

(LIS)²ER-SHARE Luxembourg Joint Workshop

27-28 November 2025

Roundtable discussion

“Shaping the Future: The Acceptability of Pension Reforms”

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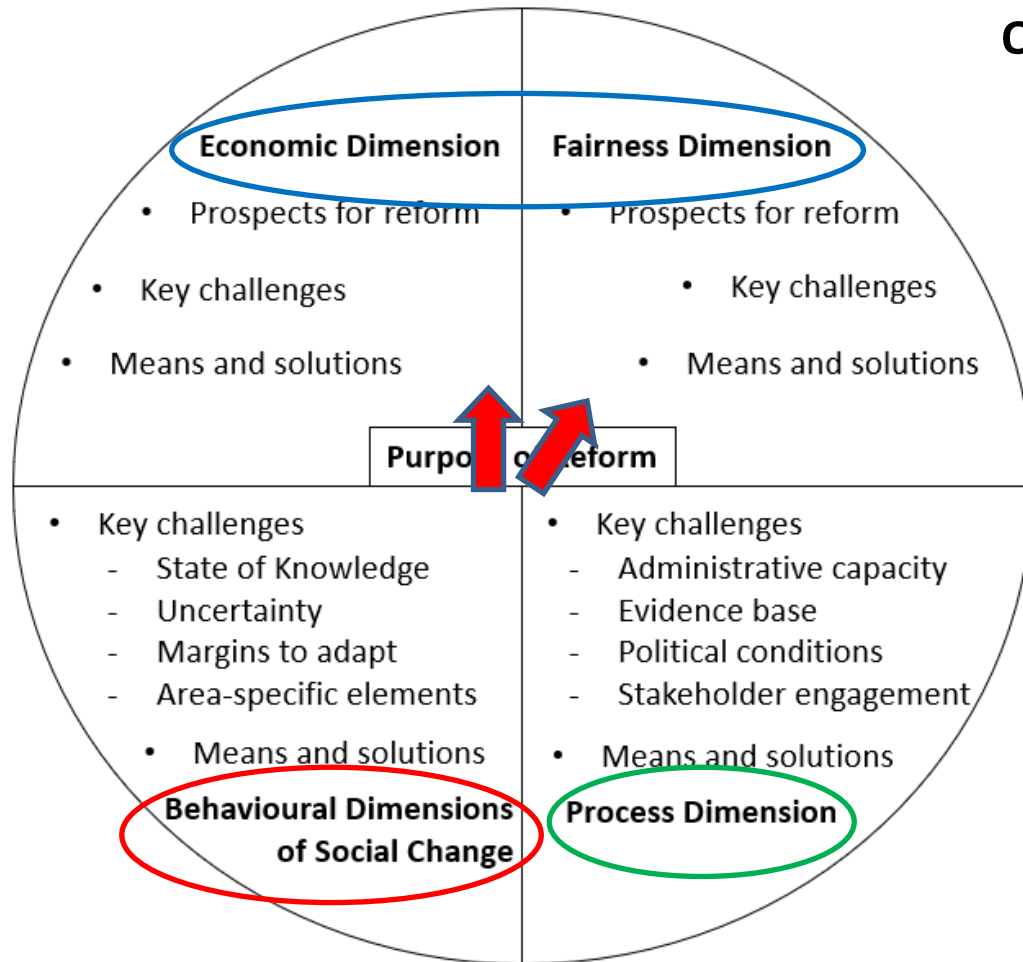


**CENTRE ON WELL-BEING, INCLUSION,
SUSTAINABILITY AND EQUAL OPPORTUNITY (WISE)**



The OECD Public Acceptability Tool

A general framework for designing reforms



Outcome legitimacy: Economic Dimension and Fairness Dimension

Step 1. Are Equity and Efficiency considerations clearly articulated in the case for reform?

Behavioural Barriers: Behavioural Dimensions of Social Change

Step 2. What behavioural barriers can hinder the effectiveness of the case for reform?

Process legitimacy: Process Dimension

Step 3. What elements of process are needed to support the case for reform ?



Some Insights on the Public Acceptability of Pension Reform

Economic Dimensions do not feature prominently in key discussions on pension reform design:

- Reforms based on fiscal sustainability are more likely to be opposed, except in contexts of fiscal crisis.
- While self-interest plays a role, support for reform cannot be explained simply in terms of “winners” and “losers”.

Fairness Dimensions tend to be more important:

- Two distinct notions of fairness can be used to assess pension reform: *intergenerational* and *intragenerational*.
- Important perception gaps exist regarding pension adequacy and how well pension systems protect individuals.



Behavioural Dimensions present specific challenges in the case of pension reform:

- There is limited public understanding of pension systems and of the impact of policy changes on individuals.
- Low engagement with pension information limits the effectiveness of communication and efforts to improve pension literacy.

Process Dimensions are likely to play a central role, whatever the chosen strategy for reform:

- Building the case for reform on outcome legitimacy: Quality of the evidence base, trusted information providers and effective communication are needed to address behavioural barriers, increase understanding and build public support
- Building the case for reform on process legitimacy: Extensive stakeholder engagement and consensus-building become key conditions for public acceptability.



Case study: A retrospective analysis of the 2023 French pension reform using a social listening tool

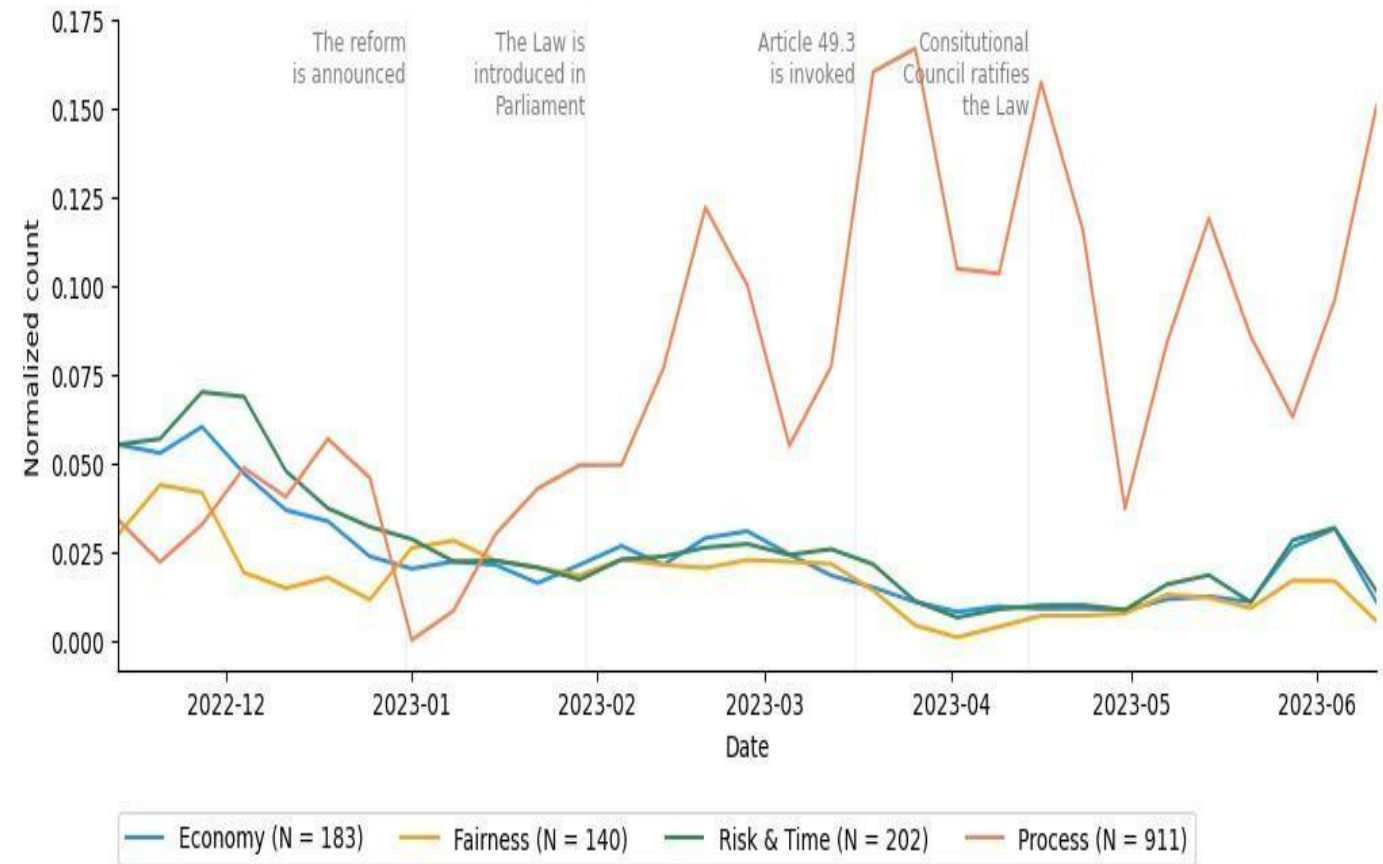
Working hypothesis:

- The Process dimension tends to dominate other dimensions of PA in the context of pension reform.

Rationale:

- Governments start by making the case for reform on Equity and Efficiency grounds.
- Complexity and limited understanding mean that this case gets little traction.
- Governments fall back on procedural elements to justify the reform.

Relative importance of the different dimensions of the PAT in public debates (measured by the number of weekly media articles)





MANY THANKS FOR YOUR ATTENTION!

Find the report here: [Getting the Public on Side](#)

Recording of the launch event: [Video](#)

OECD WISE Centre: [Online resources](#)

