Institute of Actuaries of India
Statutory body established under an Act of Parliament

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14th TechTalk on Employee Benefits

IAI is pleased to announce a webinar hosted by the Advisory Group on Pensions, Employee Benefits, and Social Security via web conference on **November 24th, 2025.**

Advisory Group – **Advisory Group on Pension and Employee benefits and Social Security (PEBSS)**
Date – **November 24th, 2025 (Monday)**
Time – **3.00 pm to 5.00 pm, India time**
Topic/s – **Actuarial Coordination Across Borders: A Deep Dive**

Abstract: Employee benefit structures vary significantly across countries, ranging from defined benefit (DB) to defined contribution (DC) plans. Multinational organizations with a global footprint require actuarial expertise to ensure consistent, accurate, and efficient financial reporting of these diverse benefit obligations.

The **Coordinating Actuary** plays a pivotal role in managing this complexity—ensuring global consistency, aligning local actuarial practices with international accounting standards, and consolidating multi-country results for corporate reporting. This role demands a strong understanding of actuarial principles, international accounting frameworks (e.g., IAS 19, US GAAP), local regulations, and project management capabilities.

From an Indian perspective, this session offers valuable insight into the background processes, review mechanisms, and data validation methods employed by global coordination teams—helping actuaries better understand how their work contributes to multinational client deliverables.

Objective: This technical session aims to explore the role of the Coordinating Actuary within the context of multinational employee benefit programs. The discussion will cover:

- The need for a Coordinating Actuary and their strategic value to multinational clients
- Key responsibilities, including governance, review frameworks, and quality assurance
- Technical components such as assumption alignment, valuation consolidation, and timeline management
- Collaboration with local country actuaries to ensure compliance with global accounting standards
- Challenges in navigating local regulatory environments, data limitations, and cross-border coordination
- Case studies illustrating practical application and client impact

Learning Outcomes:

1. Understand the strategic importance of the Coordinating Actuary in global employee benefit reporting
2. Identify key responsibilities and deliverables of the role in a multinational context
3. Gain familiarity with international accounting standards such as IAS 19 and US GAAP, and how they apply to employee benefits
4. Appreciate the coordination process between local and global actuarial teams
5. Recognize common challenges faced in cross-border actuarial work and potential solutions
6. Apply learnings to their own actuarial work in the Indian market, with a better understanding of how it fits into the global picture

Speakers:

1. Ms. Bani Dhir – Director – Actuarial (Wealth), Mercer Consulting (India) Pvt. Ltd.
2. Ms. Neha Jain – Associate Director – Actuarial (Wealth), Mercer Consulting (India) Pvt. Ltd.
3. Mr. Muzammil Husain – Associate Director – Actuarial (Wealth), Mercer Consulting (India) Pvt. Ltd.

Target Audience - Students, Associates, Fellows & Non-members working in Employee Benefits or Insurance space for India & abroad.

Registration fees (excluding GST)

IAI Students & Associates	IAI Affiliates & Fellows	Non-Members
Rs. 750	Rs. 1000	Rs. 1000

Registration link - https://bit.ly/3R84faU
CPD Credit as per APS9 (Version 4): 2 hours of Technical CPD (Pension, Other Employee Benefits and Social Security)
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