

Good Governance: Developing Stakeholders' Participation Model (Pensioners and Contributors of CSPF)

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Summary

Pension funds can be regarded as basic and effective intergenerational institution, which need some requirements so that pension funds can continue performing their activities and promote participation, effectiveness, and efficiency. The concept of participation can be better understood through tripartism. This study seeks to provide an overview of the status of the Civil Servants Pension Fund in Iran and the current level of its stakeholders' participation. Accordingly attempts have been made to recognize the existing barriers and challenges that the stakeholders (contributors and pensioners). Encounter; examine the experiences of some selected countries, and ultimately introduce a system (model) for the sustainable participation of the stakeholders in CSPF's activities. This study is a mixed-method study. Accordingly, first, related local and international literature, library documents, and some relevant laws and regulations, were reviewed. Then, in-depth and semi-structured interviews were conducted with 17 people including manager, experts in the field, university professors, and researchers. The primary model was retrieved and was examined in a group discussion, and the finally the final model was proposed. Based on the results of this research study and taking account of the international experiences and the current context of the country a model was proposed at four levels: 1. A model based on supervision; 2. A model based on consultation; 3. A model based on developing policies; and a model based on the participation of managers.

Keywords: Participation, Tripartism, Pension Funds, Retirees, Employees, Participatory Model