

AFRICA PENSION SUPERVISORS' ASSOCIATION

6TH ANNUAL CONFERENCE PROGRAM



9th - 11th July 2025



JAAL Riad Resort, Marrakesh, Morocco

THEME : BUILDING RESILIENCE IN AFRICA'S PENSION LANDSCAPE

The pension landscape across Africa is diverse, with various pension system designs tailored to the specific demographics and economic realities of each nation. While these systems differ in their nuances, a common thread runs through the majority: they can be broadly categorized as either contributory or non-contributory. Contributory schemes require active participation from both employees and employers, with regular contributions building a fund for retirement. In contrast, non-contributory systems, often government-funded, provide benefits without requiring direct contributions from individuals during their working years. This fundamental distinction shapes the structure, funding mechanisms, and long-term sustainability of pension provisions across the continent.

In recent years, the pension landscape has been reshaped by the rise of innovative technologies and growing environmental, social, and governance (ESG) concerns in fund management and investment. These developments have fundamentally transformed the global pension sector, demanding a rethinking of pension designs to address these evolving dynamics. At the same time, pension systems across the continent face persistent challenges, including low coverage—especially among women—governance issues, limited capacity, longevity risk, cyber insecurity, inadequate but growing assets under management, restrictive regulatory frameworks, and significant macroeconomic and demographic shifts. These include rapid population growth, a burgeoning youth population, and high unemployment rates, all of which underscore the urgent need for innovative and inclusive solutions. Understanding pension reforms, challenges, opportunities, and the changing investment landscape is crucial for building resilient, inclusive pension systems. This knowledge empowers regulators, policymakers, scheme administrators, fund managers, and financial experts to collaborate and ensure adequate retirement income.

The Africa Pension Supervisors' Association (APSA), with support from FSD Africa and in collaboration with the Supervisory Authority of Insurance and Social Welfare (ACAPS) of Morocco, is hosting its 6th Annual Conference this year in the city of Marrakesh, lying west at the foothills of the Atlas Mountains. This conference will provide a platform to review Africa's pension landscape, identify gaps, and explore strategies for building resilient pension systems. Participants will gain insights into the current state and prospects of African pensions, including emerging issues like technological solutions for pension administration and supervision, adoption of innovative solutions, climate change, and micro-pensions. The goal is to equip stakeholders with the knowledge needed to integrate these trends and manage emerging risks to ensure a secure retirement for Africans.

This Conference will bring together a diverse audience comprising stakeholders in the pensions sector to have a meaningful exchange of ideas and experiences. The audience will include senior government officials and regulators working on pension reforms and implementation within Africa, and from countries across the globe. Participants will include policymakers, regulators, pension stakeholders, think-tanks, thought leaders, senior economists, and independent domain experts.

AFRICA PENSION SUPERVISORS' ASSOCIATION

APSA/IOPS WORKSHOP AND ANNUAL GENERAL MEETING

 9th July 2025

 JAAL Riad Resort, Marrakesh

OPEN TO APSA MEMBERS AND INVITED DELEGATES

WEDNESDAY, 9 JULY 2025

APSA / IOPS WORKSHOP

08 : 00 **Registration**

Introduction remarks

- **Ms. Siham Ramli**, Director of Communications and International Relations, The Supervisory Authority of Insurance and Social Welfare (ACAPS), Morocco.

08 : 30

Welcome remarks – Host

- **Mr. Abderrahim Chaffai**, Chairman, The Supervisory Authority of Insurance and Social Welfare (ACAPS), Morocco

Welcome address

- **Ms. Astrid Ludin**, IOPS President, Deputy Commissioner, Financial Sector Conduct Authority (FSCA), South Africa
- **Ms. Zareena Camroodien**, Chairperson, Africa Pension Supervisors' Association (APSA)

SESSION I : PRESENTATION OF THE REVISED IOPS PRINCIPLES OF PRIVATE PENSION SUPERVISION

08 : 40 **IOPS Secretariat :**

- **Dr. Dariusz Stanko**, Senior Policy Analyst/Head of Secretariat, IOPS Secretariat
- **Ms. Nina Paklina**, Insurance and Pensions Analyst, IOPS Secretariat

SESSION II : INTRODUCING RISK BASED SUPERVISION FRAMEWORK: SUPERVISORY READINESS

The session will examine the experiences of the Belgian and Polish pension supervisory authorities in preparing for the implementation of the Risk-Based Supervision framework, highlighting key lessons learned.

The session will cover several prerequisites for introducing RBS:

- Adoption of supportive (risk based) legislative framework
- Risk-based supervisory powers

09 : 00

- Supervisors embrace of the risk-based supervisory programme: resources, capacity building and trainings, and the development of RBS culture

- Organisational changes and strategic planning

Ms. Ann Devos, Co-ordinator & liaison international organisations, Supervision of Insurance products and Supplementary pensions, Financial Services and Markets Authority (FSMA), Belgium and **Mr. Andrzej Szerega**, Deputy Director, the Polish Financial Supervision Authority (KNF) will discuss the developments in their respective Authorities - FSMA, Belgium and KNF, Poland, covering 1) the stages of transitioning towards a risk-based supervisory approach, 2) recent changes and improvements, 3) challenges ahead.

09 : 30

Question and answers session relating to the presentation by **Ms. Ann Devos**, the FSMA, Belgium and **Mr. Andrzej Szerega**, the KNF, Poland.

SESSION III : INFORMATION COLLECTION AND PROCESSING

The session will review the experience of the KNF, Poland, with data collection when moving to risk-based supervisory approach.

The session will cover:

- Examining data needs
- Evolving data collection approach
- Collection of data: sources, methods and usage for risk assessment
- IT systems for data validation and analysis
- Challenges and lessons learned

09 : 50

Mr. Andrzej Szerega, Deputy Director, the Polish Financial Supervision Authority (KNF) will discuss the experience in KNF, covering 1) needs, sources, methods and stages of data collection when moving towards a risk-based supervisory approach, 2) recent changes in data collection methods and 3) challenges and lessons learned.

10 : 20

Question and answers session relating to the presentation by **Mr. Andrzej Szerega**, the KNF, Poland.

10 : 50

Coffee Break

AFRICA PENSION SUPERVISORS' ASSOCIATION

 9th July 2025

 JAAL Riad Resort, Marrakesh

OPEN TO APSA MEMBERS AND INVITED DELEGATES

SESSION IV : RISKS IDENTIFICATION AND ASSESSMENT UNDER RISK BASED SUPERVISION FRAMEWORK

The session will explore the experience of the FSMA, Belgium with risk assessment models and methodologies used in Risk-Based Supervision to identify, measure, and prioritise risks in the pension system.
The session will cover :

- Key elements of risk management framework
- Review of risk assessment methodologies: current practices
- Use of standardisation and automation in risk assessment

Ms. Ann Devos, Co-ordinator & liaison international organisations, Supervision of Insurance products and Supplementary pensions, Financial Services and Markets Authority (FSMA), Belgium will discuss the developments in the FSMA, Belgium, covering 1) different stages of risk measurement and assessment, 2) recent changes and 3) challenges ahead.

11 : 50 **Question and answers session** relating to the presentation by **Ms. Ann Devos**

Closing remarks
- **Ms. Siham Ramli**, Director of Communications and International Relations, The Supervisory Authority of Insurance and Social Welfare (ACAPS), Morocco.
- **Ms. Zareena Camroodien**, Chairperson, Africa Pension Supervisors' Association (APSA)

12 : 45 **Lunch**

Session with Culland Consulting Ltd & FINACTU
Presentation of on-going work on « *A comprehensive assessment of pension systems & Asset management industry in the continent and development of the pension sector data base.* »

APSA ANNUAL GENERAL MEETING

15 : 00 **Arrival of guests & Registration**

15 : 15 **Welcome Remarks - Host**
Mr. Abderrahim Chaffai, Chairman, the Supervisory Authority of Insurance and Social Welfare (ACAPS), Morocco.

15 : 30 **Opening Remarks**
Ms. Zareena Camroodien, Chairperson, Africa Pension Supervisors' Association (APSA)

15 : 45 **APSA Annual General Meeting 2025**
APSA members and invited delegates

18 : 45 **Welcome Dinner**
APSA & IOPS members