



# The Changing Face of Retirement

Women: balancing family, career & financial security



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## Foreword

**We are pleased to share with you the insights from this report – Women: balancing family, career & financial security – taken from the findings of the third annual global Aegon Retirement Readiness Survey, a collaboration of Aegon and Transamerica Center for Retirement Studies. This report builds on our previous survey findings in 2014 where we explored how we can make retirement planning easier. Here we focus specifically on issues facing women.**

**Women can typically expect to live for 4 or 5 years more than men, highlighting the even greater necessity to make financial provision for their later years. Yet their path to a comfortable retirement presents additional challenges.**



Elaine, 43, Brazil

Today's women are better educated and more likely to find paid employment. As a result, they are in a better starting position to save for their retirement than previous generations of women. However, while many women take a strong role in planning the household finances and everyday budgeting, this does not always extend to making plans for life in retirement. The Aegon Retirement Readiness Index shows that women are not generally adequately prepared for their retirement.

Clearly, women are still faced with a number of major obstacles. Finding a balance between working lives and family lives while building up sufficient retirement savings in their own right is not easy and the responsibilities of family life in reality often still fall primarily on women. Women are confronted with breaks in their career. Women are also more likely than men to work part-time which negatively affects both their earnings and access to workplace retirement benefits. Consequently, women are more likely to rely on their spouse or social security in old age.

These challenges can, and must, be overcome.

Concerted action is required to address the gender divide in retirement incomes, and provide women everywhere with a stronger financial footing when entering retirement. As our report sets forth, such action requires greater financial literacy and awareness around the challenges facing women, alongside efforts to create a retirement system which better recognizes the different aspects of women's lives.

At Aegon, we are committed to raising awareness of the importance of preparing for retirement. Our purpose is to help people take responsibility for their financial future. We believe that after a long working life everyone deserves to retire with dignity and peace of mind. We encourage a public debate with policymakers and employers on the need to develop lasting solutions that will enhance the lives of women in retirement. Understanding, and acting on, the challenges women face, is fundamental to creating a more equal and fairer retirement system. We hope you enjoy reading this report.

**Marc van Weede**

Executive Vice President, Head of Strategy and Sustainability, Aegon

**Catherine Collinson**

President, Transamerica Center for Retirement Studies

# Introduction

A comfortable retirement is something to which all people rightly aspire. Our societies, however, are still adjusting to longer life expectancy. And it's clear not everyone will achieve a financially secure retirement. The concern is particularly acute among women, many of whom do not feel adequately prepared for life after work. On the face of it, the prospects for women achieving financial independence in retirement are positive, given the changing role of women in society and the workforce. Increasing numbers of women are now in professional careers or work outside the home, meaning they not only enjoy higher incomes, but also the ability to save for retirement, often through workplace retirement plans. For women, the opportunities to save have never been greater.

But women are still faced with a variety of challenges not always shared by their male counterparts. Statistically, women have greater life expectancy than men. Women on average live approximately four to five years longer. Living longer means that retirement savings will need to last longer.<sup>1</sup> Women therefore need to save more to ensure a comfortable lifestyle in old age. While women have made great strides in recent decades in closing gaps in education and employment, gender disparities continue to affect women's participation in the labor force, their earning power and the sharing of child rearing responsibilities. Taken together, these factors mean that, on average, women typically save less for their retirement. For example, a World Bank study suggests that women in Latin America on average accumulate retirement savings of only 30%-40% of the value of men's retirement accounts.<sup>2</sup> Furthermore, the recent financial crisis took its toll with the economic impact felt disproportionately by women.<sup>3</sup> Social security, which has traditionally accounted for a higher proportion of women's incomes in retirement, has also been in retreat as governments look to limit taxpayers' exposure to the long-term costs associated with longer life expectancy rates.

Now, as the global economy recovers we must encourage women to actively take responsibility for their financial futures and drive reforms that help women achieve adequate retirement savings. This report explores the role of the family, government, and the workplace. A range of issues will be examined, including:

- **Part 1:** Why do women find it so hard to plan for retirement?
- **Part 2:** What retirement aspirations do women hold?
- **Part 3:** What are women's main retirement concerns?
- **Part 4:** Toward a retirement planning that works for women

Annette, 45, Netherlands





## The 2014 Survey

The 2014 Aegon Retirement Readiness Survey includes responses from 16,000 employees and retirees in 15 countries: Brazil, Canada, China, France, Germany, Hungary, India, Japan, the Netherlands, Poland, Spain, Sweden, Turkey, the United Kingdom and the United States. Women account for half of all respondents (7,956 in total); of these 62% are married or cohabiting, and 52% have an undergraduate degree or higher.

This survey provides a broad perspective on savings and retirement, based on the mainstream working and fully-retired populations. The findings reflect both the attitudes and behaviors of individuals. Respondents are representative of the demographic profile of each country surveyed. Based on these findings, it is evident that women are at risk of being underprepared for retirement. This report looks specifically at women's retirement outlook across the globe and what obstacles may be preventing them from saving sufficiently for their retirement. Specifically for this report we undertook a series of interviews with working women around the world. Quotes and photos from the interviews are used throughout our report.

# Executive summary

Our findings show that while women are successfully closing the gender gap in some areas of their lives, they are less prepared than men for retirement. Different working patterns and extra child care responsibilities often prevent women from taking steps to plan and save for later life. Broadly, women share the same hopes for retirement as men. But as many as half lack confidence that they will enjoy a comfortable retirement. Only 20% of women think they are on track to achieve their required retirement income and 40% state that they don't know.

## Positive retirement aspirations are undermined by lifestyle differences

- Retirement aspirations around the world are broadly similar for women and men. Women hold the same positive aspirations; they want to spend their retirement traveling, spending time with friends and family and pursuing new hobbies.
- Women have closed the gender gap with men in terms of educational achievement. Women in our survey are as likely as men to graduate from high school and to enjoy a successful college education.
- However, the onset of family life and care for elderly parents impacts women disproportionately. Women are more often than men confronted by breaks in their careers. They are more than twice as likely as men to be found working in part-time jobs. Not surprisingly, this erodes women's earning power, their access to workplace retirement benefits, and their ability to save.
- Therefore, many women are less able to sustain regular retirement savings throughout their working lives and, unfortunately, retirement aspirations will not always fit reality.

## Women around the world have different expectations about their retirement

- Expectations for retirement can be measured by looking at the words women commonly associate with later life. Women are more likely than men to choose negative words, indicating a sense of anxiety about their retirement. A quarter (24%) of women associate retirement with "insecurity" and almost one-fifth (18%) with "poverty". In some countries such as Poland, Hungary and Japan the level of negative associations with retirement is relatively high. More positive minded women are found in China, Canada and Sweden.
- The age at which women expect to enter retirement varies by as much as 12 years, according to where they live. On average, women expect to retire at the age of 62. Women expect to retire much later in the United States, around the age of 66, whereas in China the expected retirement age falls to just 53 years. This in part reflects the official age at which women become eligible to claim retirement benefits in each country.
- Expected replacement income needed in retirement varies by 27% among women across the countries in the survey. Women in Hungary, for example, think they will need to replace up to 86% of their current earnings. This falls to 59% of working-age income among women in India.

### Women acknowledge their pension shortfalls

- The apparent anxiety deepens when women are asked about the outlook for their income in retirement. Only one-fifth (20%) of women overall feel they are on course to achieve the income in retirement they anticipate they will need. Furthermore, twice this amount (40%) simply don't know whether they are on course or not. This is at its highest in Japan at 62%.
- Half (49%) of women in work are not confident they will be able to retire with a lifestyle that they consider comfortable. This peaks at 88% among women in Poland.
- The clear lack of preparedness is also reflected by an overall score for women of just 5.5 (out of 10) on our Aegon Retirement Readiness Index. Men score a 6.0 on the Index. Across our surveyed countries the scores for women vary from 4.4 for Japan to 6.9 for India. For most countries the preparedness scores qualifies as "low" (which is below a score of 6).
- Women are most confident about retirement in emerging economies, notably in China, India and Brazil.
- Across the globe women are not taking the steps necessary to plan for their retirement. Only 10% say they feel very prepared and are already saving enough. More than twice as many (23%) say they feel "very unprepared" and are hardly saving at all.
- Overall, only slightly more than one-third (36%) of women claim to be dedicated savers whose approach is always to make sure they are saving for retirement. These women tend to be older with an understanding of financial matters and highly developed financial planning skills.
- Balancing family and work, especially when they have young children, makes it difficult for women to prepare for retirement. Not surprisingly, over half (54%) of women who are married or living with a partner anticipate they will be dependent on their spouse's income during retirement. Obviously, in such a situation a divorce or loss of a partner can quickly and dramatically change a woman's financial situation.
- This lack of retirement preparedness contrasts with the otherwise confident and engaged behavior of women in other areas of their finances and decision-making. The vast majority (80%) are actively involved in managing household budgets and finances, suggesting that family life tends to focus women on the short-term, often at the expense of the longer term.

### Building access to workplace retirement plans and flexible retirement is the way forward

- A major obstacle to saving could be eliminated if employers provided easier access to workplace retirement benefits (for example, by extending these benefits to those working part-time).
- Our survey suggests a clear majority of women (74%) would favor automatic enrollment into retirement plans.
- Another area where employers can help women is by providing a flexible transition into retirement. Only a minority of women (29%) expect to stop working immediately at retirement, for a variety of reasons. A clear majority now expect to work longer and have some form of phased transition into retirement.

# Women's thoughts about retirement



"I HAVE MY GOALS MAPPED OUT AND I ALSO TALK ABOUT THE IMPORTANCE OF SETTING GOALS WITH MY SONS. ... WORKING HARD NOW, WHILE ENJOYING LIFE AND BEING ABLE TO CONTINUE TO DO SO WHEN YOU GROW OLDER."

**Andrea, 44,  
The Netherlands**



"IF YOU DON'T TAKE STEPS TO BUILD UP AN ADEQUATE PENSION, YOU'RE NOT FACING UP TO REALITY."

**Annette, 45, The Netherlands**



"I ACTUALLY SEE MYSELF WELL COVERED, BUT I WILL PROBABLY NOT REACH MY CURRENT INCOME LEVEL WITH WHAT I EXPECT TO RECEIVE IN RETIREMENT."

**Christine, 52, Germany**



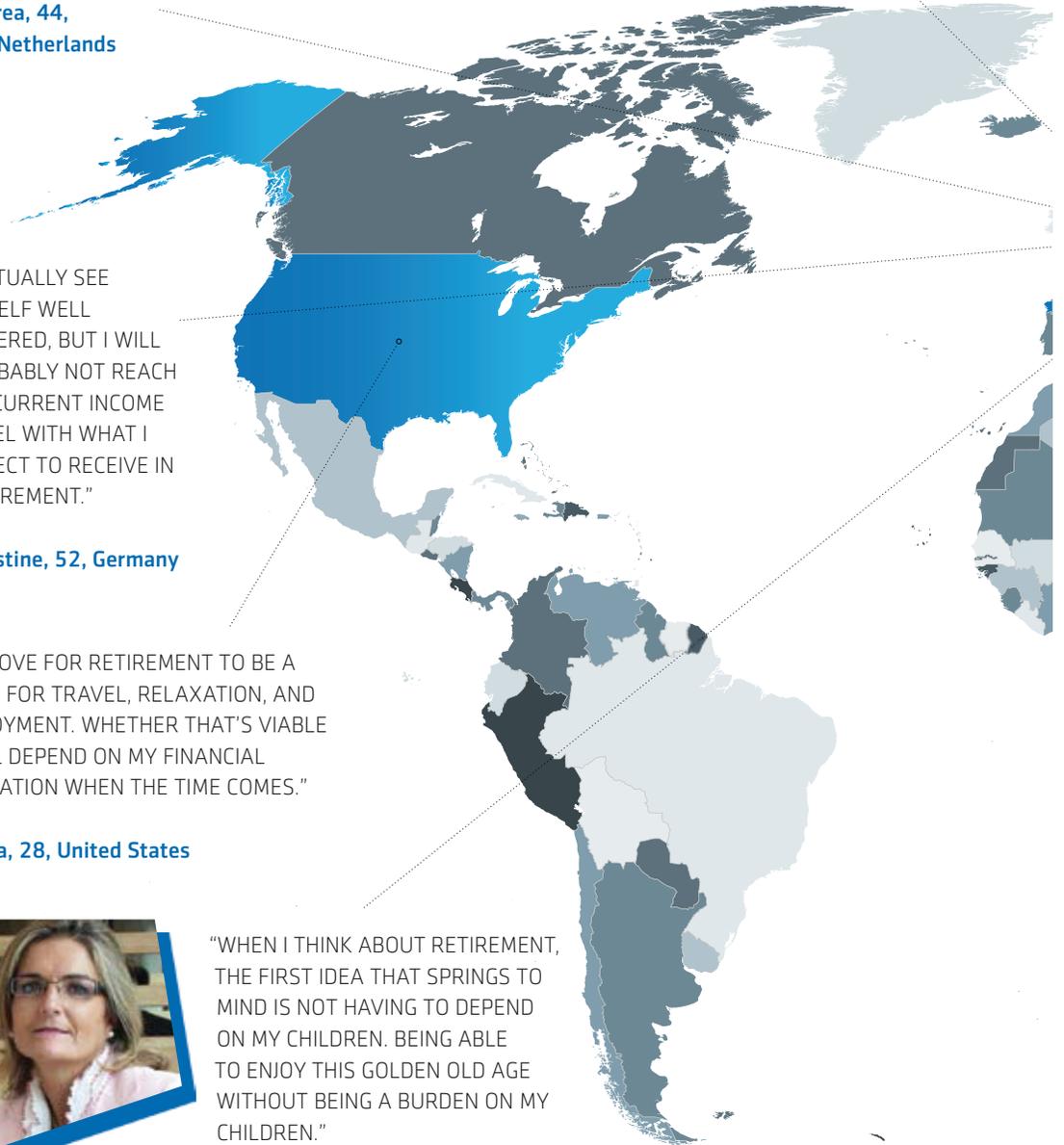
"I'D LOVE FOR RETIREMENT TO BE A TIME FOR TRAVEL, RELAXATION, AND ENJOYMENT. WHETHER THAT'S VIABLE WILL DEPEND ON MY FINANCIAL SITUATION WHEN THE TIME COMES."

**Aleta, 28, United States**



"WHEN I THINK ABOUT RETIREMENT, THE FIRST IDEA THAT SPRINGS TO MIND IS NOT HAVING TO DEPEND ON MY CHILDREN. BEING ABLE TO ENJOY THIS GOLDEN OLD AGE WITHOUT BEING A BURDEN ON MY CHILDREN."

**María Victoria, 40, Spain**





"I'M FAIRLY REALISTIC ABOUT MY RETIREMENT AND I DON'T THINK I WILL BE JETTING AROUND THE WORLD ON HOLIDAY ALL THE TIME. I SEE RETIREMENT MORE AS AN OPPORTUNITY TO DO SOME VOLUNTEER WORK AND RELAX WITH MY FAMILY AND MAYBE GO OUT FOR LOTS OF WALKS WITH THE DOG I HOPE TO HAVE THEN!"

**Clare, 30, United Kingdom**



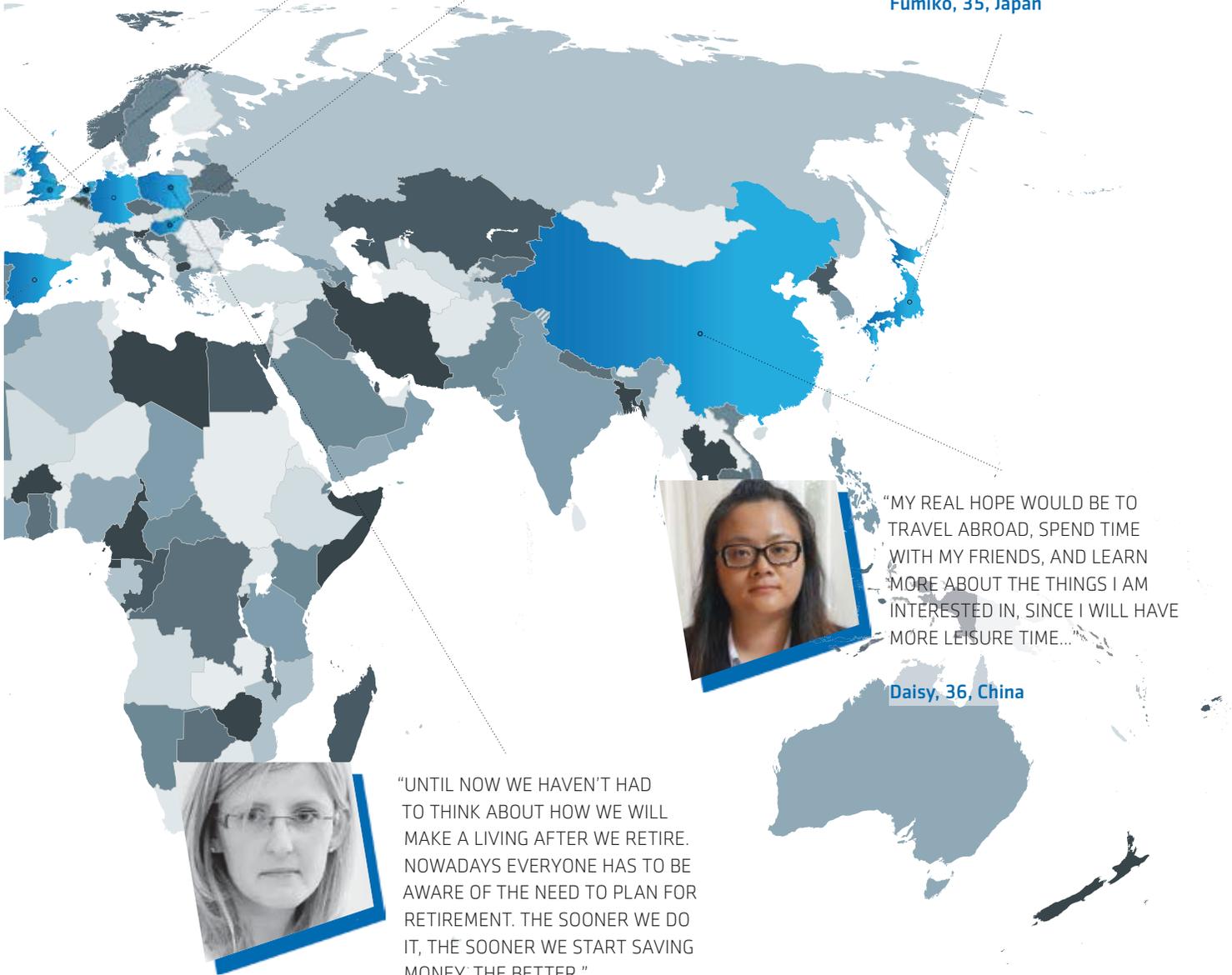
"I DON'T WANT TO STAND STILL WHEN I RETIRE. I WANT TO BUILD A NEW LIFE WITH THINGS THAT MAKE ME AND MY FAMILY HAPPY."

**Irma, 59, Hungary**



"I WANT TO WORK AS LONG AS I AM HEALTHY. I LIKE WORKING. WHEN YOU RETIRE COMPLETELY, YOU MAY LOSE INTERACTION WITH PEOPLE. I WANT TO BE ACTIVE FOR AS LONG AS I CAN. I WOULD LIKE AN EASIER JOB, WORKING THREE DAYS A WEEK."

**Fumiko, 35, Japan**



"MY REAL HOPE WOULD BE TO TRAVEL ABROAD, SPEND TIME WITH MY FRIENDS, AND LEARN MORE ABOUT THE THINGS I AM INTERESTED IN, SINCE I WILL HAVE MORE LEISURE TIME..."

**Daisy, 36, China**



"UNTIL NOW WE HAVEN'T HAD TO THINK ABOUT HOW WE WILL MAKE A LIVING AFTER WE RETIRE. NOWADAYS EVERYONE HAS TO BE AWARE OF THE NEED TO PLAN FOR RETIREMENT. THE SOONER WE DO IT, THE SOONER WE START SAVING MONEY, THE BETTER."

**Katarzyna, 30, Poland**

María Victoria, 40, Spain



## Part 1: Why do women find it so hard to save for retirement?

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**Lower salaries and less access to occupational pensions are key obstacles for women**

Our findings this year highlight the changing role of women in society and the workforce and provide some clues as to why women still find it difficult to save for retirement. As we can see in chart 1, women have now largely closed the gap with men in terms of educational achievement. Women in our survey are as likely as men to graduate from high school and to enjoy a successful college education. This means that women and men are equally prepared to assume a professional career. However, social and workplace differences begin to emerge with child and elder care responsibilities.

The responsibilities of family life still fall primarily on women and their need to balance work and family commitments. As a result, the number of women in full-time employment declines. Women more often take career breaks and/or move toward part-time or contract working. Women are more than twice as likely as men to be working in part-time jobs – jobs that often provide few, if any, retirement plan benefits. Not surprisingly, this has a direct impact on women’s earnings and with it their ability to save. Chart 3 shows how women, on average, earn about 27% less than men.<sup>4</sup> Women are therefore hit by a double whammy: lower income and lesser access than men to workplace retirement benefits.

Chart 1: Educational attainment

		
Less than high school graduate	7%	7%
High school graduate	22%	22%
Some college or trade school	19%	18%
College degree /University degree	30%	30%
Postgraduate degree or qualification	19%	20%
Other	2%	2%
No formal educational or professional qualifications/None	0%	0%
Survey question: Please choose from the list the highest level of educational or professional qualification you have achieved. Base: All respondents (16,000)		

Chart 3: Pre-tax annual income (converted to USD)

		
Up to \$29,999	67%	53%
\$30,000-\$59,999	24%	28%
\$60,000-\$89,999	6%	12%
\$90,000+	4%	7%
Grouped Median	22836	28361
MEAN	36581	50192
Survey question: Which of the following reflects your annual personal income before taxes? Base: All respondents (16,000)		

Chart 2: Working status

		
Work full-time	65%	75%
Work part-time	24%	11%
Semi-retired	3%	3%
Fully retired	9%	11%
Survey question: Which of the following best describes your current employment status? Base: All respondents (16,000)		



Fumiko, 35, Japan

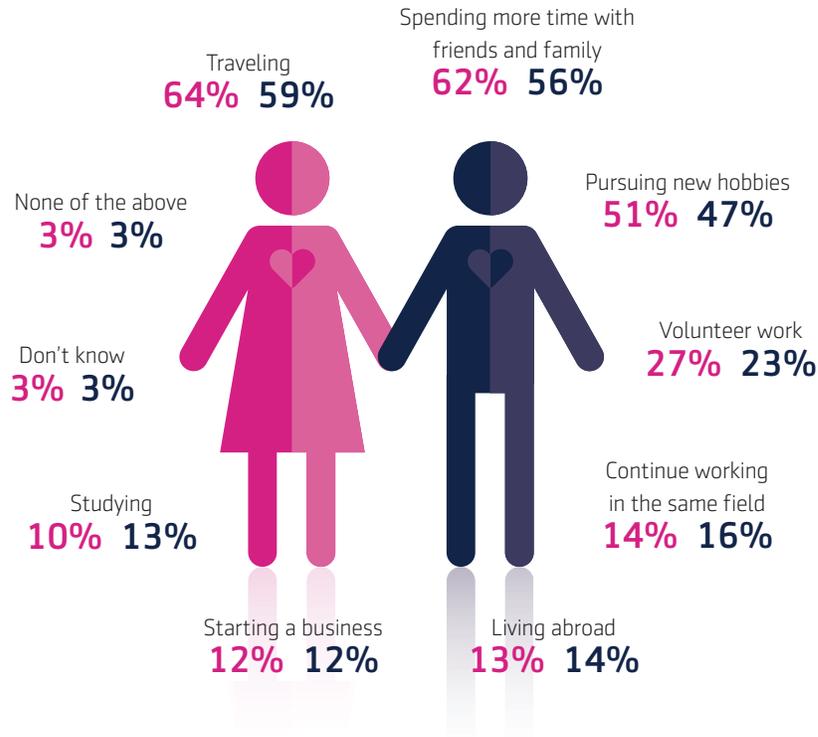


## Part 2: What retirement aspirations do women hold?

### *The notion of retirement is broadly universal*

Retirement aspirations around the world are broadly similar for women and men. While women might be less able to sustain regular retirement savings throughout their adult working lives, they nonetheless retain generally positive ideas about what retirement should look like. For many women, later life is largely viewed as time for travel, or spending time with friends and family. These activities, along with others such as pursuing new hobbies and volunteer work, topped the list when we asked respondents what aspirations they hold for retirement. The findings are broadly similar across countries, gender and age, suggesting that there is a universal ideal to which most people around the world aspire.

Chart 4: Which, if any, of the following are important retirement aspirations for you?



"I WANT TO DEVOTE MORE TIME TO MY FAMILY, BECAUSE NOW MY JOB CONSUMES A LOT OF MY TIME AND EFFORTS. MY PRIORITIES WILL CHANGE. I KNOW THAT MY PENSION WILL NOT BE ENOUGH FOR EVERYTHING I WANT TO DO... SO I STARTED TO SAVE ABOUT 15-20 YEARS AGO."

**Irma, 59, Hungary**



"A LOT WILL CHANGE IN MY LIFE AND THE BROADER ECONOMY BEFORE I RETIRE. A LOT IS UNPREDICTABLE. I AM GLAD I'VE STARTED SAVING... I'D LOVE FOR RETIREMENT TO BE A TIME FOR TRAVEL, RELAXATION, AND ENJOYMENT."

**Aleta, 28, United States**

Despite similar notions of retirement, the realities facing women are very different, depending on the country in which they live. As chart 5 shows, on average, women envision entering full retirement at the age of 62. But here we find big variations among countries. In the United States, women expect to retire much later, around the age of 66, whereas in China the expected retirement age is just 53 years. This difference is in part shaped by the policies within each country. In the United States, the official age at which people are eligible for government retirement benefits ranges from 65 to 67 years. In China, on the other hand, women can draw a government pension from the age of 50, depending on their sector of employment.<sup>5</sup> Women's expectations are then naturally shaped by their national environment. Other than retirement age, how else do expectations differ by country?

Chart 5: At what age do you expect to retire from all paid employment?



Note: throughout the report the data used in all charts refers to women only, except where explicitly mentioned differently.



“I WOULD LIKE TO PLAN FOR MY RETIREMENT WITH THE HELP OF AN INDEPENDENT CONSULTANT IN ORDER TO LEARN HOW INFLATION AND TAXES WILL IMPACT MY CAPITAL IN RETIREMENT.”

**Christine, 52, Germany**

Predictably enough, the income women say they’ll need in retirement also differs by country. Chart 6 shows that, overall, women expect they’ll need an average of 71% of their working-age incomes after they retire.<sup>6</sup>

From our survey, we see a range of expected retirement income needs for women across the globe. Women in Central & Eastern Europe have the highest retirement income need expectations. Women in Hungary, for example, say they need income in retirement equivalent to 86% of their current earnings. In Poland, the figure is only slightly lower, at 81%.



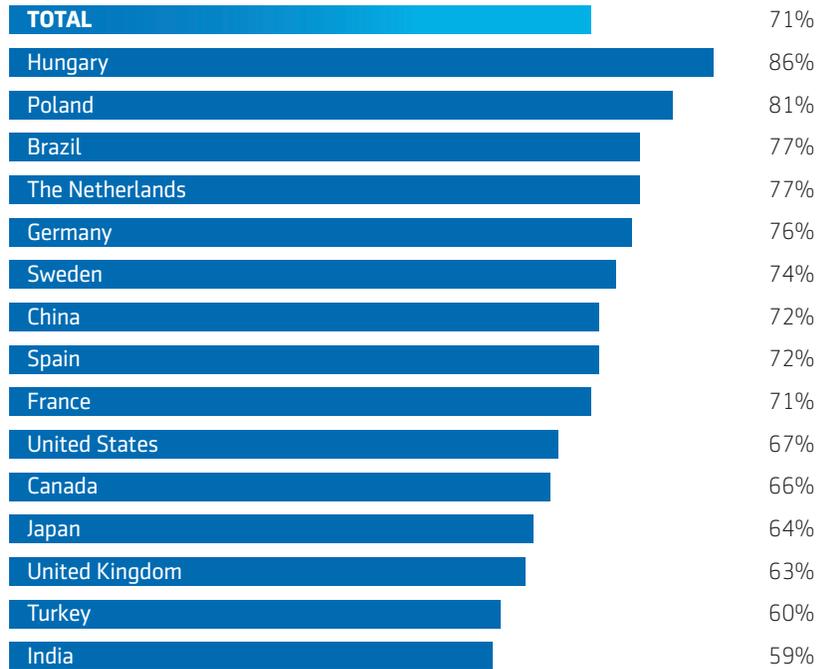
“SINCE THE GOVERNMENT OR EMPLOYER DOESN’T TAKE CARE OF ‘ALL’ OUR MEDICAL EXPENSES, WE HAVE TO FIND SOLUTIONS TO SUCH PROBLEMS BY BEING SELF-SUFFICIENT...I FEEL ONE SHOULD SAVE ENOUGH TO RETIRE COMFORTABLY AND BE ABLE TO MAINTAIN THE SAME LIFESTYLE THEY CURRENTLY HAVE.”

**Mumbai-based journalist, 34, India**

Central & Eastern Europe is an area where incomes are generally lower than those in North America or Western Europe, which may help persuade women in the region that they need a higher income replacement ratio. We see lower ratios in higher-income countries like Canada (where women expect they’ll need 66% of their working-age income) and the U.S. (where the figure is 67 %). What is surprising perhaps is that the countries with the lowest expectations are both emerging markets: in Turkey, the figure is 60% and in India it is 59%. Individuals in emerging markets are generally more optimistic about their financial future. Which – combined with a tradition of family support – may help explain the lower income replacement ratio.

Having an expectation of the needed income in retirement is one thing. However, having the confidence in one’s own ability to achieve that level of income is quite different. Part 3 of our report investigates women’s main retirement-related concerns.

Chart 6: As a proportion of your current earnings what gross annual income do you expect to need in retirement?



"AN IMPORTANT RETIREMENT GOAL TO ME WOULD BE TO CONTINUE MY LIFE IN MORE OR LESS THE SAME WAY AS WHEN I WAS STILL WORKING; THAT MY LIFE DOESN'T COME TO A HALT, BUT I CAN CONTINUE TO ENJOY LIFE, DO FUN STUFF AND STILL HAVE THE MEANS TO DO IT."

**Andrea, 44, The Netherlands**



Daisy, 36, China



## Part 3: What are women's main retirement concerns?

### *Concerns cast a dark shadow over women's retirement prospects*

A sense of anxiety arises among women as we examine how confident they are in achieving their retirement goals. Asked what words they associate most with retirement, respondents used positive words most often, such as “leisure” (45%) and “freedom” (39%). One-quarter (24%) of women however associated retirement with “insecurity” and almost a fifth (18%) with “poverty”. In some countries such as Poland, Hungary and Japan the level of negative associations with retirement was alarming. In Hungary, for example, “insecurity” was the word women most frequently cited. The most positive-minded women are located in China (84%), followed by Canada (78%) and Sweden (77%) (see chart 8).

Chart 7: Which, if any, of the following words do you most associate with retirement?

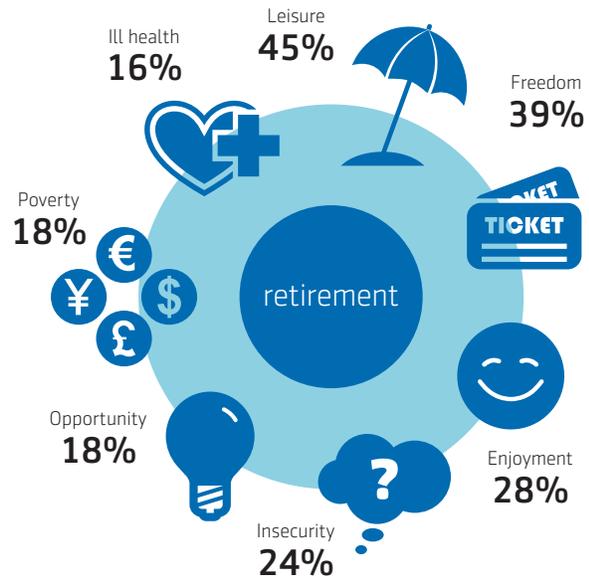
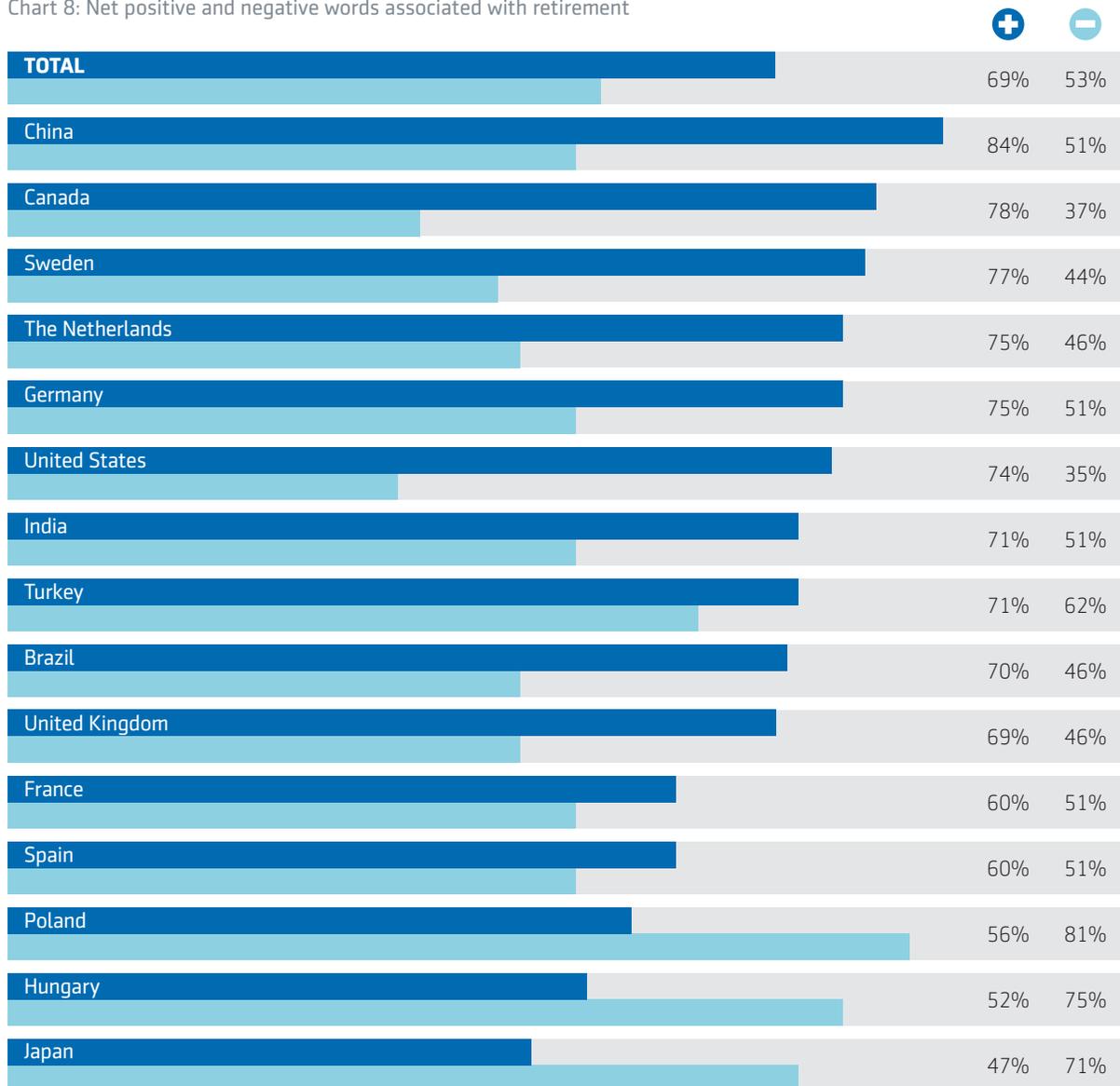


Chart 8: Net positive and negative words associated with retirement



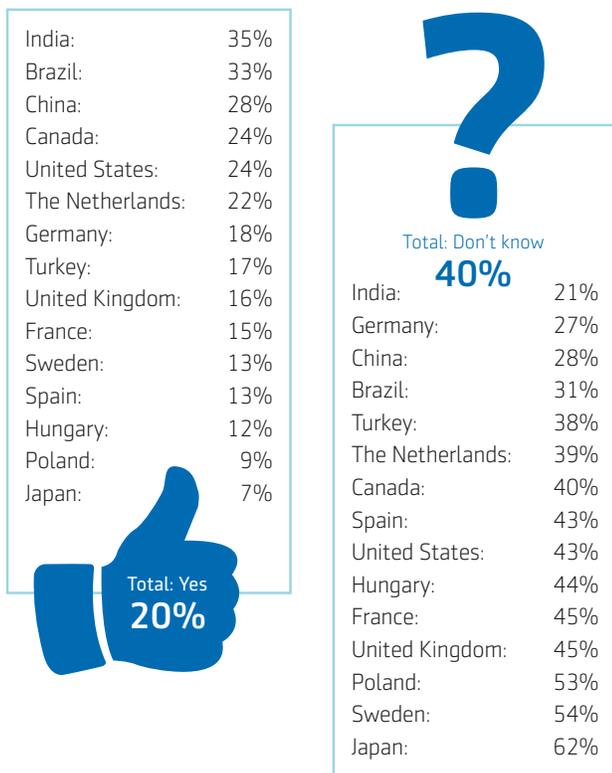
⊕ Positive ⊖ Negative

### Confidence in achieving adequate retirement income

Anxiety deepens when women are asked about how confident they feel they will reach the income in retirement they think they'll need. Only one-fifth (20%) of women overall feel they are on course. Twice this number (40%) simply do not know whether they are on course or not. This is of particular concern in countries such as Japan where a lack of awareness is reported by a majority of women. Here, more than three-fifths (62%) of women say they do not know whether or not they are on course to achieve their retirement income, and only 7% agree they are on course to achieve the retirement income they need. Women who say they don't understand financial issues

connected with retirement are more than twice as likely to be unaware of the progress of their savings, when compared with those who say they are financially "very able". This shows that greater awareness and understanding of retirement planning is critical to improving women's prospects in later life. Even among the financially "very able", however, we find that one-quarter (25%) do not know if their savings are on course. Taking ownership of retirement through planning is one of the most important factors in improving confidence about achieving retirement goals. Half (50%) of women whose retirement plans are "very developed" are confident they are on track to achieve their desired retirement income.

Chart 9: Do you think you will achieve this income?

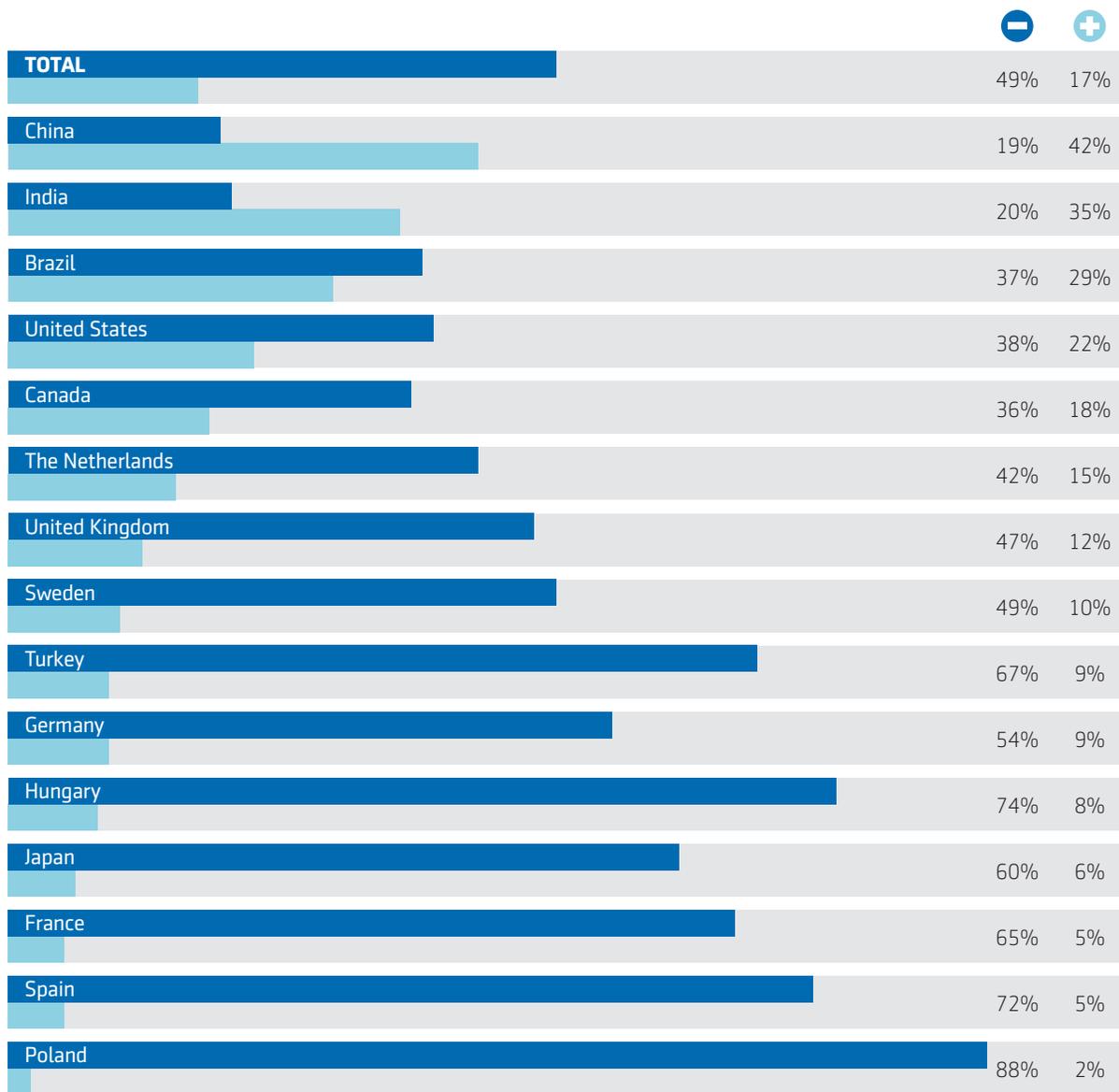


"IT IS NO SECRET THAT FUTURE GENERATIONS OF PENSIONERS WILL HAVE A DIFFICULT TIME... THAT'S WHY I THINK THAT MY GENERATION WILL HAVE TO WORK AS LONG AS WE ARE PHYSICALLY ACTIVE, I.E. UNTIL 65-70."

**Katarzyna, 30, Poland**

Not surprisingly, fears surrounding finances undermine confidence in achieving other retirement goals. There is widespread pessimism about even basic aspirations such as "living in comfort". Overall, half (49%) of women in work are not confident they will be able to retire with a lifestyle they consider comfortable. In Poland, 88% of all women currently working fear they won't have a comfortable lifestyle after exiting the labor market – a figure that rises to 92% among those aged 45-54 years. These fears cannot be overcome by women acting alone. Women will need support from governments and employers to help them save more.

Chart 10: Overall, how confident are you that you will be able to fully retire with a lifestyle you consider comfortable?



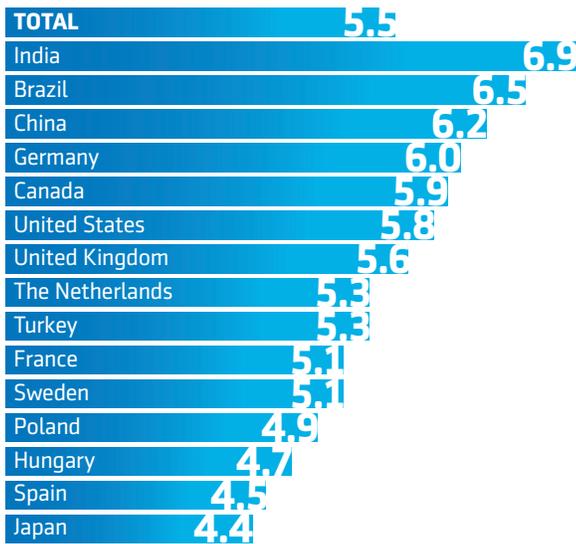
- Not confident
 + Very/extremely confident

In certain emerging economies, where confidence is highest, women have clearly benefited from recent economic growth. Women are most confident about retirement in China (42%), India (35%) and Brazil (29%). Confidence is underpinned in these countries by the prospect of growth fueling a further rise in real income and personal wealth. In other markets, confidence has been hit by less favorable developments like stagnant growth in Japan, the deep recessions still affecting parts of Europe and uncertainties following from for instance pension reforms in countries like Hungary and Poland.

**Women's savings habits reinforce this negative sentiment**

The question is, are women's concerns justified? Unfortunately, our survey shows that many women are not taking the necessary steps to ensure sufficient income in later life. The *Aegon Retirement Readiness Index*<sup>7</sup> provides a measure for evaluating the savings habits and general preparedness of our survey participants for retirement. On a scale of 1 to 10, women score just 5.5 points. This qualifies as a "low" score, indicating that women are on average not adequately prepared for retirement. Men score 6.0 on the Index.

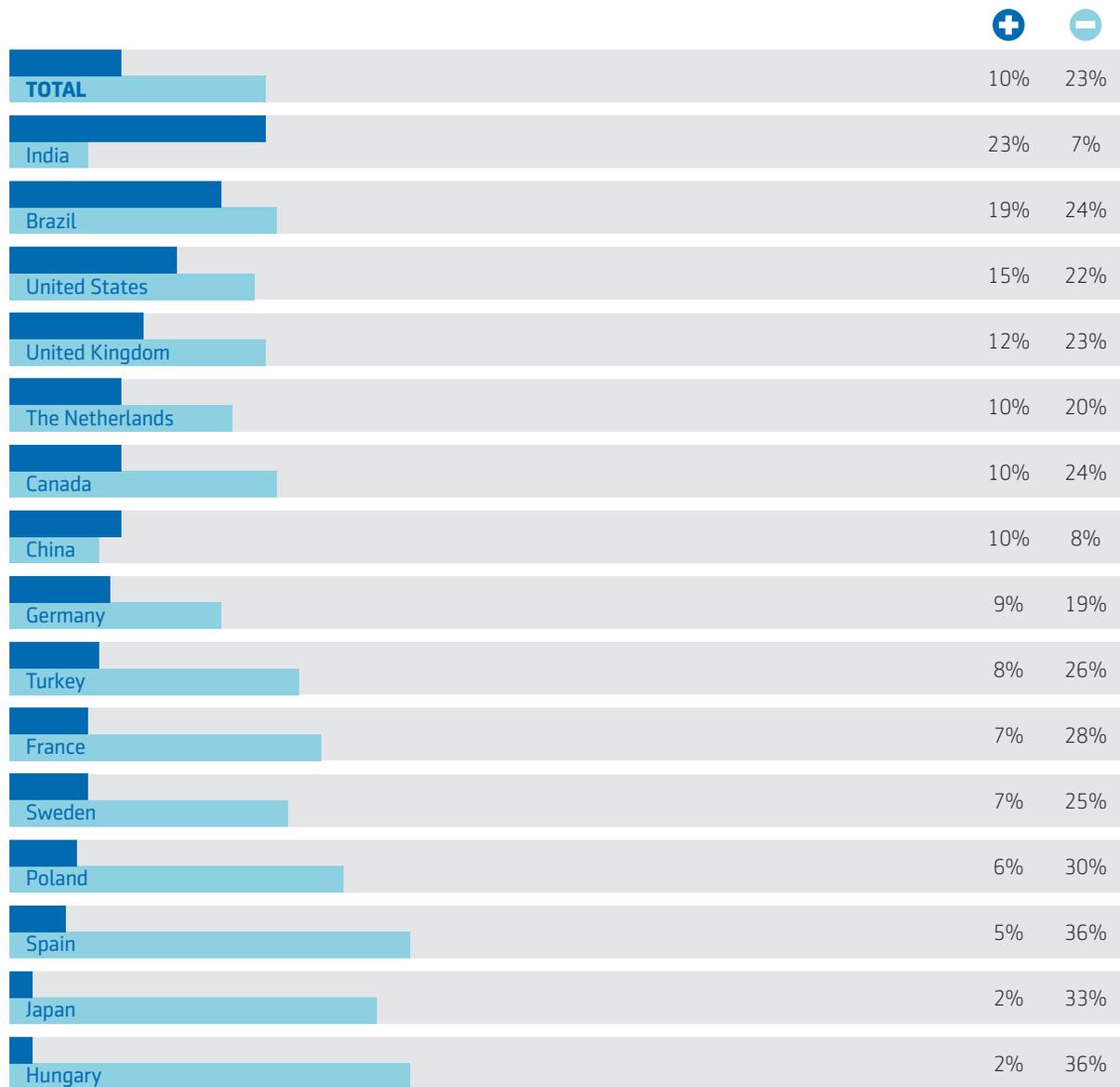
Chart 11: Aegon Retirement Readiness Index (scale 1-10)



Drilling down into the attitudes and behaviors that drive the index shows that it is the actual savings behaviors where most women fail to achieve the right outcomes. Women generally feel responsible for their own retirement income, are aware of the need to plan financially for their retirement and understand retirement planning matters. However, this does not often lead to action in the form of planning and saving. Only 10% of women say they feel “very prepared” for retirement and are confident they are already saving enough. Higher income earners, those with a greater understanding of financial matters, and those with more developed planning skills are most likely to belong to this group. Over twice as many women (23%) say the opposite: that they feel “very unprepared” and are hardly saving at all. The responses differ significantly by country. Japan, Hungary, Spain and Poland – which also score lowest on Aegon’s overall retirement preparedness index – all see the greatest number of women who are hardly saving for retirement (see chart 12).

One possible reason for a difference between countries is that many people are confused about who exactly is responsible for retirement planning: the government, employers, or themselves. In Japan and continental Europe the government and employers have traditionally played a major role in providing pensions, resulting in a lack of personal retirement planning and saving. In contrast, countries like Brazil and India, which traditionally have less of a government-funded or occupational pension system, are more likely to have higher levels of personal responsibility for retirement savings.

Chart 12: Thinking about how much you are putting aside to fund your retirement, are you saving enough?



+ Already saving enough   
 - Hardly saving at all



“IF YOU DON’T TAKE STEPS TO BUILD UP AN ADEQUATE PENSION, YOU’RE NOT FACING UP TO REALITY.”

**Annette, 45, The Netherlands**

The most important factor in explaining the retirement preparedness of women is their attitude toward savings. Overall, just over one-third of women (36%) claim to be dedicated savers whose approach is always to make sure they are saving for retirement (which is not necessarily the same as “saving enough”). These women tend to be older with an understanding of financial matters and highly developed financial planning skills. The majority of women, however, do not fall into this group. Younger women, for example, are more likely to be “occasional savers” or to belong to the quarter (24%) of women who are “not currently saving although intend to”. Significant differences also exist between countries: in Sweden half (48%) of women claim always to make sure they are saving for retirement; in Poland, this figure drops to just 21%.



“PREPARATION FOR RETIREMENT REMINDS ME OF ‘THE ANT AND THE GRASSHOPPER.’ I’M WORRIED THAT THE YOUNG GENERATION BECOMES THE GRASSHOPPER. THEY ARE EASY-GOING AND DON’T CARE ABOUT THEIR FUTURE, HOPING THAT SOMEBODY WILL TAKE CARE OF THEM ANYWAY. I’M AFRAID THEY WILL BE IN TROUBLE IN THEIR 60’S AND 70’S, WHEN THEY CAN NO LONGER INCREASE THEIR RETIREMENT SAVINGS.”

**Fumiko, 35, Japan**

Chart 13: Which of the following best explains your approach to saving for retirement?

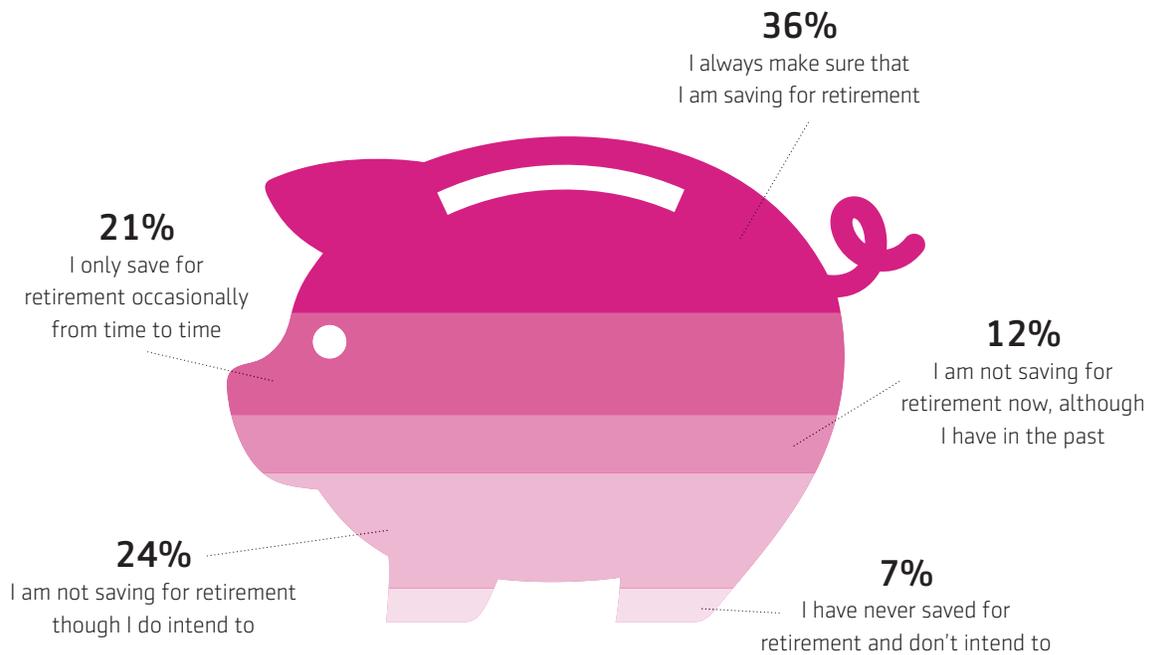
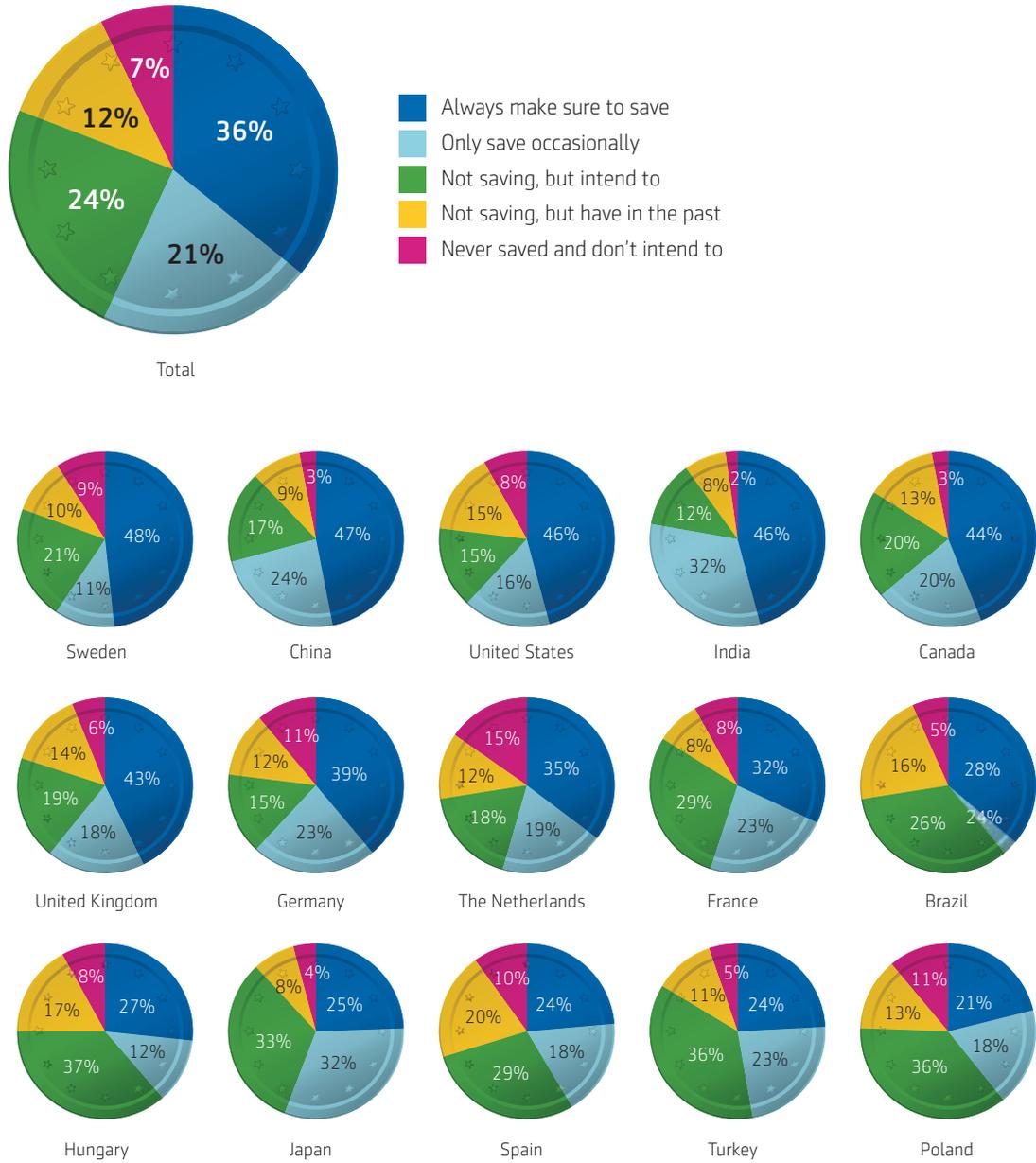


Chart 14: Which of the following best explains your approach to saving for retirement?





Andrea, 44, Netherlands



## Part 4: Toward a retirement planning that works for women

For women, the path to retirement preparedness is cluttered with many obstacles. In particular, women are faced with many financial pressures. Often these stem from a need to provide care for children or elderly relatives – family responsibilities which still fall largely on women and which, generally, lessen women’s earning power. The priority must be to create a retirement planning model which fits around women’s lives. This must recognize the dual role performed by women, who increasingly find themselves as both breadwinners and caregivers.

### Combining family and retirement

We often think about the challenge facing working women in terms of balancing family and work. It now seems we also need to think about balancing family and retirement planning too. Women's lack of retirement preparedness contrasts sharply with otherwise confident and engaged behavior in deciding household budgets. The vast majority of women (80%) are actively involved in managing their households' budgets and finances. Women attach a high priority to managing household finances, and this is an area where 71% feel financially confident. The need for working mothers to concentrate on short-term finances is clear. Unfortunately, less priority is given to the longer-term need to adequately prepare for retirement. At the same time it is fair to acknowledge that it is difficult to do so. Studies have shown that women suffer from a "child penalty" in terms of wages and employment because of the time they spend outside the workforce raising children. Inevitably, taking time out of the labor force or opting to work part-time erodes women's earning power and their ability to save for the longer term.

An important factor shown by our survey is that women typically start having children at a younger age than men. On average, women begin families at the age of 26.6 years, whereas men start at 28.5 years. Earlier child rearing may disadvantage women in two ways: firstly, they miss two years of potential

savings compared with men at the time they start a family; secondly, even when they save more later on, they miss out on the maximum benefit of investment growth and compound interest over time. This savings deficit represents a financial setback from which many women never recover. For two-thirds (67%) of women, a lack of money to invest is a major obstacle to saving for retirement.

Not surprisingly, women feel dependent on their spouse's income in later life. Over half (54%) of women who are married or living with a partners say that their spouse/partner will be "very" or "extremely" important as a source of financial support during retirement. Further, only 12% of women say that they do not expect their spouse to be an important source of retirement income. It should be noted that while a spouse/partner can provide a certain amount of support, a divorce or the loss of a partner can quickly and dramatically change a woman's financial situation. Research from the OECD has shown that women are more likely than men to become widowed, live alone or rely on survivor's benefits. Elderly persons living alone are 2.5 times more likely to be poor than those in couple households.<sup>8</sup> This helps to explain why it is that in the UK women (who are likely to survive their male partner in retirement) make up two-thirds of the recipients of means-tested welfare benefits targeted at poor pensioners.

Chart 15: How important do you think your spouse/ partner will be as a source of financial support during your retirement?

Extremely important/Very important

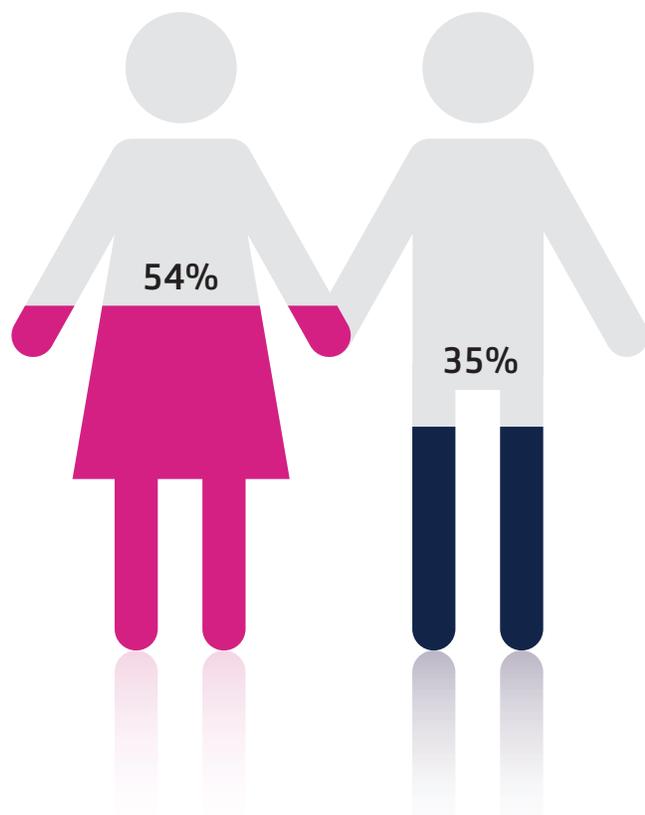
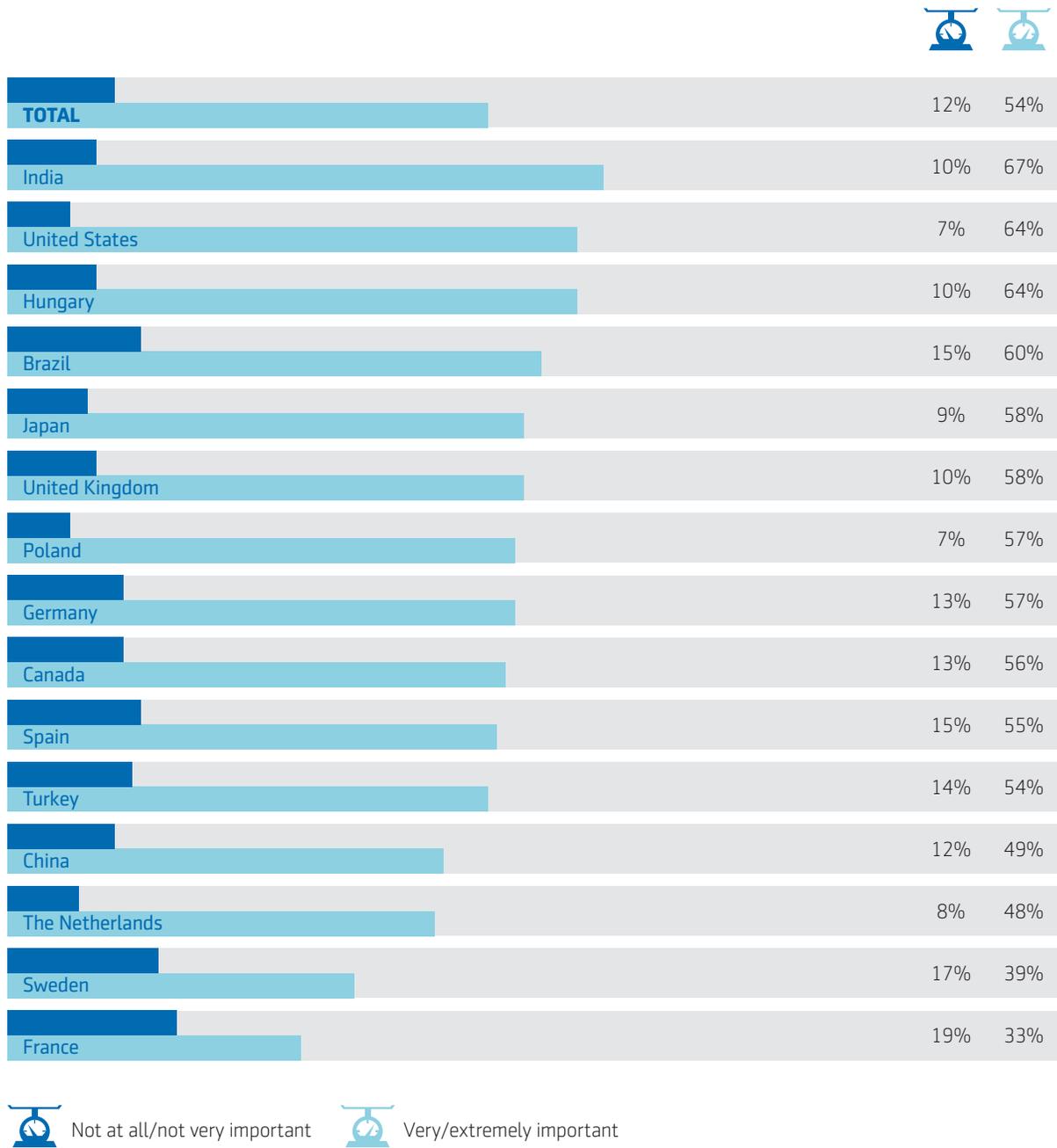


Chart 16: How important do you think your spouse/ partner will be as a source of financial support during your retirement?



Typically women live longer than men, yet spend fewer years in the labor force. As a result, ensuring sufficient income to cover the whole of retirement is a particular concern for women. Overall, 38% of women fear they won't have enough savings (compared with 30% of men). Women are also less optimistic when it comes to medical expenses. Where just over a third of women (36%) believe they will be able cover medical costs in retirement, this figure is 43% among men.

When women think about how family life impacts their retirement, it is often with a sense of anxiety. Women feel that they are not well prepared, but recognize that sharing the burdens with a spouse can be a positive: a problem shared, after all, is a problem halved. But even so, women should still have a back-up plan.

### What women think about when juggling retirement and family



"I DO PREPARE MYSELF AND PLAN FOR MY RETIREMENT, BUT WITH A YOUNG FAMILY YOU CANNOT SAVE WHAT YOU WOULD LIKE TO SAVE."

**Andrea, 44, Netherlands**



"WHEN COMING TO OLD AGE, I DON'T WANT TO BE A BURDEN ON MY KIDS. I WANT TO PROVIDE THEM WITH THE BEST POSSIBLE EDUCATION SO THAT THEY WILL BE ABLE TO STAND ON THEIR OWN FEET FINANCIALLY."

**Christine, 52, Germany**



"IT IS GOOD TO KNOW THAT MY SPOUSE WILL CONTRIBUTE TO OUR RETIREMENT FINANCIALLY, BECAUSE IT IS MUCH EASIER TOGETHER. IT IS IMPORTANT FOR YOUR PARTNER TO HAVE STANDALONE SAVINGS BECAUSE ANYTHING CAN HAPPEN."

**Irma, 59, Hungary**

### Building access to workplace retirement plans and a more flexible retirement

Employers naturally play a vital role in providing access to retirement plans. As our survey shows, women are over-represented in lower skilled positions and under-represented at the upper/managerial level. Women account for 57% of respondents in semi/unskilled positions, but only 34% of upper level occupations. By comparison, men are consistently over-represented in the upper level (66%) and skilled (57%) positions. There's a similar divergence when it comes to access to workplace retirement plans. Whereas 38% of women are offered a retirement plan with employer contributions, this figure is 45% for men. In cases where savings plans require full-time employment or minimum contribution periods, many women may be effectively excluded from participation.

The long-term goal must therefore be to ensure better access to workplace retirement benefits, and higher contributions for employees participating in those pension plans. Such workplace retirement benefits can greatly enhance the prospects for women especially if based on greater use of automatic enrollment alongside automatic escalation of contributions rates. The convenience of automatic features can make it easier to save and, therefore, more likely for women who are juggling work and family to start saving.

Employers can help to make retirement planning more affordable for women employees by sharing in the cost of funding retirement. Our survey shows that 74% of women agree that governments should encourage employers to automatically enroll all their employees into a retirement plan. Only 6% of women disagree. This agreement is widely shared across the countries we surveyed. The smallest majority is in Japan, at 57%. India and Canada score highest with 83% of women agreeing. Overall, 62% of women say automatic enrollment is "very or somewhat appealing".

An obvious area where employers can help women is by providing access to flexible work in later life. Our survey shows that only a minority of women (29%) expect to stop work immediately at retirement. A clear majority now expect to have some form of phased transition into retirement.

Interestingly, the main reasons women give for working longer are not financial, but because they enjoy their work and want to remain active. These factors were also often mentioned in the individual interviews we had with women for this report.

Chart 17: Attitudes toward flexible retirement among women. Looking ahead, how do you envision your transition to retirement?

<b>STOP 29%</b>	Fewer than 3 in 10 women currently working say they will stop work altogether when they enter retirement. Only in Spain (53%) is the "cliff-edge" retirement still seen as the norm by a small majority of women.
<b>PHASE 29%</b>	Another 3 in 10 say that they will switch to part-time working, or take up temporary contracts before giving up work altogether.
<b>WORK 18%</b>	Another 2 in 10 say they will carry on working for an extended period, but change the way they work. 1 in 10 claim that retirement will make no difference to the way they work.

## What women think about their employers and flexible working when planning their own retirement

Women around the world widely acknowledge the role of employers in two key areas. First, through providing access to vital retirement plans during their working lives. But also, through providing access to flexible employment beyond retirement age as a means of keeping active and earning additional salary to fill any gaps in retirement incomes.



“AUTOMATIC DEDUCTIONS FROM A SALARY INTO A PENSION PLAN, OFFERED BY EMPLOYERS, WOULD BE A BIG INCENTIVE TO INCREASE RETIREMENT SAVINGS... A GRADUAL DECREASE IN MY WORK HOURS AT RETIREMENT WOULD ALSO ALLOW ME TO KEEP ACTIVE PROFESSIONALLY, MAINTAIN A GOOD SALARY AND LEAVE ME TIME TO DEVELOP OTHER ACTIVITIES.”

**Elaine, 43, Brazil**



“IT WOULD HELP IF EMPLOYER CONTRIBUTIONS TO MY PENSION WERE HIGHER OR I RECEIVED A PAY RISE THAT ALLOWED ME TO INCREASE MY OWN SAVINGS RATE. AT THE MOMENT I'M MAKING ALL MY PLANS MYSELF. IT MIGHT HELP IF I HAD SOME PROFESSIONAL FINANCIAL ADVICE TO HELP ME PLAN MORE EFFECTIVELY.”

**Clare, 30, United Kingdom**



“I FEEL THAT I HAVE A STABLE BASE FOR MY PENSION PLAN (THANKS TO MY EMPLOYER), AND IT HAS GIVEN ME THE MEANS TO MOVE FORWARD... WORKING AS A TEACHER, IT LENDS ITSELF VERY NICELY TO A GRADUAL TRANSITION INTO RETIREMENT.”

**Nasreen, 39, Canada**



“SAVINGS PRODUCTS WHICH ARE PARTLY FINANCED BY THE EMPLOYER WOULD MAKE IT EASIER TO SAVE FOR RETIREMENT. NOT TO SAVE ALONE BUT TO BE HELPED BY YOUR EMPLOYER.”

**Irma, 59, Hungary**



“WORKING LONGER IS NOT ONLY ATTRACTIVE FOR FINANCIAL REASONS. IT IS ALSO A WAY IN WHICH YOU CAN REMAIN ACTIVE, ESPECIALLY IF YOU ENJOY YOUR JOB. THERE ARE OBVIOUSLY ALTERNATIVES LIKE VOLUNTEER WORK, BUT THE IMPORTANT THING IS TO REMAIN ACTIVE, KEEP BUSY.”

**Andrea, 44, Netherlands**



“MY EMPLOYER PLAYS AN IMPORTANT ROLE IN MY RETIREMENT PREPARATIONS. MY SALARY MEANS THAT I CAN SAVE EACH MONTH. MY EMPLOYER ALSO PAYS SOCIAL SECURITY EACH MONTH WHICH WILL BE ONE SOURCE OF INCOME IN RETIREMENT... I TOTALLY AGREE WITH CREATING A MORE FLEXIBLE RETIREMENT. I CAN STILL EARN AN INCOME. I CAN STAY ACTIVE. AND I CAN HAVE MORE LEISURE TIME.”

**Daisy, 36, China**

A portrait of Irma, a woman with short, wavy white hair and glasses, wearing a purple patterned top and a purple necklace. The background is a collage of various images, including a map of Hungary and a building. The text 'Irma, 59, Hungary' is written vertically on the left side of the image.

Irma, 59, Hungary



## Recommendations

Traditional gender roles place women at a disadvantage in terms of saving and planning for retirement. Balancing work and caregiving responsibilities leads women more often into working part-time, which not only means a lower income but also more limited access to company retirement plans and lower overall retirement plan contributions. The following recommendations, we believe, can help women achieve a better, more comfortable retirement.

### **Encourage employers to broaden women's access to workplace retirement plans**

1. Extend, where necessary, workplace retirement plans to cover part-time workers thereby providing more employees, particularly women, the ability to save for retirement.
2. Implement automatic enrollment features in workplace retirement plans. Automatic enrollment has proven effective in encouraging employees to start saving consistently for retirement when they would otherwise have saved only occasionally, or delayed the decision to save completely. The convenience of automatic enrollment can result in more women, especially those who are busy juggling family and career, joining the plan and starting to save.
3. Implement automatic escalation features in workplace retirement plans. Auto-escalation automatically increases savings rates as salaries increase, and can help those with lower incomes (including many women) increase savings rates slowly over time.

### **Encourage government and employer policies to improve retirement incomes for women while facilitating a more flexible workforce aligned with the unique needs of women**

4. Provide for equal maternity and paternity leave, making it easier for men to share in caregiving responsibilities for the birth of a child. In addition, provide the ability to take leave from work (paid or unpaid) to care for family members. This can help to balance work and caregiver responsibilities without having to necessarily sacrifice one over the other.
5. Provide assistance and information on caregiving services. Many employees, including both women and men, will likely be forced to take time off from work or make caregiving arrangements during the workday, which can result in lesser productivity in the workplace.
6. Provide social security or government "credits" for unpaid time spent by individuals in caregiving roles. In countries where government retirement benefits require people to make contributions during their working lives, unpaid caregivers who provide care to children or elderly relatives lose out in retirement. Such credits can recognize the wider economic value women provide outside the traditional labor market.

7. Expand the entitlement age range for receipt of government retirement benefits in all countries to reflect increasing longevity and workers' preferences for a phased transition into retirement. In some countries the retirement age is still unrealistically low. Employers and employees typically set the entitlement age for workplace retirement plans commensurate with the official date employees are eligible to begin receiving government retirement benefits.
8. Encourage the implementation of age-friendly workplace policies in recognition of the potential contribution of employees at all ages and the value of a multi-generational workforce. Some actions employers can take include ongoing education, learning and skill enhancement opportunities and removal of physical barriers that might impede productivity and accessibility of older workers. These policies can especially benefit women who live longer and have less time in the workforce.
9. Provide vocational training opportunities and support to help women remain economically active longer into their retirement. This can help many women take a more flexible approach to retirement, combining work and leisure.
10. Encourage the implementation of phased workplace retirement programs, which enable workers to stay in the workforce and transition gradually to retirement. Typically, these programs allow workers either to carry on working while still receiving pension benefits or to transition into part-time or less demanding jobs without jeopardizing benefits based on final average salary.

### **Facilitate better financial advice and information**

11. Facilitate the offering of investment advice inside the workplace, particularly in the context of workplace retirement plans. In addition, encourage the role of investment advisors in providing personalized retirement strategies both inside and outside the workplace. Personalized investment advice can make a significant difference in helping the individual in customizing a retirement plan that meets her particular situation. Such a customized plan should preferably also provide for a back-up plan to cover for unforeseen events.
12. Step up financial literacy courses in schools and workplaces (or as happens in the UK, through midwives working with new mothers). Such education could have an additional impact if provided to women at crucial moments in their lives – starting a family, for example – when their attitude toward saving may change.

# Glossary

## ■ Aegon Retirement Readiness Index (ARRI)

The Index assesses the relative levels of retirement preparedness of employees across different countries on a scale from 1 to 10. The index is based on three questions covering attitudes and three questions covering behaviors. More information can be found in the appendix.

## ■ Auto enrollment

An employer-sponsored retirement plan in which the employer is able to enroll an employee without that employee's express authorization. The employer determines what percentage of the employee's salary or wages is contributed to the plan. The employee is able to change this percentage, and can opt out of enrollment in the plan.

## ■ Auto escalation

A feature of a plan which automatically increases the percentage of (retirement) funds saved from salary. This feature generally uses a default or standard contribution escalation rate.

## ■ Retirement age

The age at which people typically retire. The aging trend is gradually driving up the retirement age. At the same time, the retirement age is gradually becoming less fixed and compulsory and more a matter of individual choice. A relevant factor for that choice is the entitlement age range for receipt of retirement benefits. For certain jobs or occupations a mandated retirement age can be set. This involves setting a fixed age at which persons are required by industry custom or by law to leave their employment. Typically, mandatory retirement is justified by the argument that certain occupations are either too dangerous or require high levels of physical and mental skill.

## ■ OECD

Organisation for Economic Co-operation and Development aims to promote policies that will improve the economic and social well-being of people around the world by providing a forum in which governments can work together to share experiences and seek solutions to common problems.

## ■ Retirement (or pension) plan

Provides replacement for salary when a person is no longer working due to retirement. During the contribution phase the employer makes contributions towards a pool of funds set aside for the employee's future benefit. The contributions are usually tax exempt. The employer has fiduciary responsibility to invest the pension funds, earn a satisfactory rate of return and make payments to retired workers. Pension payments are usually taxable income to recipients in the year the pension payments are received.

A retirement plan can be seen as a way for the employee to transfer part of his or her current income stream towards retirement income. There are two main types of retirement plans: defined-benefit plans (DB) and defined-contribution (DC) plans.

In a defined-benefit plan, the employer guarantees that the employee will receive a defined amount of benefit upon retirement, regardless of the performance of the underlying investment pool.

In a defined-contribution plan the contributions are predefined and the final amount of benefit received by the employee depends on the investment's performance.

## ■ Workplace retirement plan

The term workplace retirement plan is used to cover all employer-sponsored retirement plans, ranging from defined-benefit (DB) to defined-contribution (DC) plans and for the U.S. also covers plans like 401(k) and 403(b) (also see retirement (or pension) plan).

## ■ World Bank

The World Bank is a source of financial and technical assistance to developing countries around the world. It is not a bank in the ordinary sense but a partnership of 188 member countries to reduce poverty and support development. It comprises two institutions: the International Bank for Reconstruction and Development (IBRD) and the International Development Association (IDA).

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In 2010, Aegon became a founding member of the Global Coalition on Aging, which seeks to raise awareness of aging issues among policymakers and the general public. A major aim of the coalition is to transform the way we think and speak about aging: replacing the familiar rhetoric of “problems” with a more positive discussion of “possibilities” and “opportunities”.

[www.globalcoalitiononaging.com](http://www.globalcoalitiononaging.com)

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JONATHAN HENDERSON

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ERIK SCHOUTEN

CECILIA SEABRA

ANGELA SEYMOUR-JACKSON

KATE SMITH

YATEESH SRIVASTAVA

RENSKE STOKER

NINE STUT

NANDA SUWARGANA

ANNE TAISTRA

UĞUR TOZŞEKERLI

MARK TWIGG

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MARIA WATERS

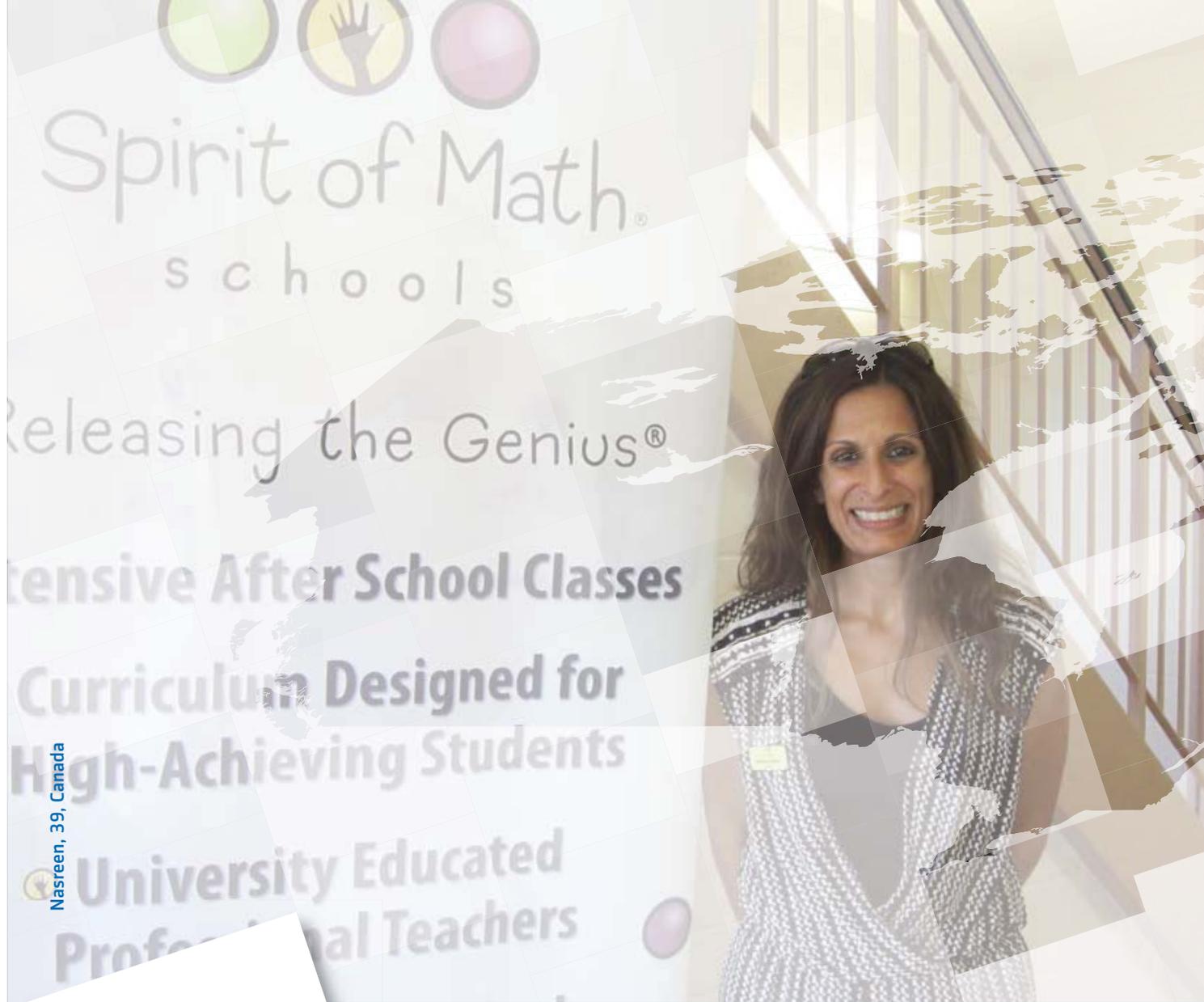
MARC VAN WEEDE

ALEX WYNAENDTS

PÉTER ZATYKÓ

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Nasreen, 39, Canada



## References and notes

- <sup>1</sup> Defined Benefits (DB) plans help in that respect.
- <sup>2</sup> World Bank, The Gender Impact of Pension Reform, 2012.
- <sup>3</sup> ILO, Global Employment Trends for Women, 2012.
- <sup>4</sup> When median income is considered the earnings gap between women and men falls to roughly 20%. Both figures are higher than those in other international studies including the ITUC Frozen in Time report, giving an estimated earnings gap of 18.4% across 43 countries.
- <sup>5</sup> OECD (2013), "China", in Pensions at a Glance 2013: OECD and G20 Indicators, OECD Publishing.  
[http://dx.doi.org/10.1787/pension\\_glance-2013-51-en](http://dx.doi.org/10.1787/pension_glance-2013-51-en)
- <sup>6</sup> This is the so-called replacement retirement income ratio. This varies by country and is shaped by a host of factors, including domestic status, house ownership, level of income before retirement, level of (and access to) government retirement benefits, cost of healthcare and long-term care to the individual, as well as the general cost of living in that particular country or region.
- <sup>7</sup> The Aegon Retirement Readiness Index (ARRI) weighs six survey questions covering attitudes toward personal responsibility, awareness, understanding, preparedness, income replacement and savings habits. By comparing responses to these questions we are able to rate respondents' readiness for retirement on a scale of 1 to 10. A low score would be anything below 6, a medium score between 6 and 8 and a high score, 8 or more.
- <sup>8</sup> OECD, Closing the Gender Gap.

# Appendix 1: Methodology

## The Aegon Retirement Readiness Index (ARRI) 2014

The overall Index is based on the sample of 14,400 employees, and has been developed to measure attitudes and behaviors surrounding retirement planning. The sub-Index for women is based on a sample of 7,242 working women. Six survey questions (known as “predictor variables”) are used, three broadly attitudinal and three broadly behavioral:

1. **Personal responsibility** for income in retirement
2. **Level of awareness** of need to plan for retirement
3. **Financial capability/ understanding** of financial matters regarding plans for retirement
4. **Retirement planning** level of development of plans
5. **Financial preparedness** for retirement
6. **Income replacement** level of projected income replacement

As well as these questions, a dependent variable question is asked which is concerned with approaches to saving, for which five broad saver types have been identified: habitual, occasional, past, aspiring, and non-savers.

In order to create the index score the predictor variables are correlated with the dependent variable to obtain a measure of influence (known as an “R” value). The mean scores of the predictor variables are computed and each mean score is multiplied by its “R” value. The results are summed and then divided by the sum of all correlations to arrive at the ARRI score.

# Appendix 2: Country comparisons

Q - Please choose from the following list the highest level of educational or professional qualification you have

Base: all respondents, women (7,956)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Less than high school graduate	7%	1%	54%	5%	25%	5%	2%	4%	3%	1%	3%	0%	0%	2%	1%	3%
High school graduate	22%	26%	19%	34%	19%	27%	22%	39%	40%	16%	17%	2%	2%	48%	22%	14%
Some college or trade school	19%	41%	3%	22%	11%	17%	18%	8%	15%	28%	23%	8%	36%	47%	14%	9%
College degree /University degree	30%	22%	14%	33%	21%	34%	46%	39%	31%	36%	47%	4%	53%	2%	40%	56%
Postgraduate degree or qualification	19%	8%	7%	5%	20%	15%	10%	9%	6%	18%	10%	78%	7%		22%	15%
Other	2%	1%	4%	1%	2%	1%	1%	1%	4%		0%	7%	2%	0%	2%	2%
None	0%	0%	0%		2%	0%				0%		1%	0%	0%	0%	
NET: Less than undergrad degree	48%	70%	80%	62%	58%	51%	44%	52%	62%	45%	44%	22%	40%	3%	78%	29%
NET: Undergrad degree or higher	52%	30%	20%	38%	42%	49%	56%	48%	38%	55%	56%	78%	60%	97%	22%	71%

Q - Which of the following best describes your current employment status?

Base: all respondents, women (7,956)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Work full-time	65%	33%	52%	60%	45%	66%	64%	77%	77%	55%	61%	84%	58%	78%	69%	75%
Work part-time	24%	56%	37%	29%	38%	23%	24%	12%	8%	32%	24%	3%	39%	17%	19%	14%
Semi-retired	3%	1%	1%	1%	6%	2%	2%	1%	5%	3%	5%	3%	0%	2%	3%	3%
Fully retired	9%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	3%	3%	10%	8%

Q - Which of the following reflects your annual personal income before taxes?

Base: all respondents, women (7,956). Amounts converted to USD

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Up to \$29,999	67%	55%	51%	34%	54%	63%	65%	93%	99%	35%	36%	72%	72%	93%	85%	90%
\$30,000-\$59,999	24%	38%	39%	55%	36%	29%	29%	4%	1%	35%	40%	12%	21%	5%	10%	8%
\$60,000-\$89,999	6%	5%	7%	9%	7%	7%	4%	2%	0%	17%	17%	8%	4%	1%	1%	1%
\$90,000+	4%	2%	3%	2%	2%	2%	2%	1%		13%	7%	8%	3%	2%	4%	1%
MEAN	36581	36853	40586	46601	39194	35943	31811	21265	16167	68330	61269	41535	31934	20964	26654	21456
Grouped Median	22836	27323	29228	38609	27751	24119	23253	16765	15793	42596	40477	21089	21203	16746	18229	17240

Q - Which, if any, of the following are important retirement aspirations for you?

Base: all respondents, women (7,956)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Living abroad	13%	12%	11%	24%	10%	11%	9%	10%	8%	10%	13%	18%	11%	18%	12%	12%
Traveling	64%	54%	65%	65%	57%	62%	73%	64%	61%	58%	66%	79%	41%	53%	75%	65%
Studying	12%	8%	4%	7%	9%	7%	14%	5%	10%	9%	10%	21%	20%	17%	24%	11%
Spending more time with friends and family	62%	52%	72%	67%	60%	59%	59%	66%	73%	58%	64%	63%	41%	65%	64%	61%
Pursuing new hobbies	51%	44%	64%	43%	51%	49%	45%	61%	46%	49%	50%	56%	42%	51%	55%	61%
Starting a business	10%	3%	2%	6%	6%	2%	4%	6%	6%	5%	9%	11%	11%	33%	30%	23%
Volunteer work	27%	30%	29%	17%	24%	30%	24%	15%	24%	34%	36%	23%	12%	48%	33%	37%
Continue working	14%	12%	14%	9%	12%	9%	5%	14%	13%	15%	15%	16%	24%	23%	14%	15%
None of the above	3%	5%	2%	2%	4%	2%	2%	1%	1%	6%	3%	1%	7%	1%	1%	1%
Don't know	3%	6%	2%	4%	3%	5%	3%	2%	2%	4%	3%	0%	8%	0%	0%	1%

Q - At what age do you expect to retire from all paid employment?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
40 or under	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	2%	4%	2%	3%	3%
41-50	10%	1%	1%	1%	1%	1%	1%	2%	2%	2%	1%	43%	6%	15%	15%	23%
51-59	14%	2%	2%	1%	6%	5%	3%	6%	10%	6%	12%	34%	8%	29%	27%	45%
60	14%	3%	5%	6%	10%	10%	11%	19%	12%	9%	13%	13%	27%	30%	28%	12%
61-64	9%	4%	19%	10%	6%	24%	7%	12%	23%	7%	5%	2%	5%	4%	3%	4%
65	21%	18%	27%	49%	20%	29%	40%	22%	29%	14%	27%	4%	27%	13%	12%	7%
66-69	15%	57%	37%	20%	22%	13%	25%	18%	6%	11%	12%	1%	1%	1%	2%	2%
70	7%	9%	5%	7%	17%	9%	5%	9%	5%	20%	13%	0%	8%	3%	5%	0%
71+	4%	3%	2%	3%	8%	3%	3%	3%	4%	18%	7%	0%	3%	1%	2%	1%
Never	1%	1%	1%	0%	2%	1%	1%	2%	3%	3%	3%	0%	2%	1%	0%	1%
Don't know	4%	2%	3%	3%	8%	4%	4%	8%	5%	8%	6%	0%	9%	0%	4%	3%
MEAN	61.69	66.16	65.22	65.20	65.75	64.17	64.93	63.94	63.39	66.50	64.39	53.29	60.81	58.07	57.80	54.90
MEDIAN	64.00	67.00	65.00	65.00	66.00	65.00	65.00	65.00	64.00	67.00	65.00	55.00	60.00	60.00	60.00	55.00

Q - Which, if any, of the following words do you associate with retirement?

Base: all respondents, women (7,956)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Freedom	39%	44%	38%	48%	44%	42%	30%	19%	27%	40%	51%	52%	33%	35%	41%	31%
Opportunity	18%	11%	36%	37%	22%	9%	13%	11%	19%	21%	19%	10%	12%	22%	25%	16%
Leisure	45%	65%	61%	51%	44%	36%	29%	47%	39%	49%	53%	59%	7%	36%	46%	44%
Excitement	8%	2%	2%	8%	9%	2%	9%	3%	2%	16%	15%	10%	6%	17%	8%	8%
Poverty	18%	12%	29%	26%	15%	26%	17%	43%	39%	9%	12%	3%	25%	4%	13%	18%
Insecurity	24%	29%	24%	16%	18%	18%	27%	40%	56%	15%	19%	12%	48%	18%	15%	9%
Loneliness	10%	5%	8%	9%	13%	11%	9%	8%	8%	8%	8%	17%	12%	17%	8%	11%
Ill health	16%	4%	12%	8%	12%	11%	10%	47%	19%	6%	9%	23%	9%	13%	15%	30%
Dependent on others	11%	9%	11%	6%	8%	12%	10%	18%	21%	7%	7%	6%	4%	25%	12%	7%
Tired	7%	1%	1%	4%	5%	8%	9%	11%	8%	4%	5%	8%	13%	9%	14%	13%
Far away	16%	27%	19%	16%	11%	35%	22%	2%	7%	12%	17%	11%	13%	6%	10%	27%
Boredom	11%	7%	8%	5%	15%	7%	6%	8%	4%	11%	9%	18%	16%	15%	9%	16%
Enjoyment	28%	20%	17%	26%	33%	29%	34%	11%	4%	41%	41%	42%	16%	36%	27%	27%
None of the above	1%	3%	1%	1%	2%	1%	2%	1%	1%	3%	2%	0%	3%	1%	2%	1%
Don't know	2%	2%	0%	1%	3%	2%	2%	1%	1%	5%	0%	0%	5%	1%	1%	2%
NET: Positive	69%	75%	75%	77%	69%	60%	60%	56%	52%	74%	78%	84%	47%	71%	70%	71%
NET: Negative	53%	46%	51%	44%	46%	51%	51%	81%	75%	35%	37%	51%	71%	51%	46%	62%

Aegon Retirement Readiness Index (ARRI) Scores

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Low score	60%	63%	51%	67%	60%	67%	76%	74%	73%	56%	51%	45%	84%	30%	42%	66%
Medium score	25%	23%	30%	24%	21%	22%	16%	17%	20%	22%	28%	37%	13%	40%	28%	24%
High score	15%	14%	19%	9%	19%	11%	8%	9%	6%	22%	20%	18%	3%	31%	30%	10%
MEAN	5.51	5.34	5.96	5.06	5.55	5.09	4.51	4.90	4.73	5.78	5.87	6.19	4.40	6.93	6.46	5.27

Component of the Aegon Retirement Readiness Index

Q - To what extent do you feel personally responsible for making sure that you have sufficient income in retirement?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Not responsible = 1	3%	2%	3%	2%	2%	8%	8%	3%	9%	1%	1%	2%	1%	1%	2%	4%
2	5%	5%	3%	5%	2%	7%	9%	6%	9%	2%	2%	4%	3%	2%	4%	8%
3	22%	27%	21%	25%	20%	30%	29%	22%	29%	15%	9%	22%	17%	18%	17%	25%
4	31%	40%	34%	32%	31%	27%	27%	28%	27%	28%	28%	41%	30%	27%	21%	26%
Very responsible = 5	40%	26%	40%	36%	46%	28%	26%	41%	26%	54%	60%	31%	49%	52%	57%	38%
MEAN	4.00	3.81	4.05	3.96	4.18	3.62	3.53	3.98	3.52	4.33	4.45	3.96	4.24	4.26	4.28	3.87

Component of the Aegon Retirement Readiness Index

Q - How would you rate your level of awareness on the need to plan financially for your retirement?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Very unaware = 1	3%	4%	1%	2%	3%	4%	7%	4%	7%	3%	1%	1%	2%	2%	1%	4%
2	6%	8%	3%	9%	6%	4%	14%	7%	13%	6%	3%	2%	4%	3%	3%	9%
3	24%	24%	16%	30%	25%	17%	37%	24%	44%	21%	17%	20%	24%	17%	17%	32%
4	34%	37%	31%	36%	28%	31%	31%	37%	25%	29%	31%	44%	38%	34%	24%	38%
Very aware = 5	33%	28%	49%	23%	37%	44%	10%	29%	11%	40%	47%	33%	32%	43%	55%	16%
MEAN	3.88	3.78	4.23	3.70	3.89	4.07	3.22	3.80	3.20	3.96	4.20	4.04	3.96	4.14	4.29	3.53

Component of the Aegon Retirement Readiness Index

Q - How able are you to understand financial matters when it comes to planning for your retirement?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Very unable = 1	4%	8%	4%	5%	5%	6%	4%	4%	2%	5%	4%	1%	14%	2%	1%	5%
2	10%	19%	7%	16%	10%	9%	13%	10%	6%	9%	8%	5%	28%	4%	4%	8%
3	28%	30%	30%	33%	29%	31%	34%	29%	27%	28%	27%	25%	37%	16%	18%	31%
4	34%	28%	38%	29%	33%	31%	33%	35%	34%	32%	33%	46%	17%	44%	31%	33%
Very able = 5	23%	16%	22%	17%	22%	23%	16%	22%	31%	26%	27%	23%	3%	34%	46%	23%
MEAN	3.62	3.26	3.68	3.37	3.56	3.56	3.42	3.62	3.87	3.66	3.71	3.86	2.65	4.03	4.16	3.62

Component of the Aegon Retirement Readiness Index

Q - Thinking about your own personal retirement planning process, how well developed would you say your personal retirement plans currently are?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
No retirement plan = 1	15%	12%	11%	16%	16%	24%	28%	18%	15%	15%	16%	10%	20%	7%	10%	16%
2	15%	18%	10%	17%	15%	16%	16%	21%	16%	12%	13%	11%	28%	5%	11%	14%
3	32%	38%	32%	36%	31%	33%	30%	36%	35%	32%	29%	31%	36%	23%	24%	31%
4	25%	24%	33%	23%	23%	20%	19%	16%	24%	25%	28%	34%	13%	39%	27%	24%
Well developed plan = 5	13%	9%	14%	7%	15%	7%	6%	8%	10%	16%	15%	13%	3%	26%	27%	15%
MEAN	3.06	2.99	3.31	2.88	3.07	2.71	2.60	2.75	2.97	3.15	3.13	3.28	2.50	3.72	3.50	3.09

Component of the Aegon Retirement Readiness Index

Q - Thinking about how much you are putting aside to fund your retirement, are you saving enough?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
I am very unprepared. I am hardly saving at all = 1	23%	20%	19%	25%	23%	28%	36%	30%	36%	22%	24%	8%	33%	7%	24%	26%
2	19%	20%	19%	20%	14%	21%	19%	27%	22%	17%	15%	18%	26%	9%	13%	21%
3	29%	30%	33%	30%	31%	28%	25%	25%	31%	28%	28%	32%	28%	25%	23%	27%
4	20%	19%	20%	18%	21%	16%	14%	12%	10%	19%	23%	32%	10%	37%	20%	18%
I am very prepared. I am already saving enough = 5	10%	10%	9%	7%	12%	7%	5%	6%	2%	15%	10%	10%	2%	23%	19%	8%
MEAN	2.74	2.80	2.82	2.63	2.86	2.54	2.34	2.35	2.19	2.89	2.80	3.18	2.22	3.60	2.96	2.62

Q - Which of the following best explains your approach to saving for retirement?

Base: not fully retired women (7,242)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
I always make sure to save	36%	35%	39%	48%	43%	32%	24%	21%	27%	46%	44%	47%	25%	46%	28%	24%
I only save occasionally	21%	19%	23%	11%	18%	23%	18%	18%	12%	16%	20%	24%	32%	32%	24%	23%
I don't save now, although I have in the past	12%	12%	12%	10%	14%	8%	20%	13%	17%	15%	13%	9%	8%	8%	16%	11%
I am not saving, though intend to	24%	18%	15%	21%	19%	29%	29%	36%	37%	15%	20%	17%	33%	12%	26%	36%
I have never saved and don't intend to	7%	15%	11%	9%	6%	8%	10%	11%	8%	8%	3%	3%	4%	2%	5%	5%

Q - Looking ahead, how do you envision your transition to retirement?

Base: not fully / semi retired women (7,027)

	TOTAL	Netherlands	Germany	Sweden	United Kingdom	France	Spain	Poland	Hungary	United States	Canada	China	Japan	India	Brazil	Turkey
Immediately stop working	29%	31%	34%	35%	26%	47%	53%	29%	37%	17%	20%	25%	19%	17%	24%	32%
Change the way I work (e.g. part-time or temporary contracts) but only for a while	29%	34%	21%	37%	34%	20%	16%	30%	23%	33%	37%	35%	28%	35%	30%	22%
Change the way I work (e.g. part-time or temporary contracts) and continue paid work	18%	7%	26%	11%	16%	9%	6%	20%	21%	22%	20%	24%	20%	24%	23%	20%
Keep working as I currently do	10%	9%	7%	4%	11%	9%	11%	8%	5%	12%	12%	11%	5%	22%	14%	14%
Other	2%	2%	2%	1%	1%	1%	1%	1%	2%	1%	1%	1%	6%	2%	3%	2%
Don't know	11%	17%	10%	12%	12%	14%	13%	12%	13%	14%	10%	4%	23%	1%	6%	10%



Aleta, 28, United States



## Contact information

### HEADQUARTERS

Aegon N.V.  
Strategy & Sustainability  
Steffen Heij  
Manager Retirement Studies  
Telephone: +31 70 344 75 27  
Email: [steffen.heij@aegon.com](mailto:steffen.heij@aegon.com)  
[www.aegon.com/research](http://www.aegon.com/research)

### MEDIA RELATIONS

Telephone: +31 70 344 89 56  
Email: [gcc@aegon.com](mailto:gcc@aegon.com)



