



The unique retirement challenges of workers in physically demanding jobs

Aegon Retirement Readiness Survey 2018

Note: Percentages are shown to zero decimal places. Rounding percentages to the nearest whole number may result in slight differences; for example, the percentages in some charts summing to slightly under or slightly over 100 percent.

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Foreword

Countries around the world are grappling with how to maintain sustainable retirement systems that enable people to retire and age with dignity. Population aging, a phenomenon arising from increases in life expectancy combined with lower birth rates, has put tremendous financial strain on government benefits and traditional employer-sponsored pension plans. As a result, individuals are expected to take on increasing responsibility for saving, investing, planning, and ultimately, self-funding a greater portion of their retirement income.

In the seven years that we have been conducting global retirement research, our reports communicate a simple message: the need to create greater retirement security for all. This message is predicated on the belief that no one should be left behind. As we conduct the research, we seek to identify vulnerable segments of the population that are at a heightened risk of not achieving a financially secure retirement. One such segment is workers in physically demanding occupations (“physical workers”).

Because of the physically demanding nature of their work, physical workers face the risk of aging out of their occupations before traditional retirement age. Many are in highly specialized fields. Others had no other choice. Both groups have limited opportunities to change their occupations so they can continue working until they are financially ready to retire. Amid the proliferation of automation, robotics, and artificial intelligence, we are also concerned about what the future of jobs may hold for them.

The goal of this report is to raise awareness of the retirement-related risks faced by physical workers and recommend actionable insights for individuals, employers and policymakers on how to mitigate these risks. We hope that you will join us in spreading the word and helping to improve lives.



Catherine Collinson

Executive Director, Aegon Center for Longevity and Retirement; CEO and President, Transamerica Institute and Transamerica Center for Retirement Studies



Leandro Palmeira

Research Director, Instituto de Longevidade Mongeral Aegon



Mike Mansfield

Program Director, Aegon Center for Longevity and Retirement

Introduction

The unique retirement challenges of workers in physically demanding jobs (referred to as *physical workers*) examines the circumstances among physical workers that can undermine their ability to achieve financial security in retirement.

Retirement systems around the world are struggling to remain sustainable as a result of increasing lifespans, lower fertility levels, and rising costs of living in many countries. As a consequence, people want or are often required to extend their working lives and retire at an older age. In many countries, people are already aspiring to work longer and the traditional retirement age is increasing.

For physical workers, the notion of working longer presents unique challenges. Because their work is physically demanding, they may find it increasingly difficult, if not impossible, to continue performing their duties as they grow older – before they are financially ready to retire.

As the world enters a new era of increased automation, robotics, and artificial intelligence – an era often referred to as the Fourth Industrial Revolution – the nature of work is changing. In some industries, the need for physical workers has already disappeared or been reduced. In others, new technology will facilitate the redesign of physical work so it takes less of a toll on the body, enabling workers to remain in their jobs longer.

How are physical workers planning and preparing for retirement? How can they extend their working lives? What opportunities are available? What obstacles will they encounter? What can be done to help them improve their retirement security?

This report spotlights the retirement-related issues faced by physical workers and provides actionable recommendations for mitigating risks. It is a collaboration among Aegon Center for Longevity and Retirement (the Netherlands) and nonprofits Transamerica Center for Retirement Studies® (United States) and Instituto de Longevidade Mongeral Aegon (Brazil).

Who are the physical workers? The survey sample

The research featured in this report is derived from the Seventh Annual Aegon Retirement Readiness Survey, a global survey conducted in 15 countries: Australia, Brazil, Canada, China, France, Germany, Japan, Hungary, India, the Netherlands, Poland, Spain, Turkey, United Kingdom and United States.

The physical worker sample consists of men and women who are not fully retired and self-identified as physical workers by answering “yes” to the following question:

Does your main occupational activity involve undertaking intensive physical activity?

Examples of work involving extensive or sustained periods of intensive physical activity might include: agricultural roles, construction and building trades, metal workers, mining and drilling, manufacturing and machine operators, military personnel, emergency responders, cleaning crew, etc.

The survey was conducted online between January 29 and February 19, 2018, and was augmented to achieve a robust sample of 300 physical workers per country between March 22 and 30, 2018.

More information about the scope and methodology of the annual Aegon Retirement Readiness Survey can be found on page 40.

1. Portrait of physical workers

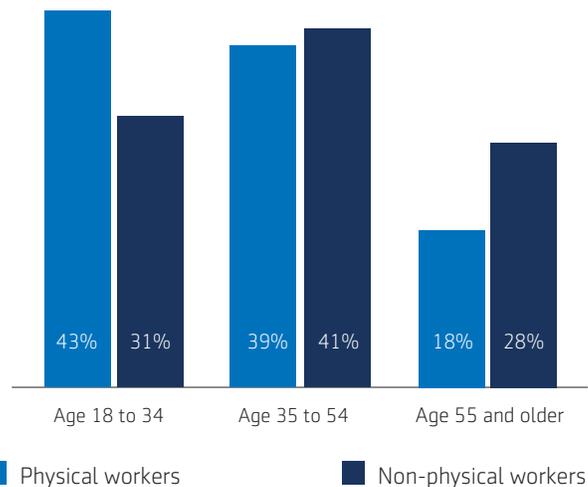
The term “physical worker” may bring to mind a variety of images in terms of who makes up this group. In the survey, physical workers self-identified as working in jobs that involve extensive or sustained periods of physical activity including agricultural roles, construction and building trades, metal workers, miners and drilling, manufacturing and machine operators, military personnel, emergency responders, cleaning crews etc. But the term may also encompass careers such as hairdressing, catering, social care or surgery, for example. Within this variety of professions, a portrait of physical workers emerges, one differing significantly when compared with non-physical workers.

Physical workers are more likely to be men

Sixty percent of physical workers are men and 40 percent women. By comparison, 56 percent of non-physical workers are women and 44 percent men.

Most physical workers are under age 55

Physical workers have a median age of 37, with 43 percent under the age of 35. Only 18 percent of physical workers are aged 55 and older, indicating that as these workers get older, they are either shifting into jobs that are less physically demanding or leaving the workforce. Working past age 65, which is traditionally considered retirement age in many countries, is uncommon among physical workers – only five percent are 65 or older. By comparison, non-physical workers have a median age of 44.



More than 6 in 10 are in good or excellent health

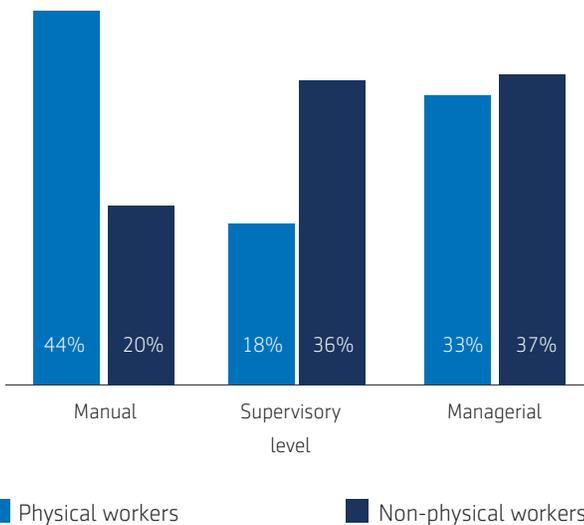
Sixty-five percent of physical workers self-report being in good or excellent health, compared with 67 percent of non-physical workers. Slightly more physical workers report being in excellent health (18 percent, compared with 14 percent of non-physical workers).

Half of physical workers have a college education

Half of physical workers have an undergraduate degree or higher, and half have less than an undergraduate degree. Non-physical workers are more likely to have an undergraduate degree or higher (64 percent).

About half of physical workers work in supervisory, managerial, administrative or professional roles

Forty-four percent of physical workers describe themselves as semi-, unskilled manual-, service- or skilled manual-workers (manual). Eighteen percent are supervisory, clerical and junior managerial, administrative or professionals (supervisory). A noteworthy 33 percent of physical workers self-identify as intermediate or upper level managerial, administrative or professionals (managerial), a finding that may be considered surprisingly similar to that of non-physical workers (37 percent).



60%

of physical workers are men



37

is the median age of physical workers



50%

of physical workers have an undergraduate degree or higher

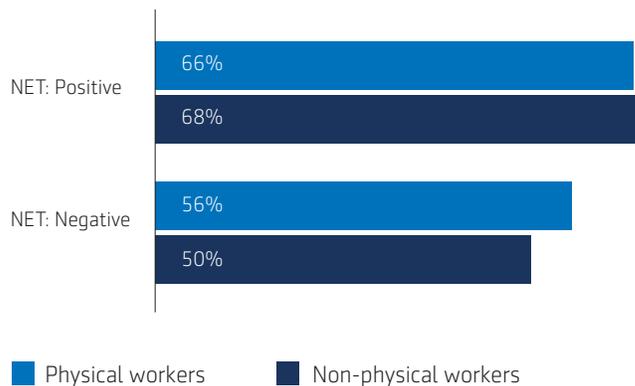


2. Physical workers' retirement confidence is not substantiated by savings habits

The majority of physical workers (64 percent) are confident about retiring in a lifestyle they consider comfortable. Indeed, physical workers are more likely than non-physical workers to say they are very/extremely confident (31 percent versus 23 percent). Over the years, the survey has found that men and younger workers tend to be more confident about achieving a comfortable retirement. The confidence of physical workers reflects the fact that the sample is relatively young and majority male (see Part 1, page 6).

Physical workers are significantly more likely to associate retirement with negative words than non-physical workers

Physical workers are broadly positive about retirement, with 66 percent associating this phase of life with positive terms such as leisure (38 percent), freedom (34 percent) and enjoyment (28 percent). However, many associate retirement with negative ideas such as ill health (20 percent), poverty (14 percent), and being tired (12 percent)¹. In general, physical workers associate more negative words with retirement than non-physical workers.



Physical workers feel more ready for retirement than non-physical workers

The Aegon Retirement Readiness Survey explores people's attitudes and behaviors about retirement readiness and identifies their level of engagement in some of the essential elements for good retirement planning.

The Aegon Retirement Readiness Index (ARRI) measures the retirement readiness of individuals based on six different measures: three based on attitudes (personal responsibility, level of awareness and financial understanding) and three based on behaviors (retirement planning, financial preparedness and income replacement). The ARRI assesses retirement readiness on a scale of 0 to 10. A high score is considered to be between 8 and 10, a medium score between 6 and 7.9, and, a low score being less than 6.

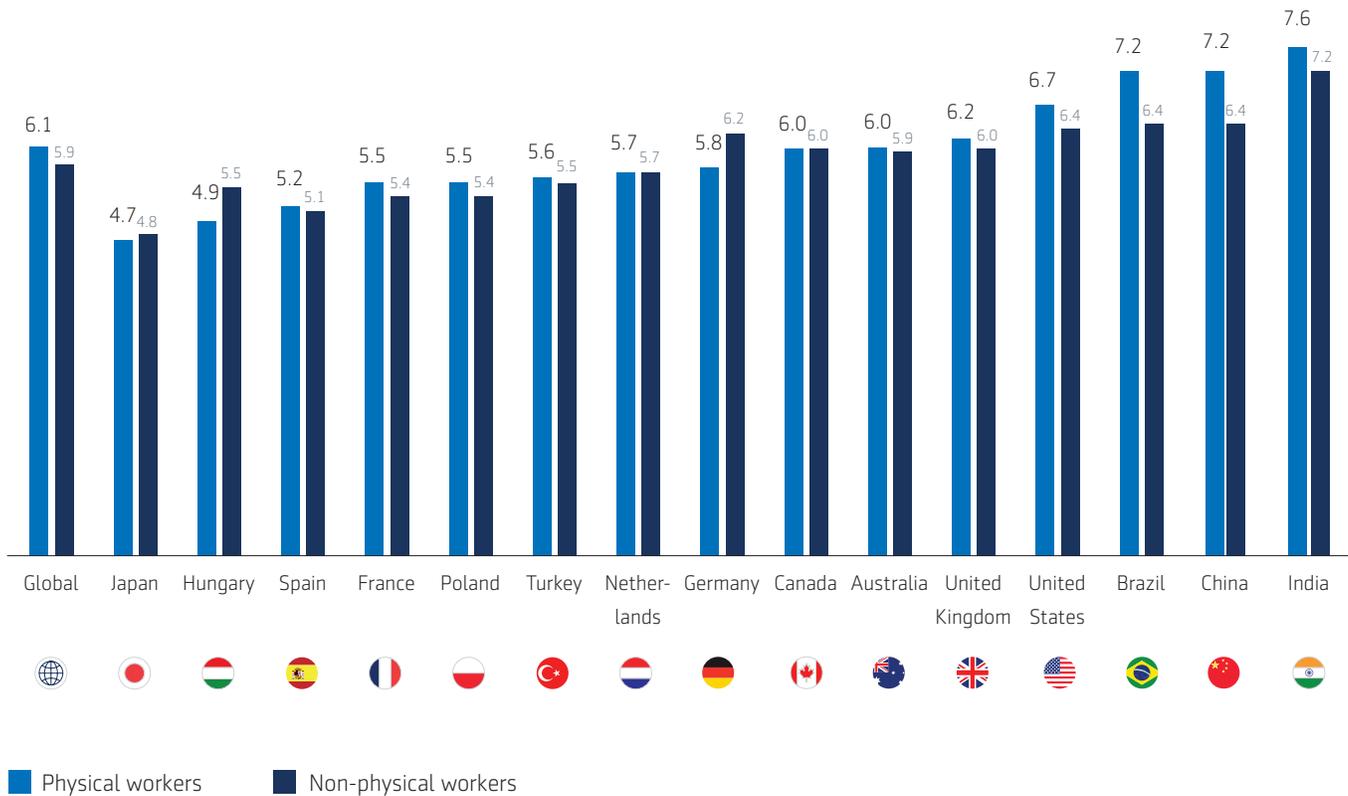
¹ Respondents were asked to select up to three words that they most associate with retirement from a list of 15 options

Physical workers have an average ARRI score of 6.1 which is a borderline medium score. They score slightly higher than non-physical workers who have an ARRI score of 5.9 which falls in the low category.

Physical workers achieve similar scores to their non-physical counterparts on the attitudinal measures of the index. They score better than their non-physical counterparts on two of the behavioral measures of the ARRI: retirement planning and financial preparedness.

There are, however, differences in the ARRI scores of physical workers across the countries in the survey. Countries where physical workers achieve higher ARRI scores also rank higher in ARRI scores overall among nations covered in the survey. These countries (India, China and Brazil in particular) are developing nations with more resource-based than service-based economies. In addition, the research samples tend to be more urban in these countries. Further exploration of each country's economy and labor market can be found later in this report (see "Countries covered in the report," page 23).

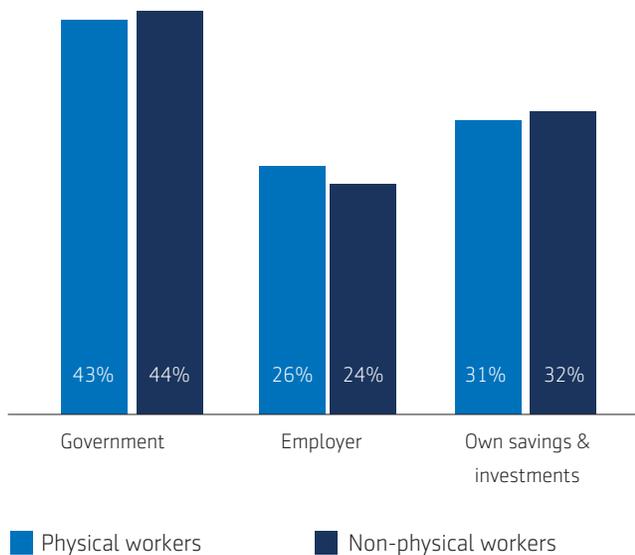
Physical workers in developing economies achieve the highest ARRI scores



Workers' expected sources of retirement income

Retirement systems around the world have long been characterized as a “three-pillar” model. This includes government benefits (Pillar I), employer-sponsored retirement plans (Pillar II), and personal savings (Pillar III). The Aegon Retirement Readiness Survey, over the seven years, finds that people expect their retirement income to come from a combination of these pillars, to a greater or lesser extent, depending on the retirement system in their countries.

Physical workers expect the largest proportion of their retirement income to come from government benefits (43 percent), followed by their own savings and investments (31 percent) and employer retirement benefits (26 percent).



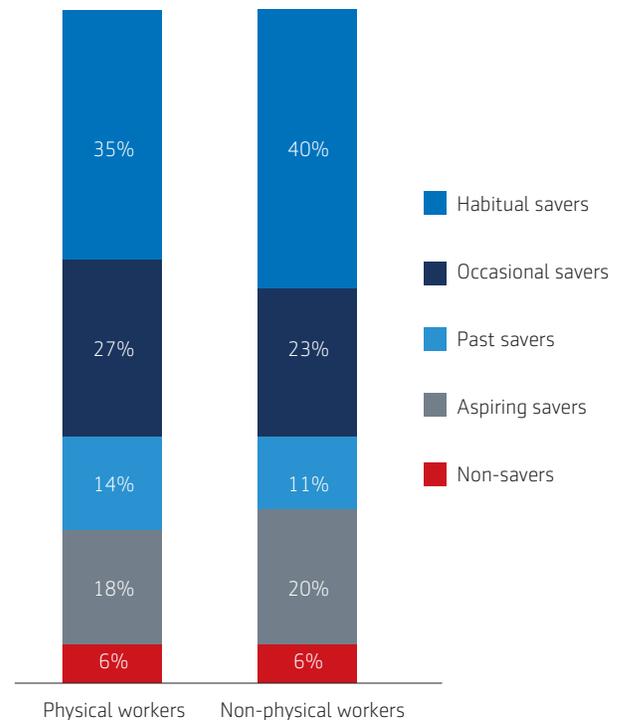
Physical workers are less likely to think they are on course to achieve their retirement income

The survey asked respondents what annual gross income they expect to need in retirement as a percentage of their current earnings. Just 33 percent of physical workers are on track to achieve about three-quarters or more of their required retirement income. Only 21 percent feel they are on course to achieve their full desired income amount. Worryingly, 30 percent say that they don't know if they are on course to achieve their retirement income.

Habitual saving for retirement is not the "norm" among physical workers

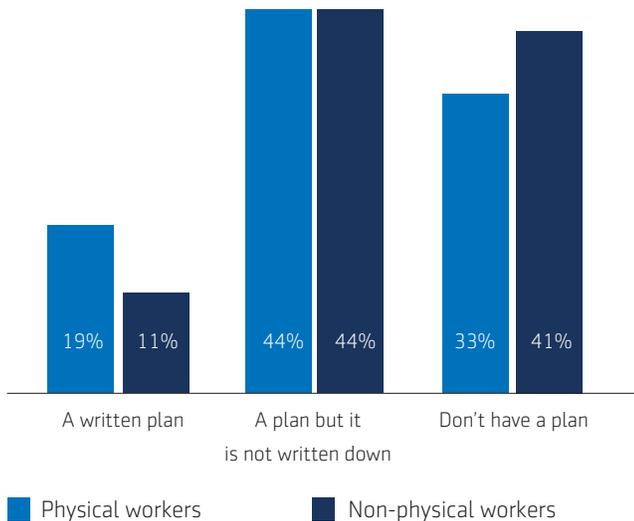
Over the past seven years, the Aegon Retirement Readiness Survey has consistently found that workers who say they always make sure they are saving for retirement (habitual savers) have the highest ARRI scores, compared with other types of savers and non-savers.

Just 35 percent of physical workers are habitual savers, although a further 27 percent are occasional savers – that is, they only save from time to time. While it is encouraging to see that 62 percent of physical workers say they are saving on a habitual or occasional basis, greater discipline in the regularity with which people save will help physical workers feel more prepared for their retirement. It should be noted also that habitual saving is more common among non-physical workers (40 percent). Physical workers meanwhile are more likely to be “occasional” or “past” savers (net 41 percent).



One in five physical workers are retirement “strategists”

Among physical workers, 19 percent are “retirement strategists”; that is, they have a written plan for retirement compared with 11 percent of non-physical workers. While physical workers are more likely to be retirement strategists, it is concerning how so few have committed their plan to paper and that 33 percent have no plan at all.



A minority of physical workers have backup retirement plans

A written strategy is a critical component of retirement planning – and not including contingencies for unexpected events can derail the best-laid plans. Only 40 percent of physical workers have a backup plan in the event they are unable to continue working before reaching retirement age. The majority (60 percent) either have no backup plan or say they don't know.

Given the physically demanding nature of their work and the risk of health-related issues or injury, it is critical for physical workers to have both a retirement strategy and backup plan if they find themselves being forced into retirement sooner than expected.



33%

of physical workers are on track to achieve about three quarters or more of their required retirement income



35%

of physical workers are habitual savers



19%

have a written plan



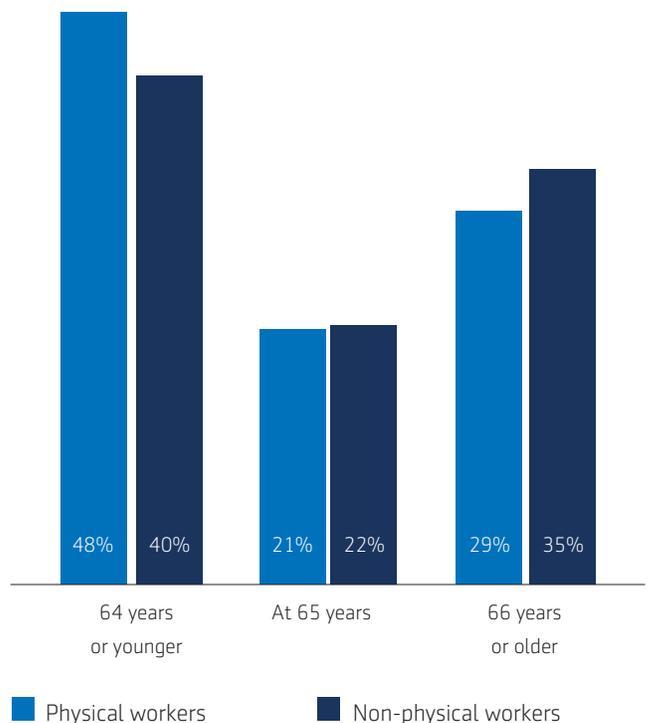
3. Physical workers envision longer working lives

Worldwide, life expectancies have increased, and one in five people can expect to live beyond their 90th birthday¹¹. At the same time, falling birth rates are changing demographics and dependency ratios – that is, the proportion of the population aged 65+ against those of working age (18-64) – are shrinking. Government retirement systems are coming under strain to fund the costs associated with people living longer in retirement. To combat this, governments in recent years have looked at alternatives such as raising the minimum retirement age. For physical workers, however, the implications of a longer working life may be particularly problematic.

Few countries offer early retirement with benefits for physical workers. Accordingly, physical workers must either remain in jobs that may become more taxing for their aging bodies, re-skill into another industry or leave the workplace earlier than they may have planned.

Expectations about retirement age

Physical workers expect to retire at age 65 (median) – the same age as non-physical workers – yet more physical workers expect to retire at age 65 or younger (69 percent) compared with non-physical workers (62 percent).

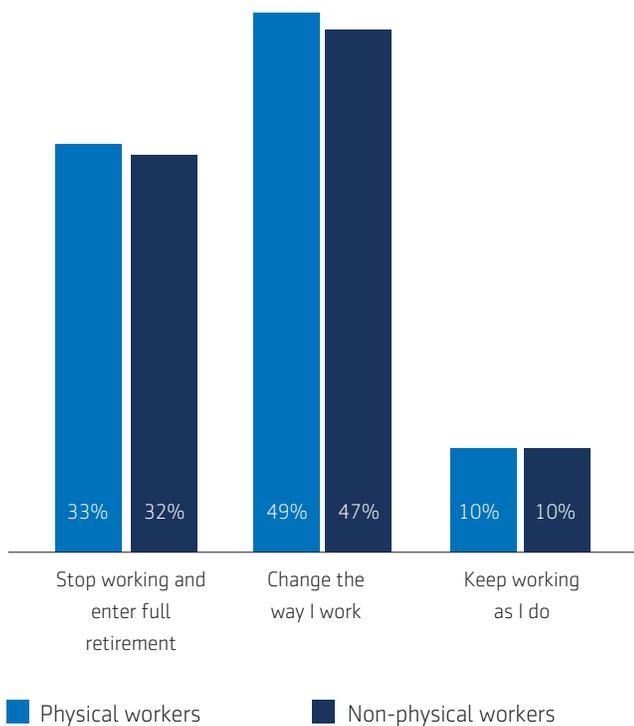


¹¹ United Nations, Population Division, World Population Prospects, The 2015 Revision

¹² The physical worker sample comprised only those who are not fully retired and answered "yes" to the question about their main occupational activity involving intensive physical activity; therefore, there is not a comparison of physical to non-physical retirees

Approximately six in ten physical workers envision some form of work in retirement

Only a third (33 percent) of physical workers envision that they will stop work altogether and enter full retirement. The majority envision a flexible transition to retirement - 49 percent say they will change the way they work and either continue working or eventually stop working, and 10 percent say they will continue working as they currently do.



Majority of workers believe people should expect to work longer

Physical workers are more likely than non-physical workers to believe people should expect to work longer into old age to offset the cost of people living longer (60 percent compared with 51 percent). However, physical workers are more likely than non-physical workers to believe that any increase in retirement age should not apply to, except for people in dangerous or manual jobs (26 percent compared with 17 percent).

Only 34 percent of physical workers believe that retirement age should remain unchanged as people are already expected to work long enough.

It is important to consider not just current workers' visions for exiting the workplace, but also the reality for those already in retirement and how they made these transitions themselves. Among all retirees¹¹ – including both those in physically demanding jobs and those not – a sobering reality is that 39 percent retired sooner than they had planned. Of those, 30 percent stopped working earlier than they planned for reasons of ill health and 26 percent due to unemployment/job loss. Retiring sooner than planned can have an impact on long-term financial security as a result of fewer years to save for retirement and earlier drawdown on savings, especially if this is coupled with additional health-related expenses.



60%

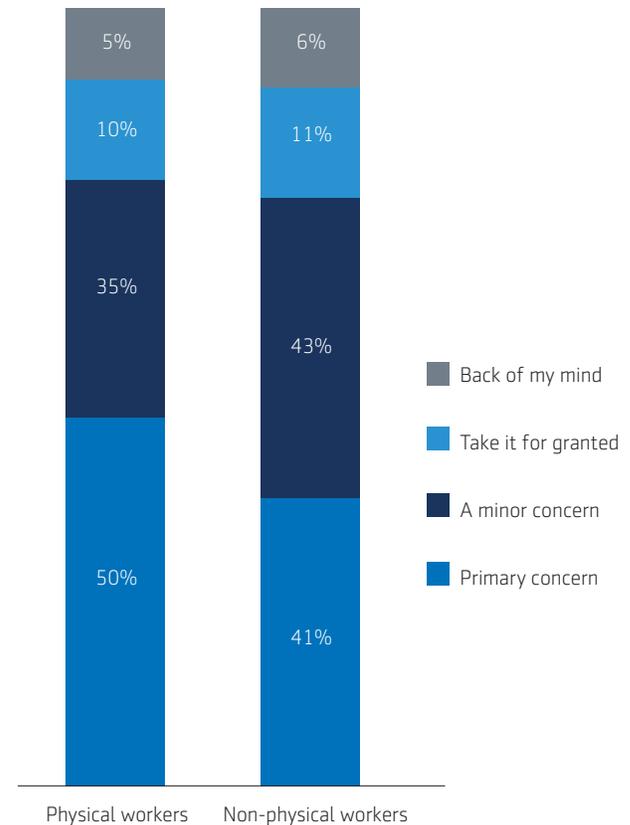
of physical workers believe retirement age should increase to offset the cost of people living longer



4. The importance of maintaining good health

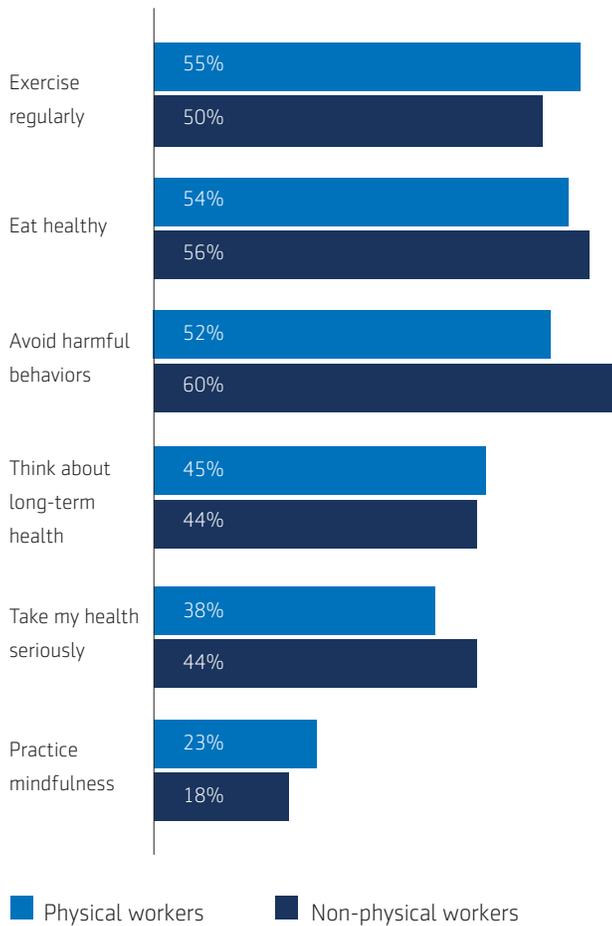
Maintaining good health is an essential element of being able to work to planned retirement age and subsequently enjoying that retirement. Nevertheless, half (50 percent) of physical workers cite health in older age as a primary concern – something they consider regularly and are actively working toward prolonging.

Health in old age is a primary concern for half of physical workers

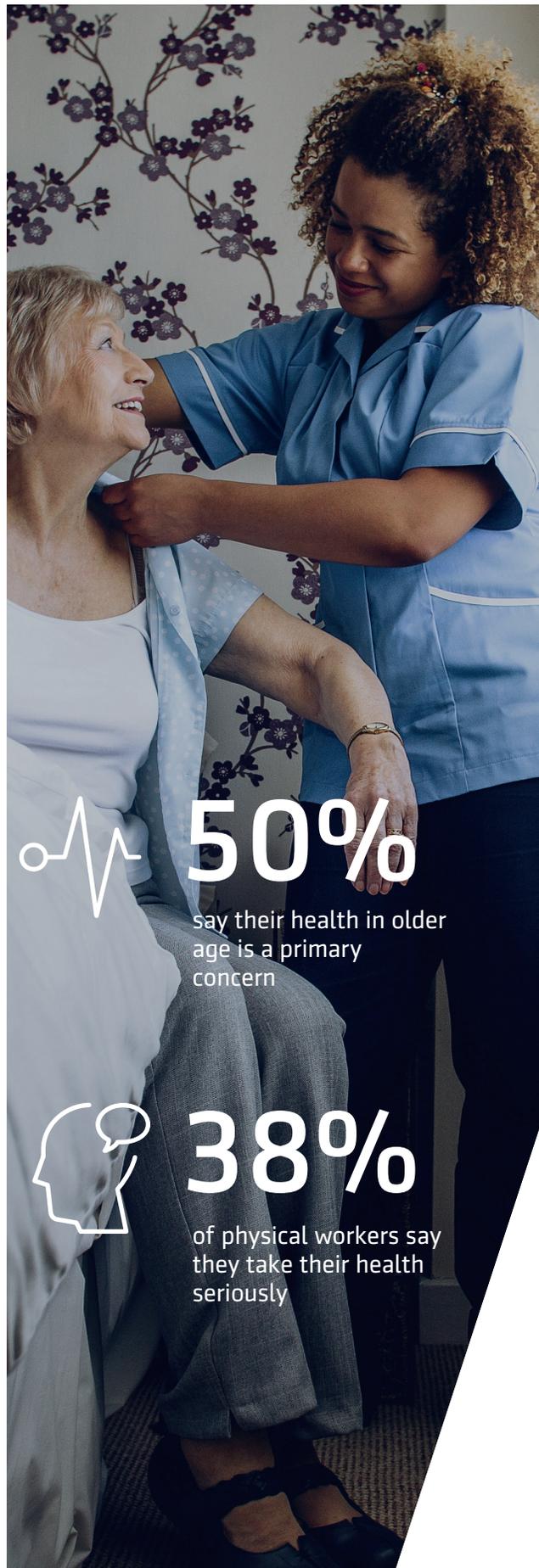


Physical workers are more likely to exercise regularly but less likely to eat healthily, avoid harmful behaviors and less likely to take their health seriously

Despite the fact that 85 percent of physical workers say health in older age is a concern, they are less likely than non-physical workers to safeguard their good health. While many physical workers say they exercise regularly (55 percent), fewer say they eat a healthy diet (54 percent), and avoid harmful behaviors (52 percent). Working in physically demanding jobs takes a toll on a person's body over the long term, yet only 38 percent of physical workers say they take their health seriously – for example, by having routine medical check-ups and doing regular self-checks.



Physical workers can and should do more to safeguard their good health, increasing their odds of being able to work to their planned retirement age and enjoy the retirement for which they worked so hard.



5. What employers can and should be doing

The workplace offers a range of benefits that are important in helping workers prepare for and eventually transition to retirement. Employers can influence workers' behavior for the better by offering them opportunities and incentives to save for retirement, along with options for keeping skills up to date.

More physical workers are offered a retirement plan by their employer

More than half of physical workers are offered retirement plans (55 percent, either with or without employer contributions), providing them with greater opportunities to save compared with non-physical workers (49 percent). Between these two types of retirement plans, those with employer contributions are more common for both physical and non-physical workers (45 percent and 42 percent respectively).

Retirement plans are not the only way employers can help workers prepare for the future. As the world and workplaces evolve to increasingly digitized or automated operations, so too must the skills of workers to keep up with the changing nature of their industries. Not only might this shift negate the need for physical roles altogether, particularly in agriculture and manufacturing, it could also require workers to adapt their skill set, licenses or qualifications to be able to adequately work with the latest developments in their fields. The survey finds that only 48 percent of physical workers say their employer offers access to good training provision, potentially putting half of physical workers and their careers in a precarious position should the requirements of their industry shift.

Relatively few say that their employer offers services to help them prepare for retirement^{IV}

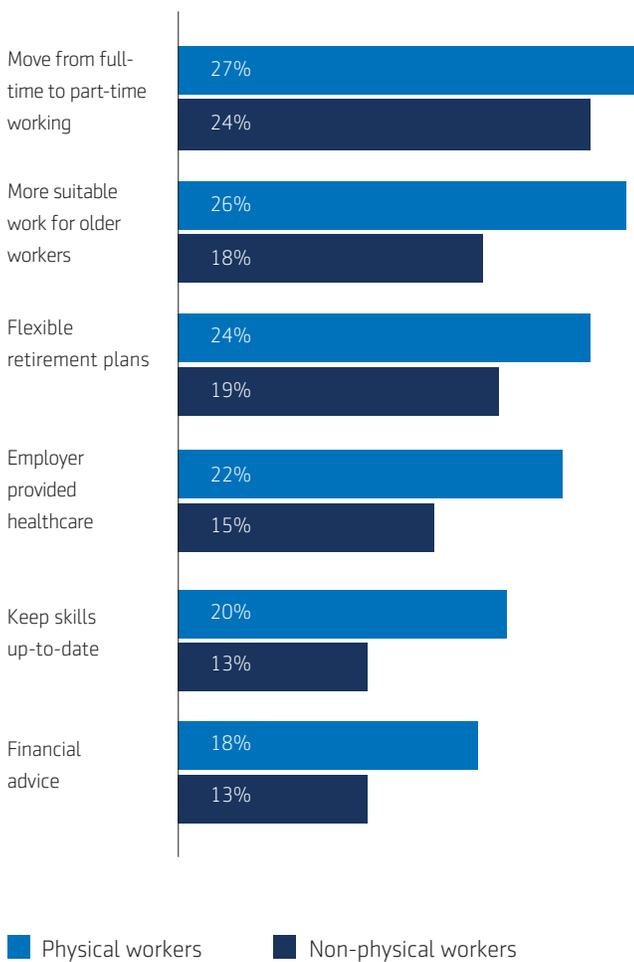
More physical workers than non-physical workers say their employers provide services to help them prepare for and transition into retirement. However, the response rates for even physical workers here are low. Employers can do more to help their workers across a broad array of measures.

In terms of measures to help workers prepare for retirement, only 21 percent of physical workers say their employer offers them annual retirement statements, and 17 percent are offered an annual retirement plan income forecast. Given that 30 percent of physical workers say they don't know if they are on course to achieve their needed retirement income, employers can help workers understand the steps they need to take to achieve their retirement income by providing more information about the retirement plans they offer.

^{IV} n=11,085 (question not asked in Hungary, India and China)

Physical workers are more likely to receive flexible working options in retirement

In terms of measures to help workers transition into retirement, only 27 percent of physical workers say that their employer offers them the option to move from full-time to part-time working, and 26 percent are offered work more suitable to older workers. The ability to work to and beyond retirement age can help workers stay economically active for longer, thereby reducing the risk of early drawdown on retirement savings.



55%

of physical workers have a retirement plan with/without employer contribution



48%

of physical workers have access to good training provision



26%

of physical workers are offered work more suitable to older workers



6. Retirement vulnerabilities reinforced by global megatrends

Across the world, continued industrialization and increased digitization are impacting both how we work and what we define as “work.” As the Fourth Industrial Revolution takes hold, firms and industries are starting to embrace automation and machine learning to drive productivity and efficiency in manual processes, while simultaneously removing the need for workers to perform strenuous tasks. It follows that some of these developments are more likely to impact people whose jobs involve physical activity. The survey explores the extent to which workers, both physical and non-physical, have begun factoring global megatrends into their retirement plans. This covers a range of global, political and economic factors that could impact workers’ earnings and savings, but physical workers are particularly at risk of being displaced by robotics and automation.

Global megatrends are not yet impacting plans for retirement

Globally, only 25 percent of physical workers identify changing labor markets as one of the global trends impacting their plans for retirement. The chart below shows the eight most cited responses by physical workers, please see page 57 for a full list of responses.



As robotics and automation eliminate the need for many current routine and physically demanding jobs, it is increasingly necessary for workers to keep skills up to date and develop new skills to stay ahead of these changes. Staying in the workplace is of particular pertinence as governments look to increase retirement ages to counteract the fiscal burden of aging populations.

Physical workers accordingly have a two-fold vulnerability in this new world of work: learning new skills to adapt to a changing job market, and the risk of having to retire sooner than planned if they are unable to continue working in a physically demanding job.



25%

of physical workers believe that changes in the labor markets are impacting their plans for retirement



Recommendations

The world of work as we have come to know it over the past century no longer looks quite so familiar. Technology and robotics are reducing (and in some cases eliminating) the need for some physically demanding jobs; at the same time, workers are being asked to work longer to build sufficient savings to fund a longer retirement. The impact of these changes makes physical workers vulnerable when it comes to achieving a financially secure and healthy retirement.

Traditional retirement systems involving governments, employers and individuals are under strain. A new social contract is needed that builds on expertise from existing social partners and brings in ideas from new ones. It must be more customized to people's particular needs, reflecting the shift in responsibility in preparing for retirement from governments and employers to individuals. Under this new social contract, physical workers need to be empowered and enabled to take on this responsibility; governments, employers and new partners need to find ways of working together and with physical workers to ensure they can achieve the retirement security they have worked so hard for.

Physical Workers

Take steps toward healthy lifestyles

Physical workers should engage in more healthy behaviors (e.g., eating a healthy diet and exercising) on a consistent basis. Adopting a healthy lifestyle will promote healthy and active aging and reduce the risk of disability and chronic disease. Workers should feel able to consult medical professionals, exercise trainers and nutritionists to develop a fitness and wellness plan that works for them. Friends and family can join and support each other in living a healthy lifestyle.

Create a robust retirement strategy

Physical workers should develop a written retirement plan in consultation with a financial advisor. The plan should recognize the risks faced by physical workers, including the risk of leaving the workforce sooner than planned. The retirement plan should address:

- Increased and consistent savings to accommodate a potentially shorter working life.
- Accommodation for increased costs in retirement due to possible physical injury or decline as a result from physically demanding work.

- Protection against the risk of disability due to physical work. Disability insurance can provide replacement income in the event of job loss or suspension of work due to serious injury.

Keep skills up to date through lifelong learning

Physical workers should maintain their skills and certifications and develop new skills to keep up to date with changes in the labor market. Physical workers should ask what training is available from their employer, union or trade association. Courses are sometimes available either for free or at low cost through local adult learning centers, libraries or government agencies; these can be checked to see which ones cover the skills needed to stay employed in the career of choice.

Employers

Help physical workers save for their retirement

Employers should establish or maintain existing workplace retirement savings plans that workers can contribute to via payroll deduction. Employers should implement auto enrollment programs to make it easy for workers to save, and provide for automatic increases. Finally, employers should provide other contributions to the plans.

Remove obstacles in retirement plans and facilitate a more flexible transition to retirement

Employers should recognize that workers in physically demanding jobs may not be able to work to retirement age.

- Workers who have to leave the workforce earlier than planned due to physical injury or ill health should not have to pay a penalty on early withdrawals from their retirement savings accounts; plans can be tailored to provide maximum credit for shorter lengths of service.
- Employers should make it easy for physical workers to stay in the workforce as long as possible by providing opportunities to transition into retirement through a reduced work schedule or another position. These arrangements should have no adverse impact on benefits earned prior to the transition to retirement.

Provide appropriate protection products

Employers should provide workers the opportunity to purchase disability and other insurance through the workplace, as well as other financial security products to protect against injury and other unexpected events prior to retirement.

Help workers keep their skills up to date

Employers should provide continued training and learning opportunities for physical workers so that they can maintain their current skills and learn new skills. Having an up-to-date skillset can facilitate a transition into another job in the event of injury, difficulty in performing the functions of one's current job or in the event of job loss due to automation or other megatrends affecting jobs.

Create a safe and age-friendly workplace

Employers should provide workers with a safe working environment that is inspected regularly to ensure it meets industry and legal safety requirements. They should ensure that workers are properly trained for the job they are doing, and ensure that safety-at-work training is provided to all workers. Employers should provide accommodations to help older workers perform their job; such accommodations could include providing chairs to avoid excessive standing, padded floor mats, ergonomic equipment or mechanical tools to supplement the physical strength needed for the job.

Promote healthy lifestyles to employees

Employers should implement workplace wellness programs and create an environment that promotes healthy living and lifestyle choices. Such programs could include ways to stop smoking and reduce stress, teaching healthy lifestyle habits, as well as offering healthy food options, an exercise room or financial incentives to join a gym.

Governments

Government policies should promote workplace retirement savings plans, including automatic features

Governments should implement policies that encourage and incentivize employers to offer retirement savings plans to workers through payroll deduction and incentivize workers to take full advantage of these plans. Policies should also encourage auto enrollment and auto escalation to combat inertia and facilitate workers' participation. This is particularly pertinent for physical workers, where habitual saving is less common.

Social security programs should recognize differing occupational categories

Social security programs should recognize and accommodate the unique needs of people working in different types of occupations. For example, governments could provide early eligibility for retirement benefits or hardship exemptions for individuals in defined occupational categories who have shorter lifespans or working years.

Governments should provide retraining programs to enable continued productivity of workers

Governments should monitor changes in the labor market to identify the skills that will be needed in the future. Based on this assessment, they should work with and incentivize educators, employers and trade associations to develop the courses needed for workers to keep their skills up to date. Particular attention should be paid to helping people who are in more vulnerable occupations – including physical workers – making sure that they have the skills necessary to transition to a new job should the need arise.

Governments and Larger Community

Governments and schools should promote financial literacy and skills training

Governments should promote, and schools, employers, trade unions and community groups should teach, financial literacy. Financial literacy tools and education will both increase awareness about the need to save for retirement and help workers understand financial matters and build confidence about saving and investing. In addition, governments and schools should design curricula that take into account the changing workplace and provide the training and skills (e.g., technology) that will better prepare individuals for the changing world of work.

Governments, medical professionals, unions/guilds, schools and employers should promote healthy lifestyles and wellness programs

Governments, schools, employers, trade unions and community groups should promote healthy lifestyles, including the benefits of a healthy diet, exercise and maintaining healthy habits and weight. Consistent adherence to a healthy lifestyle can enable improved aging, longer work lives and can combat or forestall certain medical conditions.

Promote a positive view of aging

All sectors of society have a responsibility to recognize the value of older individuals especially given increased longevity and healthy and active aging. Stereotypical views of aging and retirement frequently do not reflect the very positive and valuable contribution made by older people in our communities and workplaces. Advances in medical science, technology and robotics mean that workers involved in physically demanding occupations have the ability to enjoy good health and work longer into old age. A positive view of aging where advances empower longer, more productive lives is essential in changing stereotypical views of what it means to get older, opening up possibilities for individuals and society as a whole.



Countries covered in the research

The final section of this report provides a snapshot of key findings for each of the 15 countries surveyed, including key differences between physical workers and non-physical workers.

The discussion in the following country fact sheets draws upon the survey's findings and references third-party research for content. Physical workers self-identified as such when completing the survey and, therefore, they are a unique population. In the absence of direct benchmarks to this population, careful attention has been made in identifying proxies and referencing relevant information about each country.

Americas

-  Brazil
-  Canada
-  United States

Europe

-  France
-  Germany
-  Hungary
-  Netherlands
-  Poland
-  Spain
-  Turkey
-  United Kingdom

Asia & Oceania

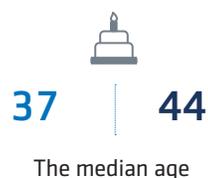
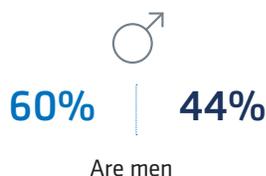
-  Australia
-  China
-  India
-  Japan





The Aegon Retirement Readiness Survey finds that 31 percent of workers self-identify as physical workers. In the following pages we present key facts from the survey on three topics covered in the report on physical workers: demographic information, employment information and retirement planning and retirement readiness. Below are the global results for comparative purposes.

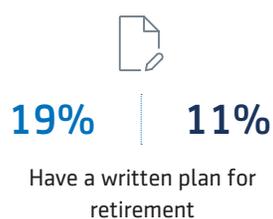
Demographic information



Employment information



Retirement planning and retirement readiness



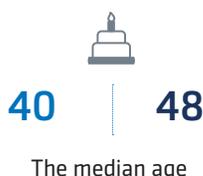
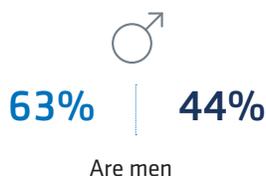
■ Physical workers ■ Non-physical workers

Australia



The Aegon Retirement Readiness Survey finds that 30 percent of workers in Australia are in physical roles. Traditionally, Australia's economy has long prospered from its agriculture, mining and manufacturing sectors. However, its services economy in 2018 accounted for about 70 percent of GDP, with 88 percent of Australians employed in this sector. The remaining 12 percent is split among manufacturing, agriculture and mining.¹ The types of physical skills in demand in Australia have shifted over the past few decades. Automation introduced in the 1960s and 1970s caused the number of routine manual roles to drop from about 40 percent of overall employment in 1986 to 30 percent in 2016. Over the same timeframe, non-routine manual labor has risen from about 5 percent to 11 percent.² The survey finding that 40 percent of physical workers have an undergraduate degree or higher (broadly comparable to the 46 percent of non-physical workers with a degree) demonstrates the changing nature of physical worker roles in Australia.

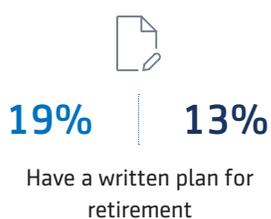
Demographic information



Employment information



Retirement planning and retirement readiness



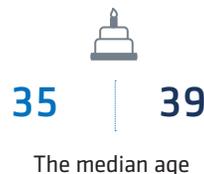
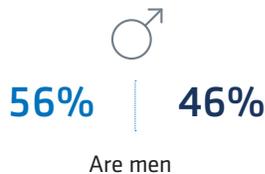
■ Physical workers ■ Non-physical workers

Brazil



The Aegon Retirement Readiness Survey finds that 28 percent of the workforce in Brazil are physical workers. As is typical with many developing economies, Brazil's economy has seen a growth in the services sector and a decline in the more traditional employment sectors in recent decades. Employment in services has increased from 52 percent of the overall workforce in 1991 to 69 percent in 2017. Over the same timeframe, employment in agriculture has fallen from 28 percent to just 10 percent. That 62 percent of physical workers have, according to the survey, an undergraduate degree or higher (compared with 74 percent of non-physical workers) is likely a further reflection of the changing nature of employment in Brazil.³

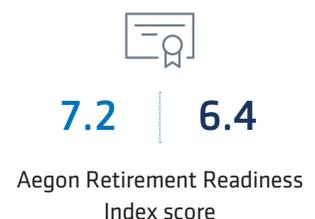
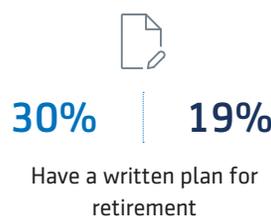
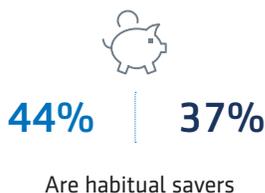
Demographic information



Employment information



Retirement planning and retirement readiness

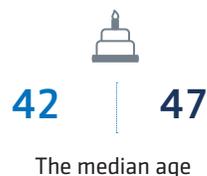
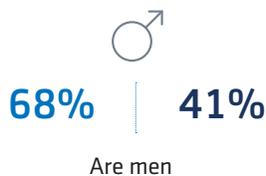


■ Physical workers ■ Non-physical workers

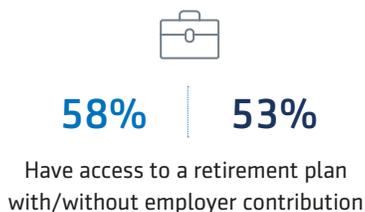


The Aegon Retirement Readiness Survey finds that 28 percent of workers in Canada self-identify as physical workers. Despite the low unemployment rate in Canada, skills gaps in certain physically demanding occupations may mean that the skills of today's physical workers may be in even greater demand in the future.⁴ More training will be required to shift workers into these positions, while the potential for automation to impact jobs in the accommodation and food-services, manufacturing, transportation and warehousing, and agriculture and mining sectors⁵ may alter the picture still further. In terms of educational achievement, half (50 percent) of physical workers have an undergraduate degree or higher, which increases to 64 percent among non-physical workers.

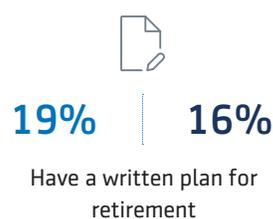
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

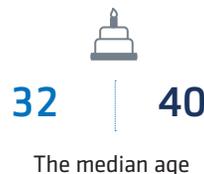
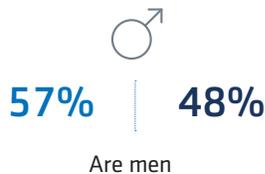
China



The Aegon Retirement Readiness Survey finds that 28 percent of workers in China self-identify as physical workers. Although China's technology and communications industries are fast-growing, manufacturing is set to remain as a significant employer of high, medium and low-skilled physical workers, as it has been for many years.⁶

China is transitioning to high-value-added manufacturing. As technology improves and industrial upgrading spreads across China, the impact is two-fold: automation presents a risk to low-skilled roles, and there is an increased need among businesses for medium and highly skilled workers with different sets of abilities. Businesses in China are increasingly faced with skills gaps and shortages which vocational training has so far been unable to fill fast enough. In 2018 the Chinese government introduced guidelines to incentivize skilled work through higher salaries and stock options in order to draw younger people into these positions.⁷ The survey finds that a high proportion of physical workers in China already hold an undergraduate degree or higher (81 percent compared with 89 percent of non-physical workers).

Demographic information



Employment information



Retirement planning and retirement readiness



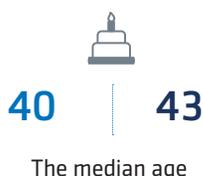
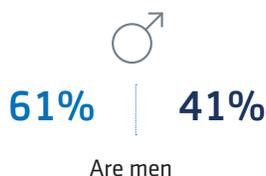
■ Physical workers ■ Non-physical workers

France

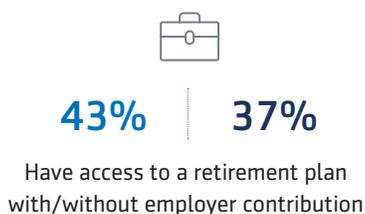


The Aegon Retirement Readiness Survey finds that a third of workers (33 percent) in France are physical workers, which broadly mirrors the strongest employment sectors in the country: health and social care, wholesale and retail trade, and manufacturing.⁸ France currently has one of the highest levels of unemployment in Europe at about nine percent. However, large skills gaps between supply and demand exist as companies struggle to recruit skilled workers.⁹ The survey finds that just 35 percent of physical workers have an undergraduate degree or above, compared with 64 percent of non-physical workers.

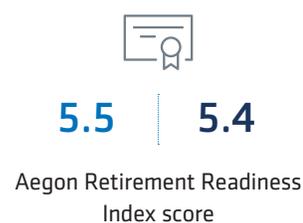
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

Germany

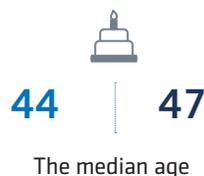
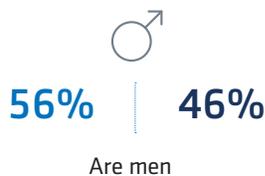


The Aegon Retirement Readiness Survey finds that physical workers make up 29 percent of the workforce in Germany. Despite having a history of a strong manufacturing base (particularly in the automotive sector), declines in employment are forecasted in Germany in sectors often associated with more physical roles, specifically mining and quarrying; and agriculture, forestry and fishing. On the other hand, skills shortages exist in the electrical, mechanical and plant engineering sector.¹⁰

In an attempt to meet the required demand for workers, the Bundesagentur für Arbeit published a list of recognized occupations in which immigration is expected to fill labor shortages. Many of these jobs are skilled physical roles, indicating a need for these skills in the future. However, a report from the OECD also finds that 12 percent of all jobs in Germany face a high risk of automation – making it (along with Austria) the most vulnerable to job losses of the 21 OECD countries.¹¹

The German education system is designed to produce both skilled and technical graduates, operating through a system of vocational education and training – that is, an apprenticeship course for skilled professions after general schooling. The survey shows that fewer workers have an undergraduate degree or higher than in other countries in the study (15 percent of physical workers; 32 percent of non-physical workers).

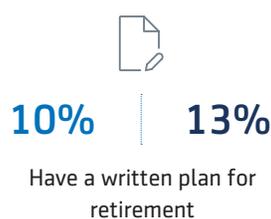
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

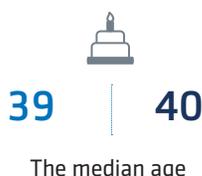
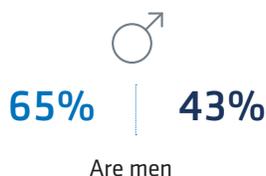
Hungary



Physical workers make up 32 percent of the workforce in Hungary, according to the Aegon Retirement Readiness Survey. Over several decades Hungary's labor market has undergone sizable shifts, with an increasing demand for more specialized technological and knowledge-based roles. Although the Hungarian government does offer re-skilling programs (mostly free of charge), there is a sizable labor and skills shortage in Hungary and Eastern Europe. Some workers entering the labor market lack the skills required to prepare them for this shift. As a result, many are working as low-skilled physical laborers, particularly in construction, agriculture and as machine operators.¹²

Physical workers in Hungary are typically less qualified than non-physical workers, with 10 percent versus 41 percent, respectively, having an undergraduate degree or higher. Inadequate provision of skills is not the only strain on the Hungarian labor market, as lack of employment opportunities and low wages push workers to find jobs abroad. With one of the lowest unemployment rates in the EU, the ruling Fidesz party enacted a law in December 2018 that would increase the amount of annual overtime employers could demand from 250 hours to 400, with payments that could be delayed for up to three years.¹³ This law could impact physical workers, who could face little choice but to spend more hours working in roles that are strenuous.

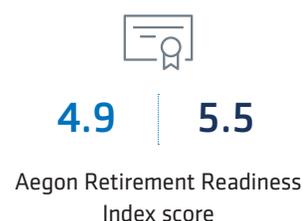
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

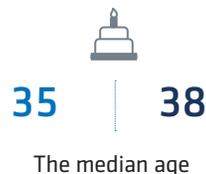
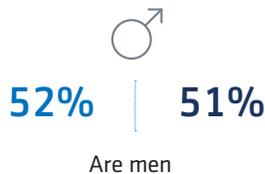
India



The Aegon Retirement Readiness Survey finds that 37 percent of workers in India self-identify as physical workers. Automation poses a significant threat to jobs in India. However, so far automation has been largely directed toward non-physical roles in the information technology and financial services sectors. The low cost of wages coupled with high costs to implement AI systems is likely to safeguard more physical roles for the foreseeable future.¹⁴

Physical workers in India benefit from the country's low retirement age compared with other countries (58 years for workers in the private sector and 60 years for government workers). India is one of the few countries whose population is getting younger, and in 2015 the Modi government launched Skill Mission India so younger generations will be adequately trained to enter skilled professional work, helping to ensure the sustainability of the physical workforce.¹⁵

Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

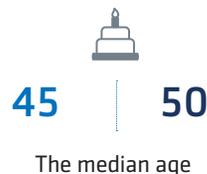
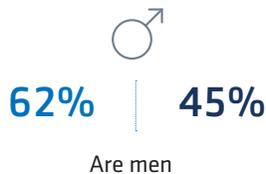
Japan



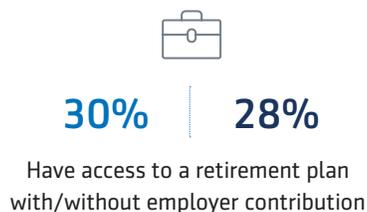
Japan has one of the lowest proportions of physical workers in all the countries in the Aegon Retirement Readiness Survey, with just 18 percent self-identifying as working in a physically demanding job. In response to the current labor shortage, caused by an aging population and a declining birthrate, Japan's government has implemented changes to the Technical Intern Training Program (TITP) and has also revised the Immigration Control and Refugee Recognition Act. Both of these measures are aimed at attracting more foreign workers into Japan to fill skills gaps in physically demanding work, including farming and nursing care.

Working extensive overtime hours in Japan is a somewhat normalized behavior, which for physical workers means more time spent performing potentially strenuous tasks. However, recent workplace reforms passed by Japan's government set a cap of 99 overtime hours per month to help reduce the amount of overtime worked.¹⁶ Almost half (49 percent) of physical workers in Japan have an undergraduate degree or higher compared with 66 percent of non-physical workers. It is through education and re-skilling that Japan's skilled physical workforce will be best placed to adapt their roles as automation spreads across the country and its industries.

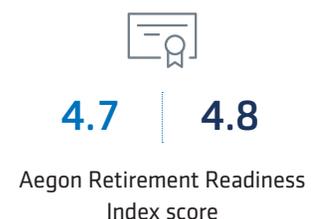
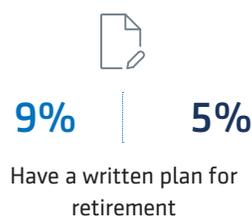
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

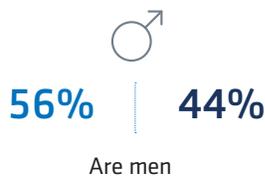
The Netherlands



In the Netherlands, the Aegon Retirement Readiness Survey finds that 39 percent of workers self-identify as physical workers. The economy is increasingly knowledge-intensive and services-based, and between 1996 and 2016, non-routine analytic roles have grown in the country, while routine manual roles have decreased.¹⁷ Physical workers are able to benefit from re-skilling programs. The Netherlands has one of the highest rates of lifelong learning compared with other EU Member States. The Dutch government has set a target that 20 percent of those aged 25-64 will receive education or training either for work (e.g., a workshop or vocational course) or personal reasons (e.g., a second language or higher education) by 2020.¹⁸ Thirty-four percent of physical workers in the Netherlands have an undergraduate degree or higher, compared with 50 percent of non-physical workers.

People continue to work longer beyond traditional retirement age in the Netherlands. Early retirement and pre-pension have been largely abolished, and the state pension age (AOW) has been increased incrementally to age 66 as of 2018. In 2017, 89 percent of all employees in the Netherlands indicated that they were able to meet the physical and psychological demands of their work.¹⁹

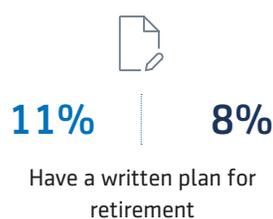
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

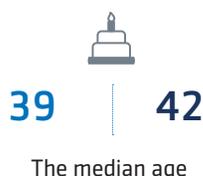
Poland



The Aegon Retirement Readiness Survey finds that 32 percent of workers in Poland self-identify as physical workers. All workers will be able to benefit from the recently lowered minimum retirement age from 67 to 65 for men and 60 for women. Although this may mean losing years of building retirement savings, it does mean earlier access to pension benefits, particularly helping those in physically demanding jobs should they no longer be able to work in the same capacity.

Over the next decade, job growth in service- and office-based roles is expected to reach double digits.²⁰ As the workforce in Poland professionalizes, workers in physically demanding jobs should look for re-skilling opportunities to keep pace with changes in the labor market. The survey finds that only 38 percent of physical workers have an undergraduate degree or higher compared with 67 percent of non-physical workers.

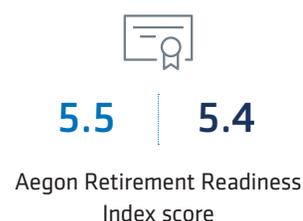
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Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

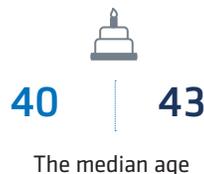
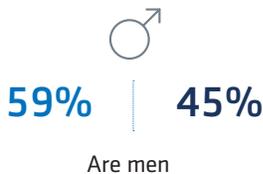
Spain



In Spain, 28 percent of workers self-identify as physical workers in the Aegon Retirement Readiness Survey. While the retirement age in Spain is gradually rising, there are exceptions for workers in “Risk Professions.” These include: miners, airline flight personal, railway workers, artists, workers in the bullfighting sector, fire-fighters and members of the Basque Country Police Force – many of which are considered physical workers.²¹

Physical workers generally have a lower level of education, and the survey finds that 42 percent of physical workers in Spain have an undergraduate degree or higher compared with 64 percent of non-physical workers. However, education in the form of re-skilling is often of great importance to older physical workers as they become less able to keep up with the physical demands of their job but are still too young to fully retire. The coal industry serves as an example of the Spanish government supporting physical workers through re-skilling and retraining. Spain has committed to switching to 100% renewable energy by 2050 and the Spanish government has put measures in place to re-skill physical workers in the mining industry to work in careers in clean energy.²² However, the plans also include early retirement for up to 60% of miners.

Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

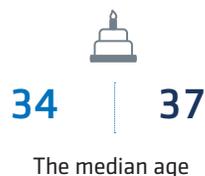
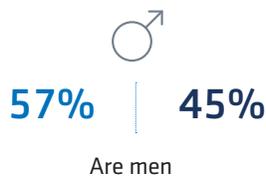
Turkey



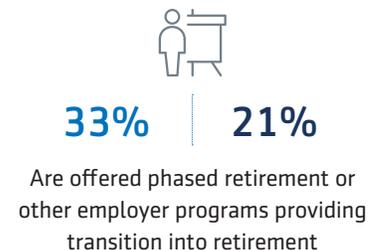
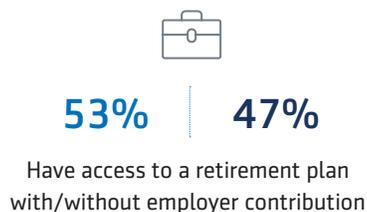
In Turkey, 44 percent of workers in the Aegon Retirement Readiness Survey self-identify as physical workers. Data from the Turkish Statistical Institute finds that agriculture and industry each employs about a fifth of the workforce, with a further 7 percent in construction – and just over half of jobs are in services.²³ Agriculture and industry have long been large employers in Turkey. However, improvements and developments in technology in these industries require new skill sets for all workers. Furthermore, Turkey has a growing service sector, lessening the demand for employment in traditional industries. If this trend continues there will be a need for people working in all jobs, including physical workers, to keep their skills up to date to keep pace with changes in the labor market.

There is a high education level among Turkey's workforce: the survey finds 75 percent of physical workers have an undergraduate degree or higher compared with 83 percent of non-physical workers.

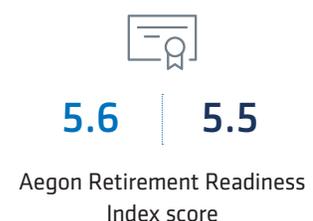
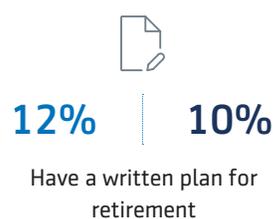
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

United Kingdom

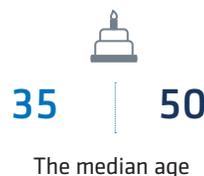
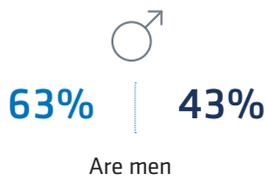


In the United Kingdom, 28 percent of workers self-identify as physical workers, according to the Aegon Retirement Readiness Survey. With the combination of the Fourth Industrial Revolution and the looming threat of potential Brexit fallout, there is a great deal of speculation and uncertainty over how the labor market will shift for these workers.

Brexit and any resulting limitation on people moving between the UK and the European Union after the UK exits the EU, may impact the labor market and result in skills gaps. Adoption of production automation has been slow in the UK, and the country currently holds the lowest ratio of robot density in the manufacturing industries of all the G7 nations and is well below the European average.²⁴ However, there are plans for capacity expansion and modernization, particularly from foreign automotive companies operating in the UK. Both of these factors are likely to result in additional uncertainty for British physical workers.

Forty-three percent of physical workers have an undergraduate degree or higher compared with 47 percent of non-physical workers.

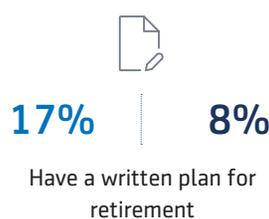
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

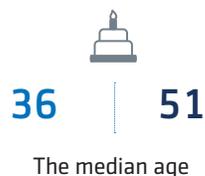
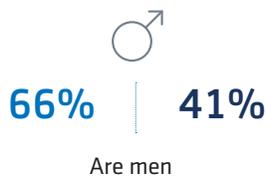
United States



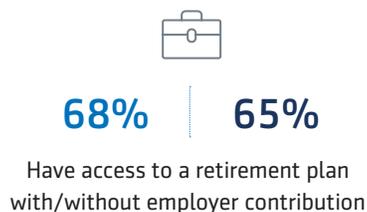
Thirty-one percent of workers in the United States self-identify as physical workers, according to the Aegon Retirement Readiness Survey. The Bureau of Labor Statistics projects that roles such as healthcare support, healthcare practitioners and technical occupations are likely to experience faster than national average employment growth between 2016-2026, while occupations in production and farming, fishing and forestry (more traditional physical roles) are likely to fall over the same time frame.²⁵

Unemployment in the United States is currently at a historically low level. However, hiring levels lag behind demand as businesses struggle to find qualified workers, suggesting a skills gap for both physical and non-physical roles.²⁶ The survey finds that 49 percent of physical workers have an undergraduate degree or higher compared with 61 percent of non-physical workers.

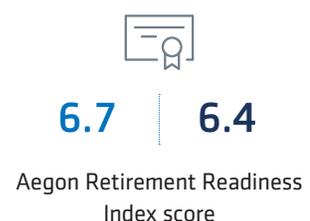
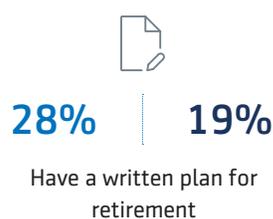
Demographic information



Employment information



Retirement planning and retirement readiness



■ Physical workers ■ Non-physical workers

Methodology

About the survey and methodology

Cicero Group, a leading global research firm, was engaged to conduct the survey in local languages in 15 countries. The survey was conducted online between January 29 and February 19, 2018, among a nationally representative sample of 16,000 respondents including 14,400 employees (full-time, part-time, and semi-retired) and 1,600 retirees. The sample was augmented to achieve a robust sample of 300 physical workers per country between March 22 and 30, 2018. As the survey is conducted online, it should be noted that for Brazil, China, and India, in particular, respondents were mostly people living in urban versus rural, less-developed areas.

Note on the physical worker sample

The physical worker sample consists of men and women who are not fully retired and self-identified as physical workers by answering “yes” to the following question:

Does your main occupational activity involve undertaking intensive physical activity? Examples of work involving extensive or sustained periods of intensive physical activity might include: agricultural roles, construction and building trades, metal workers, mining and drilling, manufacturing and machine operators, military personnel, emergency responders, cleaning crew, etc.

The physical worker sample comprises 300 workers in each country and 600 in China for a total of 4,800 physical workers across the 15 survey countries. If a sample of 300 physical workers was achieved through natural fall out no further action was taken. If fewer than 300 was achieved then the sample was augmented through additional surveys. If a sample of more than 300 was achieved then the sample was down-weighted.

Physical workers and the fully-retired were stripped from the nationally representative samples in each of the survey countries to achieve the sample of non-physical workers. The total sample of non-physical workers is 9,964.

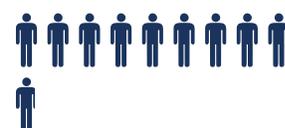
Note on the number of survey countries over time

The first Aegon Retirement Readiness Survey, published in 2012, was based on research conducted in nine countries. A separate survey in Japan was conducted and reported on later that year. Therefore, 2012 is regarded as a 10-country study. In 2013, two new countries (Canada and China) were added bringing the universe to 12. In 2014, a further three countries (Brazil, India and Turkey) were added increasing the universe to 15. In 2015, the overall size of the survey was maintained at 15 countries although with the introduction of Australia and removal of Sweden. The countries have remained consistent since 2015.

The physical worker sample



4,800
Total physical workers



9,964
Total non-physical workers

* Added 2013
** Added 2014
*** Added 2015

¹ In China 2,000 surveyed in total

ARRI Methodology

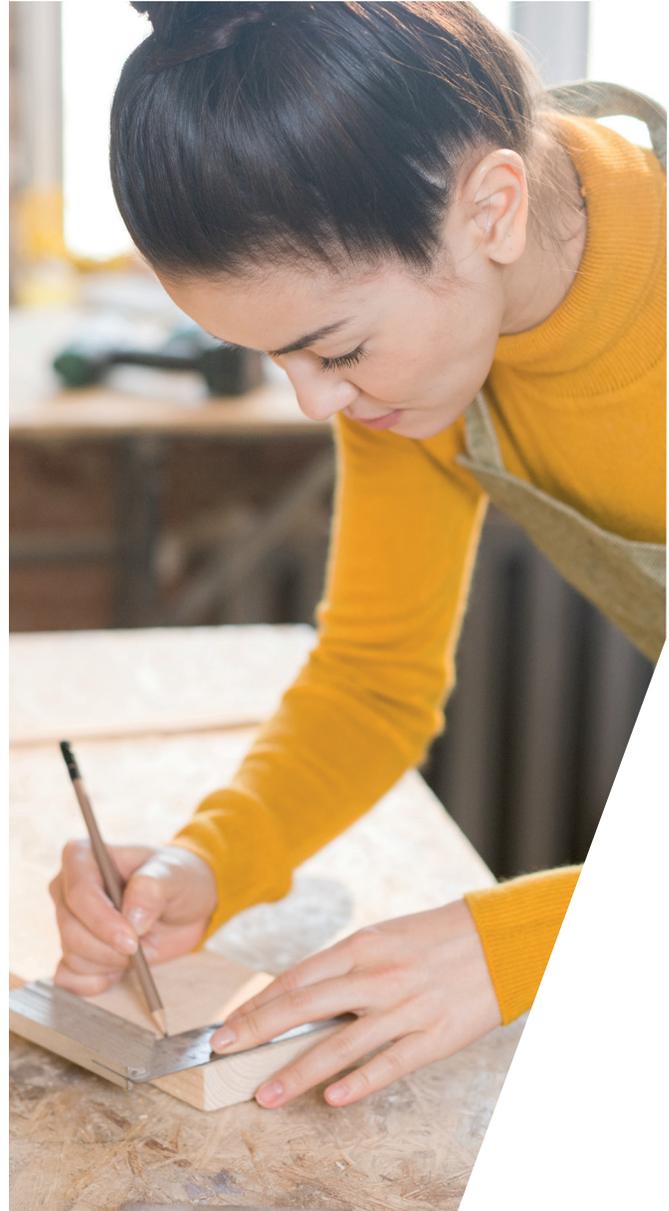
The ARRI methodology is based on the sample of workers, and has been developed to measure attitudes and behaviors surrounding retirement planning. Six survey questions (known as "predictor variables") are used, three broadly attitudinal and three broadly behavioral:

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.

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.

The ARRI was developed specifically to assess the relative levels of preparedness among workers in all countries included in the survey. The ARRI ranks retirement readiness on a scale from 0 to 10. A high index score is considered to be between 8 and 10, a medium score between 6 and 7.9 out of 10, and, a low score being less than 6.



About the authors

Aegon Center for Longevity and Retirement

The Aegon Center for Longevity and Retirement (ACLR) is a collaboration of experts assembled by Aegon with representation from the Americas, Europe, and Asia. The Center's mission is to conduct research, educate the public, and inform a global dialogue on trends, issues, and opportunities surrounding longevity, population aging, and retirement security.

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About Aegon

Aegon's roots go back more than 170 years – to the first half of the nineteenth century. Since then, Aegon has grown into an international company, with businesses in more than 20 countries in the Americas, Europe and Asia. Today, Aegon is one of the world's leading financial services organizations, providing life insurance, pensions and asset management. Aegon's purpose is to help people achieve a lifetime of financial security. More information:

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Transamerica Center for Retirement Studies

Transamerica Center for Retirement Studies® (TCRS) is a division of the Transamerica Institute®, a nonprofit, private foundation. TCRS is dedicated to conducting research and educating the American public on trends, issues, and opportunities related to saving, planning for, and achieving financial security in retirement. Transamerica Institute is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties. TCRS and its representatives cannot give ERISA, tax, investment or legal advice.

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Instituto de Longevidade Mongeral Aegon

The Instituto de Longevidade Mongeral Aegon is a nonprofit organization with the purpose of paving the way for Brazilians to live longer and better. Its efforts focus on areas such as work, cities, and education; initiatives such as the RETA Bill, the Urban Development Longevity Index and the content portal of the Instituto de Longevidade Mongeral Aegon.

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Cicero

Cicero Group is a leading consultancy firm servicing clients in the financial and professional services sector. Cicero specializes in providing integrated public policy and communications consulting, global thought leadership programs and independent market research. Cicero was established in 2001, and now operates from offices in London, Brussels and Dublin. As a market leader in pensions and retirement research, Cicero designed and delivered the market research, analyzed the research findings and contributed to the report.

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Appendix - Country Comparisons

Q - Are you? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Male	60	44	56	44	56	46	63	43	61	41	59	45	67	39	65	43	66	41	68	41	57	48	62	45	52	51	56	46	57	45	63	44
Female	40	56	44	56	44	54	37	57	39	59	41	55	33	61	35	57	34	59	32	59	43	52	38	55	48	49	44	54	43	55	37	56

Q - Firstly, please confirm your age. (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
18-24	17	12	15	9	10	10	19	9	16	12	14	8	17	11	14	12	20	9	17	10	20	15	12	7	21	18	21	15	24	14	15	10
25-34	26	19	20	17	22	15	28	14	21	20	22	19	24	23	29	25	25	15	23	17	39	19	15	14	26	23	29	23	29	28	23	16
35-44	21	21	22	19	19	20	18	15	23	21	28	27	20	21	19	25	21	14	16	18	18	27	21	18	25	19	23	21	24	26	21	17
45-54	18	20	21	24	24	25	13	20	21	22	21	24	20	18	22	16	16	19	18	19	13	25	20	17	14	17	17	19	18	19	15	19
55-64	13	16	16	21	20	19	14	16	17	19	14	19	17	23	13	12	12	19	18	17	9	13	16	17	9	12	9	14	5	12	13	16
65+	5	12	6	10	5	10	8	26	2	6	1	2	3	5	3	9	6	24	9	19	1	0	16	27	5	10	1	8	0	1	13	22
55+	18	28	22	31	25	29	21	42	19	25	15	22	19	27	17	21	18	44	26	35	10	14	32	43	14	22	10	22	6	13	26	38
MEDIAN	37	44	41	46	44	47	35	50	40	43	40	43	39	42	39	40	36	51	42	47	32	40	45	50	35	38	35	39	34	37	40	48

PW - Physical workers

NPW - Non-physical workers

NA - Not asked

Q - How would you describe your health overall? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Poor	4	3	1	1	8	5	2	3	7	2	5	2	6	7	6	4	2	2	2	3	3	2	14	10	1	1	2	0	3	0	2	3
Fair	31	30	30	28	43	40	27	29	30	25	36	30	32	29	43	33	11	13	23	22	37	43	57	51	18	19	18	16	35	30	16	22
Good	47	53	58	56	40	43	54	55	46	61	41	51	51	55	40	52	55	63	58	59	42	46	22	30	50	56	51	63	47	59	57	58
Excellent	18	14	11	15	9	12	18	13	18	12	17	18	10	9	10	11	31	21	17	16	19	10	7	8	30	24	29	21	16	10	26	17
Prefer not to answer	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Q - Please choose from the following list the highest level of educational or professional qualification you have achieved. (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Primary school / Less than high school graduate	5	3	2	1	18	13	22	20	8	3	3	2	1	0	13	3	1	0	3	2	1	0	0	0	3	1	2	1	4	1	7	4
High school graduate	23	15	17	13	15	14	21	21	33	22	27	16	45	29	64	39	21	12	26	13	7	5	5	2	4	3	28	16	15	11	29	28
Some college or trade school	22	17	47	36	52	41	14	12	23	11	28	18	16	4	13	17	29	26	21	20	11	6	45	32	0	0	8	9	6	5	25	23
College degree / University degree	36	48	24	34	12	25	25	26	24	40	28	50	31	54	9	37	29	40	36	51	72	78	40	57	47	47	44	51	53	62	25	28
Postgraduate degree or qualification / PhD	14	17	10	17	3	7	19	21	11	23	14	14	7	13	1	4	20	21	14	14	9	11	9	8	45	49	18	22	22	21	14	18
NET: Less than undergrad degree	50	36	66	50	85	68	57	53	65	36	58	36	62	33	90	59	51	39	50	36	19	11	51	34	7	3	38	26	25	17	60	54
NET: Undergrad degree or higher	50	64	34	50	15	32	43	47	35	64	42	64	38	67	10	41	49	61	50	64	81	89	49	66	93	97	62	74	75	83	40	46

Q - Which of the following best describes your occupation? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Upper level managerial, administrative or professional	12	10	6	6	3	5	6	5	6	8	5	6	8	7	2	5	22	12	11	8	17	10	4	7	37	33	24	17	17	12	14	12
Intermediate managerial, administrative or professional	21	27	20	23	13	19	23	29	17	21	12	26	18	38	7	19	18	24	11	21	41	42	10	11	32	38	15	19	35	39	20	28
Supervisory, clerical and junior managerial, administrative or professional	18	36	19	37	30	46	22	46	9	34	19	41	13	35	10	39	13	32	12	36	32	42	10	25	23	22	18	27	19	33	15	37
Skilled manual worker	31	11	38	25	40	21	32	6	44	19	47	16	44	8	51	15	29	11	44	12	9	3	26	8	4	3	31	21	18	3	27	8
Semi or unskilled manual or service worker	14	8	14	4	12	6	17	12	21	14	16	7	13	7	27	8	13	11	19	15	2	2	26	21	2	2	6	5	5	3	21	11
None of the above	4	7	3	4	2	4	0	2	3	5	2	3	4	6	3	14	4	10	3	8	0	2	23	28	1	2	5	12	6	9	3	4

Q - Overall, how confident are you that you will be able to fully retire with a lifestyle you consider comfortable? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Not at all confident	11	11	9	6	14	9	8	11	12	9	13	11	27	31	24	18	6	12	10	11	1	2	24	18	2	1	10	17	10	12	11	10
Not very confident	22	24	18	16	25	22	22	24	27	34	33	32	39	38	25	25	10	21	19	22	8	11	48	40	4	11	15	22	36	41	18	21
Somewhat confident	33	38	42	42	41	45	35	43	38	41	38	41	23	22	35	36	34	36	37	44	30	42	19	31	27	37	35	37	33	30	38	42
Very confident	22	17	22	26	15	16	22	13	12	7	12	12	7	4	10	17	30	19	22	15	46	36	5	3	42	33	25	18	13	10	20	16
Extremely confident	9	5	5	6	4	5	9	5	4	1	3	1	1	1	3	3	17	10	10	5	15	7	2	2	24	18	15	5	6	4	11	6
Don't know	2	3	4	5	2	3	5	4	7	7	2	4	4	3	2	2	2	3	2	3	0	2	2	7	0	1	1	1	2	3	2	5
NET: Not confident	33	36	27	21	39	31	29	35	39	43	46	43	66	69	49	42	16	33	29	33	9	13	72	58	7	12	24	38	46	53	29	31
NET: Very/extremely confident	31	23	27	32	19	21	31	18	16	8	14	13	7	5	14	20	47	29	32	20	62	43	7	5	66	50	40	24	19	14	32	22

Q - Which of the following words do you most associate with retirement? Please select up to three answers
(Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Freedom	34	39	37	48	31	38	35	45	26	35	26	32	19	22	34	34	43	44	40	47	40	48	31	34	43	42	42	38	28	31	33	40
Opportunity	16	18	22	27	22	34	19	25	11	7	10	16	12	15	19	24	19	24	17	18	14	7	8	7	20	19	21	19	15	13	17	22
Leisure	38	46	51	60	48	59	36	45	36	36	24	33	45	51	45	54	33	48	43	50	40	59	8	10	33	35	42	43	40	48	42	48
Excitement	11	7	3	3	4	2	13	9	3	3	10	8	3	2	4	3	19	16	14	11	19	7	5	2	27	23	12	6	9	7	14	11
Poverty	14	11	8	6	30	17	10	8	19	17	14	10	23	21	27	21	5	6	12	11	4	3	27	18	5	2	5	6	16	14	10	7
Insecurity	17	16	19	14	21	14	13	12	9	8	18	15	26	26	31	35	5	8	9	11	13	10	42	37	12	15	17	21	9	8	10	9
Loneliness	16	14	11	7	14	9	18	17	17	17	17	12	17	16	11	10	13	10	14	12	20	19	19	15	19	19	9	10	20	19	13	13
Ill health	20	18	6	4	23	14	14	12	19	14	12	11	45	45	21	18	11	6	11	8	23	28	17	14	15	20	18	20	38	38	15	11
Dependent on others	14	13	9	8	18	15	8	10	19	20	15	16	23	18	20	18	10	9	6	11	13	9	7	4	18	21	19	20	12	11	12	13
Tired	12	9	8	3	7	4	11	6	15	13	16	12	17	14	17	13	11	5	7	6	9	6	9	6	11	9	16	18	20	18	10	7
Far away	12	11	20	21	9	12	12	7	26	29	15	18	3	1	6	5	11	9	10	10	10	7	17	10	9	5	8	6	12	16	11	11
Boredom	13	12	10	7	11	8	18	16	10	9	11	9	12	11	8	7	14	11	13	10	16	15	16	22	11	15	8	7	19	18	13	11
Enjoyment	28	30	28	33	20	20	25	36	29	21	32	37	10	14	11	11	42	49	40	42	34	38	12	19	37	38	27	24	27	26	38	38
None of the above	2	2	1	2	1	3	2	2	2	3	2	2	0	0	1	2	3	3	4	2	1	1	4	5	1	1	1	2	1	1	2	2
Don't know	2	2	4	2	1	2	3	2	3	3	3	2	1	1	2	1	2	2	3	3	0	1	3	4	0	1	0	2	2	0	2	3
NET: Positive	66	68	72	80	63	72	65	70	55	53	56	63	55	59	59	63	76	79	73	75	78	78	42	47	79	73	68	60	65	69	70	71
NET: Negative	56	50	45	32	58	43	50	42	56	50	57	47	76	72	66	62	42	30	41	38	58	51	72	65	52	51	52	51	69	68	44	40

Q - Approximately what proportion of your income in retirement is likely to come from each of these three broad sources? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Government	43	44	39	39	51	52	40	39	43	45	61	64	48	55	54	53	40	40	38	39	36	39	50	50	30	21	40	48	44	50	38	33
Employer	26	24	35	39	18	17	30	36	26	28	16	10	26	20	18	14	30	29	29	26	29	25	19	18	32	30	27	22	27	22	29	28
Own savings & investments	31	32	26	22	31	31	30	26	31	28	23	26	26	25	28	33	30	31	33	35	34	36	31	31	37	49	33	30	28	28	33	39

Q - Do you think you will achieve your expected retirement income? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
I don't know if I am on course to achieve my retirement income	30	35	32	36	28	24	33	40	41	40	31	34	43	43	39	35	26	36	33	40	10	23	55	52	17	19	22	31	33	35	28	41
No, I am on course to achieve around one-quarter (25) of my retirement income	16	11	12	7	15	10	18	13	13	10	16	9	13	11	10	10	14	9	14	12	24	9	14	11	16	16	12	8	17	13	21	11
No, I am on course to achieve around half of my retirement income	21	15	15	13	27	19	21	12	18	16	21	18	22	17	22	15	17	11	17	12	27	19	17	17	24	18	17	15	22	15	23	12
No, I am on course to achieve around three-quarters (75) of my retirement income	12	13	17	14	15	17	10	8	10	14	15	16	10	12	10	14	12	11	9	7	13	15	6	11	11	14	14	14	13	15	9	10
Yes, I am on course to achieve my retirement income	21	26	23	31	15	30	19	27	18	20	18	22	11	17	18	26	31	33	28	28	25	34	8	9	32	33	36	32	15	23	19	26

Q - Which of the following best explains your approach to saving for retirement? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
I always make sure that I am saving for retirement = 5	35	40	29	37	32	45	39	47	33	33	25	28	19	23	23	34	47	57	40	49	43	51	27	29	53	56	44	37	32	26	39	38
I only save for retirement occasionally from time to time = 4	27	23	25	20	29	23	26	19	27	26	29	26	30	24	24	18	24	15	25	19	24	21	30	32	31	24	28	23	29	30	24	21
I am not saving for retirement now, although I have in the past = 3	14	11	14	13	17	10	16	12	9	7	17	13	12	12	13	13	10	10	14	13	23	7	10	9	10	8	14	12	14	10	14	12
I am not saving for retirement though I do intend to = 2	18	20	18	16	13	11	14	17	24	26	21	23	31	32	30	28	13	12	16	15	9	18	28	24	4	11	13	23	21	29	17	23
I have never saved for retirement and don't intend to = 1	6	6	13	14	10	10	5	5	7	8	8	10	8	9	11	8	6	5	4	4	1	2	5	5	2	1	1	5	4	5	6	6
MEAN	3.7	3.7	3.4	3.5	3.6	3.8	3.8	3.9	3.5	3.5	3.4	3.4	3.2	3.2	3.2	3.4	3.9	4.1	3.8	3.9	4.0	4.0	3.4	3.6	4.3	4.2	4.0	3.6	3.6	3.4	3.7	3.6

Q - Which of the following best describes your retirement planning strategy? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
I have a written plan	19	11	11	8	10	13	17	8	15	6	18	15	5	5	7	6	28	19	19	16	33	7	9	5	41	20	30	19	12	10	19	13
I have a plan, but it is not written down	44	44	38	37	49	43	45	41	28	25	31	30	41	35	48	53	46	45	44	40	55	64	39	39	49	60	49	44	52	52	39	41
I do not have a plan	33	41	45	50	37	39	32	47	51	64	47	50	48	56	39	37	22	34	34	40	12	27	44	45	9	19	21	35	32	36	41	42
Don't know	4	4	6	5	4	5	5	4	6	5	4	5	6	4	6	4	4	2	3	4	0	3	9	11	1	2	0	2	4	3	2	4

Q - In the event that you are unable to continue working before you reach your planned retirement age, do you have a back up plan to provide you with an income? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Yes	40	28	22	19	27	26	32	23	29	19	31	17	32	23	21	23	48	32	37	27	69	40	16	14	76	53	60	38	36	26	36	28
No	52	61	71	73	66	68	57	69	59	70	58	69	55	62	73	71	46	59	55	63	26	43	71	69	20	40	34	53	58	66	56	62
Don't know	8	11	7	8	7	6	10	8	12	11	12	14	13	16	6	7	6	9	8	9	5	17	13	17	4	7	6	9	5	8	8	10

Q - At what age do you expect to retire from all paid employment? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
40 or under	1	1	1	0	0	1	1	0	1	1	1	0	0	0	2	1	1	1	1	1	1	0	1	3	1	2	1	1	0	2	0	
41-50	9	5	3	0	3	1	9	1	3	0	2	1	3	2	2	2	12	3	7	2	23	20	3	2	12	10	13	8	14	12	7	3
51-59	14	11	3	2	5	1	6	4	6	4	5	3	3	3	6	5	13	5	11	9	29	27	5	2	25	15	24	18	42	44	9	7
60	17	16	4	3	6	6	16	10	14	10	7	8	15	22	11	10	11	6	16	9	30	35	15	15	31	35	21	21	21	14	17	11
61-64	7	8	6	4	16	18	4	3	29	27	12	8	2	7	12	15	9	8	4	4	3	3	2	2	5	5	3	6	6	6	3	3
65	21	22	9	13	17	21	18	17	21	27	39	43	37	30	36	37	19	15	24	26	10	9	29	27	9	13	22	20	12	18	19	19
66-69	13	14	53	54	39	36	22	21	9	15	20	25	11	10	11	9	8	12	7	9	2	1	4	6	3	3	3	6	2	2	9	13
70	9	12	10	14	6	7	11	19	6	8	6	7	14	14	11	10	13	19	13	17	2	3	21	20	7	11	6	12	1	1	17	20
71+	6	8	8	5	3	4	7	14	4	3	4	3	9	7	5	8	10	22	10	13	0	0	13	18	5	6	5	7	0	1	12	17
Never	1	1	1	1	0	0	2	2	1	1	1	1	2	2	1	1	3	3	3	4	0	0	2	1	0	0	0	1	0	0	3	2
Don't know	2	3	2	4	4	4	3	7	4	3	2	2	4	4	4	3	2	6	4	5	0	0	4	6	0	1	1	1	1	1	2	6
MEAN	62	64	66	67	65	65	63	67	63	64	64	65	66	65	64	65	62	67	63	66	57	57	66	67	59	61	60	62	57	58	64	67
MEDIAN	65	65	67	67	66	66	65	67	63	65	65	65	65	65	65	65	65	67	65	65	58	60	65	65	60	60	60	62	57	58	65	67

Q - Looking ahead, how do you envision your transition to retirement? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
I will immediately stop working altogether and enter full retirement	33	32	32	34	39	39	33	26	43	57	46	56	36	34	34	36	29	23	27	25	33	30	19	20	28	19	29	29	42	42	27	20
I will change the way I work (e.g. working part-time or on temporary contracts) but only for a while before I eventually give up paid work altogether	32	29	39	33	25	24	34	36	25	16	20	16	29	29	26	28	31	35	34	31	40	34	33	28	38	33	36	28	23	23	35	37
I will change the way I work (e.g. working part-time or on temporary contracts) and I will continue paid work throughout retirement in some capacity	17	18	9	9	23	22	16	17	11	8	8	5	19	21	23	20	17	20	23	22	16	21	20	19	18	24	19	19	15	17	17	19
I will keep working as I currently do. Retirement age won't make a difference to the way I work	10	10	8	8	5	5	6	10	7	5	14	8	7	8	8	8	15	11	6	10	9	11	8	6	15	20	13	16	13	12	13	10
Other	1	1	2	1	1	1	1	1	1	1	1	1	0	0	1	1	1	1	0	1	0	1	3	5	0	1	1	1	1	2	0	1
Don't know	8	10	11	15	7	9	10	11	14	13	11	13	9	8	8	7	6	10	10	11	1	4	16	22	1	3	2	6	6	5	8	14
NET: Will change way I work/ keep working	58	57	55	49	53	51	56	63	42	30	43	30	55	58	57	56	63	66	63	63	65	66	62	53	71	77	67	64	51	51	65	66

Q - To what extent do you believe that people should expect to work longer into old age as a way to offset the costs of people living longer? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Retirement age should increase in line with increases in life expectancy	19	18	11	10	7	8	23	20	11	14	12	10	13	14	14	17	25	26	21	23	22	18	28	31	47	38	21	12	17	13	15	21
Retirement age should increase except for those in dangerous jobs or for manual workers	26	17	22	15	32	21	23	14	33	22	29	20	18	12	10	8	22	10	19	15	45	21	24	21	27	23	20	13	22	13	27	16
Retirement age should increase but the increase should be capped	14	16	21	19	11	10	15	15	7	14	9	13	14	15	7	7	12	12	13	8	19	35	17	15	13	14	16	16	13	11	20	12
Retirement age should remain unchanged. People are already expected to work long enough	34	41	38	48	46	53	30	44	34	40	47	52	48	51	63	60	30	40	35	39	13	23	18	15	12	21	40	53	43	57	31	41
Don't know	7	8	8	8	4	8	9	7	14	9	3	5	6	9	7	8	11	12	12	14	2	5	13	19	2	4	2	5	5	5	6	10

Q - How concerned about your health in older age are you? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
My primary concern – My health in older age is something I consider regularly and am actively working toward prolonging	50	41	20	14	47	37	35	27	46	36	48	32	39	37	40	45	50	36	40	33	76	59	40	33	64	64	71	52	64	56	42	32
A minor concern – My health in older age is something I sometimes consider but I would prioritize other things, like having enough income to live on when I retire	35	43	44	49	40	44	44	58	40	41	39	56	42	45	34	32	38	48	48	54	22	35	48	53	24	25	15	28	23	30	38	49
I take it for granted – I just assume that my health will be ok when I retire. It's not something I need to worry about	10	11	23	24	8	12	14	11	12	17	9	8	14	14	15	14	8	10	8	9	1	2	5	6	9	8	13	17	7	6	15	11
Back of my mind – I haven't really given it any thought	5	6	13	13	5	7	7	5	3	6	4	4	6	4	11	9	4	5	4	4	1	4	7	8	3	2	1	3	7	8	5	7

Q - Which of the following health-related attitudes and behaviors apply to you? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
I eat healthily (e.g., five-a-day portions of fruit and vegetables)	54	56	53	61	47	49	54	61	52	55	59	60	47	48	27	37	58	51	47	55	60	71	39	42	77	75	70	57	55	48	57	62
I exercise regularly	55	50	55	50	50	52	61	51	56	51	68	57	43	37	23	31	59	47	53	47	62	67	44	36	69	67	64	51	45	34	59	56
I avoid harmful behaviors (e.g., drinking too much alcohol or smoking tobacco)	52	60	49	55	49	53	38	55	46	57	53	57	52	63	48	60	50	62	54	64	60	69	42	47	64	70	57	65	59	54	55	64
I think about my long-term health when making lifestyle choices. For example, I try to avoid stress	45	44	43	38	43	34	43	42	34	29	38	42	39	34	35	35	44	54	50	48	61	56	32	30	58	62	55	52	42	44	50	48
I practice mindfulness regularly (e.g., meditation and relaxation exercises)	23	18	16	13	20	14	24	12	14	10	12	12	21	18	12	17	29	21	23	20	30	21	9	6	49	44	31	20	25	21	28	18
I take my health seriously (e.g., have routine medical check-ups and do regular self-checks)	38	44	28	29	48	51	29	33	33	34	42	45	38	41	31	41	46	59	46	49	35	51	24	32	53	55	43	50	33	34	40	47
None of the above	6	7	6	8	6	8	7	8	7	9	2	5	8	8	13	8	6	7	7	9	1	2	12	13	1	1	0	4	5	12	6	7
Don't know / prefer not to answer	1	1	0	1	1	2	1	1	0	1	0	0	2	1	1	1	1	0	0	1	0	0	2	3	0	1	0	0	1	1	1	0

Q - Which of the following does your current employer offer you? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Basic salary	74	82	68	76	77	80	73	84	72	81	78	82	82	90	85	87	74	81	73	78	73	90	69	70	79	87	84	88	56	63	72	83
Overtime and bonus pay	59	51	57	48	58	49	54	41	54	42	61	53	66	57	63	49	62	48	60	45	64	70	60	55	61	55	66	53	55	43	45	37
Vacation/ paid time off	73	80	78	84	86	91	73	85	81	86	78	90	85	90	82	84	68	72	71	76	64	76	68	69	58	61	83	88	64	74	59	72
Flexible working hours	48	49	55	61	44	62	50	56	41	45	47	45	44	42	37	48	61	58	48	57	51	38	16	23	63	58	59	52	54	39	53	59
Opportunities for career progression	51	50	50	49	44	47	50	51	48	46	49	43	48	49	40	37	61	49	49	47	63	68	34	36	64	66	65	55	45	48	44	49
Convenient location of workplace	62	69	58	63	70	74	61	76	53	53	58	61	71	72	56	63	67	76	65	74	64	81	49	53	60	63	68	72	60	63	62	75
Life insurance / death in service benefits	43	38	21	12	18	15	32	32	47	49	41	26	63	66	27	23	58	53	51	50	58	51	23	23	67	55	58	46	43	38	30	16
Medical health insurance	58	55	48	46	63	59	28	16	71	73	48	40	77	80	53	42	71	69	62	63	69	79	42	38	71	68	68	62	64	64	31	14
Retirement plan with employer contributions	45	42	53	55	40	43	58	72	34	31	28	21	27	20	24	17	56	58	49	46	59	56	24	23	68	61	57	38	40	35	41	41
Retirement plan without employer contributions	33	24	27	23	29	26	36	22	23	16	22	14	23	16	17	12	41	25	27	18	48	38	16	19	56	39	41	27	39	30	27	18
Stock purchase plan	29	18	18	10	24	21	29	20	27	19	22	10	18	9	13	8	37	20	19	15	46	27	17	18	48	33	32	14	37	27	27	12
Access to good training provision	48	46	50	54	44	54	50	50	43	47	49	47	38	41	32	35	53	43	48	43	62	61	22	20	69	61	55	42	40	35	46	47
Ability to work past the normal retirement age	48	46	37	35	44	39	50	60	38	41	32	30	50	47	44	44	59	70	58	62	48	35	38	35	56	46	58	52	47	52	54	58
Phased retirement or other employer programs providing for a transition into retirement	35	26	30	29	36	36	30	24	28	22	30	22	31	27	20	18	43	21	33	18	51	37	18	17	59	39	42	23	33	21	22	22
NET: Retirement plan with/without employer contribution	55	49	59	63	51	51	70	77	43	37	34	25	36	28	32	23	68	65	58	53	72	63	30	28	80	73	68	48	53	47	51	48

Q - Thinking of your current employer which, if any, of the following services does your employer (or their retirement plan administrator) offer? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Employer/retirement plan administrator website	15	12	19	19	7	5	14	11	9	7	13	12	13	9	NA	NA	27	25	17	15	NA	NA	11	8	NA	NA	19	11	18	7	17	10
Annual retirement plan statement	21	18	40	42	24	19	14	21	15	13	10	7	21	18	NA	NA	28	31	30	23	NA	NA	5	8	NA	NA	24	16	22	16	15	12
Annual retirement plan income forecast	17	13	24	23	18	14	13	16	9	7	14	8	17	11	NA	NA	19	14	20	12	NA	NA	6	7	NA	NA	25	15	22	18	12	8
Educational materials	16	12	9	8	17	18	12	8	7	5	17	9	13	14	NA	NA	22	22	20	14	NA	NA	7	7	NA	NA	26	15	19	11	17	12
Online retirement modeling (UK-modelling) tool(s)	13	9	17	15	8	6	12	6	8	9	10	8	9	6	NA	NA	18	15	16	9	NA	NA	10	4	NA	NA	20	11	14	9	10	7
Digital access to view and manage my retirement savings	15	11	24	27	11	8	14	8	12	9	12	6	12	8	NA	NA	21	19	14	11	NA	NA	8	4	NA	NA	22	13	16	14	12	11
Webcast meetings/seminars about your pension/saving for retirement	11	6	8	7	9	6	12	5	7	4	8	5	7	3	NA	NA	13	9	8	6	NA	NA	9	8	NA	NA	18	10	21	9	12	4
Company sponsored blogs and/ or online network groups	10	4	6	2	7	2	9	5	7	2	8	3	8	3	NA	NA	14	6	9	5	NA	NA	8	4	NA	NA	16	6	13	7	9	3
In person/ face-to-face meeting with a retirement plan or professional advisor (UK-adviser)	15	12	15	15	11	9	17	16	13	11	10	5	15	8	NA	NA	23	20	16	15	NA	NA	8	6	NA	NA	24	12	15	10	15	15
Other	2	1	1	1	1	2	0	1	3	1	1	1	1	1	NA	NA	2	2	1	1	NA	NA	3	1	NA	NA	2	1	2	3	2	2
None of the above	28	41	11	21	35	41	27	33	31	44	38	56	29	44	NA	NA	19	31	27	44	NA	NA	40	46	NA	NA	22	47	23	39	38	49
Don't know	14	17	17	18	12	16	18	25	23	20	12	13	19	16	NA	NA	11	13	14	14	NA	NA	23	27	NA	NA	3	8	9	11	12	19
MEAN	2.3	2.3	2.3	2.6	2.1	2.1	2.2	2.3	1.9	1.9	2.1	2.1	2.2	2.0	NA	NA	2.7	2.9	2.5	2.7	NA	NA	2.0	2.1	NA	NA	2.6	2.5	2.4	2.1	2.4	2.6

Q - Which of the following services does your employer offer to help employees phase into retirement?
(Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Work more suitable for older workers (e.g. less stressful or physically demanding work)	26	18	15	9	21	15	19	13	17	10	23	13	24	13	22	16	22	12	21	14	40	38	17	9	46	34	36	20	30	17	24	15
The option to move from full-time to part-time working	27	24	24	24	26	27	21	31	21	21	24	19	28	26	26	32	31	21	26	24	34	23	25	17	31	33	27	13	31	20	30	29
Retraining or continuing education to keep skills up-to-date	20	13	14	10	12	11	15	9	11	6	14	11	11	8	11	13	18	9	14	8	39	29	11	7	40	28	24	12	24	19	19	11
Flexible retirement plans which allow you to work beyond the usual retirement age	24	19	12	13	15	10	21	22	13	8	17	11	15	12	16	14	31	21	22	20	41	33	20	18	47	36	28	16	26	21	19	18
Financial advice	18	13	14	11	12	6	13	9	11	7	12	8	14	10	9	8	24	13	21	13	22	20	8	5	45	39	31	18	15	13	15	12
Employer provided healthcare in retirement	22	15	12	9	11	5	15	4	12	7	14	6	16	14	15	10	30	16	21	13	38	36	10	10	45	39	28	20	29	19	12	5
Other	1	1	2	2	2	2	1	0	1	1	3	1	1	1	2	2	2	1	1	1	1	1	1	1	2	2	2	1	3	3	1	0
None of the above	21	32	16	25	29	33	23	28	28	40	30	44	29	39	24	33	22	31	28	37	7	19	29	39	6	13	17	43	19	30	28	37
Don't know	12	17	31	33	15	22	18	26	22	23	11	17	15	17	15	13	11	21	14	19	2	6	20	23	1	3	3	8	6	10	11	20

Q - Which of the following global trends are impacting your plans for retirement? (Numbers are percentages)

	Total		Netherlands		Germany		UK		France		Spain		Poland		Hungary		USA		Canada		China		Japan		India		Brazil		Turkey		Australia	
	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW	PW	NPW		
Changing demographics	17	13	8	7	14	15	12	7	9	6	16	15	20	21	20	25	18	10	16	11	23	15	17	11	26	20	10	5	28	19	14	10
Increased life expectancy	25	28	20	25	33	30	20	25	28	30	28	29	28	30	21	24	21	27	20	26	24	33	30	31	31	35	26	24	20	21	22	27
Volatility in financial markets	23	25	18	21	30	27	20	17	12	12	19	22	25	24	14	16	19	23	18	25	29	35	18	22	32	39	24	22	34	39	23	23
Prolonged low interest rate environment	19	20	22	23	25	31	16	23	11	10	18	15	20	14	17	15	11	15	18	17	25	25	21	25	22	35	14	12	15	12	20	21
New technologies and digital transformation	15	11	9	8	11	7	12	5	9	5	9	6	16	12	11	15	16	9	13	9	23	16	10	8	29	30	15	8	16	13	14	12
Changes in labor markets	25	21	17	16	26	18	10	8	11	9	29	27	36	29	28	28	20	12	19	18	33	30	24	15	27	18	39	31	25	24	16	14
Reductions in government retirement benefits	33	39	22	26	50	47	19	25	31	36	46	45	33	35	48	52	21	26	25	29	31	41	41	46	31	35	42	57	35	45	24	28
Terrorism	13	9	8	7	24	14	9	6	5	6	7	4	12	6	11	9	9	7	9	6	11	7	7	5	16	14	8	5	35	30	17	9
Cybersecurity issues	12	8	6	5	9	6	11	4	9	4	8	3	6	5	5	5	14	9	9	6	19	13	11	8	25	23	11	4	17	10	10	6
Climate change	14	9	11	7	17	11	12	4	7	5	9	5	10	6	12	14	12	7	17	8	16	13	14	10	28	21	11	4	15	9	14	9
Globalization	16	10	8	7	18	12	11	6	14	8	16	10	12	7	12	12	13	5	15	7	19	11	8	6	36	26	19	8	18	14	16	7
Urbanization	10	7	5	3	7	3	8	3	7	3	5	3	6	4	4	4	7	5	8	5	15	14	7	4	27	21	10	4	21	16	11	7
International political instability	20	17	7	13	23	19	12	8	11	9	27	24	28	24	27	22	16	8	13	11	19	13	23	19	23	19	20	23	28	33	20	14
None of the above	10	15	13	19	9	16	19	31	17	21	7	15	7	10	5	5	18	29	22	25	5	9	6	8	4	10	5	10	4	5	15	24
Don't know	8	11	20	20	8	10	12	14	13	14	7	10	9	15	13	12	9	10	10	13	2	6	12	17	3	4	2	6	4	7	9	14

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Contact Information

Headquarters Aegon N.V.

Strategy & Sustainability

Mike Mansfield

Program Director – Aegon Center for Longevity and Retirement

Telephone +31 70 344 8264

Email: mike.mansfield@aegon.com

www.aegon.com/thecenter

Media Relations

Telephone: +31 70 344 8956

Email: gcc@aegon.com

