



PRIVATE OCCUPATIONAL PENSIONS SECTOR

ANNUAL REPORT 2023

Insurance and Pensions Supervision Department
Bank of Guyana



AIMS OF THE REPORT

To provide a summary of the sector's current and projected challenges.

To provide a holistic view of the private pension sector in Guyana, including an overview of the Bank of Guyana's supervisory practices as of end-December 2023. Data tables from 2022-2023 are used for background information.

Presenting proposals for the way forward, particularly regarding public sensitization on the pensions sector and the passage of the draft Private Pensions Law in accordance with the World Bank's FIRST initiative.



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2. REPORT NOTES AND ABBREVIATIONS

- a. Unless otherwise stated, all dollar values in this report are stated in millions of Guyana Dollars.
- b. The data collection methodology used by the Bank of Guyana's Insurance and Pensions Supervision Department was enhanced in the year 2015. In addition to annual financial statements and triennial actuarial valuation reports, unaudited data are now being submitted quarterly. As a result, the Bank has greater oversight of the management of private pensions.
- c. The report also includes sections on micro-pensions and pension literacy within Guyana's private pension system.
- d. Statistics from the Guyana Labour Force Survey 2023 (GLFS) were included in this report to provide some data on the sectoral allocation of the local labour force and categories of employment within the labour force.



ABBREVIATIONS

The following table describes the meaning of the abbreviations and acronyms used throughout the report:

Abbreviations	Meaning
DAC	Deposit Administration Contract
DB	Defined Benefit
DC	Defined Contribution
GDP	Gross Domestic Product
GLFS	Guyana Labour Force Survey
LAC	Latin America and the Caribbean
NBFI	Non-Bank Financial Institution
NPAP	National Pensions Awareness Programme
OECD	Organisation for Economic Cooperation & Development
SA	Self-Administered/Self-Managed
SPP	Simplified Pension Plan



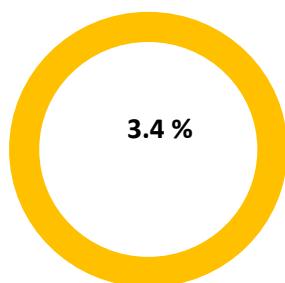
3. PRIVATE PENSION SECTOR HIGHLIGHT

2023 PRIVATE PENSION SECTOR HIGHLIGHTS

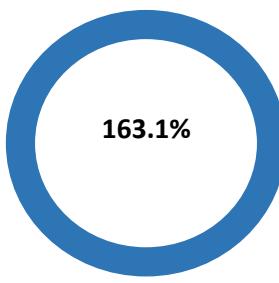
114.6

BILLION

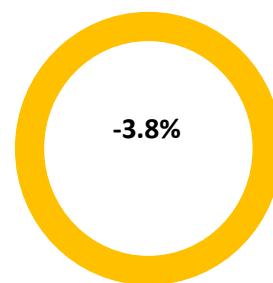
TOTAL ASSETS (\$)



Pension Assets as a
percentage of GDP



Combined Sector Solvency

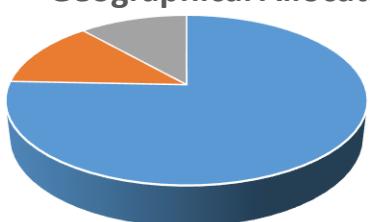


Increase in Total
Assets from 2018

16,955

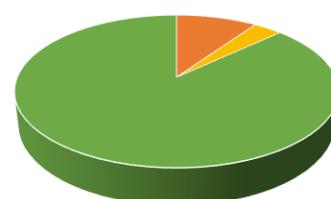
MEMBERSHIP

Geographical Allocation



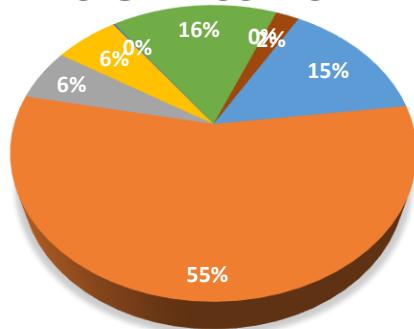
- Guyana
- CARICOM
- Rest of the World

Sectoral Allocation



- Banking System
- Public Sector
- Private Sector

PENSION ASSETS BY INVESTMENT INSTRUMENT



- Cash Deposits
- Stocks and Shares in Companies
- Corporate Bonds & Debentures
- Securities of Governments
- Deposit Administration Contracts
- Real Estate
- Other Investments (Mutual Funds)



4. EXECUTIVE SUMMARY

The assets of 113 reporting private pension schemes totalled \$114.6 billion as at 31 December 2023. This represented a decrease of approximately \$4.5 billion or 3.8 percent from the corresponding period of the previous year, reflecting steady growth in total pension assets despite the slight decline.

The private pension sector assets decreased to 3.4 percent of GDP in 2023, retaining relatively small macro-influence as a sector. In contrast, according to the Global Pensions Asset Study (2024)¹, assets in pension funds exceeded the size of the domestic economy in five (5) countries: the Netherlands (159.0%), Switzerland (150.3%), Canada (146.6%), Australia (145.0%) and the United States (132.1%). The sector also demonstrated its influence as an institutional investor, accounting for 23.8 percent of the total assets of NBFIs in 2023.

The issue of limited coverage was one of the key findings to be noted for 2023. The number of reporting plans increased by two (2) DC plans, to 113 reporting plans. Liquidity risk was also a key concern, as pension funds held a substantial amount of their total assets in liquid form or held investments with maturities within one year. This was reflected by a ratio of 14.6 percent relative to current liabilities.

In 2023, the funding level of private occupational plans observed an overall ratio of 163.1 percent compared with the funding ratio of 220.2 percent in 2022. The sector yielded significantly low, decreased real rates of return on invested assets in 2023, i.e., 2.3 percent. As a percentage of total assets, foreign assets represented approximately 20.2 percent at the end of 2023, a 2.8 percentage point increase from 2022. Foreign investments are increasingly being monitored.

The trend of DC plans becoming increasingly popular among employers was also noted, with almost 74 percent of plans being DC. DB plans, however, continued to boast higher asset totals, accounting for 87.2 percent of total pension assets. Contrastingly, the P7 markets, which represent the seven (7) largest pension markets in the world, saw 58

¹ Thinking Ahead Institute (WTW). Global Pension Assets Study 2024. Retrieved from <https://www.thinkingaheadinstitute.org/content/uploads/2024/02/GPAS-2024.pdf>



percent of their assets allocated towards DC Plans (Global Pensions Study, 2024). Overall, a positive financial outlook is forecasted for the industry, particularly with the passage of new legislation which would allow increased access to more resilient, longer-term investments.

A comprehensive law, the Private Pensions Act, is being drafted to reform the sector and to mitigate the existing supervisory challenges and poor industry practices. The new law is geared towards changes that would improve efficiency, sustainability, coverage and adequacy with the objective to ensure adequate and sustainable benefits.

Further, the Bank intends to undertake a country-wide initiative to address pension literacy across Guyana. The National Pensions Awareness Programme (NPAP) seeks to assist members of the public with their pension literacy and aims to build trust and improve public confidence in the industry.



5. THE REGULATOR AND SUPERVISORY ACTIVITIES

Following the enactment of the Insurance and Pensions (Supplementary Provisions) Act 2009, the Bank of Guyana - Insurance and Pensions Supervision Department has served as the regulator of Guyana's private occupational pension sector, and all supervisory statutes are contained in Part XVI of the Insurance Act 1998.

The 1998 Act encompasses several areas of regulatory concern, including registration and the associated requirements thereof for all private pension plans; the statutory contents of plan documents; winding-up provisions for private plans, the submission of annual statements on plans and statutory investment limits.

Despite current legislation, there remains a need for regulatory reform, which was taken into account in the Bank's Strategic Plan for the period 2023-2027. The Bank's objectives, target dates and outcomes on the pension sector for this period were as follows:

5.1 Supervisory Objectives

FIVE (5) YEAR STRATEGIC PLAN (2023-2027)	
Strategic Goal	Outcome
<p>1. Strengthen the legislative and regulatory framework for pension plans:</p> <ul style="list-style-type: none"> • Finalise draft of new Pensions Act. • Prepare regulations to implement the new Pensions Act. 	<p>Commenced and ongoing.</p> <p>Feedback from the previous rounds of consultations and industry experts for the Pensions Act is being incorporated into a new draft Act.</p> <p>Regulations are currently in draft.</p>
<p>2. Implement an effective and efficient regulatory regime for the pensions sector:</p> <ul style="list-style-type: none"> • Develop guidance on the governance and prudential requirements for the pensions sector as per the new Pensions Act. • Develop and upgrade supervisory tools and techniques such as improved risk-rating tools, 	<p>The following guidance has commenced and is ongoing:</p> <ol style="list-style-type: none"> Pension Plan Governance Fit and proper guidelines for individual trustees Pension Plan registration Conversion from DB to DC Plans and vice-versa New requirement of trustees' knowledge and understanding of investment decision-making. The Code of Practice for Internal



on-site supervision, and risk-based supervision.	<p>Controls within Pension Schemes was being drafted.</p> <p>f. Second draft of Trustees' Handbook has commenced.</p> <p>g. Guidance/best practices for dealing with conflicts of interest in pension plan management.</p> <p>On-site inspection groundwork for the pension sector commenced.</p>
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5.2 Regulatory Challenges

The private pensions industry is faced with are ongoing predicament, owing to a host of hindrances. One of the more pressing challenges is the limited regulatory powers resulting from the absence of comprehensive pension legislation. Compliance issues were often flagged by the Regulator; however, without effective mandatory controls or an existing penalty regime, effective resolution of the issues was not possible.

Coverage of private plans remained constrained owing to the system's voluntary nature, where reporting pension plans cover only 6.0 percent of the total employed labour force, compared with OECD countries, where more than half of the working-age population are covered by voluntary pension plans, either occupational or personal.² According to Pensions at a Glance 2023, the highest rates of coverage are more than 75 per cent for eight OECD countries: Belgium, Canada, Estonia, Germany, Ireland, Lithuania, New Zealand, and the United States³. Moreover, these countries' private pensions coverage has generally been constant over recent years. However, only a few countries have experienced a substantial increase in coverage⁴. One notable case is New Zealand, where the coverage rate increased to approximately 89% of the working age population (18-64) as at the end of the first quarter (2024) from a low of under 15% before the introduction of the "KiwiSaver" Scheme in 2007⁵. This was based on automatic enrolment and government subsidies.

Guyana's low private pensions coverage may be attributed to limited financial literacy concerning the importance of having a private pension and also limited regulatory landscape pertaining to private pensions, thus contributing to the Sector's slow development.

²OECD: Pensions Market in Focus 2022

³ Pensions at a Glance 2023

⁴ OECD working papers on Finance, Insurance and Private Pensions: Coverage of private pensions systems: evidence and policy options (2012)

⁵ Financial Markets Authority: KiwiSaver Annual Report 2024,
<https://www.fma.govt.nz/assets/Reports/KiwiSaver-Annual-Report-2024.pdf>



Many private pension plans have lengthy vesting periods, some as long as twenty-five (25) years, coupled with limited portability of pension benefits when changing employers. Provisions for the same are not included in the current legislation. Other challenges that continued to plague the sector in 2023 included high administrative costs charged by plan administrators vis-à-vis the low returns experienced. Plan Sponsors seek better investment opportunities, as local investments are limited, and this is compounded by investment restrictions stipulated in Section 112 of the Insurance Act 1998. These factors would have negatively affected the sustainability and efficiency of some pension plans and may have contributed to the sector not providing adequate retirement income for some members in 2023.

5.3 Regional Challenges

Low coverage remains the most persistent barrier to the success of private pensions in the LAC region due to entrenched labour market issues.

In 2022, the LAC region reported that 47.9% of economically active workers contributed to a pension or pension-type scheme, and pension coverage among older adults reached 74.1% when including both contributory and non-contributory pensions.⁶ The contributory pensions system in Guyana consists of two pillars: National Insurance Scheme (NIS) Pension and Private Occupational Pension. The latter covers only approximately 5.75% of the labour force in 2019, increasing slightly to about 7.4% in 2020⁷, representing a significantly low coverage in the sector. A requisite of the contributory pensions system is that members need to hold a formal job throughout their working life. However, according to an IADB⁸ article, only 52.8% of the economically active population has a formal job in the countries of Latin America and the Caribbean. Even in the formal labour force, not all employees will work full-time or stay in the same job. Consequently, many informal workers, independent workers and those who do not

⁶ ECLAC: Latin America and the Caribbean 30 Years on from the World Summit for Social Development, 2022

⁷ Bank of Guyana: Private Occupation Pension Report 2019, 2020

⁸ IDB: Pensions: An Urgent Call (2025) <https://www.iadb.org/en/pensions-urgent-call>



have stable employment have a greater chance of becoming economically marginalized in old age.

The future of work is evolving where many employees are participating in the gig economy, such as technology-driven cab services etc. As a result, it will become harder to work in the same job throughout one's life and workers will end up making sporadic payments to various pension plans. These workers can be disadvantaged if they do not meet the minimum years (vesting period) to be entitled to the employer's share of contribution. The employer's share of contributions will be remitted to the Plan should the member leave before the vesting period. This is especially more pronounced in DB Plans, as a large portion of the benefits is usually subsidized by the employer once the member is vested. For DC Plans, the benefit depends on the employee's and the employer's matching contribution (usually) and the fund's financial performance. Many in the informal and part-time workers will find it difficult to fully capture the benefits if the pensions system and regulatory landscape does not evolve to meet their unique needs.

With respect to Guyana's Occupational Pensions Sector, the very low coverage is attributed to the limited supervisory and regulatory capacity, lack of appropriate saving mechanisms and lack of financial literacy. This underscores the need for stronger regulatory frameworks and broader inclusion mechanisms to align with expanded coverage and improve retirement security.

According to a study⁹ done by the International Labour Organisation titled "Overview of Social Protection in Latin America and the Caribbean", it states that it has become more challenging for Latin and Caribbean countries to achieve coverage, sufficiency and financial sustainability in pension systems. This difficulty is a result of uncertainty about economic growth, reduced fiscal space, increased inflation and interest rates. Additionally, longer-term, structural factors are playing a role, including high levels of

⁹ Labour Overview Series: Overview of Social Protection Systems in Latin America and the Caribbean: Progress and Setbacks in the face of the Pandemic (2021)
https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40americas/%40oro-lima/%40sro-report_of_spain/documents/publication/wcms_824905.pdf



informality, disruption in work and production organisation, ageing populations, rising dependency ratios and increasing numbers of natural disasters.

5.4 The Private Pensions Act (Draft)

The legislative and regulatory framework continues to be strengthened as feedback taken from the previous rounds of consultation is being incorporated in a new draft as part of the Strategic Plan Aims 2023-2027. Public consultation with several key industry stakeholders, including plan administrators and sponsors, will resume upon finalisation of the Act and the accompanying regulations. This included a subsequent round of consultations with respect to the Draft Act and a first round of consultations regarding the attendant regulations.

The current draft is a comprehensive revision of the draft Private Pensions Act produced in 2013, a project undertaken in collaboration with the World Bank through its Financial Sector Reform and Strengthening (FIRST) Initiative. This project was one of several solutions presented by the World Bank to address Guyana's deficiencies in the supervision of non-bank financial institutions, amongst other regulatory constraints. The 2013 draft was also presented to several industry stakeholders and was consensual; however, it was never made into law. The revised draft contains twenty-one (21) comprehensive Parts and is a major improvement to the minimal requirements contained only in Part XVI of the Insurance and Pensions Act 1998. It makes expansive statutory provisions for every faction of the sector's activities requiring supervision.

Key features of the proposed legislation include an effective penalty regime; improved portability provisions, which would allow members to transfer accumulated benefits from one pension plan to another with the aim of having all monies from successive employers consolidated into a final plan at retirement. The draft Act also aims to reduce and standardise vesting periods, a provision that will enhance individual retirement savings through earlier access to both employer and employee contributions. Enhanced transparency within pension plans' operations will also be an expected outcome of the proposed legislation, with features such as annual benefit statements and general



meetings, giving way to a more inclusive and transparent process for all pension plan stakeholders.



6. PENSION PLANS AND MEMBERSHIP

6.1 Pension Plans

There were one hundred and thirteen (113) private pension plans reporting to the Bank every quarter, as at December 31, 2023. Thirty-nine (39) of these plans were classified as defined benefit (DB) and seventy-four (74) are defined contribution (DC). The plans collectively covered 16,955 members and were managed by five (5) licensed life insurers, two (2) trust companies and four (4) plans were self-administered by their respective sponsors.

**TABLE 1:
PENSION PLAN MEMBERSHIP (2022-2023)**

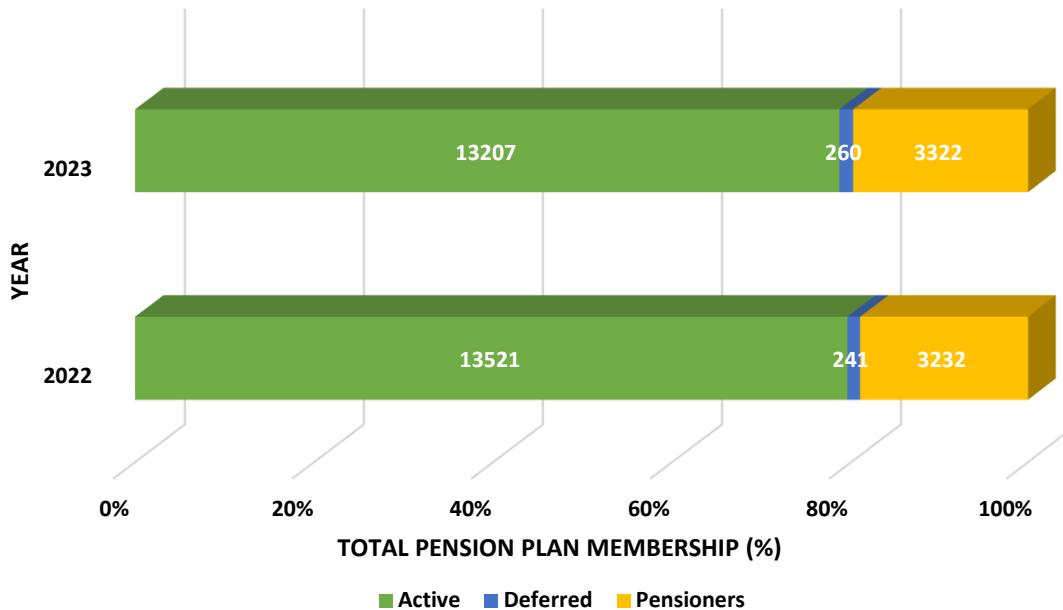
Year	2022	%	2023	%
Number of Reporting Plans	111		113	
Total Membership	16,994		16,955	
Active	13,521	80	13,373	79
Deferred	241	1	260	2
Pensioners	3,232	19	3,322	20
Members in DB Plans	9,628	57	9,536	56
Members in DC Plans	7,366	43	7,419	44
Pension Coverage**	7%		7%	
Annual Membership Growth Rate	-5.53%		-0.23%	

Source: Insurance and Pensions Supervision Department, Bank of Guyana

*Coverage specifies the ratio of private pension coverage to that of the total labour force according to the GLFS Q4 2023

Membership growth decreased by 0.2 percent between 2022 and 2023. This decline could be attributed to a 7.8 percent increase in deferred members, suggesting that a larger proportion of participants became inactive contributors due to employment changes, retirements, or movement outside of the formal workforce.

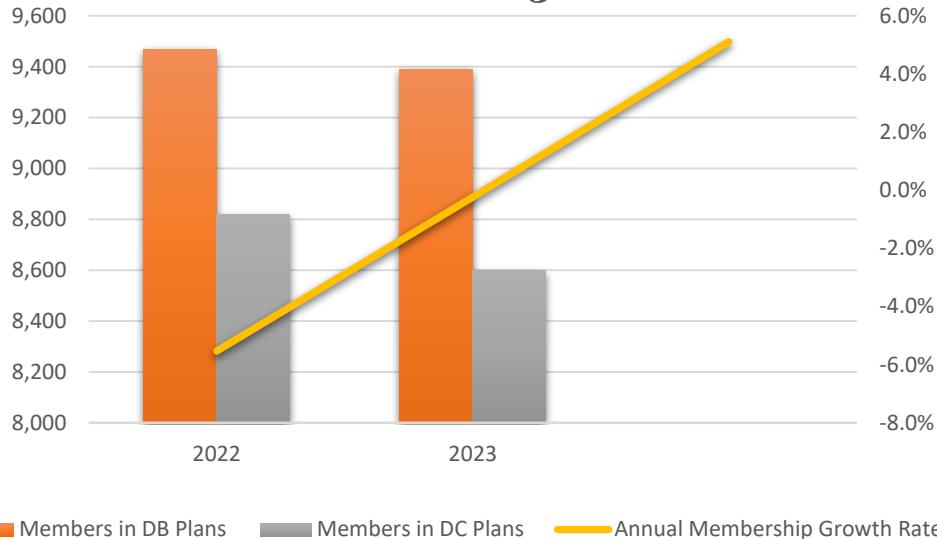
**FIGURE 1:
PENSION PLAN MEMBERSHIP 2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana.

Defined benefit (DB) plan membership was greater than that of defined contribution (DC), where DB membership accounted for more than half of total membership in both 2022 and 2023. Historically, despite having fewer DB plans, these pension plans have a greater combined membership than DC plans for the same period. From 2022 to 2023, there has been a noticeable shift in sponsoring employers opting to offer DC pension plans in lieu of DB plans. This is a result of the difference of the two plans. For DB plans, the sponsor is liable to the beneficiaries in providing benefits upon retirement based on a formula. On the contrary, the benefits associated with a DC plan are based on both employer and employee contributions, along with interest. Given that there was limited growth in the number of private pension plans, there was limited overall coverage of the private pension sector. The 0.2 percent decrease in total membership from 2022 to 2023 was partly due to the negative economic impact resulting from the COVID-19 pandemic.

**FIGURE 2: DB vs DC PLAN MEMBERSHIP
2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

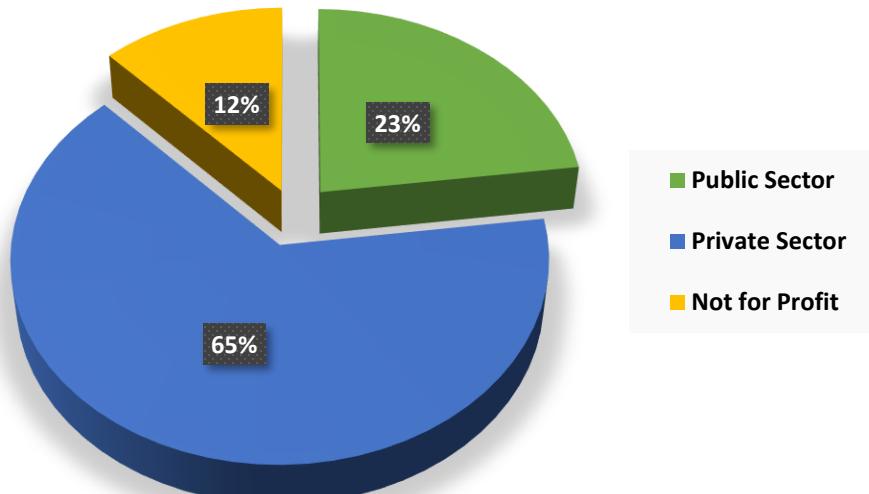
6.2 Registration and Coverage

During the period 2022-2023, three (3) plans were registered and one (1) initiated winding-up proceedings. As of December 2023, there were fifty-three (53) active and registered plans, thirty (30) active and unregistered plans and thirty (30) plans were classified as unregistered and inactive; however, they still held assets to be paid out at a later date.

The private sector accounts for approximately 65 percent of the employed labour force¹⁰, wherein only 7.2 percent of the total employed population is accounted for in all private pension plans.

¹⁰ Guyana Labour Force Survey, 2019 Q4, Bureau of Statistics

FIGURE 3:
**SECTORIAL ALLOCATION OF THE TOTAL
LABOUR FORCE 2023**



Source: GLFS 2023 Q4



7. ASSETS AND ASSET ALLOCATION

7.1 Macro-Influence of the Private Pension Sector

Given that the private sector accounts for approximately 65 % of the employed workforce in Guyana, the private pension industry holds significant potential for providing retirement income for many citizens.¹¹ Meanwhile, in advanced economies, public spending on old-age and survivor pensions averaged about 7.7 % of GDP in 2022¹². In Guyana, the monthly Old Age Pension was increased from GYD \$25,000 in 2023 to \$28,000 in 2022, and then to \$33,000 in 2023, placing additional disposable income in the hands of more than 70,000 senior citizens¹³.

TABLE 2:
MACRO-INFLUENCE OF PRIVATE PENSIONS 2020-2023

	2022	2023
Pension assets as a percentage of GDP (%)	4.1	3.4
Pension assets as a percentage of total financial assets (%)	6.4	5.3
Pension assets as a percentage of total NBFIs (%)	26.9	23.8

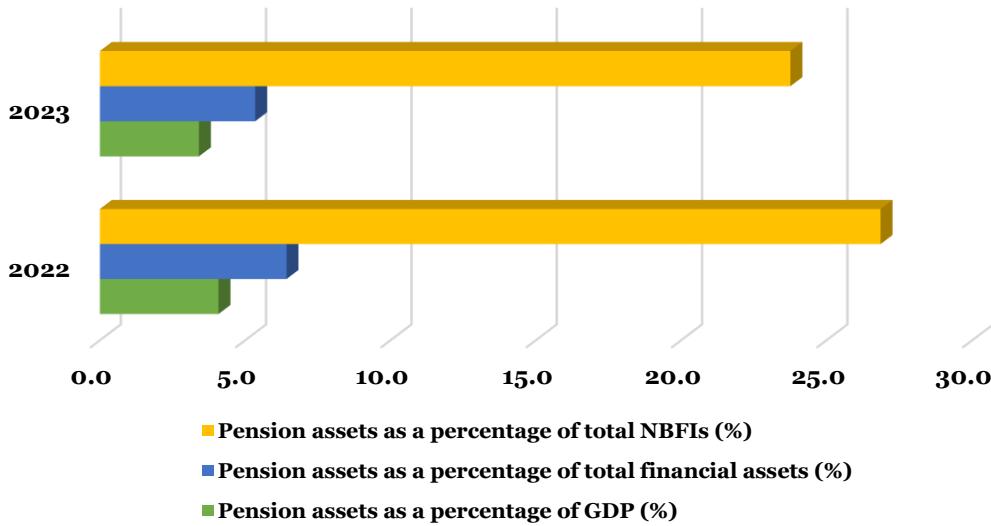
Source: Insurance and Pensions Supervision Department, Bank of Guyana

¹¹ Department of Public Information: Private sector accounts for more than half of Guyana's workforce, 2023.

¹² OECD: Society at a Glance 2024: OECD Social Indicators, 2024.

¹³ Department of Public Information: Budget for Public Assistance, 2022

FIGURE 4:
**MACRO-INFLUENCE OF PRIVATE
PENSIONS 2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

The private pension sector saw its assets decrease from 4.1 percent in 2022 to 3.4 percent of GDP in 2023, retaining relatively small macro-influence as a sector. The industry showed its influence as an institutional investor by accounting for 24 percent of non-bank financial institutions (NIFI) assets and 5 percent of total financial assets. With the forthcoming passage of the Private Pensions Act, there is some expectation of more efficient and robust pension plans, along with more flexible limits on overseas investments, thus creating more investment opportunities for pension plans.

7.2 Total Assets of Reporting Pension Plans

The total assets of 113 reporting private pension schemes totalled \$114.6 billion as at December 2023. This was a minor decrease of approximately \$4 billion or 3.8 percent for the corresponding period of the previous year, which reflects the impact of the decrease in value of investments, particularly emanating from stocks and shares.



7.3 Allocation of Pension Fund Assets

7.3.1 Allocation By Registration Status

Approximately 75.9 percent of total private pension assets belonged to registered pension plans as of December 2023. Active and unregistered plans in comparison accounted for approximately 19.1 percent of total private pension assets. Lastly, inactive plans accounted for 5.0 percent of plans. Inactive plans are those plans that would have been terminated, but assets have yet to be distributed.

TABLE 3: ACTIVE vs INACTIVE PENSION ASSETS 2020-2023		
	2022	2023
No. of Reporting Plans	111	113
Total Assets	119,136	114,622
Active and Registered	89,628	87,022
Active and Registered/ Total Assets (%)	75.2%	75.9%
Active and Unregistered	23,164	21,914
Active and Unregistered/ Total Assets (%)	19.4%	19.1%
Inactive	6,344	5,685
Inactive/ Total Assets (%)	5.3%	5.0%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 5:
PENSION ASSETS BY STATUS 2022-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

7.3.2 Allocation by Plan type

Defined benefit (DB) portfolios continued to outweigh those of the defined contribution (DC) type, with higher overall asset totals. This is mainly attributable to larger DB plan memberships and longer asset retention periods, given the historical prominence and lengthy vesting periods commonly occurring in these plans. Defined contribution plans, however, recorded higher growth rates, given that they are becoming increasingly popular amongst employer-sponsored pension plans.

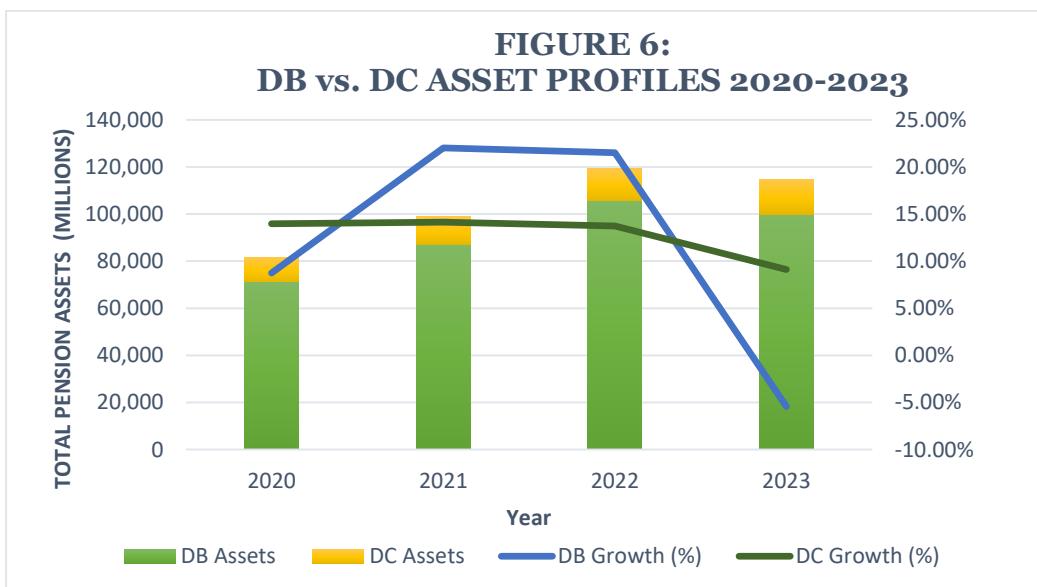
TABLE 4:
DB vs DC ANNUAL GROWTH 2022-2023

G\$ millions	2022	2023
DB Assets	105,666	99,925
DB Asset Allocation (%)	88.7%	101.1%
DB Growth (%)	21.5%	-5.4%
DC Assets	13,470	14,697
DC Asset Allocation (%)	11.3%	14.9%
DC Growth (%)	13.7%	9.1%
TOTAL Assets	119,136	114,622

Source: Insurance and Pensions Supervision Department, Bank of Guyana

Although DB plans traditionally reflect higher growth margins, growth declined by 5.4 percent in 2023. This decrease may be attributed to an 11 percent decrease in investments in equities. In Contrast, the continued expansion of DC plans resulted in a 9.1 percent growth for the same period.

FIGURE 6:
DB vs. DC ASSET PROFILES 2020-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

7.3.3 Allocation by Investment Instruments

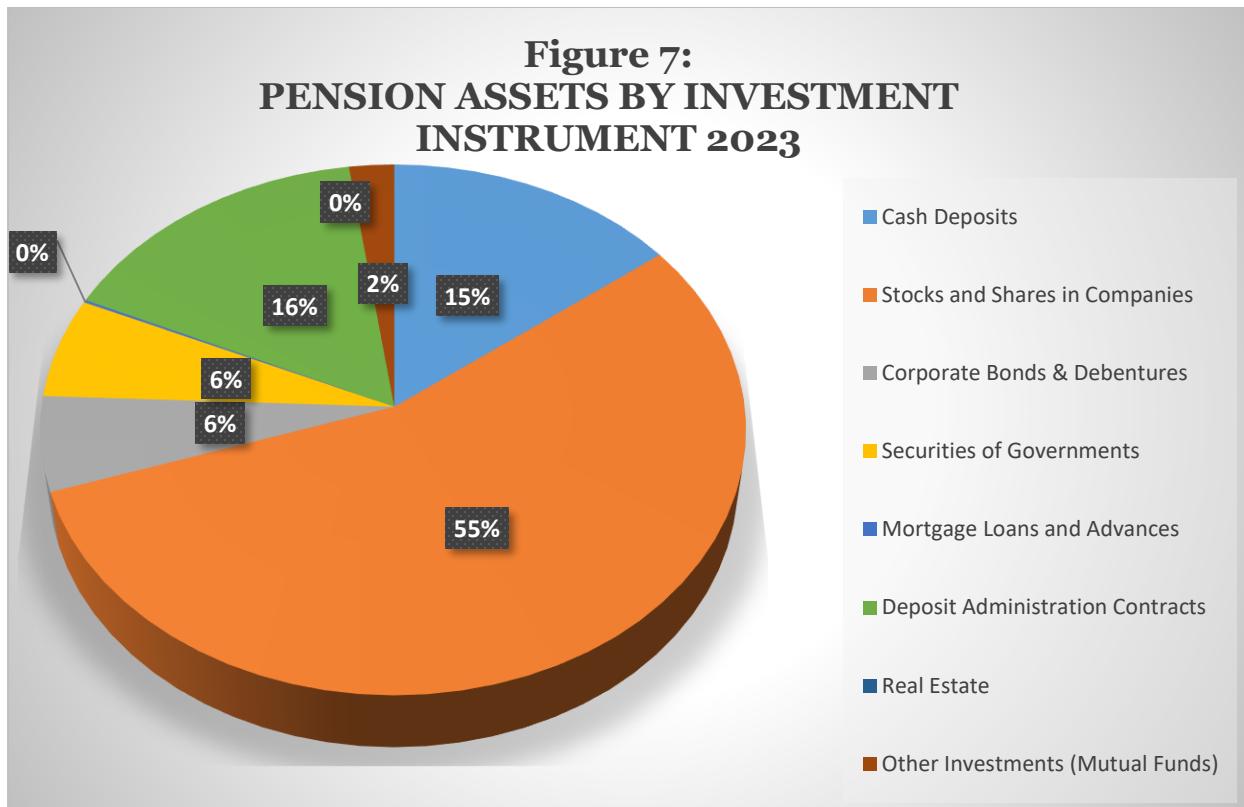
In 2023, there were significant changes in the allocation of pension funds' assets from the corresponding year. Investments in Stocks and Shares in companies experienced a 55.3 percent increase from 2022, and assets held in Deposit Administration Contracts increased by 15.9 percent due to fewer reporting plans selecting the DAC arrangement.

The industry's assets were concentrated in a mixture of investments that indicated growth; however, longer-term investments that are more suited to the long-term nature of pension assets should be explored. Generally, equities or stocks and shares in companies, cash deposits, and investments in DACs continued to represent the highest concentration of invested assets, standing at 55.3 percent, 14.6 percent, and 15.9 percent of total assets, respectively.

TABLE 5: PENSION ASSET ALLOCATION BY INVESTMENT INSTRUMENTS 2022-2023

	2022	2023		
		Percentage of Total Industry Assets (%)		Percentage of Total Industry Assets (%)
No of reporting pension plans	109		113	
Asset Growth Rate (%)	20.59		-3.79	
Cash Deposits	15,536	14.1%	15,793	14.6%
Stocks and Shares in Companies	66,488	60.1%	59,802	55.3%
Corporate Bonds & Debentures	5,130	4.6%	6,228	5.8%
Securities of Governments	4,822	4.4%	6,593	6.1%
Mortgage Loans and Advances	171	0.2%	163	0.2%
Deposit Administration Contracts	16,025	14.5%	17,167	15.9%
Real Estate	0	0.0%	0	0.0%
Other Investments (Mutual Funds)	2,373	2.1%	2,416	2.2%
Non-invested assets	8,590		6,460	
Total Assets (Invested)	110,546		108,162	

Source: Insurance and Pensions Supervision Department, Bank of Guyana



Source: Insurance and Pensions Supervision Department, Bank of Guyana

7.3.4 Growth Rates of Investment Instruments

The industry in 2023 experienced a negative growth of 2.2 percent in the total value of investments, less than that of the corresponding year. Significant declines were recorded for assets invested in Stocks and Shares (10.1 percent), and Mortgage loans and advances (5.0 percent) as pension fund administrators rebalanced their investment portfolio as financial markets remained volatile. Investments in Real Estate continued to decline, with plans reporting no assets at end-December 2023.

**TABLE 6:
GROWTH RATES OF PENSION ASSETS BY INVESTMENT INSTRUMENT
2022-2023**

G\$ Millions	2022		2023	
	Total Assets (\$)	Percentage Growth (%)	Total Assets (\$)	Percentage Growth (%)
Cash Deposits	15,536	1.8%	15,793	1.7%
Stocks and Shares in Companies	66,488	48.5%	59,802	-10.1%
Corporate Bonds & Debentures	5,130	-10.7%	6,228	21.4%
Securities of Governments	4,822	7.6%	6,593	36.7%
Mortgage Loans and Advances	171	-18.7%	163	-5.0%
Deposit Administration Contracts	16,025	4.4%	17,167	7.1%
Real Estate	-	0.0%	-	100.0%
Other Investments (Mutual Funds)	2,373	4.6%	2,416	1.8%
TOTAL INVESTMENTS	110,546	25.5%	108,162	-2.2%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

7.3.5 Allocations by Geographical Regions

The industry's asset allocation by geographical regions remained within the statutory limit for the years 2022 and 2023. Less than 30 percent (approximately 20 percent) of total pension assets were invested outside of Guyana in 2023. This included investments of 10 percent or \$11.5 billion in CARICOM Member States and 10 percent or \$11.6 billion in the rest of the world. Approximately 80 percent or \$91.5 billion of pension assets were invested domestically in 2023.

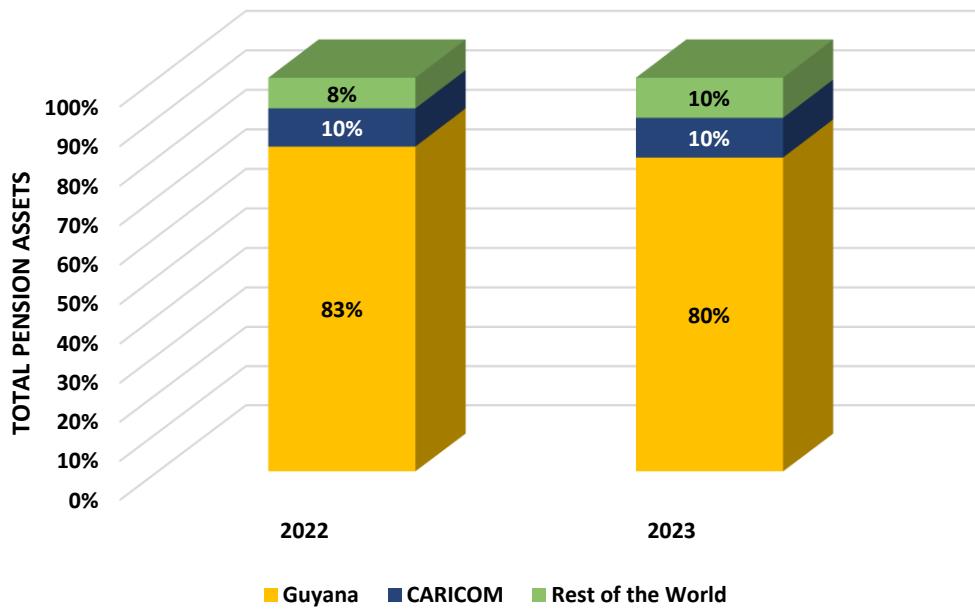
TABLE 7:
PENSION ASSETS BY GEOGRAPHICAL ALLOCATION
2022-2023

	2022	2023
Guyana	98,372	91,464
	83%	80%
CARICOM	11,530	11,545
	10%	10%
Rest of the World	9,234	11,613
	8%	10%
TOTAL	119,136	114,622

Source: Insurance and Pensions Supervision Department, Bank of Guyana

Additionally, pension assets invested in Guyana saw negative growth, with a 7 percent decrease in 2023 following a 0.4 percent decrease in 2022. This is due primarily to unfavourable returns in local investments in comparison to overseas territories. On the contrary, pension assets in overseas territories outside of CARICOM saw a significant increase of 22.8 percent, while investments in CARICOM saw an increase of 0.1 percent.

FIGURE 8:
**PENSION ASSETS BY GEOGRAPHICAL
ALLOCATION 2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

7.3.6 Asset Allocation by Industry

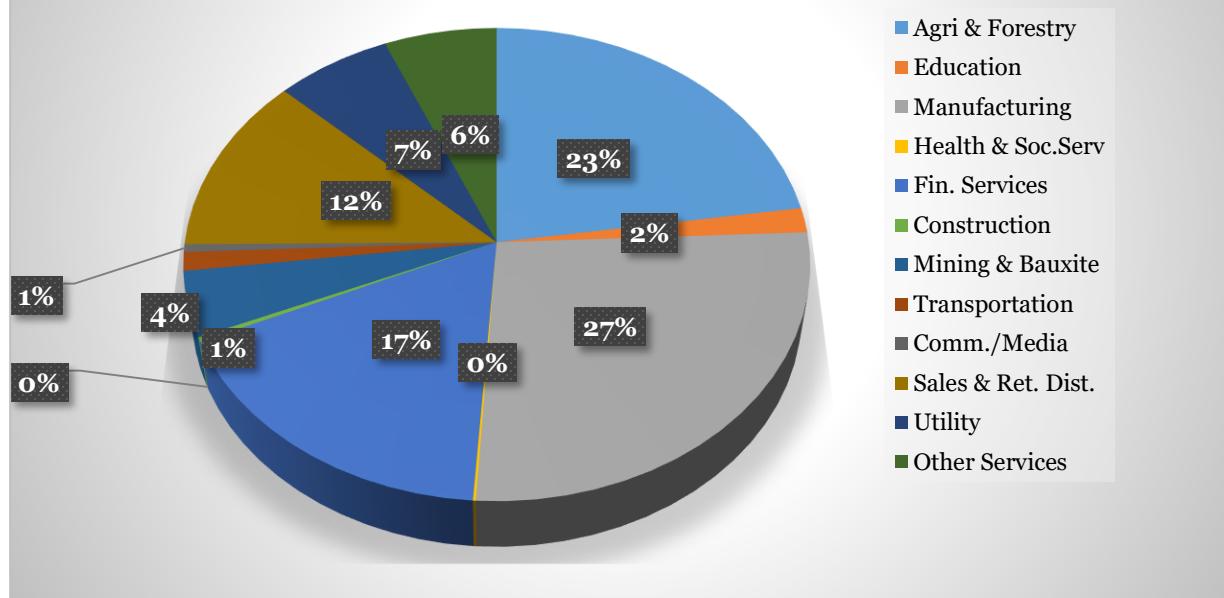
The manufacturing industry and the Agriculture and forestry industry, the largest holders of pension sector assets, recorded notable declines. Regardless, these industries accounted for 27 percent or \$30.5 billion and 23 percent or \$25.9 billion of total pension assets, respectfully, at end-December 2023. Nonetheless, Investments in the financial services, transportation, education, construction, and communication sectors recorded steady growth.

TABLE 8:
PENSION ASSETS BY INDUSTRIAL ALLOCATION 2022-2023

	2022	2023
	G\$ Millions	
Total Assets	119,136	114,401
Agriculture & Forestry	27,776	25,905
Education	1,490	1,918
Manufacturing	32,425	30,479
Health & Social Services	140	152
Financial Services	19,687	19,704
Construction	303	345
Mining & Bauxite	5,018	5,089
Transportation	1,255	1,452
Communication/Media	532	601
Sales & Retail Distribution	15,473	13,953
Utility	8,069	7,505
Other Services	6,969	7,298

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 9:
INDUSTRIAL ALLOCATION OF PENSION ASSETS 2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8. FINANCIAL SOUNDNESS AND STABILITY

8.1 Financial Soundness Indicators

8.1.1 Systemic Risk

The pension sector's exposure to systemic risk remained diminutive despite significant growth in the sector's assets in 2023. At the end of December 2023, pension assets represented 5.3 percent of total financial assets and 23.8 percent of NBFIs' assets. The sector's importance as an institutional investor decreased in its assets to GDP ratio of 3.4 percent in 2023. This was owing to the significant increase in GDP as a result of the oil windfall, in which production began in 2019.

8.1.2 Solvency Risk

The ability of a pension plan to meet its past service liabilities is reflected in its solvency risk exposure, whereas the ability to meet its past and future service liabilities is measured by its funding risk exposure, particularly for DB plans.

If a plan is deemed solvent, then it can meet its financial obligations at that date; moreover, if the plan is fully funded, then it is able to meet its long-term and future service obligations. In 2023, the funding level of reporting plans declined, with an industry ratio of 163.1 percent compared to 220.2 percent in 2022. This indicated that plans were still sufficiently able to meet their past service liabilities and projected benefit obligations and were not vulnerable to any measurable funding risk. By nature, DC pension plans are fully funded, provided that all due contributions are remitted, whereas DB plans increased their average funding level to 195.3 percent. It is noteworthy, however, that at the end of December 2023, six (6) DB plans were insolvent (unable to meet liabilities at the time of valuation) and six (6) were in a funding deficit - unable to meet their accumulated and projected benefit obligations. Given that the liabilities are measured triennially, these positions may have changed within the various three-year periods; however, there are still some DB plans that have failed to submit valuations, and thus, an accurate reflection of total liabilities is unavailable.



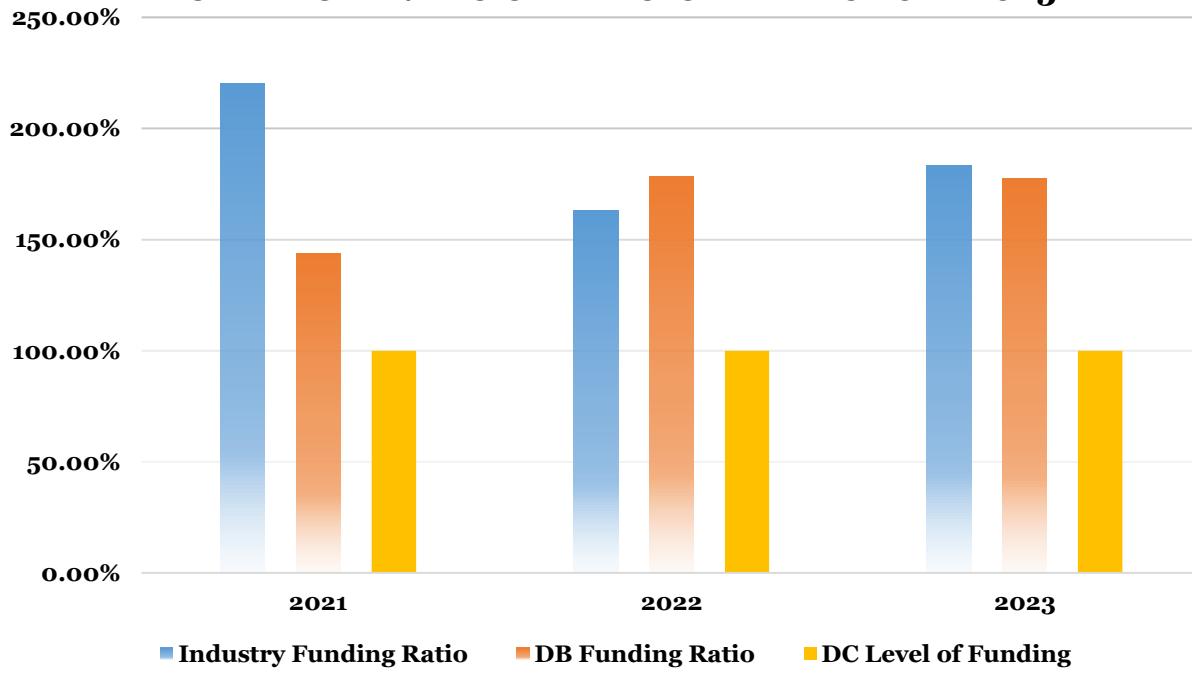
Higher-than-expected salary increases between valuations were the major contributors to these deficits, and although the overall funding level of the industry was positive, the Bank exercises robust oversight on the implementation of the actuarial recommendations to correct these deficits over time.

**TABLE 9:
PENSION PLANS' FUNDING RATIOS 2022-2023**

Funding Ratios	2022	2023
Industry Funding Ratio	220.15%	163.14%
DB Funding Ratio	167.18%	195.26%
DC Level of Funding	100.00%	100.00%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

**FIGURE 10:
FUNDING LEVELS OF PENSION PLANS 2021-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.1.3 Liquidity Risk

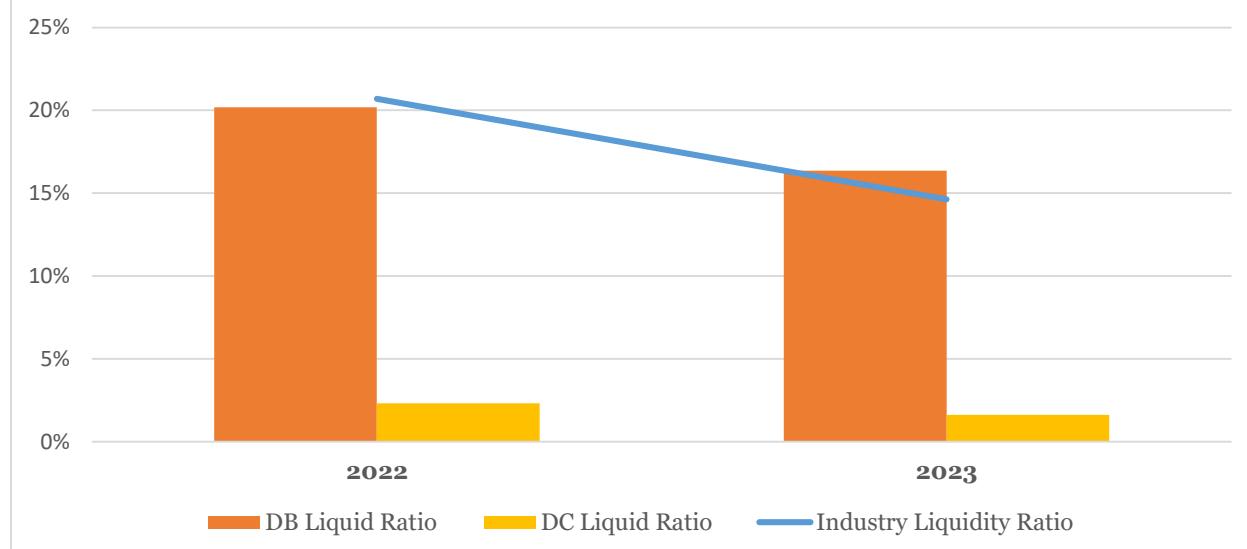
**TABLE 10:
PENSION PLANS' LIQUIDITY RATIO 2022-2023**

Liquidity Ratios	2022	2023
Industry Liquidity Ratio	21%	15%
DB Liquid Ratio	20%	16%
DC Liquid Ratio	2%	2%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

The liquidity ratio is the ratio of liquid assets to cover immediate liabilities or higher-than-expected benefit payments without incurring a material loss. The industry's total liquidity as a percentage of total liabilities decreased from 21 percent reported in 2022 to 15 percent at end-2023. This ratio indicated that pension funds still held a substantial amount of their total assets in liquid form or investments with maturities within one year.

**FIGURE 11:
LIQUIDITY LEVELS OF PENSION PLANS 2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.1.4 Inflation risk

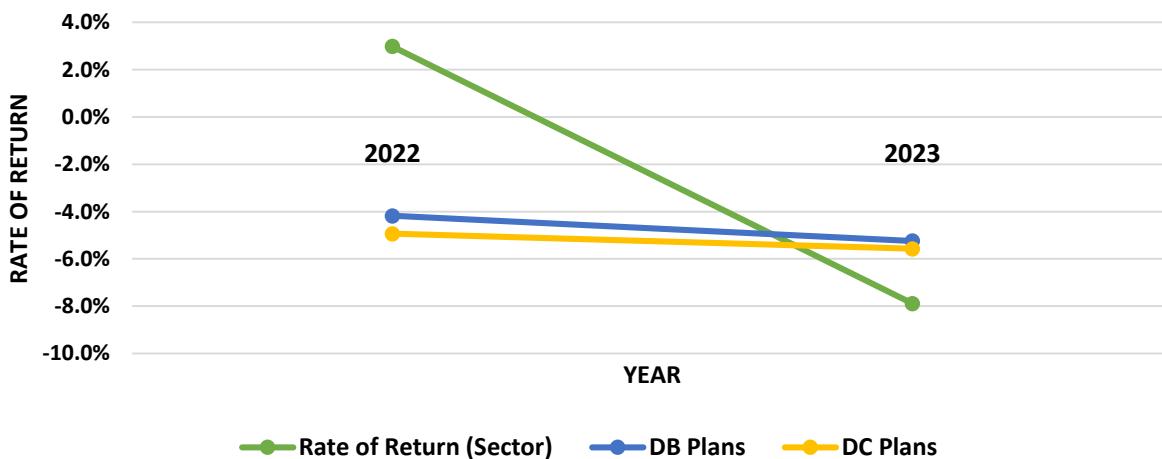
The sector yielded negative real rates of return on invested assets in 2023 (-7.9 percent), decreasing from -4.6 percent in 2022. The decrease was mainly due to the increasing negative returns recorded from both DB (-5.2 percent) and DC plans (-5.6 percent). This was largely due to market value depreciation and realised foreign exchange losses.

TABLE 11:
PENSION ASSETS' RATES OF RETURN 2022-2023

G\$ MILLIONS		2022	2023
Nominal Rate of Return on invested assets	Average Invested Assets	107,337	115,405
	Nominal Net Investment Returns	1,052	-2,663
	Rate of Return (Sector)	1.0%	-2.3%
	DB Plans	0.44%	0.34%
	DC Plans	0.46%	0.01%
	Annual Price Inflation	5.58%	5.58%
Real Rate of Return on invested assets	Rate of Return (Sector)	-4.58%	-7.89%
	DB Plans	-5.14%	-5.24%
	DC Plans	-5.12%	-5.57%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 12:
REAL RATE OF RETURN FOR PENSION PLAN INVESTMENTS
2022-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.1.5 Market Risk

8.1.5.1 Foreign Exposure of Pension Assets

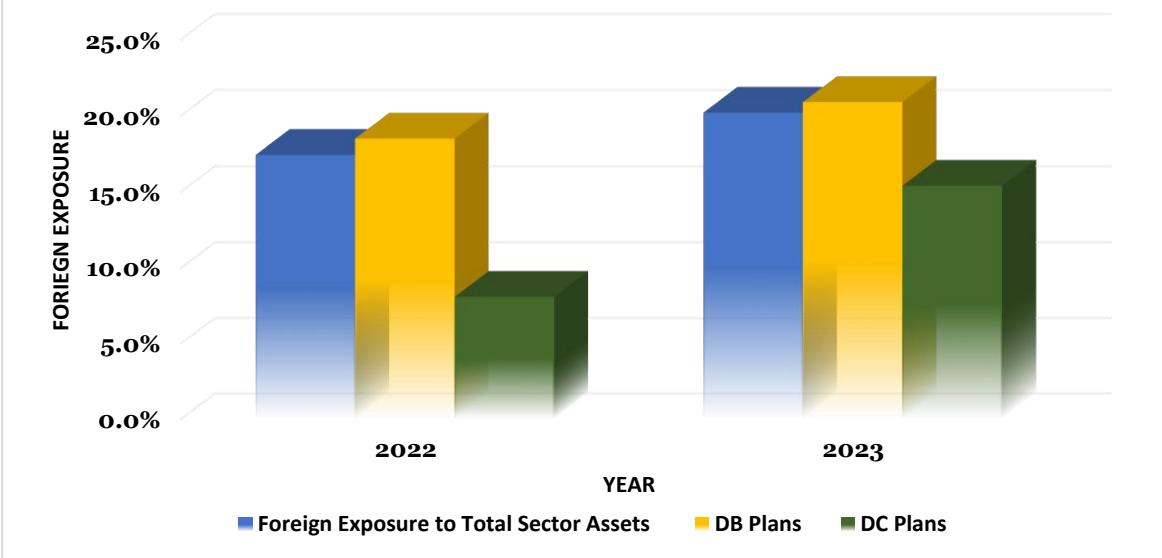
Foreign exposure of pension assets slightly increased in 2023 and remained within the 30 percent statutory limit. As a percentage of total assets, foreign assets represented approximately 20 percent at the end of 2023, staying almost constant when compared to the last quarter of 2022. This was attributed to a significant increase in total foreign investments in DB plans, which continued to be higher than the industry average (see table 12).

TABLE 12: FOREIGN EXPOSURE OF PENSION ASSETS 2022-2023

	2022	2023
Foreign Exposure	20,763	23,158
Foreign Exposure to Total Sector Assets	17.4%	20.2%
DB Plans	18.5%	20.9%
DC Plans	8.1%	15.4%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 13:
FOREIGN EXPOSURE TO PENSION ASSETS 2022-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.1.5.2 Equity Exposure of Pension Assets

Pension funds' exposure to equity markets decreased from approximately 55.8 percent in 2022 to 52.2 percent at the end of 2023. The decrease in proportionality to total pension sector assets is mainly due to increased investments in other instruments, particularly government and private securities, other investments, and equities invested within deposit administration contracts.

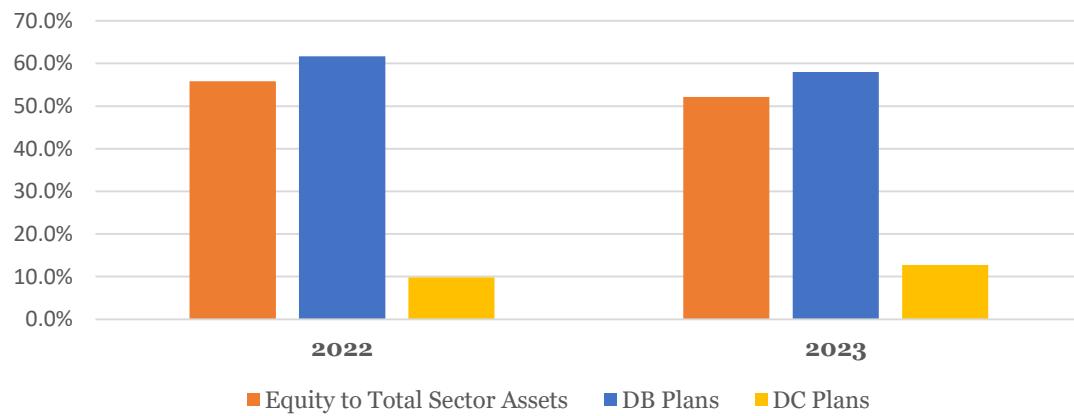
Additionally, as a percentage of assets, DB assets' exposure to equities dominated, and represented approximately 58.4 percent compared to 12.7 percent of DC assets in 2023. Consequently, the funding positions of DB plans are more likely to be sensitive to market changes when compared to plans with an investment portfolio comprising a higher proportion of fixed income securities (see Table 13).

**TABLE 13:
EQUITY EXPOSURE OF PENSION ASSETS 2022-2023**

	2022	2023
Equity	66,488	66,488
Equity to Total Sector Assets	55.8%	52.2%
DB Plans	61.68%	58.0%
DC Plans	9.77%	12.7%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

**FIGURE 14: EQUITY EXPOSURE OF PENSION ASSETS
2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.1.6 Credit Risk

8.1.6.1 Accounts Receivable to Total Assets

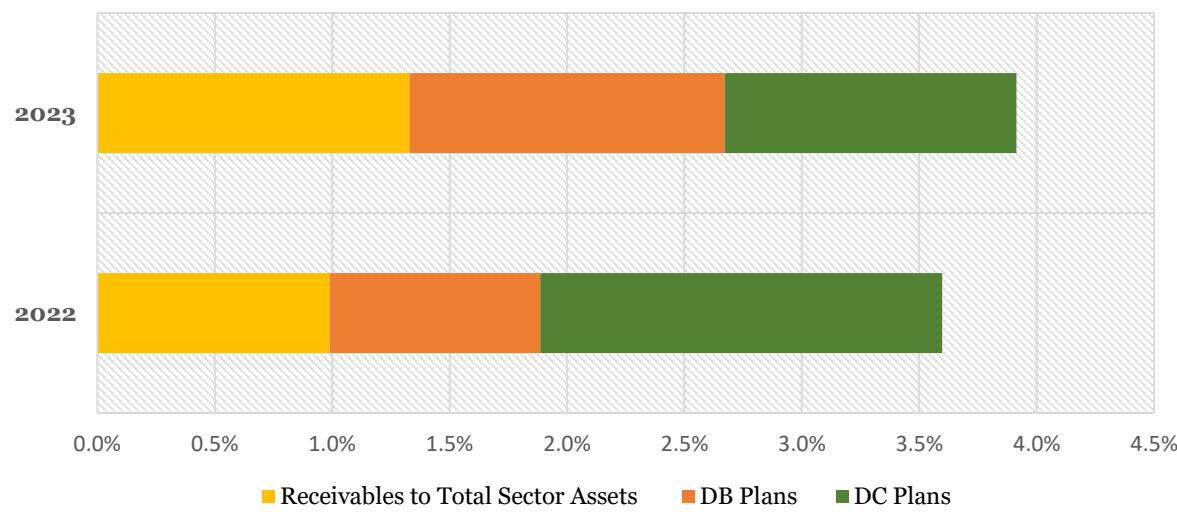
This ratio measures the potential impact of credit default risk resulting from the payment of monies owed to pension funds. The accounts receivable to total assets ratio was stable and relatively low, with a ratio of 1.3 percent at the end of 2023. The impact on DB assets resulting from credit default risk was slightly above that of DC assets, where 1.3 percent of DB assets represented accounts receivable at the end of the period (see Table 14).

TABLE 14:
ACCOUNTS RECEIVABLE to TOTAL ASSETS 2022-2023
(G\$ Millions)

	2022	2023
Receivables	1,178	1,524
Receivables to Total Sector Assets	1.0%	1.3%
DB Plans	0.9%	1.3%
DC Plans	1.7%	1.2%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 15: RECEIVABLES VS TOTAL ASSETS
2022-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.2 Efficiency & Profitability Ratios

8.2.1 Contributions to Total Benefit Payments

Contributions received increased by 6.2 percent to \$0.28 million in 2023, which represented approximately 153 percent of total benefit-related payments. This indicated that approximately 153 percent of net contributions were added to surplus income, an indication that the profitability of pension plans was not at risk. The analysis also revealed that in 2022, DB plans held a significantly lower ratio, given that the largest DB plan continued to make sizeable benefit payments following the scaling down of one of its sponsors. A larger contribution-to-benefit payment ratio experienced by DC plans was mainly due to DC plans having fewer benefit payments to make, in relation to the amount of income earned from contributions.

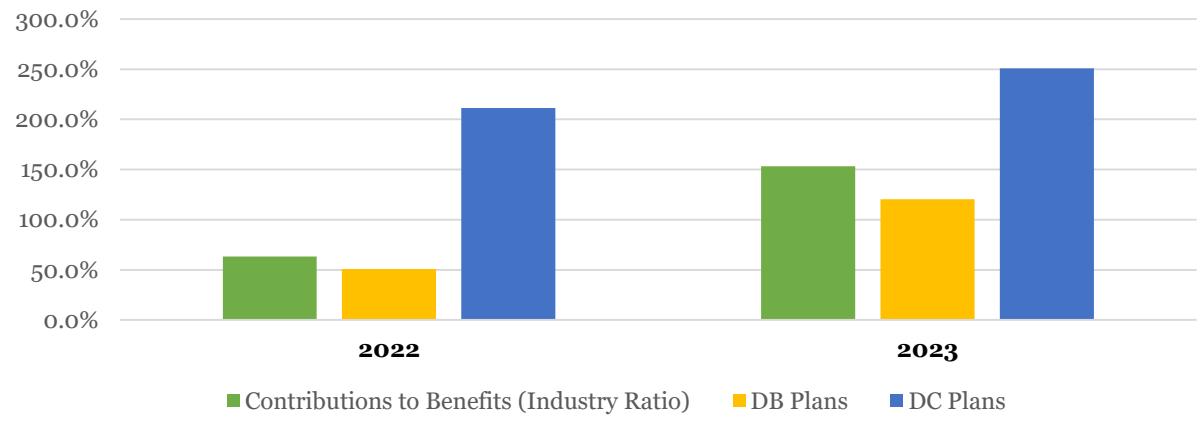
**TABLE 15:
CONTRIBUTIONS AND BENEFIT PAYMENTS 2022-2023**

	2022	2023
Contributions	4,483	4,762
Benefit Payments	7,096	3,107
Contributions to Benefits (Industry Ratio)	63.2%	153.3%
DB Plans	50.9%	121%
DC Plans	211.2%	251.0%

Source: Insurance and Pensions Supervision Department, Bank of Guyana



**FIGURE 16: CONTRIBUTIONS AND BENEFIT PAYMENTS
2022-2023**



Source: Insurance and Pensions Supervision Department, Bank of Guyana

8.2.2 *Operating Expenses to Investment Income*

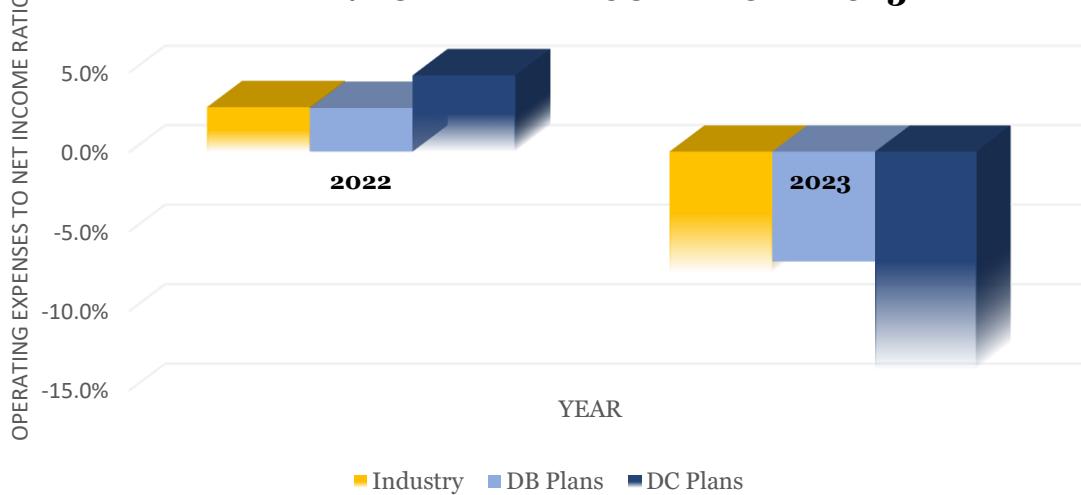
The industry's efficiency, as measured by the total operating expenses in relation to net investment income, declined in 2023 with a smaller, negative ratio of 7.6 percent. Efficiency continued to vary between the types of plans, albeit slightly. Both DB and DC plans experienced relatively lower ratios (-9.6 percent and -13.7 percent, respectively) and were considered less efficient over the period, given the higher operating expenses experienced by these plans.

**TABLE 16:
OPERATING EXPENSES TO NET INVESTMENT INCOME 2022-2023**

	2022	2023
Operating Expenses	569	505
Net Investment Income	20,355	-6,660
Industry	2.8%	-7.6%
DB Plans	2.7%	-6.9%
DC Plans	4.8%	-13.7%

Source: Insurance and Pensions Supervision Department, Bank of Guyana

FIGURE 17:
OPERATING EXPENSES TO
NET INVESTMENT INCOME 2022-2023



Source: Insurance and Pensions Supervision Department, Bank of Guyana

9. KEY STATISTICS OF PENSION FUND ADMINISTRATORS

9.1 Insurance and Pensions Companies

The majority of active private pension plans in Guyana are managed by life Insurance and Pensions companies (83 plans, of which 68 are DC and 15 are DB plans). In 2023, the combined asset value of plans administered by life insurers increased by approximately 5.5 percent to \$22.9 billion, which represented approximately 20 percent of the industry's total assets at December 2023.

Total membership in these plans amounted to 7,399 participants, a decrease from 8,415 participants in 2022 and represented approximately 43.6 percent of the industry's total membership in 2023. The investment allocations of pension plans administered by life insurers are largely concentrated in deposit administration policy contracts, which represented approximately 75.0 percent of the total pension assets under life insurers' administration in 2023. The deposit administration policy contracts are pooled investment arrangement products that are issued and sold to pension funds by life insurers. Investments can be further broken down into categories such as equities, government securities, private securities, loans, real estate, etc., but are all invested collectively as part of the deposit administration arrangement.

9.2 Trust Companies

At the end of 2023, trust companies accounted for just over 51.3 percent of active membership, 8,695 participants in the industry, a 12.7 percent increase from 7,715 participants in 2022. Trust companies managed fewer active plans than life insurers (26 plans) in 2023, which were DB-dominated (21 DB and 5 DC plans). The share of pension assets under trust companies' administration continued to account for a sizable segment of the industry's total assets in 2023 (71.7 percent or \$82.1 billion). Over the period in review, these assets remained skewed towards investments concentrated in stocks and shares in companies (63.6 percent), cash resources in deposit-taking institutions (17.1 percent), and securities of private companies (7.6 percent).

9.3 Employer Self-Administered Pension Funds

The total number of self-administered plans in 2023 remained unchanged from the corresponding period in 2022 at four (4). Their combined asset value represented 8.4 percent or \$9.6 billion of the industry's total assets. Additionally, membership in these plans represented only 5.1 percent of total membership. Investments of self-administered pension funds were mainly allocated in both government securities (treasury bills and government-issued bonds and debentures) and stocks and shares in companies, which in aggregate represented approximately 52.7 percent of their total assets at the end of the year.



10. PENSION COVERAGE

An enduring challenge for Guyana's pension system has been the issue of limited pension coverage. In particular, coverage of private pension plans remains constrained due to the system's voluntary nature, where reporting pension plans cover only 6.0 percent of the total employed labour force. In contrast, more than half of the working-age population in OCED countries is covered by voluntary pension plans, either occupational or personal. This limited coverage has impeded the development of a robust private pension sector and leaves a significant share of the workforce without formal retirement income arrangements.

Several OECD countries have adopted measures that expand the scope of pension schemes. This involves implementing automatic enrolment as well as efforts to expand coverage to vulnerable workers, such as lowering or abolishing minimum wage limits or expanding coverage to include domestic and platform workers.

10.1 Coverage for Vulnerable Workers

Low-income earners in Australia now have better access to earnings-related pensions. Australia has decided to remove the minimum earnings barrier for mandatory employer contributions, also known as the Superannuation Guarantee, effective July 2022¹⁴. This means that people with very low incomes will also be able to accumulate rights in the FDC (Fully Defined Contribution) plan. As a result, 3 percent of employees who previously earned less than the minimum wage now receive employer contributions. The workers affected are largely young, low-wage, and part-time workers, with women making up the majority. In addition, all Australian employees can now sue their employers for unpaid superannuation contributions. Moreover, Australia relaxed access conditions to the targeted pension for pensioners selling their principal home and to healthcare at a reduced rate.

¹⁴ Treasury of the Australian Government (2020), Retirement Income Review - Final Report, <https://treasury.gov.au/publication/p2020-100554>.



Another example is demonstrated by Chile extending coverage to platform and domestic workers, respectively, who previously were not covered by mandatory pensions. In Chile, platform workers have been covered by mandatory FDC pensions under the same rules as the self-employed since September 2022. As for all self-employed, coverage is conditional on the issuing of invoices¹⁵.

The Simplified Pension Plan (SPP), Guyana's micro-pension initiative, will be introduced by the passage of the Private Pensions Act. The SPP has as its objective to bring flexibility when it comes to saving for retirement. This will be achieved by targeting members of the semi-formal, informal and self-employed labour force, usually characterised by variable income schedules. Individual accounts for each member will be provided and a fixed number of contribution will not be required. Individuals may choose the value of their contributions, and will receive interest on those contributions at the rate prescribed by the micro-pension operator (the Plan Manager).

10. 2 Automatic Enrollment

The number of OECD countries operating an automatic enrolment scheme in a retirement savings plan at the national level is increasing further. The Slovak Republic has joined the ranks of Lithuania, New Zealand, Poland, Turkey, and the United Kingdom in implementing automatic enrollment programs over the last 15 years. In November 2022, the Slovak Republic passed legislation requiring automatic enrolment. People under the age of forty (40) who start working for the first time in May 2023 are automatically registered in the FDC program, but they have the option to opt out after two years. The contribution rate under automatic enrolment is 5.5 percent in 2023, rising to 6 percent in 2027, three years later than previously legislated¹⁶. This approach has been increasingly adopted across OECD countries as a way to overcome low participation in voluntary pension systems and to broaden retirement savings coverage.

¹⁵ OCED and G20 Indicators. (2023). *Pensions at a Glance 2023*

¹⁶ OCED. *Pensions at a Glance 2025*, Slovak Republic contribution information



In line with international best practices observed across the OCED countries, Guyana will follow a similar policy trajectory through the introduction of automatic enrollment provisions under the new Act. The Act will make explicit provision for mandatory automatic enrollment, stipulating that every employee in Guyana, including part-time, temporary and contract workers, must be automatically enrolled in a pension plan registered with the Bank of Guyana upon commencement of employment.



11. THE DRAFT PRIVATE PENSIONS ACT AND FINANCIAL LITERACY

To overcome the current regulatory challenges, the draft Private Pensions Act aims to improve the local pension sector, especially with respect to increasing coverage and enrolment in pension schemes. Geared towards the informal workforce, the Simplified Pension Plan – a micro-pensions initiative – will be introduced. This will be a flexible savings product primarily targeting members of the informal labour force and self-employed individuals. Public awareness of the SPP will therefore be critical to ensure success in the adoption of the savings mechanism.

To build trust and improve public confidence in the industry, the National Pensions Awareness Programme (NPAP) will assist members of the public with their immediate and long-term pension literacy.

The NPAP aims to be an initiative through which some of the Bank's strategic goals may be implemented and ultimately be achieved. The programme aims to reach citizens in the ten administrative regions of Guyana, targeting an age range of 16-60 years old, and is set to be an ongoing initiative carried out by the Insurance and Pensions Supervision Department of the Bank. The NPAP seeks to incorporate numerous distribution platforms, including media and social media outreach, pension education programmes in schools, outreach to unions and workplaces and presentations at job fairs.

Key stakeholders include the Bank of Guyana, Pension providers, members of private pension plans, secondary school pupils, and members of the general public.

After the NPAP, the public's perception of saving towards a private pension will be assessed to confirm any positive shift in public perception of the pension industry, noticeably improved workable habits, and disciplined individual behaviours with respect to planning for retirement. This evaluation will be conducted on an ongoing basis.

12. THE WAY FORWARD

For 2024, the sector is expected to continue growing, albeit modestly. Pension funds' real interest earnings from investment and positive changes in stock market prices will be dependent on Conducive capital market outcomes and low domestic inflation volatility. Favourable capital market outcomes are contingent on the successful management of the global economy with respect to the containment of the high inflationary environment and spill-over effects from the Ukraine-Russia War. The sector will continue to experience returns that are reflective of the investment climate and those particularly accessible to pension funds domestically. Continued low returns are projected, given constrained local investment opportunities. Pension funds must seek suitable alternatives to match the long term nature of their liabilities. Finally, enhanced regulatory monitoring is expected on DB pension funds' actuarial risk. There will also be enhanced monitoring of pension schemes' governance risk.

New, comprehensive legislation - the Private Pensions Act - is currently in its draft phase and has concluded its second round of consultations with industry stakeholders. The drafting of the regulations accompanying the Pensions Act is ongoing, and consultations are expected to begin thereafter. This legislation aims to give the regulator certain necessary powers to ensure the efficient and lawful functioning of the system. Ongoing Trustee training is also planned, to ensure persons responsible for the daily management of pension plans are equipped to do the same.

Ongoing Trustee training is also planned, to ensure persons responsible for the daily management of pension plans are equipped to do the same. The National Pension Awareness Programme (NPAP) is also projected to commence imminently and aims to improve stakeholders' knowledge.

Nonetheless, sustained positive industry performance will largely depend on a favourable investment climate. The sector's performance will be determined by stock market prices (general price inflation) and the real interest rates of tradable securities. One of the core functions performed by private pension arrangements is investment with long-term objectives. Recognising this core function, the sector provides opportunities to build a



resilient long-term capital market that can facilitate capital investment opportunities and, in due course, further economic growth and development.



13. STATISTICS

ANNEX 1: LISTS OF PENSION PLANS

Table 1.1: List of Active and Registered Pension Plans 2022-2023

Table 1.2: List of Active and Unregistered Plans 2022-2023

Table 1.3: List of Inactive Pension Plans 2022-2023

Table 1.4: List of Wound-up Pension Plans 2022-2023

Table 1.5: List of Pension Plans Registered Annually 2022-2023

ANNEX 2: ASSET LIABILITY PROFILES

Table 2.1: Assets and Liabilities of Reporting Plans

Table 2.2: Geographical Allocation of Pension Assets 2022-2023

Table 2.3: Pension Asset Investments by Plan Administrator 2022-2023

Table 2.4: Sectoral Integration of Assets Invested in Guyana 2022-2023

ANNEX 3: CLASSIFICATION DESCRIPTIONS & METHODOLOGIES

Table 3.1: Classification & Description of Selected Terms

Table 3.2: Financial Assessment Ratios and Methodologies

ABBREVIATIONS

Pension Plan Types

DB Defined Benefit

DC Defined Contribution



PENSION PLAN MANAGERS

HIHL	Hand-in-Hand Mutual Life Assurance Company Limited
DML	Demerara Mutual Life Assurance Society Limited
GTM	Guyana and Trinidad Mutual Group of Insurance and Pensions Companies
TCGL	Trust Company Guyana Limited
HIHT	Hand-in-Hand Trust Corporation
NALICO	North American Life Insurance and Pensions Company Limited
ASSURIA	Assuria Life (GY) Inc.
SA	Self-Administered/Managed



13.1 ANNEX 1: LIST OF PENSION PLANS

TABLE 1.1:
LIST OF ACTIVE AND REGISTERED PLANS 2023

No.	Plan No.*	Name of Plan	Plan Type	Plan Manager
1	152	Amalgamated Security Inc.	DC	TCGL
2	135	Ansa Mc AL Trading Limited Pension Plan	DC	HIHL
3	138	Assuria Life(GY) Incorporated Pension Plan	DC	ASSURIA
4	123	Audit Office of Guyana Pension Plan	DC	HIHL
5	32	Bank of Baroda (Guyana) Incorporated	DC	NAL
6	112	Bank of Guyana Pension Scheme	DB	SA
7	119	Banks DIH Limited Group Annuity Scheme	DC	DML
8	133	Berbice Bridge Company Incorporated Pension Plan	DC	HIHL
9	132	C&S Limited Annuity Scheme	DC	DML
10	113	Caribbean Container Incorporated Pension Plan	DC	GTML
11	129	CJIA Group Pension Scheme	DC	DML
12	39	Courts Pension Plan	DC	TCGL
13	115	Davis Memorial Hospital Group Annuity Scheme	DC	DML
14	38	Demerara Distillers Limited Pension Plan	DB	TCGL
15	33	Embassy of the United States of America (Guyana) Pension Plan	DB	NAL
16	141	E-Networks Pension Scheme	DC	HIHL
17	93	Food for the Poor Pension Plan	DC	HIHL
18	125	General Equipment & Farm Supplies Pension Plan	DC	GTML
19	118	Grace Kennedy Remittance Services Group Pension Scheme	DC	DML
20	36	Guyana Bank for Trade and Industry Limited Pension Plan	DC	NAL
21	14	Guyana Geology and Mines Commission Pension Plan	DB	HIHTC
22	111	Guyana Publications Incorporated Pension Plan	DC	HIHL
23	116	Guyana Revenue Authority Group Annuity Pension Plan	DC	DML
24	18	Guyana Sugar & Trading Enterprises Pension Plan	DB	HIHTC
25	131	Guyana Water Incorporated Pension Plan	DC	ASSURIA
26	70	Hand-in-Hand Trust Corporation Pension Plan	DC	HIHTC
27	153	Harris Paints (Guyana) Limited	DC	ASSURIA
28	117	John Fernandes Limited Group Pension Scheme	DC	SA
29	29	Laparkan Holding Limited Pension Plan	DB	HIHL
30	41	Massy Distribution (Guyana) Incorporated Pension Plan	DB	TCGL
31	110	Metro Office & Computer Supplies Pension Plan	DC	HIHL
32	109	Mings Products & Services Limited Pension Plan	DC	HIHL



33	134	MP Insurance Brokers & Consultants Limited Pension Plan	DC	HIHL
34	35	NAFICO Pension Plan	DC	NAL
35	34	NALICO Pension Plan	DC	NAL
36	43	Neal & Massy Group Pension Plan	DB	TCGL
37	42	New Building Society Limited Pension Plan	DB	TCGL
38	90	P&P Insurance Brokers & Consultants Limited Pension Plan	DC	HIHL
39	19	Republic Bank (Guyana)Limited Pension Plan	DB	GTML
40	150	Rubis Guyana Incorporated Pension Plan	DC	DML
41	47	Sterling Products Limited Pension Scheme	DB	TCGL
42	128	TCL Guyana Incorporated Group Annuity Scheme	DC	DML
43	21	Trustees of the Pension Fund of GTM Fire Insurance Company Limited	DB	GTML
44	101	Trustees of the Pension Plan for Sales Rep. of GTM Inurance Company	DB	GTML
45	103	U-Mobile Cellular Incorporated Pension Plan	DC	HIHL
46	28	Guyana Civil Aviation Authority Pension Plan	DB	HIHL
47	59	Rentokil (Guyana) Ltd. Pension Plan	DC	HIHL
48	149	Apex Insurance Brokers Pension Scheme	DC	HIHL
49	156	Express International Incorporated Pension Plan	DC	Assuria
50	162	Retirement Savings Plan for Esso Exploration and Production Guyana Limited	DC	DML
51	27	Guyana Stockfeeds Inc. Pension Plan	DB	HIHL
52	143	Campus Crusade for Christ, Guyana Inc. Pension Plan	DC	Assuria
53	157	Guyana Conference of Seventh-day Adventists Pension Plan	DC	Assuria

Source: Insurance and Pensions Supervision Department, Bank of Guyana.



TABLE 1.2:
LIST OF ACTIVE AND UNREGISTERED PLANS 2023

No.	Plan No.	Name	Plan Type	Plan Manager
1	163	Air Services Limited	DC	GTML
2	104	Anna Regina Town Council Pension Plan	DC	HIHL
3	114	Banks DIH Limited Pension Scheme	DB	DML
4	140	Bauxite Industry Inc. Pension Plan	DC	GTML
5	142	Camex Limited Pension Plan	DC	HIHL
6	124	Camex Restaurant Incorporated Pension Plan	DC	HIHL
7	143	Campus Crusade for Christ, Guyana Pension Plan	DC	Assuria
8	25	Correia Group of Companies Ltd. Pension Plan	DB	TCGL
9	10	Demerara Mutual Life Assurance Society Ltd Pension Plan Office Staff	DB	DML
10	11	Demerara Mutual Life Assurance Society Ltd. Pension Plan (Sales Rep.)	DB	DML
11	155	DeSinco Limited Pension Plan	DC	SA - De Sinco Limited
12	151	Edward B. Beharry Ltd. Pension Plan	DC	SA
13	130	Gizmos and Gadgets Pension Plan	DC	DML
14	157	Guyana Conference of Seventh-day Adventists	DC	Assuria
15	61	Guyana Forestry Commission Pension Plan	DC	DML
16	91	Guyana National Bureau of Standards Pension Plan	DC	HIHL
17	154	Guyana Public Service Credit Union	DC	GTML
18	27	Guyana Stockfeeds Inc. Pension Plan	DB	HIHL
19	94	Machinery Corporation of Guyana Ltd. Pension Plan	DC	HIHL
20	92	Marian Academy Inc. Pension Plan	DC	HIHL
21	87	Mayor & Town Council of the City of Georgetown Pension Plan	DB	GTML
22	45	New GPC Pension Scheme	DB	TCGL
23	161	New Room Inc.	DC	HIHL



24	160	PBS Technologies (Guyana) Inc..	DC	Assuria
25	122	Roraima Airways Incorporated Pension Plan	DC	HIHL
26	106	Sol Guyana Incorporated Pension Plan	DC	SA-Eckler Partners Ltd.
27	89	The Citizens Bank (Guyana) Inc. Pension Plan	DC	SA -Citizens Bank
28	80	Trust Company Guyana Ltd. Pension Plan	DC	GTML
29	147	University of Guyana Pension Plan	DB	SA- University of Guyana
30	100	Wieting and Richter Pension Plan	DB	SA - Wieting & Richter
31	164	Beepats/ M. Beepat & Sons Ltd/Beepats Security Sevices Inc.	DC	HIHL
32	165	C&V Caribbean Shipping Limited	DC	GMTL

Source: Insurance and Pensions Supervision Department, Bank of Guyana



**TABLE 1.3:
LIST OF INACTIVE PENSION PLANS 2023**

No.	Plan no.	Plan Type	Name	Plan Manager
1	13	Bauxite Industry Pension Plan	DB	HIHTC
2	62	Caricom Rice Mills Ltd. Pension Plan	DC	DML
3	31	Central Housing and Planning Authority Pension Plan	DB	HIHL
4	108	Consumer Goods Complex Limited Pension Plan	DC	DML
5	107	Cops (Guyana) Limited Pension Plan	DC	DML
6	148	Demerara Sandbach Pension Scheme	DB	TCGL
7	22	Diocese of Guyana Pension Plan	DB	GTML
8	83	East Demerara Water Conservancy Board Pension Plan	DC	GTML
9	23	Frances De Caries & Co Ltd. Pension Plan	DB	GTML
10	57	Friendship Slipway & Co. Ltd. Pension Plan	DC	DML
11	68	Guyana Congregational Union Pension Plan	DC	DML
12	69	Guyana Rice Development Board Pension Plan	DC	DML
13	15	Guyana School of Agriculture Pension Plan	DB	HIHTC
14	145	Guyana Telephone & Telegraph Company Limited	DB	TCGL
15	46	Hand in Hand Staff Pension Plan	DB	TCGL
16	58	John Fernandes Insurance Services Limited Pension Plan	DC	DML
17	9	John Fernandes Limited Pension Plan	DB	DML
18	97	Linden Mining Enterprise Thrift Pension Plan	Unclear	HIHTC
19	98	Mahaica Mahaicony Abary Agriculture Development Authority Pension Plan	Unclear	HIHTC
20	66	Moravian Church Pension Plan	DC	DML
21	17	National Agricultural Research Institute Pension Plan	DB	HIHTC
22	76	National Data Management Authority Pension Plan	DC	GTML
23	63	PBS Investment Limited Pension Plan	DC	DML



24	137	Rosebel Gold mines N. V Pension Plan	DC	GTML
25	81	Sugar Industry Labour Welfare Fund Committee Pension Plan	DC	GTML
26	37	The Guyana National Industrial Co. Inc. Pension Scheme	DB	HIHTC
27	97	Linden Mining Enterprise Thrift Pension Plan	DC	HIHTC
28	158	GUYMIDA Pension Plan	DB	HIHTC
29	159	CFI Pension Plan	DB	HIHTC
30	127	Guyana Management Institute Pension Plan	DC	DML

Source: Insurance and Pensions Supervision Department, Bank of Guyana

Note: Inactive plans receive no contributions but still contain assets



TABLE 1.4:
LIST OF WOUND-UP PENSION PLANS 2023

No.	Plan No.	Plan Name	Plan Type	Plan Manager
1	30	Ansa Mcal Trading Ltd Pension Plan	DB	HIHL
2	51	Banks DIH Flexible Premium Annuity Pension Plan	DC	CLICO
3	82	C&F Meat Centre Pension Plan	DC	GTML
4	56	C.A.Phillips Limited Pension Plan	DC	DML
5	75	Camex Ltd. Pension Plan	DC	GTML
6	73	Central Garage Ltd. Pension Plan	DC	GTML
7	53	Clico Life & General Insurance Co.(SA) Agents Pension Plan	DC	CLICO
8	54	Clico Life & General Insurance Co.(SA) Staff Pension Plan	DC	CLICO
9	6	Continental Group of Companies Pension Plan	DB	CLICO
10	48	Demerara Power Company Pension Plan	DC	CLICO
11	20	Demerara Tobacco Company Ltd. Pension Plan	DB	GTML
12	84	Evangelical Lutheran Church in Guyana Pension Plan	DC	GTML
13	44	GEB Pension Plan	DB	TCGL
14	95	Grains Guyana Ltd. Pension Plan	DC	HIHL
15	55	Guyana Agriculture & General Workers' Union Pension Plan	DC	CLICO
16	3	Guyana Bank for Trade and Industry Ltd. Pension Plan	DB	CLICO
17	67	Guyana Broadcasting Corporation Pension Plan	DC	DML
18	77	Guyana Energy Agency Pension Plan	DC	GTML
19	8	Guyana Fertilizers Ltd. Pension Plan	DB	CLICO
20	99	Guyana National Co-operative Bank Plan	DC	CLICO
21	96	Guyana Natural Resources Agency Pension Plan	Unclear	GTML
22	49	Guyana Office for Investment Pension Plan	DC	CLICO
23	136	Guyana Office for Investment Pension Plan	DC	DML
24	88	Guyana Presbyterian Church Pension Plan	DC	GTML
25	52	Guyana Revenue Authority Pension Plan	DC	CLICO



26	85	Guyana Water Inc. Pension Plan	DC	GTML
27	24	Humphrey & Company Ltd. Pension Plan	DB	GTML
28	4	Kayman Sankar and Company Ltd. Pension Plan	DB	CLICO
29	50	Linden Power Company Pension Plan	DC	CLICO
30	5	Linden Town Council Pension Plan	DB	CLICO
31	60	Little Equipment Repairs & Bunkering Services Limited Pension Plan	DC	DML
32	72	Mae's Under 12 School Pension Plan	DC	GTML
33	64	Mards Rice Milling Complex Limited (Georgetown) Pension Plan	DC	DML
34	65	Mards Rice Milling Complex Limited (Mahaicony) Pension Plan	Unclear	DML
35	86	Marics & Company Limited Pension Plan	DC	GTML
36	66	Moravian Church Pension Plan	DC	DML
37	26	National Frequency Management Unit Pension Plan	DB	HIHL
38	7	New Guyana Marketing Corporation (DAP) Pension Plan	DB	CLICO
39	71	Omai Gold Mines Ltd. Pension Plan	DC	GTML
40	137	Rosebel Gold Mines N. V Pension Plan	DC	GTML
41	105	Rubis West Indies Limited (Guyana) Pension Plan	DB	NALICO
42	2	Shell Antilles & Guianas Ltd. Pension Plan	DB	CLICO
43	1	Singer Sewing Machine Company (Staff) Pension Plan	DB	CLICO
44	74	Sodexhp Marriott Ltd. Pension Plan	DC	GTML

Source: Insurance and Pensions Supervision Department, Bank of Guyana



**TABLE 1.5:
LIST OF PENSION PLANS REGISTERED (2023)**

Plan No.	Pension Plan	Plan Type	Plan Manager	Effective Date*
27	Guyana Stockfeeds Inc. Pension Plan	DB	HIHL	1-Jan-02
143	Campus Crusade for Christ, Guyana Inc. Pension Plan	DC	Assuria	1-Jul-16
157	Guyana Conference of Seventh-day Adventists Pension Plan	DC	Assuria	1-Feb-22

Source: Insurance and Pensions Supervision Department, Bank of Guyana



13.2 ANNEX 2: ASSET LIABILITY PROFILES

TABLE 2.1:
TOTAL INDUSTRY ASSETS (2022-2023)

	2022	2023
NO. OF REPORTING PENSION PLANS	109	113
Total Industry Assets	119,135.68	114,622.22
Asset Growth Rate	20.59%	-3.79%
Cash Deposits	15,536	15,793
Stocks and Shares in Companies	66,488	59,802
Corporate Bonds & Debentures	5,130	6,228
Securities of Governments	4,822	6,593
Mortgage Loans and Advances	171	163
Deposit Administration Contracts	16,025	17,167
Real Estate	0	0
Other Investments (Mutual Funds)	2,373	2,416
TOTAL INVESTMENTS	110,546	108,162
Non-Invested Assets	8,590	6,460
Total Industry Liabilities	67,585	65,725
Actuarial Liabilities (DB plans)*	54,116	51,028
Accumulated Account Balances (DC plans)	13,470	14,697

Source: Insurance and Pensions Supervision Department, Bank of Guyana.

Note:

Registered Plans – This represents plans fully registered under the Insurance and Pensions Act of 1998.

Unregistered Plans – Plans with incomplete or pending applications, including inactive plans.

DB – means defined benefit plans, and DC – means defined contribution plans.

Investment arrangements describe investments in deposit administration contracts and group pension funds sold by life Insurance and Pensions companies.

Cash deposits are inclusive of certificates of deposits and cash held at commercial banks.

Government securities comprise treasury bills and government-issued bonds & debentures.

Non-invested assets represent receivables (debtors, interest and taxes recoverable)

*- Unaudited data used; therefore, liabilities match assets. Audited data unavailable



TABLE 2.2:
GEOGRAPHICAL ALLOCATION OF PENSION ASSETS 2022-2023

Year	Region	Total Assets	Total Investments	Government Securities	Corporate Bonds & Debentures	Cash Deposits	Stocks & Shares in Companies	Loans & Advances	Deposit Administration Contracts	Real Estate	Other Investments	Other Assets
2022	Total	119,136	110,546	4,822	5,130	15,536	66,488	171	16,025	-	2,373	8,590
	Guyana	98,372	92,761	1,618	1,127	9,193	63,082	171	15,534	-	2,036	5,611
	CARICOM	11,530	9,698	604	1,790	5,918	901	-	262	-	223	1,832
	Rest of the World	9,234	8,087	2,600	2,213	425	2,505	-	229	-	115	1,147
2023	Total	114,622	108,162	6,593	6,228	15,793	59,802	163	17,167	-	2,416	6,460
	Guyana	91,464	87,045	1,732	1,053	9,699	55,795	77	16,663	0	2,026	4,419
	CARICOM	11,545	10,381	610	2,394	5,679	1,114	85	262	0	237	1,164
	Rest of the World	11,613	10,736	4,251	2,781	416	2,893		242	0	154	877

Source: Insurance and Pensions Supervision Department, Bank of Guyana

Note: *Other Investments include mutual funds



TABLE 2.3:
PENSION ASSET INVESTMENTS BY PLAN ADMINISTRATOR 2022-2023

	Total Assets	Securities of Government	Private Securities	Cash Deposits	Stocks and Shares in Companies	Loans and Advances	Investment Arrangements	Real Estate	Other Investments	Total Investments
2022	119,136	4,822	5,130	15,536	66,488	171	16,025	-	2,373	110,546
Insurers	21,712	1,519	-	1,086	2,636	92	16,025	-	-	21,358
Trust Companies	87,554	1,013	5,130	13,781	58,327	23	-	-	2,363	80,638
Self-Administered	9,869	2,290	-	669	5,524	57	-	-	10	8,549
2023	114,622	6,593	6,228	115,793	59,802	163	17,167	-	2,416	108,162
Insurers	22,896	1,637	-	1,102	2,475	85	17,167	-	-	22,493
Trust Companies	82,144	2,423	6,228	14,011	52,277	28	-	-	2,379	77,347
Self-Administered	9,582	2,533	-	680	5,050	49	-	-	10	8,322

Source: Insurance and Pensions Supervision Department, Bank of Guyana



TABLE 2.5:
SECTORAL INTEGRATION OF ASSETS INVESTED IN GUYANA 2022-2023

SECTORS	2022	2023
Banking System	11,120	8,869
Cash at Bank	4,819	2,081
Fixed Deposits	6,302	6,788
Public Sector	1,528	3,137
T/bills	1,611	1,739
Bonds/Debentures/ Shared Plan	-83	1,399
Local Gov't Sectors	-	-
Private Sector	73,932	80,058
Shares	62,265	56,291
Mortgage/Loans	171	163
Bonds/Debentures/ Shared Plan	806	2,038
NBFIs	-6,728	2,828
Real Assets	-	-
Pooled Funds (Deposit Administration)	15,538	16,670
Others	1,880	2,069
Total Locally Invested Assets	86,581	92,064

Source: Insurance and Pensions Supervision Department, Bank of Guyana



13.3 ANNEX 3: CLASSIFICATION DESCRIPTION & METHODOLOGIES

TABLE 3.1:
PENSION ASSETS BY INVESTMENT CATEGORIES

Cash Deposits	Cash are current account and other short-term savings in the financial system. Deposits are funds placed on deposit' with a financial institution that include certificates of deposit.
Stocks and Shares in Companies	All forms of shares in the capital of enterprises, quoted shares, and other equities of listed companies on a stock exchange.
Corporate Bonds	Corporate bonds refer to fixed interest securities or bonds or debentures issued by companies, including financial and non-financial enterprises. These are private sector issued and represent fixed term investments having a fixed maturity date or dates for the repayment of principal.
Securities of Governments	These are inclusive of treasury bills and bonds issued or guaranteed by central and local governments. They are fixed-term investments having a fixed maturity date or dates for the repayment of principal.
Mortgage Loans	Mortgage loans are inclusive of mortgages and other loans, including other instalment credits and all other types of loans.
Investment Arrangements	Investment arrangements are also referred to as deposit administration contracts. They represent retirement savings instruments provided by life Insurance and Pensions companies with (usually) a guaranteed investment return (e.g., guaranteed investment contracts). In these Insurance and Pensions contracts, the underlying assets belong to the pension plan/fund, not to the Insurance and Pensions company.
Real Estate	This refers to pension fund investments in real estate or property.
Other Investments	Pension fund investments not included in the above categories.
Non-invested Assets	Non-invested assets represent current account assets, including all types of receivables (debtors, interest, and taxes recoverable). Current account cash at the bank is excluded.

PENSION PLAN/FUND LIABILITIES

Actuarial Liabilities	Actuarial liabilities represent the going concern liabilities of pension plans (mainly defined benefit plans) valued by a plan Actuary. The liabilities calculated are based on actuarial assumptions including demographic and financial assumptions, which represent the present value of the pension benefits accrued in a pension plan.
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Accumulated Account Balances	This represents the accumulated cash contributions (employer's and members' contributions) into defined contribution pension plans plus accumulated interest earned from the investment of contributions.
Operating/Other Liabilities	Operating liabilities refer to current liabilities, including creditors and accruals, refund of contributions payable, unpaid pensionable benefits, and all other types of payables.
Defined benefit	A pension plan where the benefits payable to members or beneficiaries are calculated according to a formula in the plan rules that relates the benefits payable to the salary of each member at a time, or averaged over a period of time, as specified in the plan rules.
Defined contribution	A pension plan where the benefits payable to each member are determined according to the balance in that member's individual account on the date of leaving the plan, where the method of accrual to that account is specified in the plan rules.
Fully Registered Plans	Pension plans registered under the Insurance and Pensions Act of 1998 by the Bank of Guyana and previously by the Commissioner of Insurance.



TABLE 3.2:
FINANCIAL ASSESSMENT RATIOS AND METHODOLOGIES

RATIOS	DESCRIPTION	METHODOLOGY
<i>Financial Assessment/Soundness Ratios</i>		
<i>Systemic Risk</i>	Systemic risk is the possibility that an event at the company level could trigger severe instability or collapse of the pensions sector or local economy. This is monitored by analysing companies' pension assets and comparing the assets of the pension sector to GDP, total financial assets, and total assets of NBFIs respectively, and all ratios are expressed as a percentage.	$\text{Pension assets} \div \text{GDP (\%)}$ $\text{Pension assets} \div \text{total financial assets (\%)}$ $\text{Pension assets} \div \text{total NIFI assets}$
<i>Liquidity Risk</i>	Liquidity risk refers to the underlying risk wherein short-term financial obligations cannot be met. The level of liquidity is the relative value of liquid assets or accounts to liabilities expressed as a percentage figure. The liquidity ratio is the ratio of liquid assets to cover immediate liabilities or higher-than-expected benefit payments without incurring substantial or material losses.	$\text{Sum of liquid accounts (include all pension asset classifications with maturity of one year or less)} \div \text{total liabilities}$
<i>Solvency Risk</i>	The relative value of schemes' total assets and total liabilities is expressed as a percentage figure. The ratio measures the adequacy of pension assets in meeting pensionable obligations (liabilities). If a plan is deemed solvent, then it can meet its financial obligations at that date, if the plan is fully funded, then it can meet its long term and future service obligations.	$\text{Total pension assets} \div \text{total liabilities}$
<i>Market Risk</i>	Market risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual security, its issuer, or factors affecting all securities traded in the market. Foreign exposure and equity exposure are contributing factors to market risk.	$\text{Foreign exposure (\%)} = \text{pension assets held in foreign currency} \div \text{total pension assets}$ $\text{Equity exposure (\%)} = \text{pension assets}$

		held as equity ÷ total pension assets
Foreign Exposure of Pension Assets	The proportion of pension assets invested outside of the Republic of Guyana or investments in a foreign currency other than the Republic of Guyana dollar, expressed as a percentage of total assets.	Foreign investments ÷ total assets
Equity Exposure of Pension Assets	The proportion of pension assets invested in shares of traded companies listed on a stock exchange (both locally and overseas) is expressed as a percentage of total assets.	Equity investments ÷ total assets
Credit Risk	Credit risk is the risk of loss arising from a counterparty to a financial contract failing to discharge its obligations. A pension plan with material receivable accounts or that has material long-term investments is exposed to significant credit risk.	Private bonds ÷ total bonds
Accounts Receivable to Total Assets	The proportion of current assets as receivables is expressed as a percentage of total assets.	Receivables ÷ total assets
Inflation Risk	Inflationary risk refers to the risk that inflation will undermine the performance of an investment. Inflation risk is especially applicable to pension funds when there is volatile domestic inflation that negatively impacts real interest earnings. This is measured by monitoring the rates of return on investments.	
Rate of Return on Investments	ROI measures the performance of pension plan/fund investments at the end of the year. It can be expressed in nominal and real terms, for which the latter takes into consideration the influence of price inflation. It is calculated using a common formula for the average nominal net investment return (ratio between the net investment income at the end of the year and the average level of investments during the year). The average real net investment returns have been calculated using the nominal interest rate (as	Nominal rate: net investment income ÷ ((total investments of the current year) + (total investments of the previous year)/ 2). Real rate: Nominal rate - price inflation

	described above) and the variation of the consumer price index for the relevant year.	at the end of the year
<i>Efficiency & Profitability Ratios</i>		
<i>Net Income to Total Assets</i>	The relative value of net income earned at the end of the year and total assets is expressed in percentage form. The net income ratio measures the level of profitability of pension plans and their contribution to the accumulated assets.	Net income ÷ total assets
<i>Contributions to Total Benefit Payments</i>	The relative value of contributions received from members and on behalf of members and the total benefits paid out of pension funds. This ratio is a measure of profitability and efficiency.	Contributions received (members' and employer's) ÷ total benefit related payments (pensions, lump sums, death benefits, withdrawal benefits etc.).
<i>Operating Expenses to Investment Income</i>	The relative value of operating expenses or all expenses related to the administration or management of pension plans and investment income expressed in percentage form. This ratio is a measure of efficiency.	Operating expenses ÷ net investment income



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