



**Pensions  
Management  
Institute**

## **Core Unit 1B – Foundation in International Employee Benefits**

October 2022

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There are two parts to the question paper.

**(Multiple Choice Questions are not included in this version of the paper)**

**Part One** Contains 50 multiple choice questions. Each question shows **FOUR** possible answers (lettered 'a', 'b', 'c' and 'd') only **ONE** is correct. Attempt **ALL** questions. (not attached to this sample paper)

**Part Two** Contains several short answer questions. Attempt **ALL** questions. (attached below)

It is suggested equal time is spent on both parts of the question paper.

1. State the notable features of employment legislation already adopted across the EU.

**(5 marks)**

2. Draft a paper on the key features of the Riester-Rente, Basisrente or “Rürup-Rente” and Eichel-Rente Pillar III private retirement savings arrangements in Germany.

**(10 marks)**

3. Describe the different approaches that can be taken to financing and funding risk benefits. Your answer should include the advantages and disadvantages of to each approach.

**(10 marks)**

4. Write down the objectives of the Finance function

**(10 marks)**

5. In your role as International Benefits Manager, you have been asked to draft a briefing note that sets out the specific details of the retirement programme changes included in France’s Macron Law.

**(10 marks)**

6. Prepare a short note that contrasts the difference in “welfare” and “insurance” approaches for Social Security retirement provision.

**(5 marks)**