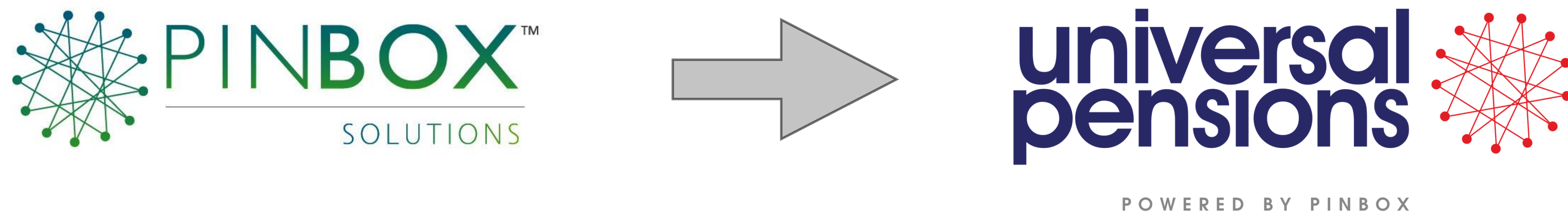




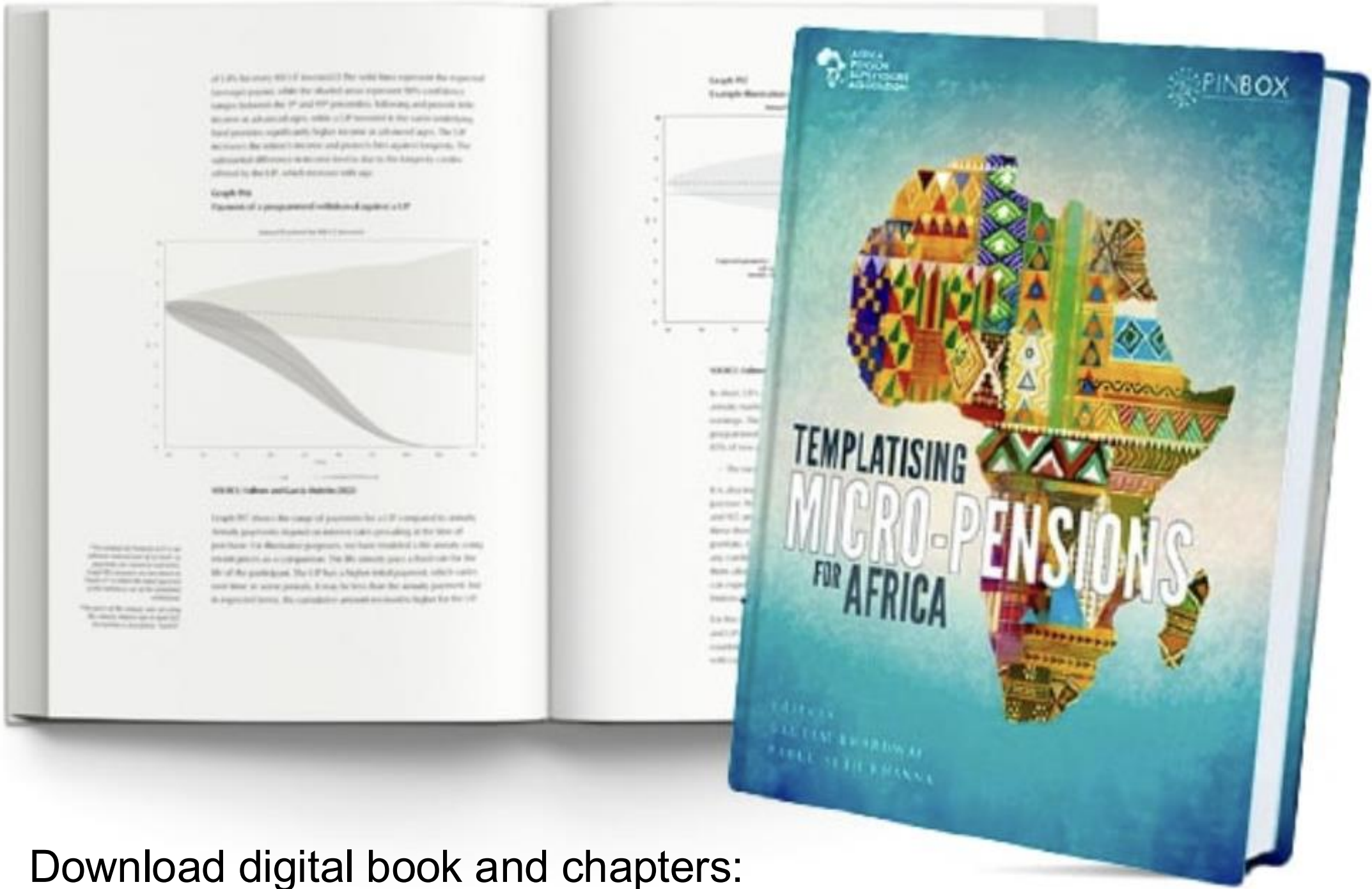
6th Africa Pension Supervisors Annual Forum, 2025 | Morocco

Learnings from expanding voluntary pension coverage in Africa and Asia





New Name. Same Mission.



Download digital book and chapters:

www.universalpensions.com

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- 

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- 

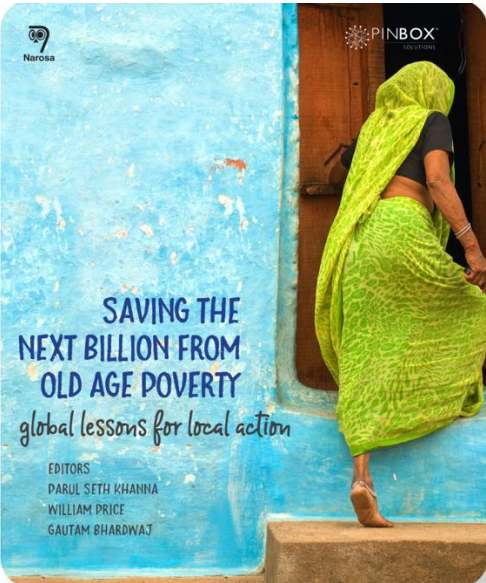
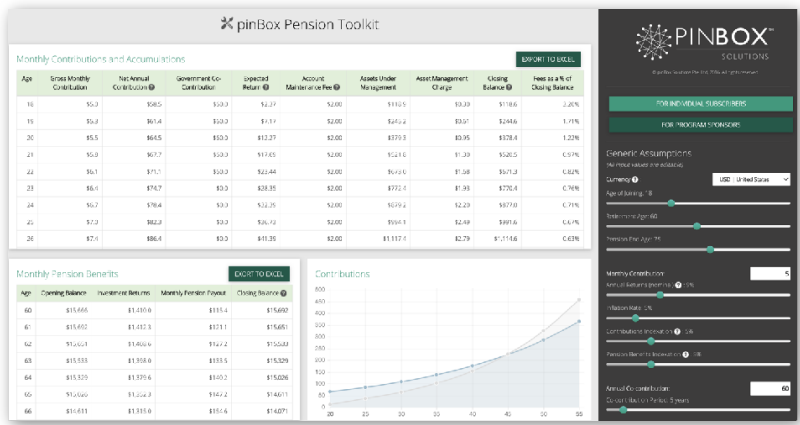
Capacity building
- 

Feasibility studies & Technical Assistance
- 

pensionTech and financial literacy tools



Our mission is closely aligned with several SDGs



We help design and build inclusive pension policy frameworks and digital delivery systems tailored for informal sector workers



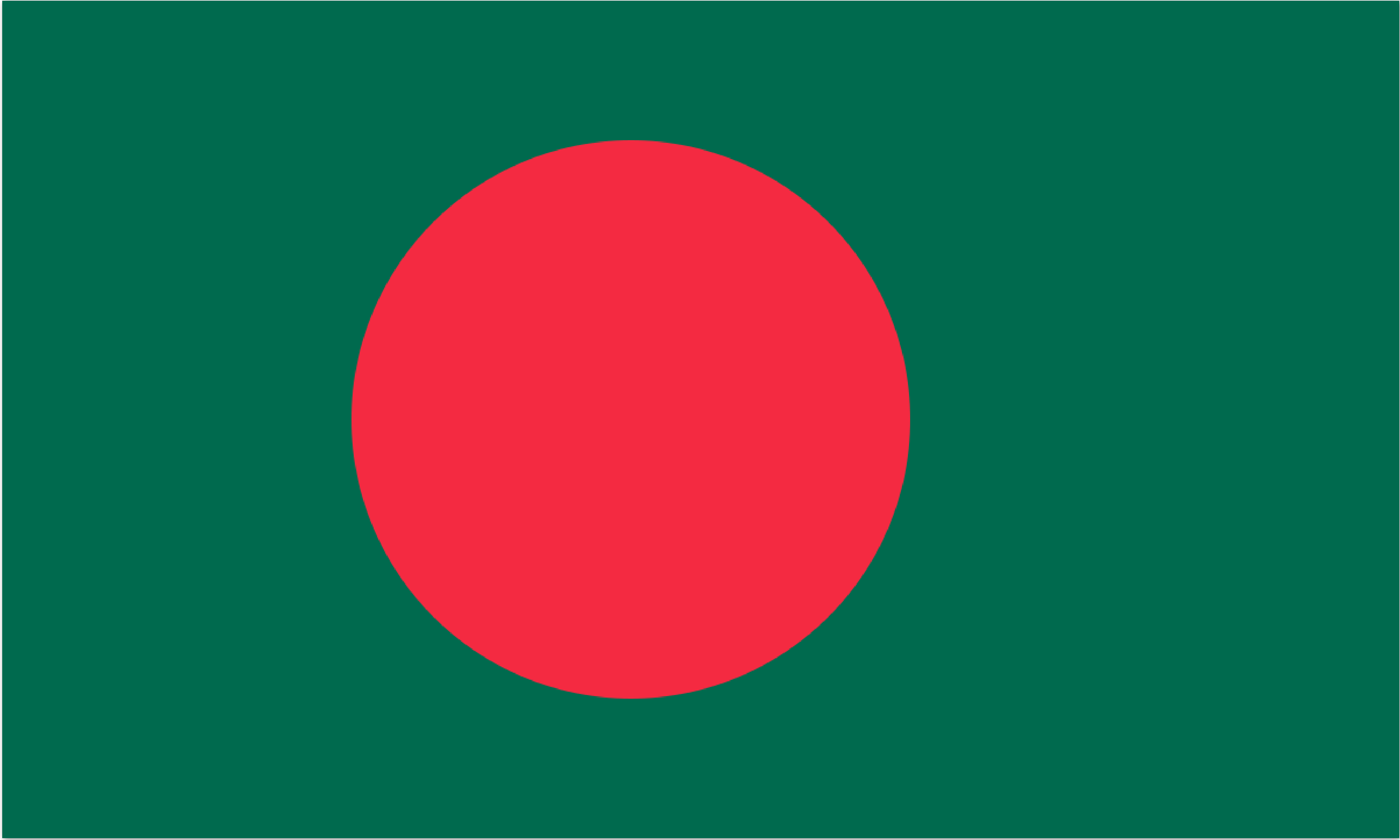
India's pensions landscape (1998)





Rwanda’s pension landscape







Bangladesh's social and fiscal crisis



-  Old and poor: 2024
-  Old and poor: 2050

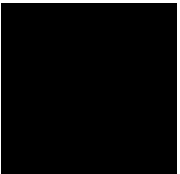

Uganda’s pension landscape



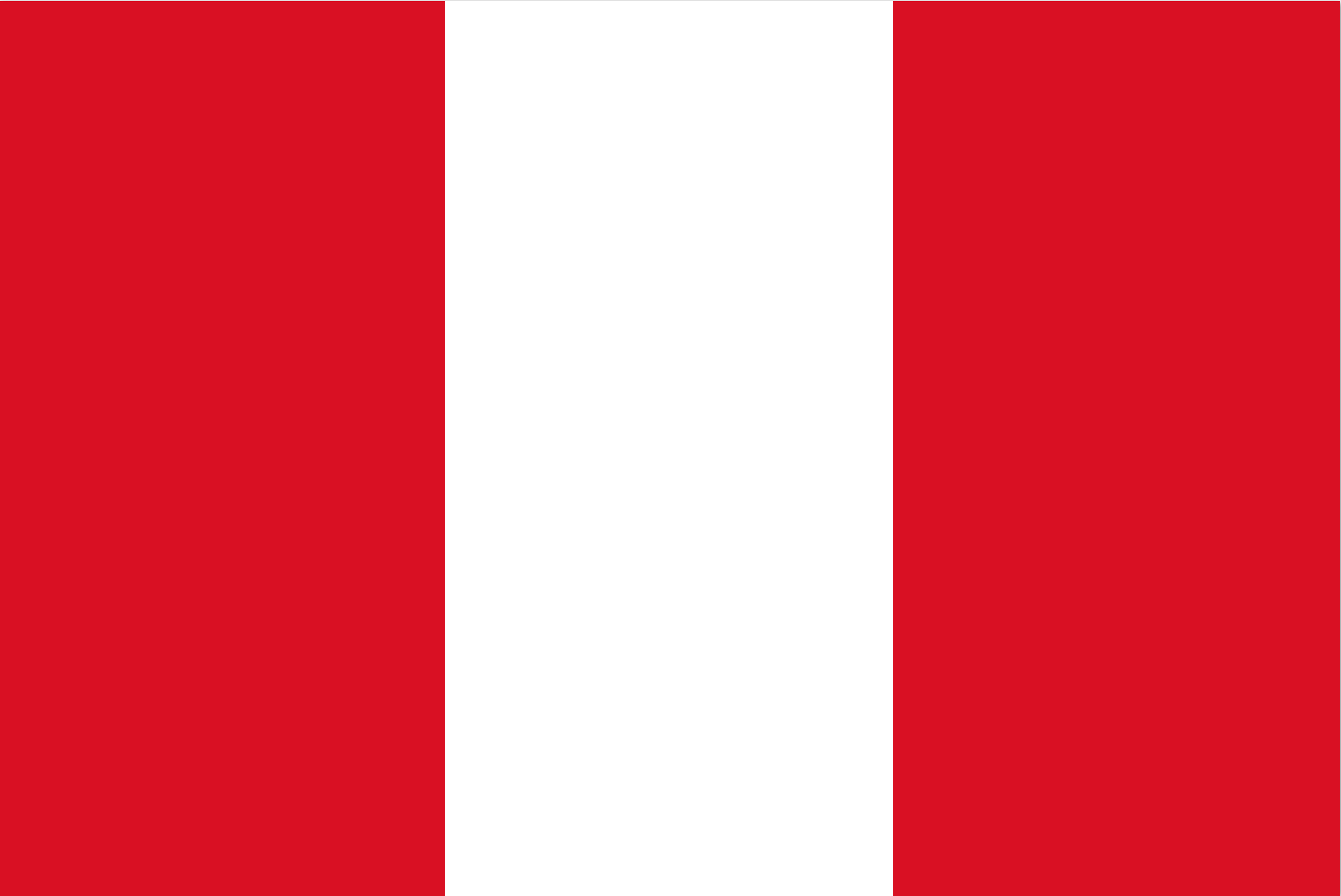
-  **Eligible for retirement benefits**
-  **Informal young. Can save**
-  **Can’t save or already old**
-  **Will retire comfortably**

Albania’s pension landscape



-  Cost of PYGO benefits in 2024
-  Cost of PYGO benefits in 2050

Peru’s pension landscape



- Covered salaried workers
- Excluded informal workers



Africa's multi-billion dollar crisis and new market opportunity

600 million

Young informal sector workers not eligible for pensions benefits. Also not yet saving for old age.

18 years

Life expectancy at age 60. Most workers today will need to save enough for a ~20 year retirement.

\$370 billion

Annual fiscal cost of a tax-funded social pension of US\$2 a day to the future elderly without pension benefits.

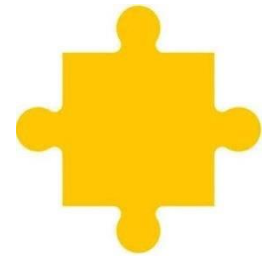
\$1500

Inflation-indexed monthly pension at age 60 that a 20-year old today can enjoy by saving US\$1 a day for retirement.

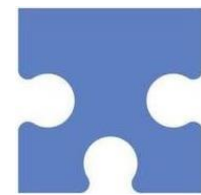
~\$1 trillion

Aggregate new long-term savings within a decade if even 25% of the excluded workers save US\$1 a day for their old age.

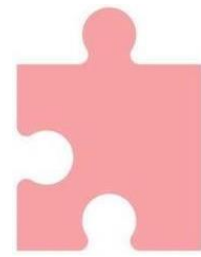
Building blocks needed for comprehensive micro-pension inclusion



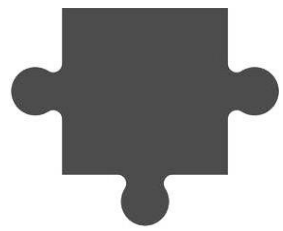
Strong political will
and policy commitment



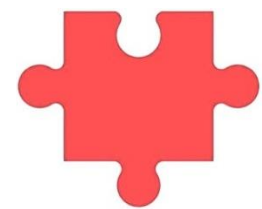
Conducive legal and
regulatory framework



Pension funds/ insurers
hungry for new client segments



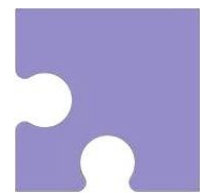
Broad-based digital ID &
mobile payments adoption



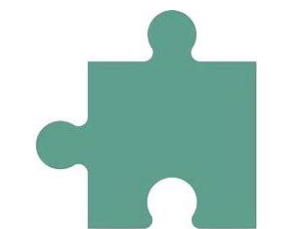
Mass-scale mobile and
social media usage



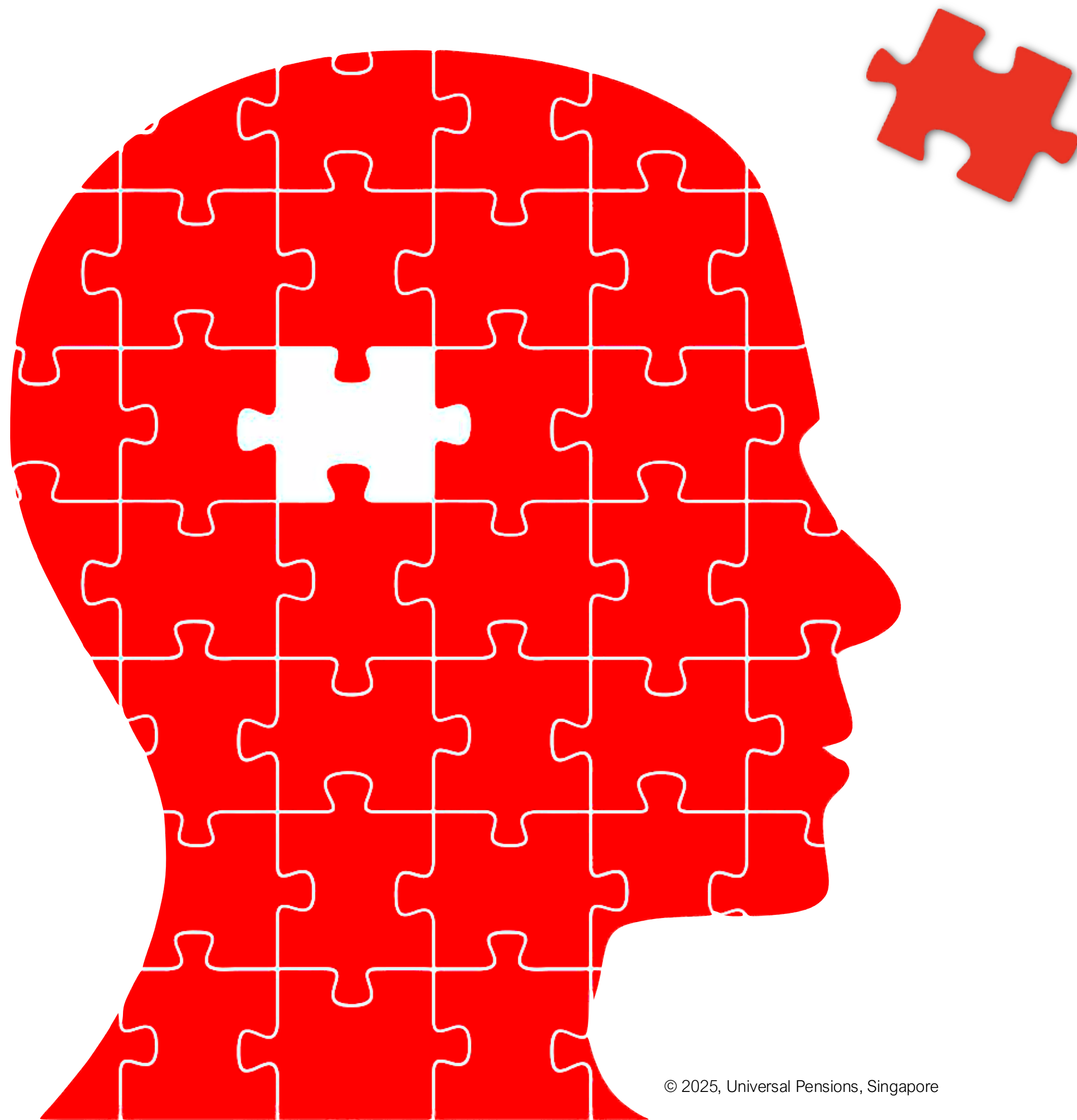
Efficient capital markets to
convert modest savings into
meaningful pension outcomes



A large young workforce
with capacity to save



Nation-wide presence of
trusted community networks



These building blocks already exists in many African countries...

... yet there's no easy and simple way for 600 million informal African workers to save for old age or manage risks

SOME LEARNINGS FROM OTHER COUNTRIES

With the benefit of hindsight...





Vertically integrated market architecture
with multiple micro-pension schemes



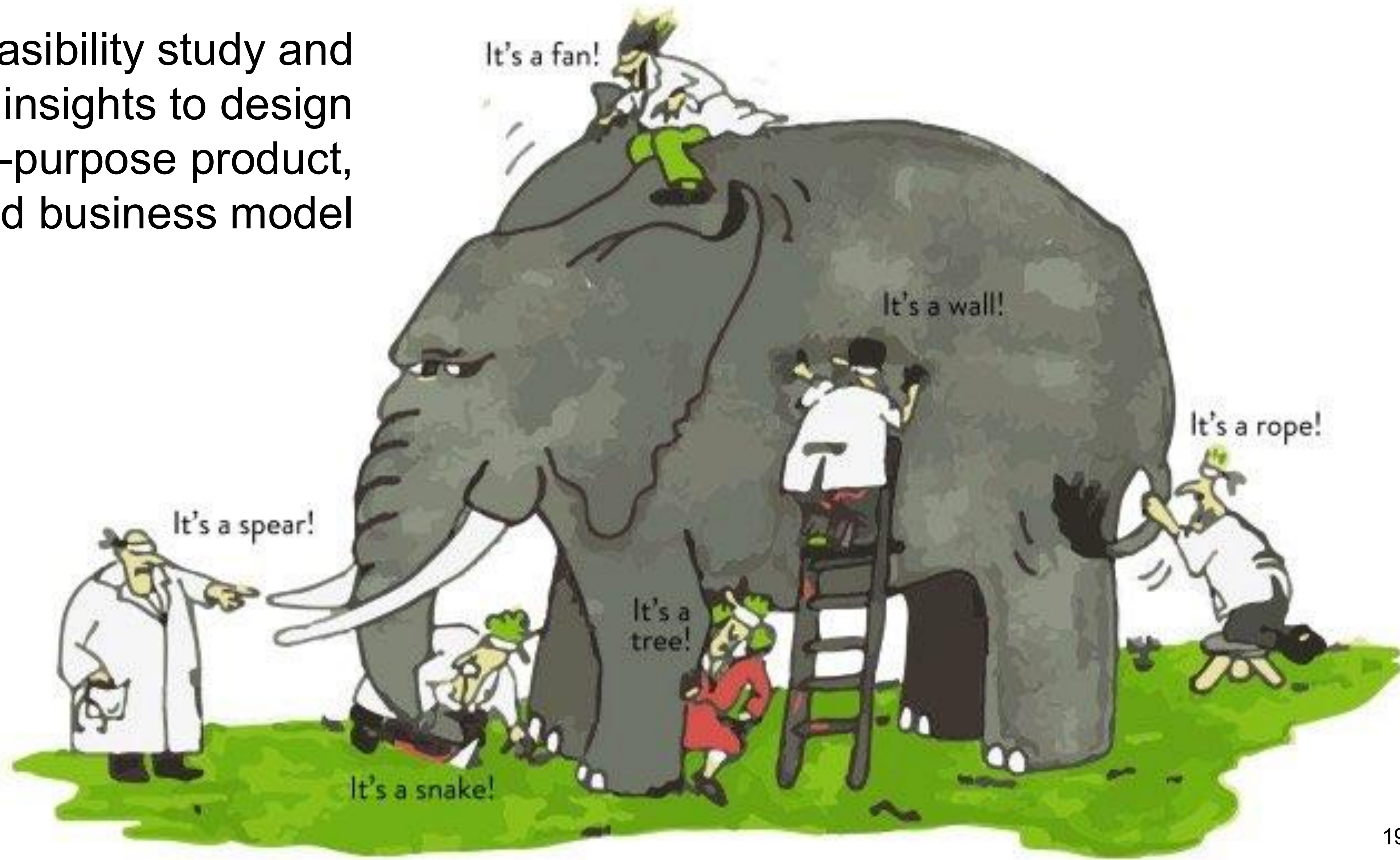
Centrally managed, “shared” architecture with
a single, national micro-pension scheme for everyone





Matching aspirations to reality.

Use a feasibility study and
demand-side insights to design
a fit-for-purpose product,
processes and business model





A dedicated “mission office” is essential for ongoing implementation coordination, M&E and coverage expansion

Leverage the existing product, DPI and DFS ecosystem to rapidly “switch-on” a national micro-pension marketplace with universal access. On an operating cost basis.






Ensure incentives alignment:
Government, product partners,
DFS stakeholders, aggregators
and subscribers



Allow members to save
as per their own incomes
and cashflows.



Use fiscal incentives to jumpstart voluntary participation and savings adequacy. Especially by women and youth.



Layer
pensions with
insurance +
emergency
savings to
address
affordability
and liquidity
challenges.

Target by occupations and
demographic segments — but
design for mobility across jobs,
locations and borders



Prioritise simplicity.
Familiar, intuitive user
interfaces can minimise
digital literacy and trust
challenges.



Make trusted aggregators the “face” Work with them to educate, cross-sell, onboard and nudge informal workers





Build governance, compliance, and member protection into the process



Pilot-test rigorously.
And continually monitor
progress to track
behaviour, efforts,
outcomes and gaps.



Pension
inclusion
works.

Thank you!

gautam@universalpensions.com

parul@universalpensions.com

