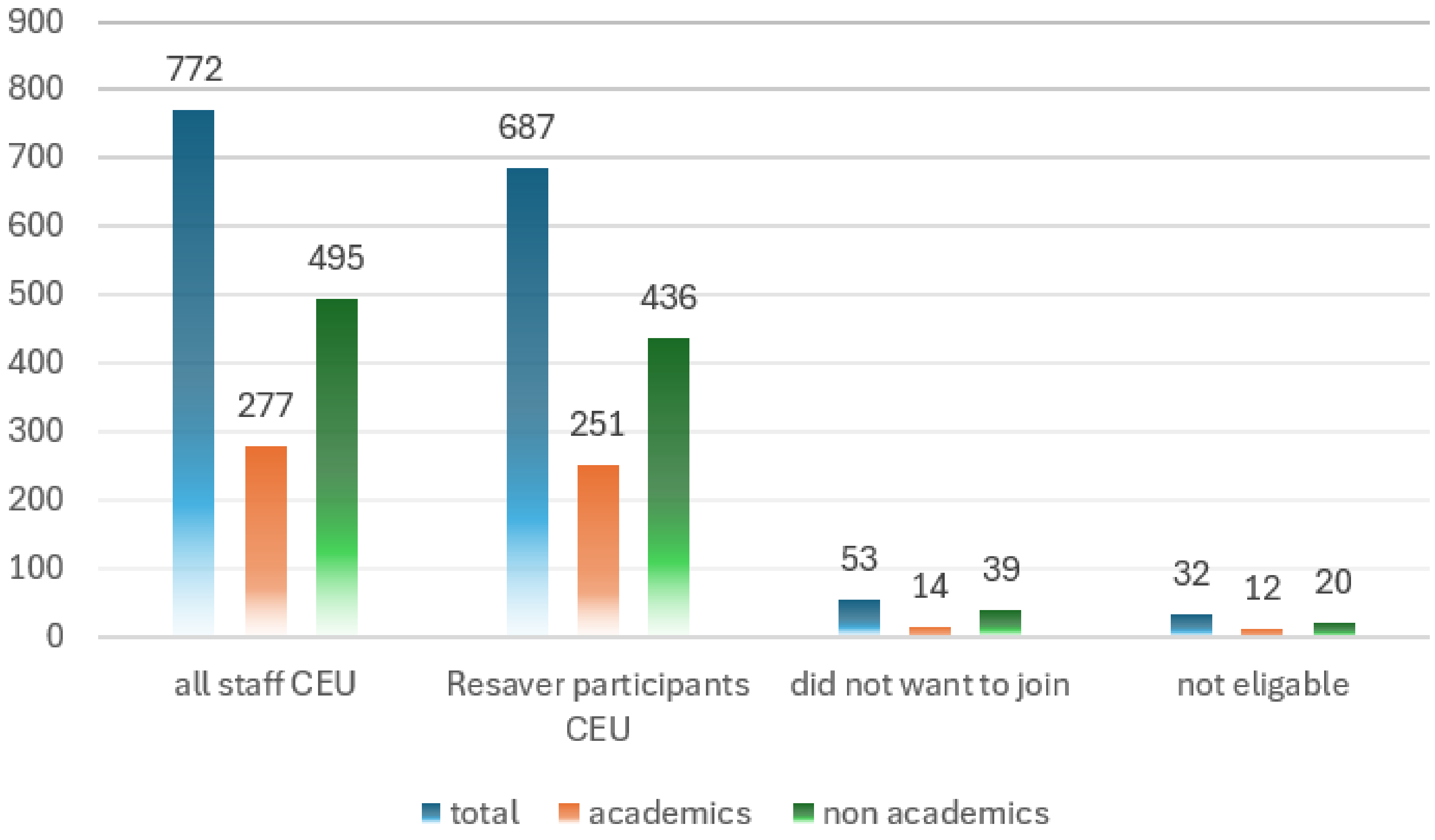
**0.35% - 0.50%** of assets per year for Life Style investments and **0.35% - 0.95%** for Free Style investments

# RESAVER AT

CENTRAL EUROPEAN UNIVERSITY

Liselotte Schoell
HR Director C.E.U.

# CEU @ RESAVER




- 89% participants
  Resaver is a highly appreciated benefit
- Second pillar pension not so often offered for all employees in AT
- Younger newjoiners needs more explanation

# RESAVER Offering @ CEU

CEU is one of the founding members of Resaver

| Arbeitnehmerbeitrag in % des anrechenbaren Gehalts / Employee contribution in % of pensionable salary | Arbeitgeberbeitrag in % des anrechenbaren Gehalts / Employer contribution in % of pensionable salary |
|---|---|
| 0 | 3 |
| 0,5 | 3,5 |
| 1 | 4 |
| 1,5 | 4,5 |
| 2 | 5 |
| 2,5 | 5,5 |
| 3 | 6 |

**CEU saw the need**

- Need to support mobile researchers
- No loose of pension months
- No waiting period
- ONE payout via Resaver

**CEU benefit for all staff**

- Highly appreciated
- Retention effect
- 3% CEU contribution fix
- On top of the salary
- Info sessions for staff
- Infos on intranet
- Questions – staff leaving

# RESAVER IN AUSTRIA

Martin Zinsler
AKTUAR

resaver

# Why Austrian Universities and Scientific Startups Should Choose Resaver Over Austrian Pensionskassen in 2025

Presented by Martin Zinsler, AKTUAR Betriebliche Vorsorge GmbH

AKTUAR
BETRIEBLICHE VORSORGE

# Austrian Pensionskassen in 2025: Current Landscape & Reforms

**25%**

**Employee Coverage**

Current coverage remains limited with voluntary transfers from severance pay funds

**7.76%**

**2024 Return**

Strong long-term performance but tied to Austrian regulations

**Key limitation:** Limited portability and complexity for internationally mobile workers remains a significant barrier.

## Reform Progress

Austria's Pensionskassen system undergoing significant reform through the Generalpensionskassenvertrag 2025, broadening coverage and flexibility for modern workforces.


# Key Advantages of Resaver

over Austrian Pensionskassen

### Eligibility & Portability

Contributions are paid immediately upon employment and accrued rights move seamlessly with the researcher across Europe, eliminating pension gaps.

### Flexibility

Perfectly adapted to short-term contracts and multiple employers common in research careers.

### Simplicity

Single pension scheme dramatically reducing administrative burden for both institutions and employees.

### Transparency

Clear, standardised information on pension rights and benefits accessible across all participating countries.

# Why Austrian Universities & Startups Benefit from Resaver

### Attract International Talent with Immediate Plan Participation

Competitive, mobile pension benefits help retain top researchers who value career flexibility and financial security.

### Reduce Administrative Complexity

Eliminate the burden of managing multiple pension schemes for internationally mobile staff members.

### Align with EU Initiatives

Support EU-wide pension reforms and mobility initiatives, positioning institutions as forward-thinking leaders.

### Support Financial Security

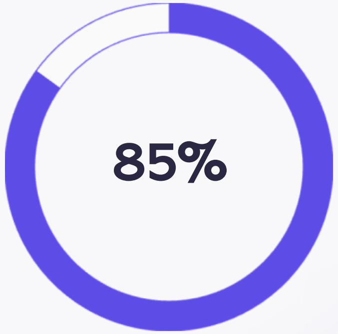
Ensure researchers' pension security regardless of career moves, building loyalty and reducing recruitment costs.

# Real-World Impact: Case Studies & Data


### Proven Success

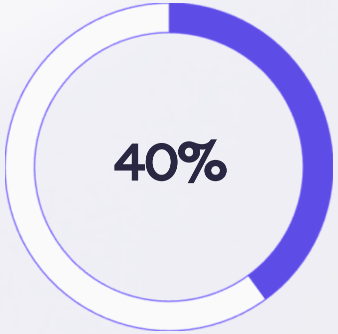
Resaver currently utilised by leading European research institutions, significantly improving researcher satisfaction and retention rates.

**WIFO Study 2025:** Occupational pensions increase retirement income by up to 19%, but mobility remains a critical barrier in traditional systems.




**Researcher Satisfaction**

Higher satisfaction with Resaver vs traditional schemes




**Admin Reduction**

Less administrative overhead for institutions

Austrian Pensionskassen deliver strong returns but remain less suited for the mobility needs of modern research workforces.

# The Future of Pension Provision

for Mobile Scientists in Austria

1

### Austrian Reforms Evolving

Pension reforms underway but still developing, with limited immediate impact on mobility challenges facing researchers.

2

### Resaver: Ready Solution

EU-backed solution available now, perfectly complementing national systems while addressing mobility gaps.

3

### Strategic Leadership

Strategic choice for Austrian institutions aiming to lead in international research collaboration and talent retention.

# Choose Resaver

For Mobility, Flexibility & Future-Readiness

### Perfect Match

Resaver uniquely meets the needs of Austria's mobile scientific workforce in 2025 and beyond.

### Expert-Backed

Supported by expert insights from Martin Zinsler and AKTUAR Betriebliche Vorsorge GmbH.

### Innovation Leadership

Build Austria's future in research with cutting-edge pension innovation that attracts global talent.

> Empower your researchers with a pension solution designed for the realities of modern science. Let's build Austria's research future together.

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# Q&A