The New Social Contract:

Young adults reinventing life, work, and retirement

Aegon Retirement Readiness Survey 2020

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.

Contents

Foreword: A letter from young adults around the world

When thinking about our financial future, retirement is probably not the first thing that comes to mind for those of us in our 20s. As young adults, we aspire to achieve important life milestones that come with financial stability such as paying for a wedding, owning a car, buying a house, and even reaching retirement, just as the generations before us did.

However, the rise in the cost of living outpaces the rise in wages, and our budgets must stretch further. We are expected to self-fund a greater portion of our retirement incomes, as social security systems struggle to ensure generational equity. We need to view saving for retirement as even more critical than past generations did.

The way we work is evolving and is influencing the way that we envision retirement. If young adults are more likely to switch employers throughout their careers and be drawn to the flexibility that self-employment offers, then how can policymakers, employers, and the financial services industry help make saving for retirement accessible for everyone?

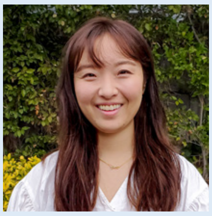
The current social contract for retirement, which comprises government and employer benefits and personal savings, no longer supports the needs of young adults, a future generation of retirees.

The good news is our situation is not as bleak as it sounds. We have the gift of time and ourselves. The road to financial security takes time and starts with improving our financial literacy, which is crucial to making informed decisions. We still have time to start saving for retirement and to take advantage of the magic of compounding interest. Google it, if you're not sure what compounding interest is; you won't want to waste a day to start saving. Young adults acting in solidarity are changemakers, a force to be reckoned with, when it comes to our technological savvy and our ability to rapidly influence on social media. Think of the most recent meme that you sent to a friend on your favorite social media app. We have the tools and opportunity to educate our cohort and friends, and to start prioritizing our retirement preparations. We must play to our strengths in creating relatable, fun, easy-to-understand content and innovating solutions for our future financial security.

We are a future generation of retirees and our retirement can look vastly different with each step that we take today. The time is now for us to create our own "new and improved social contract." If young adults around the world unite to advocate for this, our voices will speak volumes to employers, policymakers, and governments to create policies that meet our needs. What kind of retirement do we want to live in the year 2060? It's our future to forge.

We hope this report acts as a catalyst for change.
From us, to you.

Pamela Barboza
Instituto de Longevidade Mongeral Aegon



Heidi Cho
Transamerica Center for Retirement Studies

Ben Hope
Cicero/AMO

Njani Ruetsch
Aegon Center for Longevity and Retirement

Arthur van Ree
Aegon N.V.

> We still have time to start saving for retirement and to take advantage of the magic of compounding interest.

Introduction

The way people live and work is evolving and the pace of change is increasing. Twenty years ago, social media hardly existed; today it is a ubiquitous source of information and news. At work, concepts like a "job for life" are disappearing. Most individuals will likely work for multiple employers throughout their careers and may spend time in self-employment. We are adapting to new, more flexible ways of working. On the plus side, this flexibility enables more people to participate in the labor market, while on the downside, it is accompanied with less employment security. We have endured various economic downturns, our resilience is being tested again as we experience the economic impacts of the COVID-19 pandemic. Each of these changes adds both opportunities and complications in how we manage our finances today and plan for our long-term financial security.

During the 20th century, many countries developed social contracts among governments, employers, and individuals to provide for people when they retire or are unable to work. However, these social contracts are outdated as they perpetuate a "one size fits all" solution. In order to create a new social contract that is sustainable, we need to rebalance our life priorities and rethink how we work and save for retirement. With Millennials representing one-in-three American workers[1], young adults are driving changes that are benefiting workers of all generations. In the workplace, for example, more flexible work arrangements that allow parents to take leave to spend time with their children also benefit workers who may need to take time off to take care of an older relative, and older workers who may be looking for flexible retirement options.

While they are change makers, young adults – who we define as age 20 to 29 – represent a vulnerable group. They are struggling to get a foothold on the career ladder amid persistently high unemployment, often taking on internships or short-term jobs to build up experience and credentials. Young adults will be more likely to have non-linear careers with many employers and their lives will be more likely to be defined by change than previous generations. Their path to financial security will require them to navigate uncertainty and re-examine their life priorities more frequently.

The New Social Contract: Young adults reinventing life, work, and retirement has been written by young adults to engage social partners such as governments and employers in developing long-term solutions for a sustainable retirement system that honors intergenerational equity and makes sure that no one is left behind. It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) in the Netherlands and nonprofits Transamerica Center for Retirement Studies® in the US and Instituto de Longevidade Mongeral Aegon in Brazil.

The Aegon Retirement Readiness Survey covers 15 countries in Europe, the Americas, Asia, and Australia. The findings in this report are based on the ninth annual survey that was conducted online between January 28 and February 24, 2020. The total sample population for the survey was 16,000 respondents: 14,400 workers and 1,600 retired people. The sample for this report was 3,070 young adults aged between 20 and 29 across the 15 survey countries. (See *About the survey* on page 47 for more information.)

[1] pewresearch.org/fact-tank/2018/04/11/millennials-largest-generation-us-labor-force/

Defining "young adults"

This report defines young adults as workers between ages 20 and 29, born between 1991 and 2000. They straddle the younger Millennial and the emerging Gen Z generations. The descriptive characteristics of young adults differ among countries featured in the scope of the Aegon Retirement Readiness Survey[2], however, there are clear trends:

- A significant number of young adults have university degrees as education systems make continual progress globally, and many have only been in the labor market a short number of years.
- Levels of educational attainment vary across the survey countries (Table 1) due to differences in higher education systems. Overall, young adults are more likely than the average respondent to have at least an undergraduate degree.
- Young adults are less likely to be married and much less likely to have children. Just a third are married, compared to two-thirds of people in their 50s.

Table 1: A portrait of young adult workers

Country	Sample size	Education (Undergraduate degree or higher)	Dependent children	Married
Total (20-29)	**3,070**	**60%**	**36%**	**33%**
Australia	167	57%	29%	37%
Brazil	243	60%	44%	37%
Canada	190	67%	22%	21%
China[3]	472	75%	30%	35%
France	165	59%	41%	32%
Germany	123	17%	29%	20%
Hungary	211	28%	27%	23%
India[3]	279	92%	45%	30%
Japan	122	53%	18%	22%
Netherlands	155	56%	35%	30%
Poland	209	44%	48%	58%
Spain	150	49%	41%	24%
Turkey	262	74%	43%	45%
UK	162	57%	47%	33%
US	160	43%	28%	23%

[2] The survey was conducted in January 2020, prior to the global outbreak of COVID-19
[3] Internet access in India and China is limited in rural areas, therefore sample includes a higher proportion of respondents living in urban areas. Accordingly, the sample tends to include middle-income and high-income workers who attained an advanced education

1. A world view from the perspective of young adults

At the dawn of 2020 and the new decade, few could have predicted the onset of a pandemic which would disrupt every aspect of ordinary life. Not only has COVID-19 interrupted everyday norms, it has also been a major impediment to global economic growth, prosperity, and opportunity.

While the pandemic has provided challenges for all age groups, COVID-19 has produced unique challenges for young adults in particular. Even though the health implications of COVID-19 are less likely to be severe for those in their twenties, young adults have been heavily impacted by the economic ramifications of the pandemic. It is estimated that one in six young adults globally have stopped working since the onset of the coronavirus[4]. Job loss, economic inactivity, and uncertainty about the future mean many will enter the workforce or be in the early stages of their careers at a time of harsh economic conditions.

The first decade of an individual's working life typically sets a blueprint for the rest of their career. It is a time when key skills are developed, a foundation of knowledge and experience is anchored, professional networks are developed, and good habits are established and engrained. It is also the first opportunity for many to begin accumulating their own wealth and setting a trajectory toward long-term financial planning.

Even prior to the pandemic, young adults globally faced challenges in adjusting to a rapidly changing world. Career paths and work practices are increasingly fluid with flexible working and career breaks becoming the norm. The newest cohort of workers entering the workforce have different needs, desires, and expectations for balancing their personal and working lives. These differences already have notable impacts on if and how young adults make financial plans for the future.

"Even prior to the pandemic, young adults globally faced challenges in adjusting to a rapidly changing world."

[4] International Labour Organization, Youth & Covid:19: Impact on jobs, education, rights and mental well-being, 2020
The ILO definition of young adults (ages 18-29) is wider than the definition Aegon used in this report. Those who have stopped working comprise young adults who had already lost their jobs (6.9 percent) and those who have reported working zero hours since the onset of the crisis (10.5 percent) which could include temporary job freezes such as furloughing or job retention schemes introduced by many governments. The ILO survey population comprised 12,605 respondents from 112 countries, the sample represents around 93 percent of the world's youth population. Fieldwork was conducted April – May 2020

A different route into, and through working life

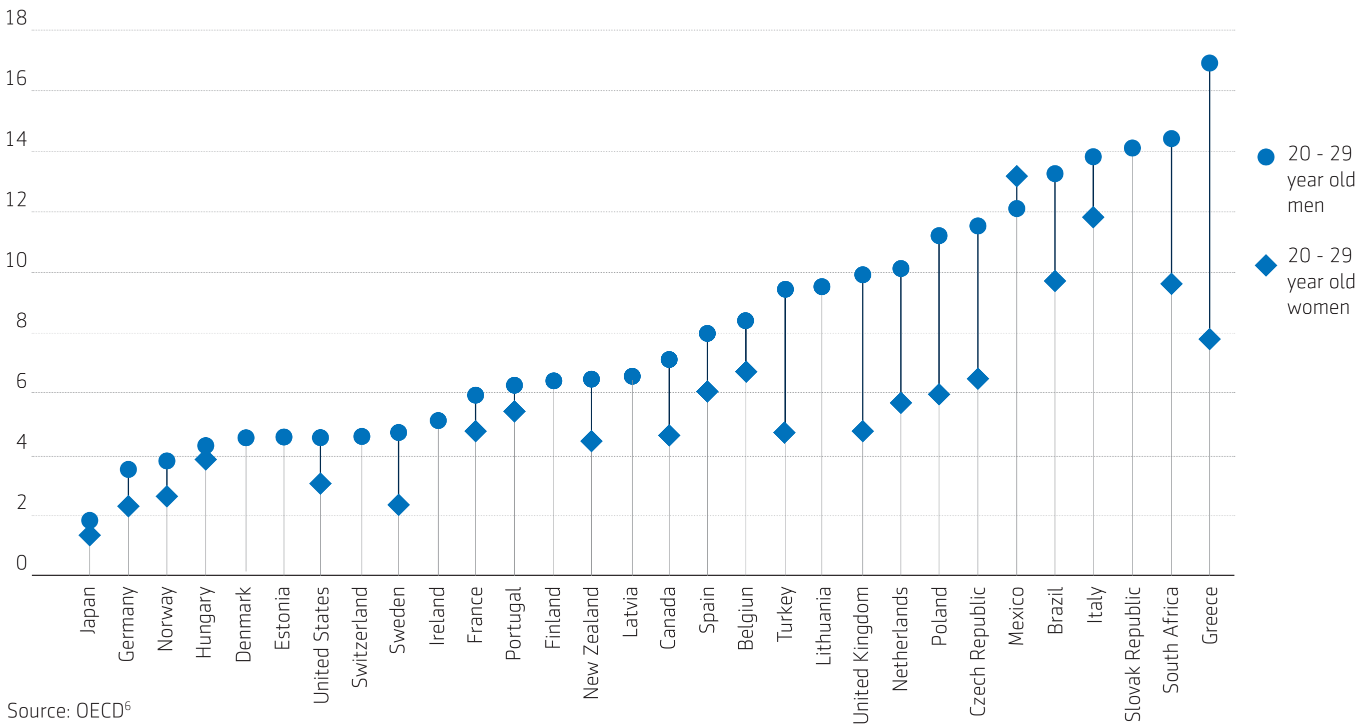
As provision of higher education improves around the world, young adults are increasingly delaying their entry into the workforce. Globally, the gross enrollment ratio into university education has doubled over the last two decades, increasing from 19 percent in 2000 to 38 percent in 2017, with middle-income countries expected to achieve an average university enrollment ratio of 52 percent by 2030[5]. This swift expansion represents progress toward a more informed and better skilled workforce for the future, yet also means a growing number of young adults today are unlikely to start work until their early- to mid-twenties, a stark contrast from prior generations who typically entered the workforce as teenagers.

Today, many young adults at the outset of their working lives anticipate a far different career path than their parents and grandparents. At a macro level, the irreversible tide of globalization and digitization has produced a working world characterized by speed, fluidity, and innovation. New technologies have given rise to new business models and forms of work. Terms such as "gig economy," "on-demand economy," and "platform work" were non-existent just a few years ago. Now, they are commonplace and most come without employee benefits such as workplace retirement plans. While the gig economy may provide employment opportunities that suppress unemployment and offer flexibility to those who desire it, it is also more precarious than traditional employment.

Young adults are also more likely to be self-employed and, in turn, not have access to employer-sponsored retirement plans. 2019 data from the OECD shows that many countries – notably Brazil, Poland, and the Netherlands – have comparatively high rates of self-employment among 20-29-year-olds particularly among men. There are significant differences among countries, with far lower self-employment rates among young adults in Japan, Germany, and the US. Globally, these proportions mean that a large number of young people likely do not have access to government and employer sponsored retirement plans and will have to assume more personal responsibility for securing their long-term financial future.

Table 2: Self-employment as a % of total employment among 20-29-year olds

Note: Data for women not available in all countries



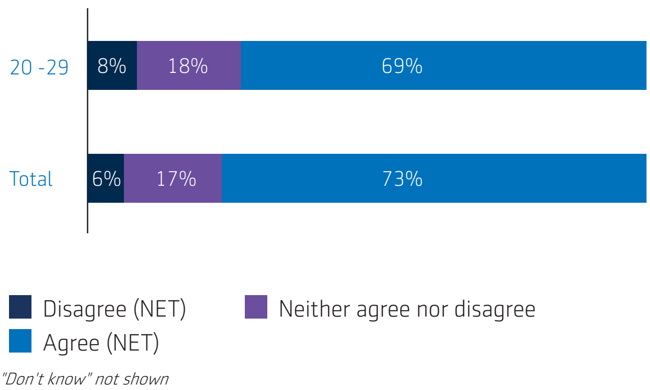
Source: OECD[6]

[5] UNESCO, #CommitToEducation, 2019
[6] OECD, 20-29-year-old men / 20-29-year-old women, % of total employed, 2019 or latest available data

These overarching global trends are intertwined with grassroots demands for career variety and flexibility by many young adults today. The concept of a career break is no longer confined to the fringes of career conversations; 84 percent of young adults are now foreseeing significant career breaks during their working lives. The reason for these career breaks are varied, with young women twice as likely as men to envision a career break due to the birth of a child, while four in 10 young women and men foresee career breaks for relaxation or travel purposes[7].

Across generations there is recognition of this changing landscape. Almost seven in 10 (69 percent) young adults agree they will have far more career changes than previous generations. Notably, the feeling of a shifting landscape increases by generation, with around three in four (73 percent) of the total survey population agreeing that younger people will have more career changes than they did during the course of their own career.

Table 3: A majority of all ages agree that today's workers will have more career changes than previous generations

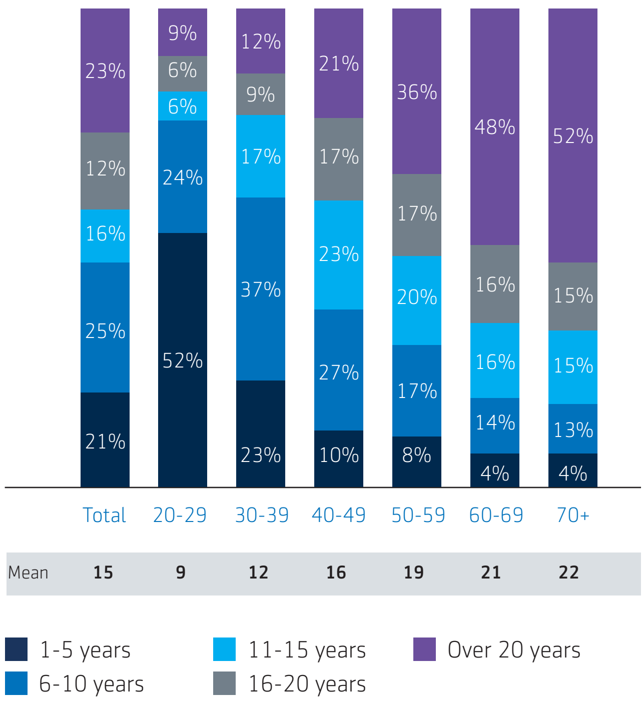


Naturally, the implication of young adults having more career changes is spending fewer years with any single employer. Less than one in 10 (nine percent) young adults expect to work for any single employer for more than 20 years. In contrast, more than half of those over 60 years of age have worked for a single employer for two decades or more. Furthermore, the average number of years young adults expect to spend with a single employer is nine years, less than half as long as those aged over 50. What implications will the new worker-workplace relationship have on retirement systems?

Did you know?

The New Social Contract calls for a modernization of retirement systems around the world. The New Social Contract should be flexible and adaptable, but sustainable and resilient to ever-changing times. It should harness innovations based on behavioral economics, healthy aging, and other enhancers of retirement security – while applying lessons of experience.

Table 4: The youngest cohort of the global workforce expects to have a career featuring many experiences with different employers



Structural changes in the job market, changes in the way young adults see their lives and careers unfolding, and the increasingly fleeting relationship between employers and employees will have implications for retirement savings. Globally, many pension systems have moved away from sole or significant reliance on government provision of retirement income, such as social security. Simultaneously, the post-World War II workplace pensions, which were designed around the concept of a job-for-life during which employers funded the pensions, are becoming far less common.

[7] ManpowerGroup, Millennial Careers: 2020 Vision, 2016

Did you know?

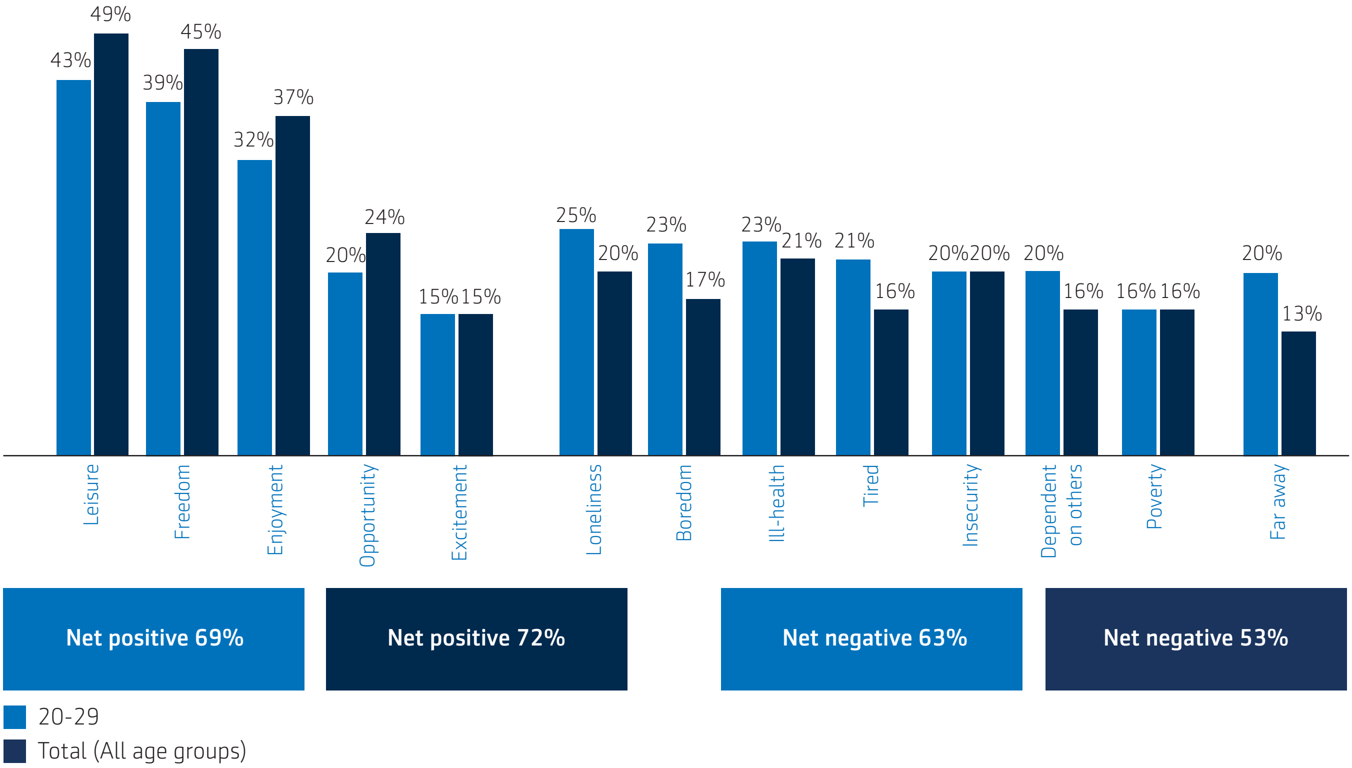
Portable benefits are workplace benefits such as retirement, defined contribution, or healthcare plans that are tied to the individual, as opposed to the employer, and thus can be carried from one employer to another as a worker progresses through their career.

These changes have shifted much of the responsibility of saving for retirement to individuals – a shift that will rest more heavily on young adults of today. The worker-employer relationship and employers' role as a fundamental element of the new social contract is also shifting. Today, the trend toward more frequent career moves and decreasing time spent with any single employer presents new challenges around the design of workplace retirement plans. The portability of long-term savings and the ability to track the value of retirement savings in real-time have become far more important to today's workers.

Retirement: A distant consideration and possible disconnects

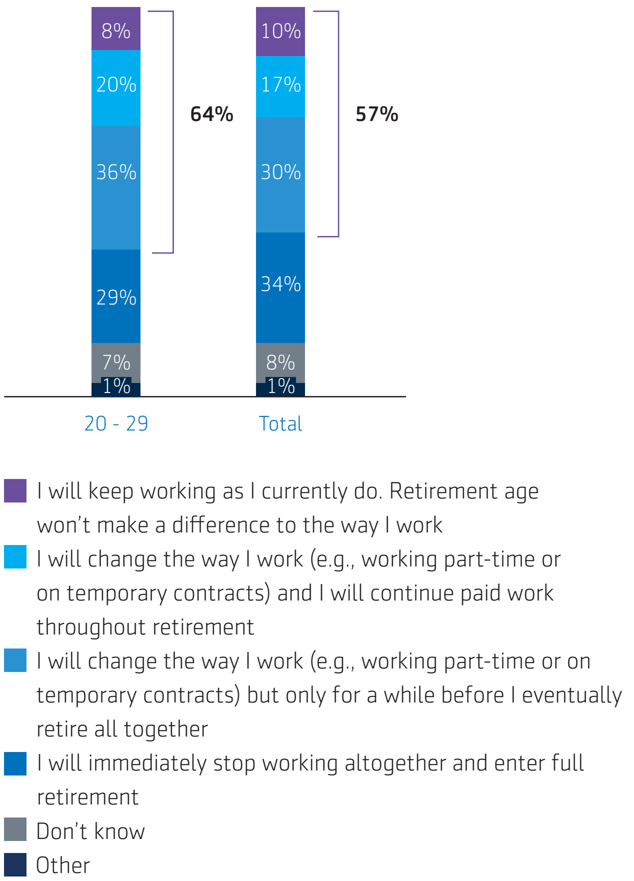
Those entering the workforce today are embarking on a journey that may span half a century. In this context, the concepts of aging and retirement can understandably feel abstract or distant; however, only one in five (20 percent) young adults view retirement as "far away." Young adults are more likely to have negative associations with retirement, such as "loneliness" (25 percent) and "boredom" (23 percent) when compared to other age groups. They are also less likely to associate retirement with positive words, such as "leisure," "freedom," and "enjoyment."

Table 5: Almost two-thirds of young adults cite negative associations with retirement, compared with just over half among all age groups



Young adults are continuing to challenge the conventions of previous generations of workers and retirees. They are less likely to see retirement as a distinctive life stage or "hard-stop." Almost two-thirds (64 percent) of young adults envision a transition to retirement, including one in five (20 percent) who expect to have some form of paid work throughout their retirement. Only 29 percent expect to immediately stop working and enter retirement. Put simply, despite young adults having negative associations with retirement, it is also a period of time in which they anticipate being economically active.

Table 6: Retirement is no longer expected to be a "hard stop." Almost two-thirds (64 percent) of 20-29-year olds envision a transition to retirement compared with the global average of 57 percent



The notion of a phased or transitional retirement points to a fundamental change facing current and future generations. This is significant, as a more flexible view of retirement means it may be harder to pinpoint a retirement age to use for retirement planning purposes.

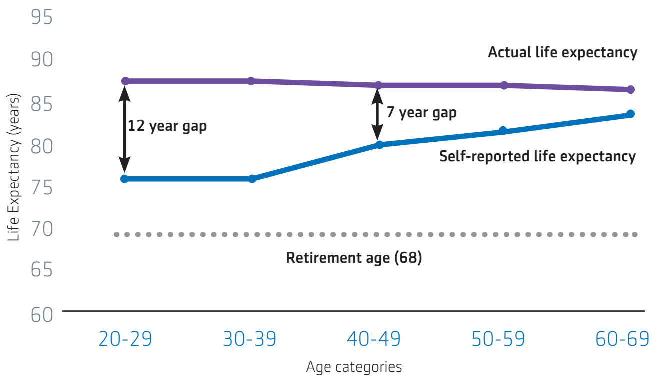
It is important to develop a realistic expectation for how long retirement will last. The length of retirement is determined by two factors: when someone expects to retire and how long they expect to live. In all but one of the survey countries, the self-reported life expectancy of young adults falls (significantly) short of the latest predictions of the actual life expectancy[8].

Young adults are underestimating how long their retirement will be: the size of the shortfall varies per country, but the implication is that young adults are, sometimes significantly, underestimating how much they will need to save for their retirement.

For example, in the UK, survey data shows that a young adult has a self-reported life expectancy of 76 years. However, governmental sources reveal an actual life expectancy for a person aged 25 is 88 years. UK retirement age for someone currently aged 25 is 68[9]. On average, this person has only accounted for a retirement lasting eight years (68-76), when in reality they are likely to have a retirement spanning 20 years (68-88); a shortfall of 12 years. The youngest generation in the UK would therefore need to save 150 percent on top of what they are already saving to cover the shortfall (i.e., they need to save 2.5x as much).

Table 7: There is a significant gap between self-assessed and actual life expectancy, with the largest gap (12 years) seen among the youngest in the workforce

Actual versus self-reported life expectancy by age groups (UK data)



This disconnect potentially establishes a sizeable and significant shortfall in financial security for later in life. Steps must be taken to close the gap between retirement expectations and reality among young adults to ensure they take the necessary steps to enjoy a financially secure and healthy retirement. The good news is that time is on their side to start saving and recalibrate their expectations to set them on their trajectory for long-term financial security.

> *"It is important to develop a realistic expectation for how long retirement will last."*

[8] In Brazil, young adults overestimate their life expectancy by three years.
[9] Average based on life expectancy for a 25 year old UK man of 86 years and a UK woman of 89 years. Source: ONS

2. One size does not fit all

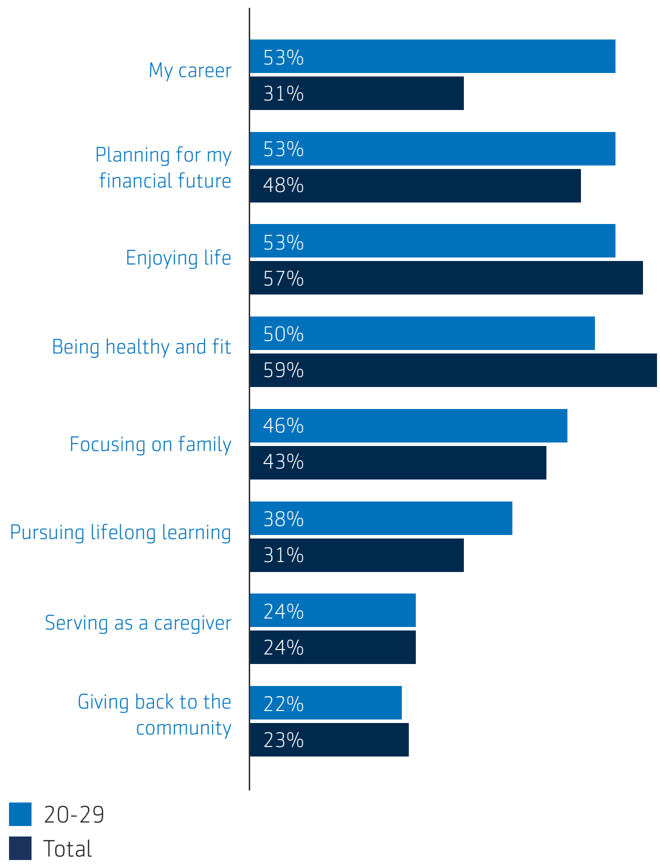
Young adults live in a less certain, more fluid and fast-changing world. Lifestyles and financial planning goals are becoming more diverse over time. They need more personalized and portable long-term savings products and they also need personalized communications tailored to their situations. Personalization is also needed when communicating the benefits of those products. Young adults often face financial pressures, requiring them to balance short-term and long-term needs, and to navigate financial jargon. They require specific support to overcome these challenges.

Different people with different priorities

Life's journey is rarely straightforward. As much as we may or may not try to plot a linear course from now to some imagined future, there are always events that come along that convince us – or sometimes force us – to change our course.

The survey shows young adults are dealing with a host of life and financial priorities. Young adults are equally as likely to cite their top life priorities as: their careers, enjoying their lives, and planning for their financial futures (all 53 percent).

Table 8: Young adults are juggling a variety of life priorities



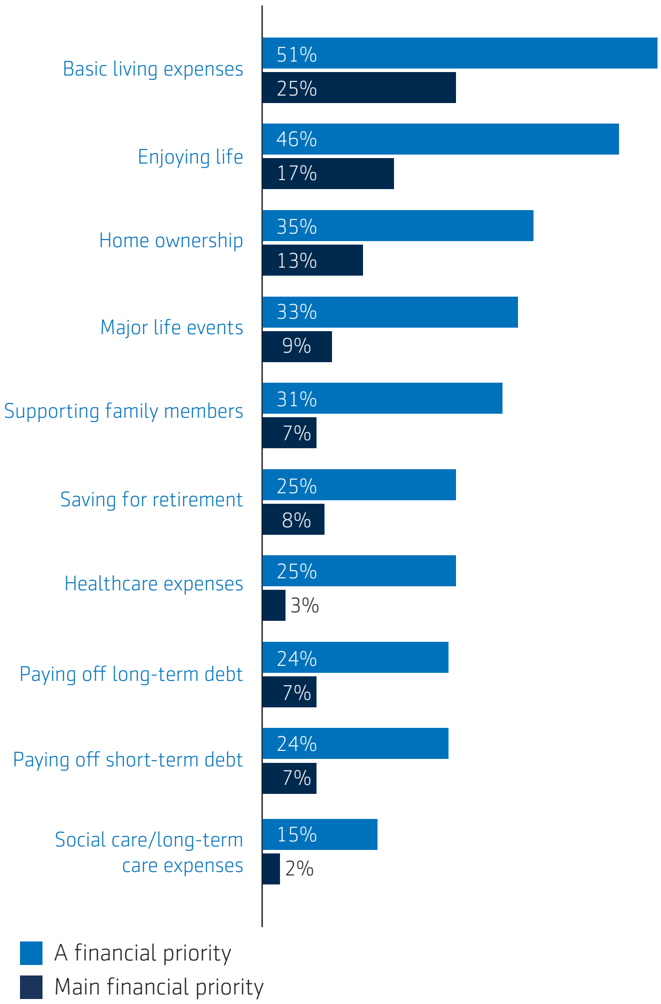
"Young adults often face financial pressures, requiring them to balance short-term and long-term needs."

Planning for one's financial future should include saving for retirement. But, only a quarter see it as a financial priority.

Given that so many young adults view retirement as "far away" (Table 5 in Part 1), it is no surprise to see that more immediate financial priorities take precedence. For a quarter of young adults, paying for basic living expenses is their main financial priority (25 percent). Many are, often for the first time, dealing with a range of expenses – including housing, utilities, food, commuting, and finding some spare money to enjoy life.

It often makes financial sense to prioritize near-term considerations over long-term ones. Paying off loans early, for example, can help reduce costly debt interest repayments, which eventually frees up household income for longer-term financial needs. Similarly, paths to homeownership can be preferable to paying rent by helping to reduce housing costs later in life and helping to build wealth, although there are notable structural and cultural differences to homeownership globally.

Table 9: Immediate priorities, such as basic living expenses and enjoying live, are the main financial priorities of young adults



Did you know?

A Defined Contribution (DC) plan is a type of retirement plan in which the worker, employer, or both make contributions on a regular basis. Benefits are linked to investment performance over time rather than a pre-determined formula as seen in defined benefit plans. In the US, 401(k) plans are the most prevalent type of DC plan.

A Defined Benefit (DB) plan is a type of pension plan in which an employer/sponsor promises a specified monthly benefit upon retirement that is predetermined by a formula based on the worker's earnings history, tenure of service and age, rather than depending directly on individual investment returns. **"Final salary"** and **"career average"** are examples of types of defined benefit pensions.

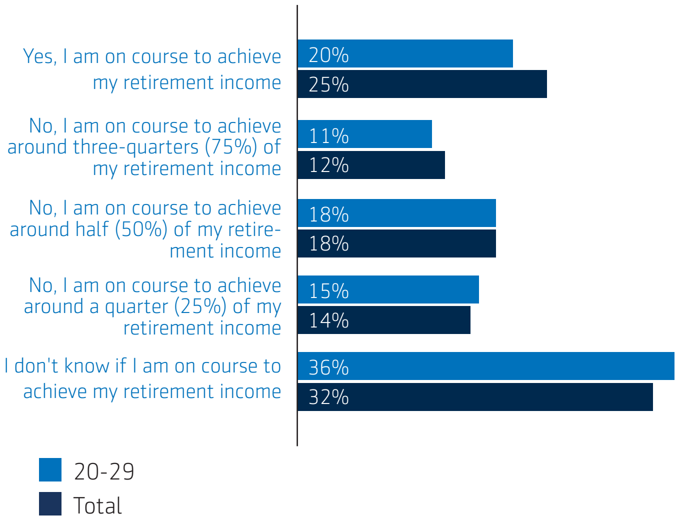
Different people on different financial journeys

Young adults are juggling many priorities in their lives, both personally and at work. They are also working to strike a balance between immediate and longer-term financial priorities. Young adults also have an abundance of information on social media that can be a source of inspiration to help them further manage their priorities. For all its abundance, finding reliable information on this platform can be challenging but not impossible if looking in the right places.

New schools of thought, such as the FIRE movement (Financial Independence, Retire Early), have acted as disruptors to the traditional view of saving for retirement. For many, following the full FIRE lifestyle might be unrealistic. However, FIRE influencers can nudge their followers to take small steps that can lead to better financial habits. For example, they can share content on how to achieve short-term financial goals (e.g., buying a car or saving for a trip) or how to use these methods for long-term financial goals (e.g., saving for retirement). Through tools, calculators, and fun challenges, FIRE influences can help their followers become more financially savvy and raise awareness.

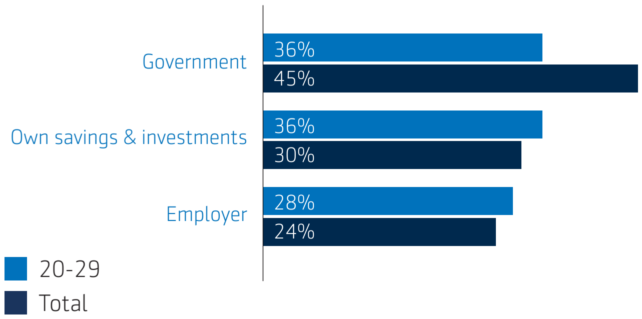
Understanding the world view of young adults is key to future-proofing retirement systems, and addressing some of their very real concerns. Young adults have lower expectations about the proportion of their retirement income that will come from traditional sources. Additionally, only one in five (20 percent) of young adults say they are on course to achieve their retirement income. Concerns about the future funding and sustainability of social security programs weigh heavily on us all, but should not be an extra burden for younger people whose retirement may be several decades in the future.

Table 10: Only one in five young adults say they are on course to achieve their retirement income



Young adults' expected sources of income in retirement illustrates their self-reliance in preparing for retirement. Two interesting findings emerge: young adults expect a lower proportion of their retirement income (36 percent) to come from government sources than the total population does (45 percent), and they expect the same proportion of their retirement income to come from their own savings and investments as from the government.

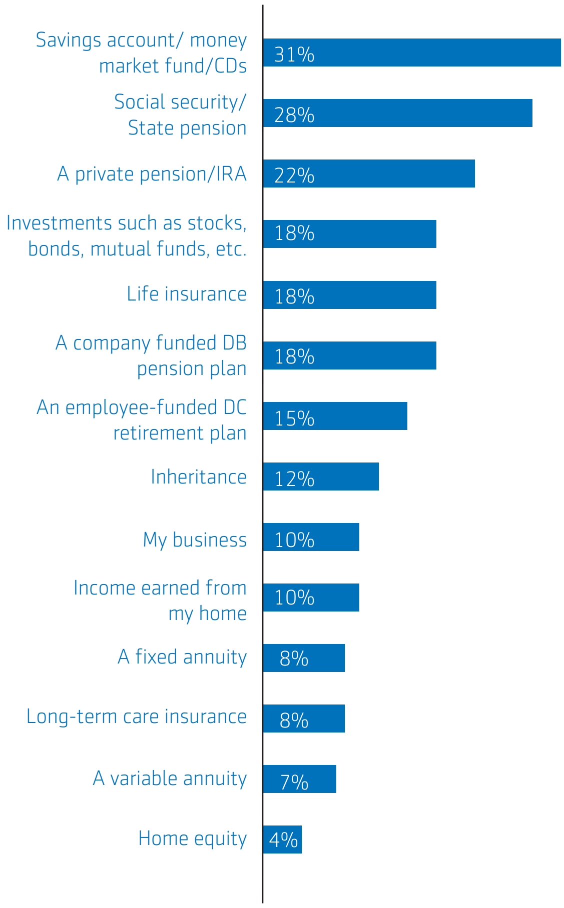
Table 11: Expected sources of retirement income



Young adults are adopting a "do-it-yourself" approach in preparing for retirement and many are doing so outside of traditional retirement products – either by choice or necessity.

Young workers have evolved various ways of building assets. The most cited method for them to save for retirement is putting money aside in savings accounts (31 percent). This compares with just 22 percent who have a private pension/IRA and 18 percent who save for retirement in investments such as stocks and bonds. It is encouraging that so many young adults are saving on their own. However, they are many years from retirement and may be in a better position to shoulder greater investment risk to achieve higher growth than what savings or deposit accounts provide.

Table 12: Young adults are using a variety of means to prepare for retirement

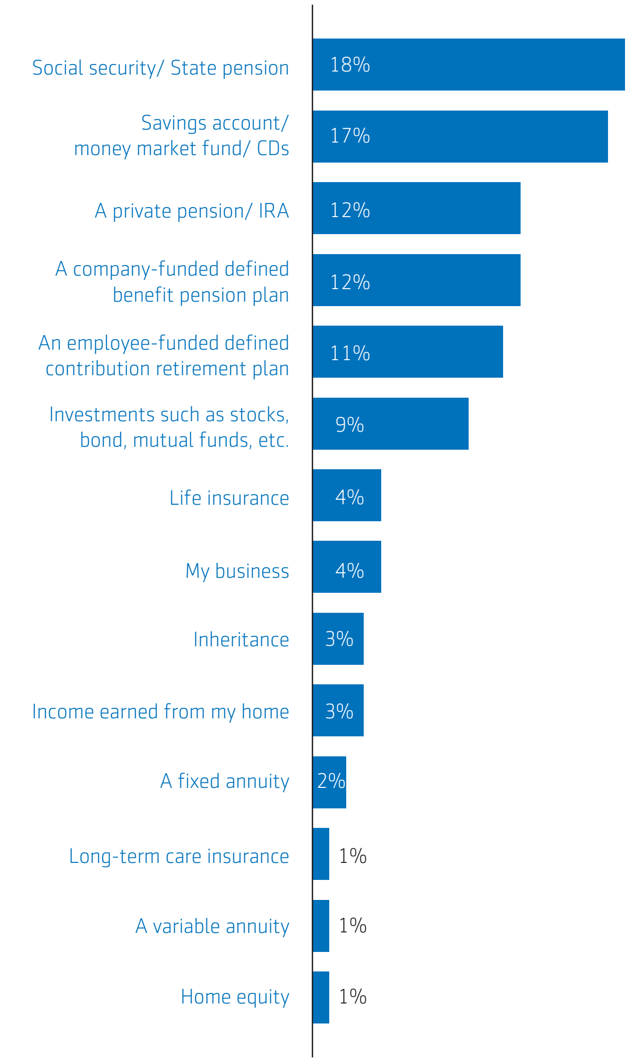


Many countries provide income tax relief on individuals' contributions to retirement plans, and capital gains tax relief on investment returns during the accumulation phase. This has a powerful effect of potentially "turbo charging" the value of contributions and compounding of investment growth over time. In return for receiving generous tax breaks, people are restricted from accessing their retirement savings until they retire. While this also safeguards these assets for the future, this concept of "locking away" retirement plan assets can often be unappealing to young adults when considering their long-term savings options. Some countries, notably the US, have sought to address this issue by permitting people to access funds in their 401(k)s in the form of loans, which they are required to pay back over time.

Young adults save for the long term in a variety of ways and have different relationships with employment and their employers. As such, it is important for them to receive an overview of their entire savings. Understanding how much is saved within one retirement plan is certainly helpful, but it is more impactful for people to have a full understanding of how different pockets of savings come together to form one big picture. This will particularly help young adults assess where they are in their savings journey and financial goals, and how they are balancing risk across their retirement savings.

Young adults expect their most important source of retirement income to be social security (18 percent), followed closely by personal savings (17 percent), and private pensions/IRAs (12 percent). This expected reliance on personal savings reflects the way they are currently saving for retirement (Table 12).

Table 13: Next to social security, personal means represent the most important source of retirement income



Young adults have potentially 40 years or longer before they retire. It is important that they periodically review their personal and financial goals. It is also imperative that the financial services industry recognize the various needs, demands, and actions taken by diverse groups of young adults in order to create appropriate products, plans, and services for them. Overall, greater flexibility and availability of retirement savings offerings will provide the opportunity for more people to save for retirement.

Did you know?

People in the FIRE movement (Financial Independence, Retire Early) save and aggressively invest between 50 to 75 percent of their income, so they can retire some time in their 30s or 40s. Followers of the FIRE movement aspire to quit their jobs and live solely off small withdrawals from their portfolios, decades before traditional retirement age. The movement was born in 1992 stemming from the book, "Your Money or Your Life" by Vicki Robin and Joe Dominguez.

Did you know?

A way to understand what compound interest (or compounding interest) means, is thinking of it as "interest on your interest." It is the interest on a loan, deposit, invested amount, or retirement savings calculated based on the initial and accumulated interest from previous periods. For example, if you invest $100 with a 10 percent interest today, you get a return on investment of $10 one year later. The compounding effect would then continue to grow your original investment of $100 by 10 percent every continuous year, but also grow the additional return of $10 by 10 percent. So, two years from your original investment you wouldhave an accumulative amount of $121.

3. Laying the foundations for good financial well-being

Because the working lives of young adults are becoming increasingly fluid, the onus is on the partners in the new social contract - governments, pension providers, employers, and individuals - to reframe the narrative of "retirement readiness" by placing increased emphasis on general "financial well-being."

Doing so will give young adults the best chance of success whether they envision a traditional route to retirement (i.e., a linear pathway with one or two main employers throughout the duration of their career), or a more varied career path embodying new workplaces every few years, career breaks, self-employment, or sabbaticals along the way.

Framing the retirement planning debate within the context of financial well-being helps to engage more with younger workers, for whom wellness is an important consideration, while also accommodating the trends toward agile and flexible working patterns which emphasize the importance of work-life balance. It creates a natural springboard to start conversations with young workers about making financial plans for the longer term.

For many years, Aegon has championed the "Five Fundamentals for Retirement Readiness." These are as relevant as ever and can also be applied to create good "financial well-being" in order to accommodate the changing nature of work undertaken by young adults.

Five Fundamentals for Retirement Readiness

The "Five Fundamentals for Retirement Readiness" define the steps young adults should take to help ensure that they have sound financial well-being. These steps involve various aspects of saving, planning, preparing for life's unexpected events, maintaining good physical and mental health, and continual learning.

1 Saving habitually

A central pillar of good retirement readiness is a regular and consistent savings habit. The best time to put money aside is just after receiving a paycheck. Doing so ensures you spend what is left after saving, rather than save what is left after spending and run the risk of not saving anything at all. At present, less than a third (32 percent) of young adults are habitual savers, the lowest of any age group. That said, it is logical that at the outset of a career, workers are less likely to have established savings habits. Promisingly, a quarter of young adults intend to start saving, more than any other age group.

2 Develop a written financial plan

Taking the time to set out a written plan helps to provide more clarity about priorities and aspirations and brings the rationale for saving into sharper focus. It also gives opportunity for goal setting and establishing savings targets overtime, allowing you to see whether you are on track to meet your objectives. Although young adults are in line with the global average (17 percent) in terms of having a retirement plan and writing it down, the proportion is low and all workers can do more to solidify their plans.

3 Create a backup plan for unforeseen events

Sound planning is not just about having a single plan in place. When unforeseen events strike, they can have catastrophic impacts on personal finances. Therefore, having a backup plan provides additional reassurance. At the outset of a young person's career, this can be a simple step such as building a buffer of cash savings for unexpected events such as car repairs, home maintenance demands, or unemployment. Young adults are more likely than older workers to have a backup plan in place.

4 Adopt a healthy lifestyle

Just 50 percent of young adults identify "being fit and healthy" as a life priority (Table 8). Leading a healthy lifestyle is a significant factor to maintaining physical and mental well-being in working life and in setting a trajectory for an active retirement. By making good lifestyle choices today, people of all ages can increase the likelihood of staying in the workforce longer – increasing their ability to continue to save and preserve their retirement savings longer. As a result of COVID-19, many young adults may work from a "home office" and need to remain vigilant to keep active throughout the day. Mental health and well-being are more of a point of concern for young adults compared with older workers. A significant proportion (42 percent) identify as feeling stressed about their current financial situation every week. Pressures on mental well-being have consequences for productivity and an impact on the ability to keep working. The World Health Organization (WHO) estimates over 260 million people suffer from depression globally and identify it as one of the leading causes of disability, as many suffering from depression also suffer from symptoms of anxiety. The WHO estimates that depression and anxiety disorders cost the global economy US $1 trillion each year in lost productivity[10]. The issue of mental health is more profound among young adults, and the social partners need to support them with policies and services.

5 Embrace lifelong learning

In a digital age, with notable accelerating technological developments in AI and machine learning, the job market will inevitably change significantly in the decades to come. Individual financial well-being is reliant on developing new and relevant skills and retraining. This will allow individuals to adapt to a changing labor market and to help them remain in the workforce longer. Optimistically, young adults are the most likely to identify lifelong learning as a top life priority. Almost, two in five (38 percent) see this as a top priority, compared with the average of 31 percent across all age groups (Table 8). Additionally, life-skills should include financial education to help individuals be knowledgeable and confident about financial decision-making throughout life, which in turn can lead to better financial outcomes in retirement.

[10] WHO, Mental health in the workplace, 2019

Start early, save habitually

The rewards of starting to save early, in the first decade of an individual's working life, are significant. According to Aegon's actuarial calculations, with all underlying assumptions the same, an individual who starts saving at age 20 would have a retirement income of 153 percent of their current salary, whereas an individual who starts saving at age 30 would have a retirement income of just 80 percent of their current salary (see Appendix 2). The challenge is to understand the barriers to saving among aspiring savers and non-savers in the first decade of their career and move the dial toward a more habitual savings routine.

Aegon has identified five saver types: habitual, occasional, aspiring, past, and non-savers. Young adults who are habitual savers are far more likely to have a good idea of the total value of their savings, with almost two-thirds (63 percent) having a good idea compared to less than half (44 percent) of those who are not currently saving for retirement.

Habitual savers profile

Age: 20-24 (50%) 25-29 (50%)
Gender: M (51%) / F (49%)

Top 3 barriers to saving more:
1. Saving for more immediate priorities (30%)
2. Not earning enough (24%)
3. Focused on paying off debt (21%)

63% have a very good idea of the total value of all their personal savings for retirement

Non-savers profile

Age: 20-24 (57%) 25-29 (43%)
Gender: M (45%) / F (55%)

Top 3 barriers to saving:
1. Not earning enough (41%)
2. Saving for more immediate priorities (33%)
3. Focused on paying off debt (22%)

44% have a very good idea of the total value of all their personal savings for retirement

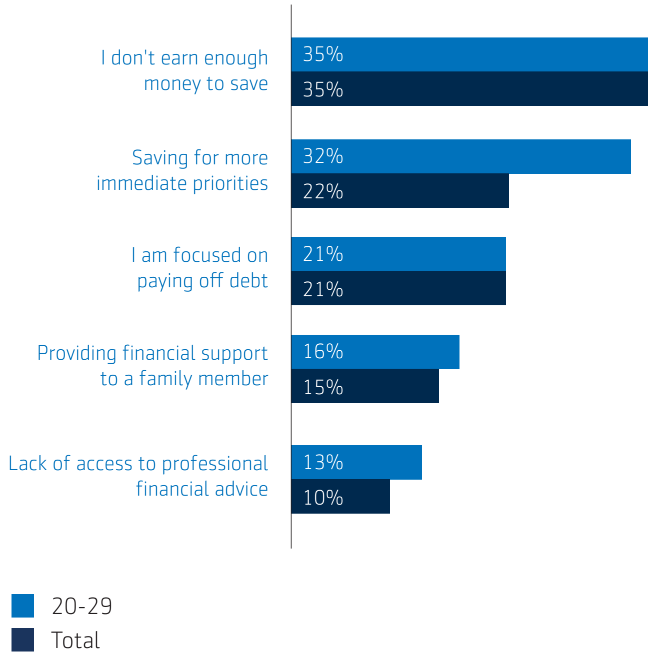
Identifying and overcoming the key savings barriers

Young adults are encountering a wide range of barriers that prevent them from saving or saving more for retirement. These barriers include: not earning enough to save (35 percent), saving for more immediate priorities (32 percent), and focusing on paying off debt (21 percent).

A lack of income is an understandable situation, especially for young adults who are still at the beginning of their careers and salary progression. The challenge therefore is to assist young adults in taking the first steps toward saving.

Even for young adults who are habitually saving, the greatest barrier to higher savings rates is the pressure of more immediate priorities. Developing a written plan is a great way for young adults to distill their priorities and focus on their retirement needs

Table 14: Top 5 barriers to saving for retirement

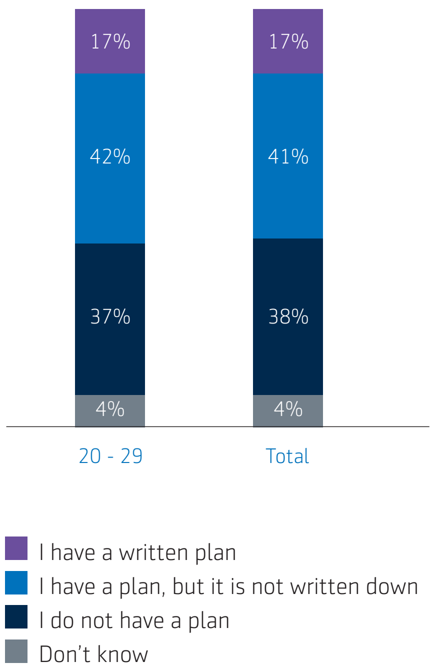


Developing robust financial plans

In practical terms, it is not easy to change how much money comes via a regular paycheck. However, most people can change how much goes out. By clearly identifying monthly expenses and developing a budget, all working adults – including young adults – can identify areas where spending can be reduced, allowing them to unlock savings potential.

The survey finds that, while young adults mirror patterns similar to other survey respondents in how formalized their retirement plans are, there is room for improvement. Only 17 percent of both groups have a written retirement strategy, while an additional 42 percent of young adults have a plan but they haven't committed it to writing.

Table 15: Over half of young adults have a retirement strategy, in line with the average of all age groups



"A lack of income is an understandable situation, especially for young adults who are still at the beginning of their careers and salary progression."

Practical tip...

To help get started on writing a retirement plan and make it meaningful to your situation, you may want to take a step back and reflect on this: Where are you coming from? What have you achieved that makes you proud? What recent moments in your private and professional life did you find enjoyable? And in what moments did you feel competent, engaged, or useful?

Now that you have reflected on this, look forward to the next year; five years; and 10 years from now. What might it be that makes life enjoyable at future points in time? Where will you be, with whom, in what job? This is not about picturing the next career move so you can earn impressive amounts of money. It's about identifying what you will find enjoyable and meaningful.

Research has shown that those who have a concrete vision of their future self – and those who have reflected on what gives them pleasure and purpose in life – are more likely to save for the future. They are also more likely to have emergency buffers for unforeseen events and less likely to have debt. It is plausible that when you have a concrete picture of your future self, you're also more likely to stay fit, stay in touch with friends or acquaintances, and take time out to learn new skills and gain knowledge. After all, when you have in mind what you are doing all this for – your future self – you are more likely to do the slightly harder thing now (e.g., go to the gym, save a portion of your salary, enroll in a continuing education course) than give in to the short-term pleasures of your present self.

You can find a template to help you think through some of these ideas in Appendix 3.

Applying elements 1 (saving habitually) & 2 (developing a financial plan) from the five fundamentals of retirement readiness will facilitate this endeavor.

4. What is the role for the workplace?

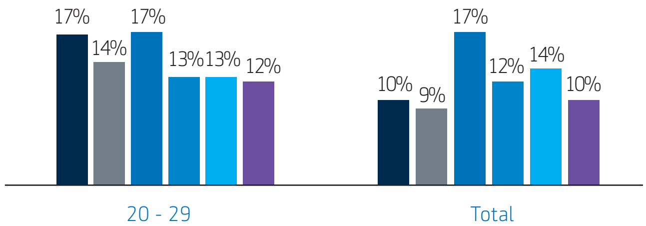
The workplace can play a central role in encouraging and promoting financial well-being among workers, as discussed in *The New Social Contract: Age-Friendly Employers*, Aegon Retirement Readiness Survey 2020. This is particularly the case among young adults. Employers are important sources of information for young adults and can shape their behaviors and outlook as they move through their career.

Workplaces as a catalyst for savings behavior change among young adults

Employers prompt workers to save for retirement in a number of ways. When considering the reasons young adults first started saving, employment-related reasons are cited by almost half (49 percent). Whether it is starting a first job (17 percent) or a more proactive move from an employer to start saving in a retirement plan (17 percent), collectively interactions with the workplace are likely to change the trajectory of savings behavior for young adults.

Young adults are less likely to have experienced major life events such as marriage, childbirth, or buying one's first property. Major life events can put a spotlight on saving and longer-term financial planning. It is becoming increasingly important that employers recognize the positive influence they can have on their workforce when it comes to prompting financial planning and well-being. Doing so is mutually beneficial for employers who can generate stronger loyalty and retention of employees.

Table 16: Employment related reasons are more likely to prompt young people to start saving than any other age group



NET: Employment reasons: 49%

NET: Employment reasons: 41%

- I started my first job
- I started a new (not first) job
- My employer started paying into a retirement plan/pension for me
- My employer offered a matching contribution to its retirement plan/pension
- I was automatically enrolled into my employer's retirement plan/pension
- I got a promotion/pay raise

Steps that can be taken to improve financial well-being

Employers are in a unique position when it comes to building meaningful relationships with young adults and being able to influence their financial plans. Three in four workers globally trust their place of work as an institution[11]. This significantly outscores other major institutions ever-present in daily life such as government and the media (which just less than half trust globally). This trust in employers can translate to workers of all ages, and in particular young adults, being likely to listen and respond to the actions and provisions their employers offer.

Young adults identify a vast range of ideas that would encourage them to save more for retirement. Some of the ideas are potentially costly and may not be feasible for employers to take, particularly in today's COVID-19 environment, for instance:

- 23 percent would be encouraged by more generous or better retirement savings plans.
- One in five young adults (20 percent) feel easy-to-use access to track and manage retirement savings would encourage better saving.

Many of the actions that would encourage saving are things employers can take simple steps to address and could be introduced at a lower cost, which include:

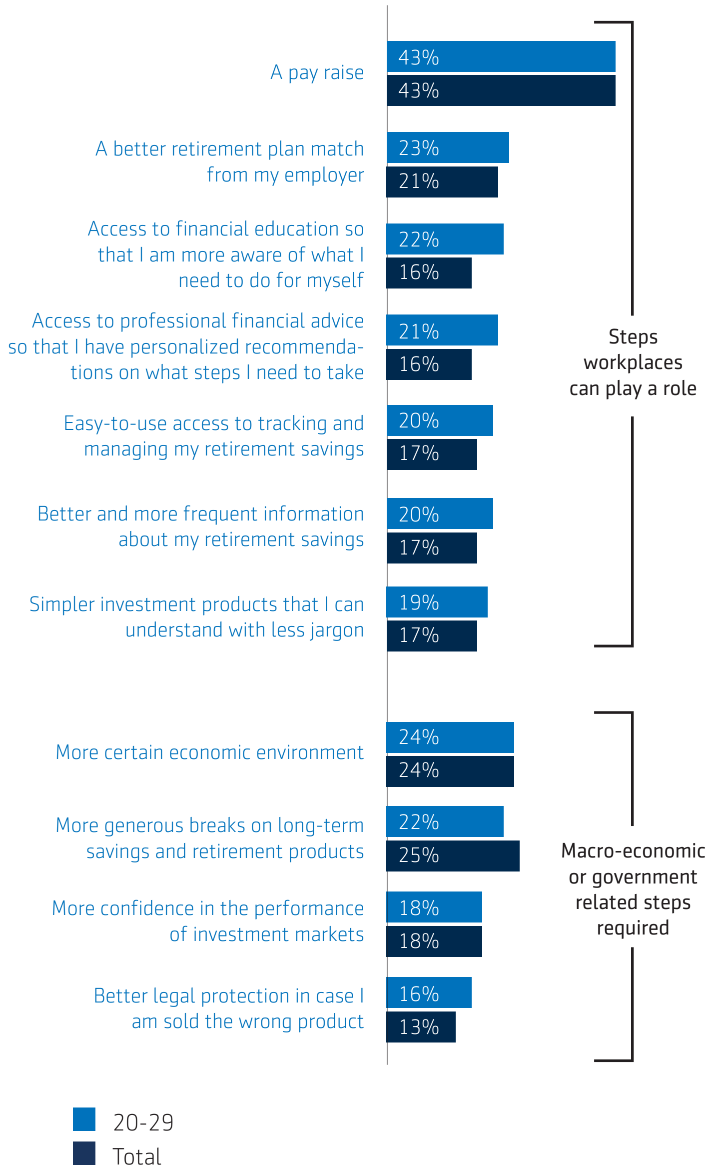
- Providing access to financial education so that workers are more aware of what they need to do for themselves. This would encourage more than one in five (22 percent) to save or save more.
- Facilitating access to professional financial advice so that young adults have personalized recommendations on what steps they need to take. Twenty-one percent of young adults identify this as something that would encourage them to save.

Workplaces can play a key role in providing young adults with financial education and long-term financial planning tools which they may not otherwise have access to. Financial literacy plays a key role in helping people create a robust financial plan. Using the framework of the "Big Three" questions developed by Drs. Annamaria Lusardi and Olivia S. Mitchell (Appendix 1), the survey finds that only 15 percent of young adults are able to correctly answer all three questions, compared with 28 percent of the total population[12]. Employers play an important part in raising financial literacy levels by equipping younger adults with access to online financial planning tools, annual workplace seminars, or webinars to provide financial trouble-shooting sessions with financial advisors.

[11] Edelman, Edelman Trust Barometer 2020

[12] Lusardi and Mitchell created the "Big Three" questions that measure understanding of compounding interest, inflation, and risk diversification

Table 17: Young adults are more likely to cite workplace supports to encourage increased savings



Did you know?

Auto-enrollment is a feature of an employer-sponsored retirement plan in which the employer automatically enrolls all eligible employees into the plan without the employees' express authorization. The employer sets the percentage of workers' salary or wages that is contributed to the plan. Employees can change this percentage and can chose to not enroll in the plan. It was introduced in the UK in 2012 and was hugely successful. The proportion of private sector workers aged 22-29 with a defined contribution pension increased from 16 percent in 2012, to 63 percent in 2017.

Recommendations

The employment landscape and employer-employee relationships are evolving. The desires and priorities of younger generations are changing amid wider macro changes such as technology advances and medical progress. The traditional path to retirement at the end of one's working life is giving way to a less well-trodden one.

COVID-19 has brought with it an era of increased uncertainty, which many people face. However, the pandemic also provides governments with the opportunity to "build back better" with a vision for an equitable and more sustainable society. In parallel, the pandemic gives ample opportunity to enact change within established retirement systems, allowing both institutions and individuals to reset their trajectory and objectives as they look ahead to the future.

As such, there is new impetus for good financial well-being. Products, services, and support that enable this will be central to ensuring future generations enjoy the health and lifestyle benefits of sound financial planning.

Young adults – Be the master of your own financial destiny

1. Think about yourself now and in the future as a basis for developing a written plan. Knowing what you want to achieve and what makes you happy will help you set priorities in life and finances.
    - Think about and keep track of how you are spending your money (e.g., housing, groceries, student loan repayments, subscriptions).
    - Establish what you think you will be or how you would like to spend your money 20 years from now (e.g., mortgage, further education, children).
    - When creating your plan make sure that it consists of three basic elements: meeting day-to-day needs, saving for the future, and creating a buffer for emergencies.
    - Create a backup plan that uses a combination of emergency savings and insurance to protect you against unforeseen events.
    - Share your plan with your family and those with whom you have a financially dependent relationship; this will help ensure your plans account for your family's future financial needs and that they are aware of what to do in case of unforeseen events.
    - Fill out the "First steps in thinking about life in the future and retirement" sheet in Appendix 3.

2. Take time to learn and understand the fundamentals of financial literacy: compound interest, inflation, risk diversification, budgeting, savings vs. debt, investing, taxes, risks of market volatility, and risk of outliving savings. Take advantage of online calculators and informational materials about saving, employer and government retirement benefits, as well as investment products such as life-cycle funds that manage savings and investments to a desired goal. Financial professionals can provide guidance in all of the above and help develop a savings and investment strategy.

3. The benefits offered by your employer can be some of the most effective ways to save for retirement. Take time to understand your workplace retirement plan, and other non-retirement benefits and compensation packages by asking yourself the following questions:
   - Does my employer offer a retirement savings plan and, if so, what type of plan is it (defined contribution vs. defined benefit)?
   - Do I need to take any steps to enroll into the company retirement plan or does my employer automatically enroll me?
   - Does my employer offer a matching contribution into the plan? If so, how do I ensure that I am eligible to receive the match?
   - How much should I contribute from my paycheck into the plan? If automatically enrolled by the employer, what is the default contribution rate? How can I change that, if desired?
   - What type of non-retirement workplace benefits are available from my employer? Types of benefits to research may include: healthcare coverage, disability insurance, unemployment insurance, flexible working hours for caregiving or parenting responsibilities, spousal insurance, or training.
   - What do I need to do to access these benefits?

4. Start saving early and save habitually. The best route to retirement readiness comes from starting to save as early as possible and becoming a "habitual saver" who always saves for retirement. If offered a retirement plan at work, enroll in the plan.

5. Invest in yourself so that you can be as resilient as possible to changes in the job market. Engage in lifelong learning by keeping job skills up-to-date and learning new skills. Maintaining and learning new skills can help prepare for changes in the workforce, and for new and longer careers. Stay entrepreneurial so that you can continue to add value in your current job or on a different life path.

6. Talk with your peers, friends, and family to learn from their experiences and mistakes in managing their finances. While they may be a great source of inspiration, it is always good advice to check with a professional financial adviser to make sure your plan is robust and works for you.

Employers – Create a generation of savers

1. Offer benefits that are inclusive, reflect the needs of all workers, and are updated to changing circumstances.
   - Offer workplace retirement benefits to all employees, regardless of their employment status. Often young adults may be working under different arrangements such as internships and may not be eligible for benefits offered to other employees.
   - Implement automatic enrollment and automatic escalation features that help employees save habitually. Offer professionally managed investments and investment services including target date funds, target risk funds, and managed advice that can appropriately invest plan participants' savings in a manner that is consistent with their risk tolerance and years to retirement.
   - Update benefits packages to reflect changes in the way people are working. People at different stages of their lives need flexibility to help balance work, caregiving and other priorities. Due to the COVID-19 pandemic, more people are working remotely and may need different benefits to accommodate this new way of working.

2. Young adults are beginning their careers and may not be as familiar as other employees about the benefits they are offered. Promote tools and resources to raise awareness about retirement, health, and welfare benefits.
   - Host workshops or onboarding classes for young employees on the benefits you offer so they can have a crash course on what these tools mean and how they can best use them.
   - Identify prompts that are effective in encouraging young adults to start saving.
   - Encourage employees to periodically review their accounts to help ensure that they are adequately saving and investing to meet their financial and health goals.
   - Provide easy-to-understand information and educational materials, and work with the company's retirement plan provider to offer one-on-one retirement preparation sessions for pre-retirees.

- Embed retirement calculation tools, apps, and Q&A functions into the company intranet or benefits providers' platform.
- Raise awareness about any tax incentives that employees can take advantage of for saving for retirement or for other life priorities.
- Encourage employee resource groups whether these are multigenerational or for young employees to talk about managing finances and preparing for the future.

3. Offer professional advice services to help workers create a concrete retirement action plan and, if feasible, extend advice services to all workers regardless of employment status.
   - Partner with retirement plan providers to help workers take concrete action in developing a strategy and saving for retirement.
   - Offer incentives for employees to consult with independent financial advisers.

4. Recognizing that the workers today change jobs more frequently than they did in the past, design benefits with portability in mind so that workers can continue to contribute to their retirement savings, even as their employment situation changes.
   - Workers will likely switch employers many times and possibly become self-employed over the course of their working careers. Offering portability will enable them to carry forward or transfer their benefits and continue saving when they change employment.

5. Encourage lifelong learning opportunities to help workers keep their skills up-to-date so they remain employable in a changing job market and have the skills necessary to make decisions impacting their long-term financial security.
   - Offer training courses for workers to learn new skills or update current skills.

6. Offer flexible work arrangements, such as flexible schedules and remote working, to support work-life balance.
   - Offer flexible work schedules and the ability to switch from full-time to part-time for workers with parenting or caregiving responsibilities, or for those wanting to transition to retirement at a pace that suits them. Flexibility enables workers of all ages and life stages to remain in the workforce while attending to their personal situations, especially during the pandemic when more employees are juggling parenting, homeschooling, caregiving, and working.

Governments – Establish a framework that makes savings attractive and social security sustainable

1. Ensure sustainability of social security benefits through necessary reforms — and ensure generational equity — so that all those paying into the system will receive a fair retirement benefit when they need it. Reforms can include increasing taxes to fund the social security system, increasing the eligibility age for such benefits or reducing the nature or amount of the benefits.

2. Incentivize and/or support the opportunity for all types of workers to save for retirement, including self-employed people, part-time, and gig-economy workers. Encourage employers to provide access for all workers to workplace retirement plans. Make available specific retirement plans with tax incentives for self-employed and gig-economy workers to save for retirement and make those plans portable from job to job.

3. Offer tax incentives to encourage individuals to save for retirement through workplace retirement plans and individual retirement accounts. Incentivize saving from an early age by removing a minimum age to be eligibe to save into a retirement plan.

4. Require financial and health literacy to be included in school curricula. Learning about saving, investing, and healthy lifestyles in school can help individuals understand the need for and to prepare for a financially secure, healthy and active life, including in older age.

5. Incentivize employers, schools, and trade groups to provide programs to help individuals update and learn new skills that will prepare them for a changing workforce and longer time spent working.

6. Promote awareness of the need to save for retirement by making use of different media channels and influencers to get messages on financial well-being across in a more engaging and approachable way (e.g., Instagram, YouTube, Facebook, TikTok, Netflix documentaries).

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 the young adult cohort (20-29) and the total population.

The country snapshots draw upon the survey's findings and third-party research and content.

Americas

- Brazil
- Canada
- United States

Europe

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

Asia & Oceania

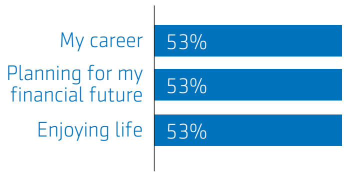
- Australia
- China
- India
- Japan

Global

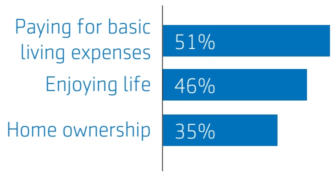
Although many countries are met with the challenges of an “aging population” the world today is dominated by younger people. The global median age is 31, and despite variations by region and country, the simple truth is half the global population are under 31 years of age[13].

Young adults have enjoyed and continue to reap the benefits of improved educational attainment. Indeed, 45 percent of 25-34 year olds across OECD countries received a higher education, this is more than 50 percent higher than the levels attained by 55-64 year olds.[14] The financial pressures faced by young adults today are different to those of generations before. In Europe, more than two-thirds of young adults live with their parents[15]. A global trend of increased housing costs has seen a decline in home ownership among young adults over the last two decades[16].

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

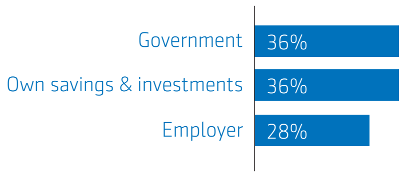
15%

Answered all three basic financial literacy questions correctly

Views on work and retirement

52%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

64%

Expect a flexible transition into retirement

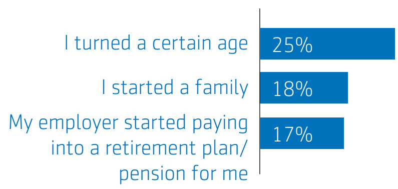
Saving patterns

32%

Are habitual savers

17%

Have a written plan for retirement



Top 3 prompts to start saving

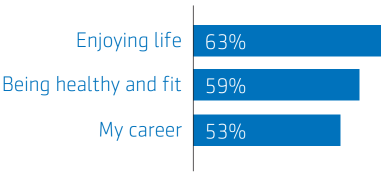
Australia

The number of 15-64 year-olds for every person aged 65 or over in Australia is projected to fall to 3.2 by 2054-55 – having stood at 7.4 in the mid-1970s. This places economic pressures on the Australian economy, and younger Australians are having to underwrite the living standards of older Australians. These pressures have been heightened as a result of generous tax breaks for older Australians where the average income tax paid by the over-65's has not changed meaningfully, despite the surge in both their income level and wealth. Older households pay substantially less tax on the same income as younger households[17].

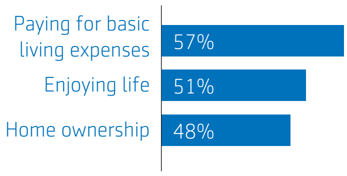
The outlook for Australia has turned , after 30 years of economic growth Australia went into recession in the second quarter of 2020 with the economy contracting by 7 percent[18]. There is a lack of employment opportunities affecting the incomes of younger Australians. Both unemployment and under-employment are rising for young adults[19].

Compared with three decades ago, younger Australians are spending less on non-essential items such as clothing and personal care, and more on necessities such as housing[20]. While the Australian Superannuation Guarantee Fund ensures that something is being set aside for all workers, more will need to be done to ensure young adults are able to contribute - which is not currently compulsory - and that low wages do not reduce the effectiveness of the compulsory employer contributions.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

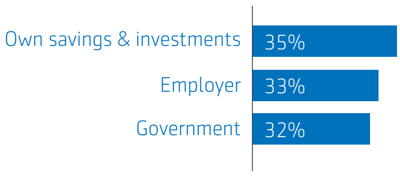
16%

Answered all three basic financial literacy questions correctly

Views on work and retirement

54%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

78%

Expect a flexible transition into retirement

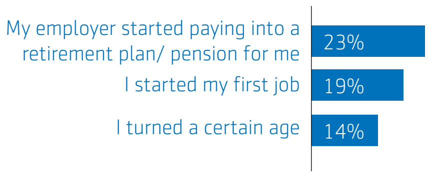
Saving patterns

28%

Are habitual savers

13%

Have a written plan for retirement



Top 3 prompts to start saving

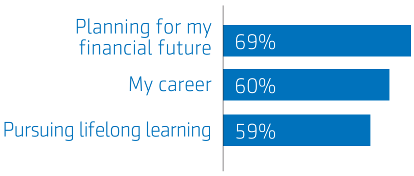
Brazil

In 2019, the Brazilian Senate approved a sweeping overhaul of the country's pension system that directly affects 72 million public and private sector workers – among other changes, setting a minimum retirement age for private sector workers, now 65 for men and 62 for women, up from averages of 56 and 53. This reform is part of a set of expected big changes to set Brazil on a more sustainable economic path.

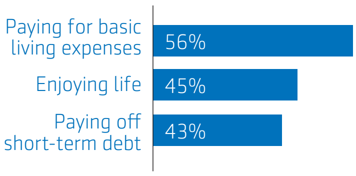
This comes at a challenging time for Brazil's economy. While having experienced a rebound of 7.7 percent in Q3 2020 there remain significant headwinds – including the continuing pressures of the pandemic as well as a weak labor market. Youth unemployment, according to the World Bank, stood at over 27 percent in 2019[21].

Young adults in Brazil face staying in the workforce for longer and receiving less generous public pensions than previous generations. Needing to be increasingly reliant on themselves, this political and cultural shift towards later retirement does give young adults in Brazil longer to prepare. How challenging today's young adults will find this, depends on the future economic scenario, labor market performance and how deep and fast this new mindset will be realized in the country.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

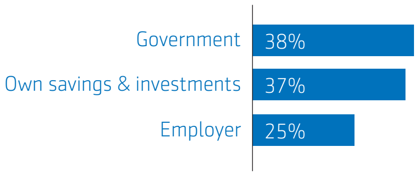
21%

Answered all three basic financial literacy questions correctly

Views on work and retirement

47%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

70%

Expect a flexible transition into retirement

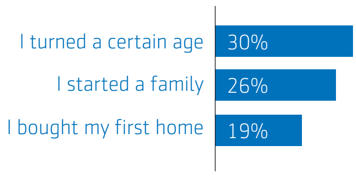
Saving patterns

36%

Are habitual savers

22%

Have a written plan for retirement



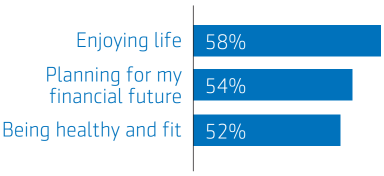
Top 3 prompts to start saving

Canada

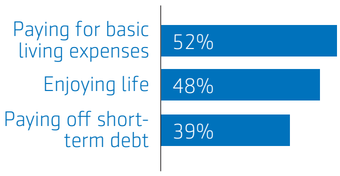
Over recent decades, young adults in Canada have become an ever-decreasing proportion of the overall population. In 1971, those aged 15 to 24 accounted for almost one in five (19 percent) of the total Canadian population, by 2011, this proportion had fallen to 13 percent and current demographic projections suggest this will fall to 11 percent by 2031[22]. As in several other countries around the world, many young adults in Canada are focused on homeownership in their early years. Indeed, independent research finds that one in five young urban Canadians have delayed retirement savings to help them buy a home[23].

Young Canadians are embracing technology in a way not previously observed. Half of those aged 25 to 30 conduct transactions on the Internet at least weekly – almost twice that of older Canadians. In addition to this, 93 percent of Canadians aged 15 to 30 use social networking sites[24]. This substantial use of social media is likely to have ramifications for where they gather information regarding decisions in life and how they interact with key service providers.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

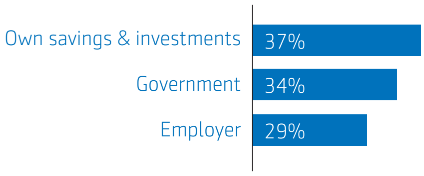
12%

Answered all three basic financial literacy questions correctly

Views on work and retirement

53%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

60%

Expect a flexible transition into retirement

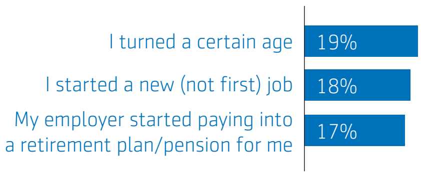
Saving patterns

36%

Are habitual savers

20%

Have a written plan for retirement



Top 3 prompts to start saving

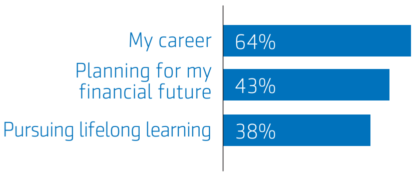
China

China has a rapidly aging population, with the UN predicting those aged 65 or over will have risen from 9.5 percent of the population in 2015 to 27.5 percent by 2050[25]. This has led to predictions that the net pension contributions by the workforce will start to decline from 2023, with the concern that reserves in China's Pension Fund will reduce to zero by 2035[26].

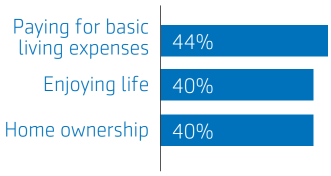
In late 2020, the Chinese government resumed talks around raising the retirement age. For those in formal employment the age has stayed fixed at 55 for women (in white collar roles) and 60 for men over the past four decades, despite rising life expectancy.

When thinking about retirement, more and more young adults in China are now expecting that they will need to rely on a private pension as a source for retirement income to maintain their standards of living. This will be a marked shift from previous generations that relied almost exclusively on the state pension system, that was once seen as an all-encompassing solution.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

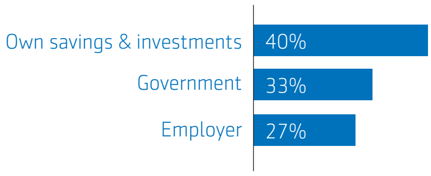
19%

Answered all three basic financial literacy questions correctly

Views on work and retirement

64%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

75%

Expect a flexible transition into retirement

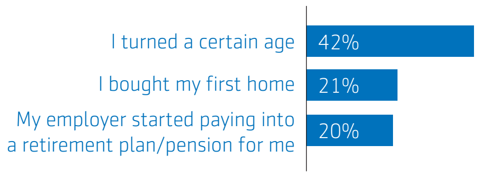
Saving patterns

35%

Are habitual savers

12%

Have a written plan for retirement



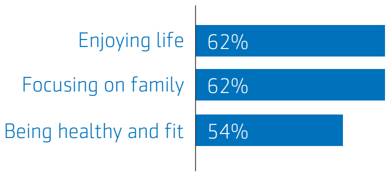
Top 3 prompts to start saving

France

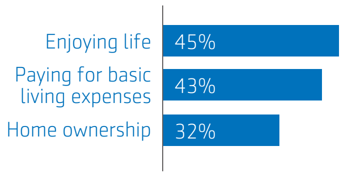
Young adults have been placed at the heart of the French government's economic response to the coronavirus. The "1 young person, 1 solution" plan announced in July 2020 commits to pay employers 4,000 euros (approximately $4,666) for hiring a worker younger than 26 years old. It is predicted the policy will result in 450,000 new hires, as well as 230,000 new apprenticeship contracts. The move is an acknowledgment of the harsh financial conditions many young people face upon entering the labor market[27]. Efforts to ensure young adults enter and remain in the workforce in France are central to good preparations for retirement.

In recent years, the “platform" or “gig” economy has taken on greater importance for young French workers. The authorities in France have attempted to develop the platform economy through various entrepreneur-development programs aimed at young people, such as ESSEC-Venture[28]. This more fluid nature of work will resonate with young people in France.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

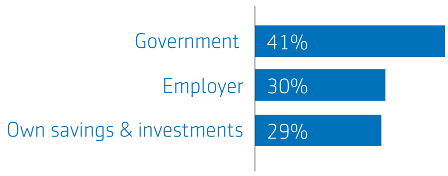
13%

Answered all three basic financial literacy questions correctly

Views on work and retirement

62%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

54%

Expect a flexible transition into retirement

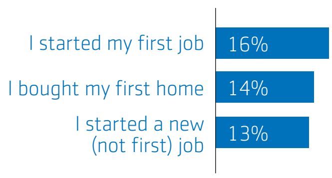
Saving patterns

26%

Are habitual savers

12%

Have a written plan for retirement



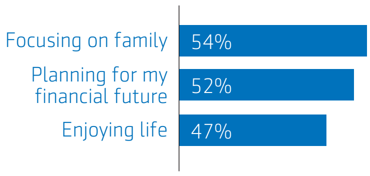
Top 3 prompts to start saving

Germany

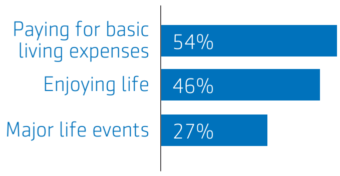
The number of young adults in Germany has continually decreased over the last 15 years, as a proportion of the overall population. Just 10 percent of the population were aged between 15 and 24 in 2020 compared to almost 12 percent in 2005[29]. The continued trend of an aging population and increased old-age dependency ratio may place pressure on Germany's pension system in years to come.

More positively, young adults entering the German labor market do so through a dual-education system that combines subsidized lessons in vocational institutions with on-the-job learning with employers, which provides many young Germans with a platform for life-long financial stability. This formula for success resulted in Germany having one of the lowest youth unemployment rates globally (6.8 percent) in the wake of the global financial crisis[30]. This contrasts to other major European economies which have struggled to bring down youth unemployment for most of the last decade.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

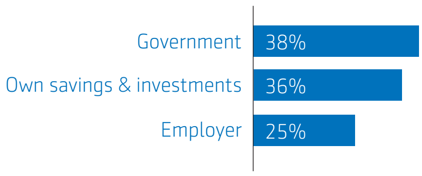
23%

Answered all three basic financial literacy questions correctly

Views on work and retirement

50%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

61%

Expect a flexible transition into retirement

Saving patterns

29%

Are habitual savers

18%

Have a written plan for retirement

Top 3 prompts to start saving

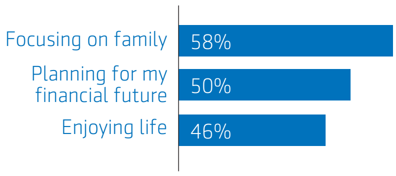
Hungary

Since 2013, when the Hungarian government presented their Youth Guarantee Implementation Plan, youth unemployment has steadily decreased – down from over 26 percent in 2012 to around 12 percent in 2019[31].

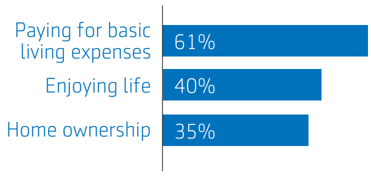
This is important, given the direct relationship between earnings and pensions contributions. The Hungarian government pension system being a mandatory, uniform, defined benefit pay-as you-go system, with an earnings related public pension combined with a minimum pension. However, there is no mandatory employer-based second pillar defined contribution system.

This system is likely to come under pressure due to the old age dependency ratio being forecast to double over the next 50 years[32]. Furthermore, while the earnings-related pension system may prove effective for individuals with full careers, for others, with interruptions in their careers, there is a risk of low pensions, or even old-age poverty.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

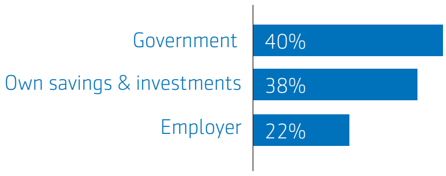
16%

Answered all three basic financial literacy questions correctly

Views on work and retirement

44%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

55%

Expect a flexible transition into retirement

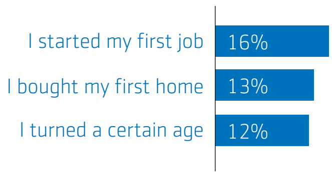
Saving patterns

17%

Are habitual savers

7%

Have a written plan for retirement



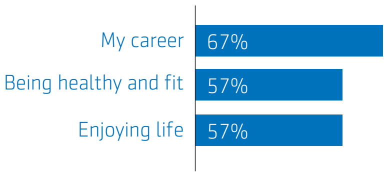
Top 3 prompts to start saving

India

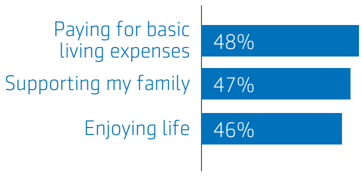
For the first time in India's history, more than half of the population is now reported as being over 25 years old[33]. Notwithstanding, India still has one of the youngest populations in the world. However, more people in India now living longer into later life will accelerate the funding requirement needs for future pension plans.

In the next decade, young adults within the working population are expected to increase by about 9.7 million a year between 2021-31, in the short-term creating a "demographic dividend" for the country's finances[34]. However, in the long-term the retirement picture in India will look different, particularly with the retirement age expected to increase up from 60 years old.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

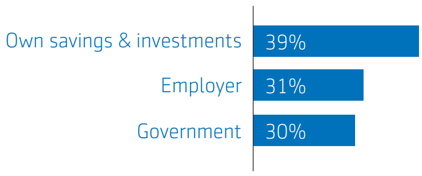
14%

Answered all three basic financial literacy questions correctly

Views on work and retirement

53%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

67%

Expect a flexible transition into retirement

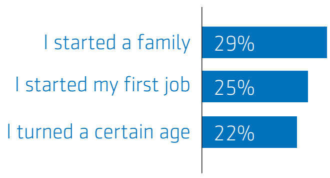
Saving patterns

52%

Are habitual savers

36%

Have a written plan for retirement



Top 3 prompts to start saving

Japan

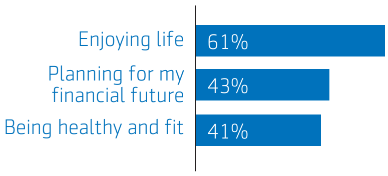
Japan's population has been in decline since 2012 and currently has the highest proportion of elderly citizens in the world, with two people aged 65 and over for every person aged 20-64[35]. As more people are living longer, this will put an increasing strain on the country's retirement system.

The Japanese pension system has two layers: the first is the National Pension System (NPS) which provides a basic pension and the second is the Employees' Pension.

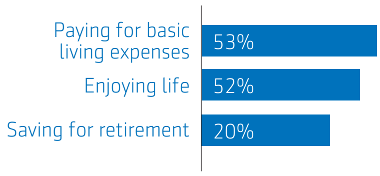
Historically, Japan's NPS – for those aged 20 to 59 – saw all citizens, irrespective of nationality, paying in regular premium contributions. In recent years, the number of people not contributing to the NPS has fallen, indicating that a broader base of people in Japan may be eligible for the basic pension in the future[36].

The Employees' Pension covers corporate employees, who are also covered by the NPS. In 2020, the government expanded the Employee Pension system to reflect changes in the Japanese labor market, and the future requirement for people to continue working into later life. The change has meant that an additional 650,000 workers, including part-time and short-term workers, can now participate in the Employees' Pension system who previously were only covered by the NPS[37].

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

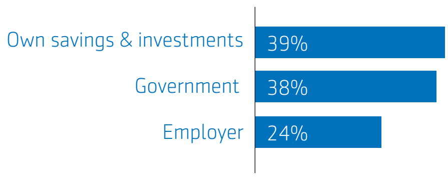
11%

Answered all three basic financial literacy questions correctly

Views on work and retirement

61%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

57%

Expect a flexible transition into retirement

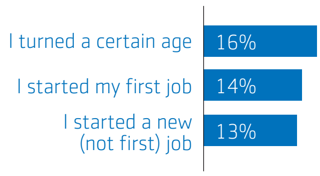
Saving patterns

25%

Are habitual savers

10%

Have a written plan for retirement



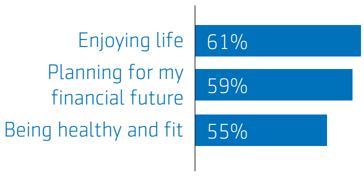
Top 3 prompts to start saving

Netherlands

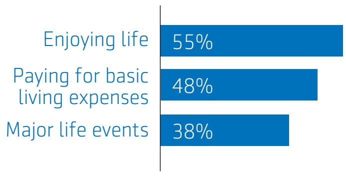
As in many other European countries, young adults in the Netherlands currently face a multitude of financial pressures. In particular, student debt increasingly weighs on many at the outset of their career. The introduction of a new student loan system in 2015 replaced the basic study grant as a social benefit. As a result, the average student loan debt rose from 12,400 euros in 2015 to 13,700 euros in 2019. In addition, the number of borrowers increased by 388,000 young adults over the same four-year period[38]. Although, the change in 2015 puts more financial pressure on young adults, the loans are more favorable and based on your ability to pay.

Since 2019, mortgage providers were given access to see one's student debt, thus making it more difficult for young adults to get a large mortgage[39]. However, young adults will benefit from a new rules enacted in 2020 that lowered student loan repayments in the calculation of how much mortgage debt one could take on, resulting in young adults being able to qualify for larger mortgages[40].

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

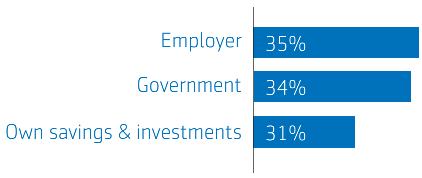
16%

Answered all three basic financial literacy questions correctly

Views on work and retirement

50%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

63%

Expect a flexible transition into retirement

Saving patterns

31%

Are habitual savers

15%

Have a written plan for retirement

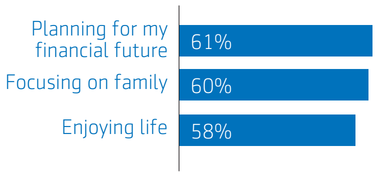
Top 3 prompts to start saving

Poland

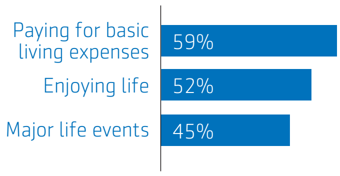
Among EU countries, Poland has the highest number of university graduates living as ex-pats in another EU country, estimated at 724,000.[41] This exodus has left Poland with the highest old-age dependency ratio in the EU at 63 percent[42], with an aging population posing a growing responsibility on future generations.

In an effort to slow the brain drain, Poland took the considerable step in 2019 to scrap income tax entirely for those aged below 26 and earning under 85,528 zloty (around $23,000) - a comparably high threshold in a country where the average wage is 60,000 zloty. Historically, pension prospects in Poland have been weak, with the future replacement rates for mandatory retirement plans in Poland expected to be among the lowest in the OECD[43]. However, starting in 2019, an auto-enrollment occupational savings plan was introduced for large companies, with smaller companies being added in 2020 and 2021. While contributions are low, this will add another source to the future pension plan of today's young adults.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

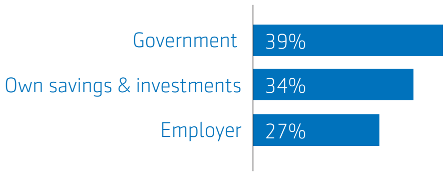
21%

Answered all three basic financial literacy questions correctly

Views on work and retirement

50%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

66%

Expect a flexible transition into retirement

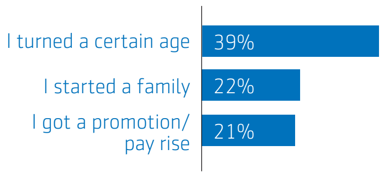
Saving patterns

14%

Are habitual savers

8%

Have a written plan for retirement



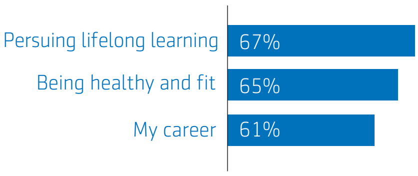
Top 3 prompts to start saving

Spain

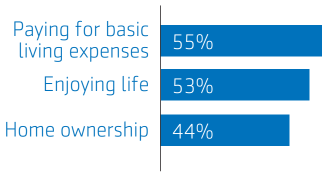
Young adults in Spain have endured a decade of harsh macroeconomic conditions. In 2019, youth unemployment was still higher than it was before the global financial crisis. This is an issue that has been exacerbated by COVID-19, with youth unemployment rising from 32 percent to almost 40 percent[44].

Young Spaniards are also facing steep cost pressures. Rent prices in Spain, for example, have risen at 12 times the rate of wages[45]. Such barriers to saving often stifle good intentions of young workers to save for the long-term. This is reflected in the fact that paying for basic living expenses is the top financial priority for those ages 20-29 in Spain.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

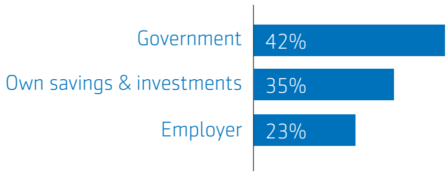
18%

Answered all three basic financial literacy questions correctly

Views on work and retirement

49%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

52%

Expect a flexible transition into retirement

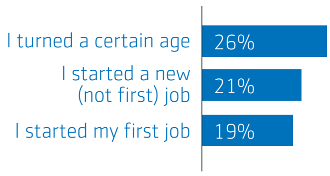
Saving patterns

21%

Are habitual savers

12%

Have a written plan for retirement



Top 3 prompts to start saving

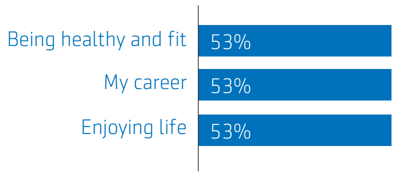
Turkey

Turkey has the youngest population in Europe, with 15 to 24 year olds making up 15.6 percent of the population. However, the percentage of young adults is expected to drop in the coming years, falling to 11.1 percent by 2080[46].

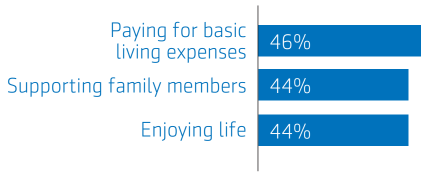
For those young adults currently in employment in Turkey, just half are satisfied with their current levels of income, suggesting there is little income to spare for future retirement planning[47]. Young adults are also opting out of saving into a private pension due to high expenses or debt, lack of affordability, and lack of confidence in long-term investment[48].

In 2019, Turkey introduced automatic enrollment for all private sector employees under 45 – resulting in a slight 2.3 percent increase in the proportion of people with a pension. However, despite only a three percent minimum contribution, opt out rates currently exceed 60 percent.

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

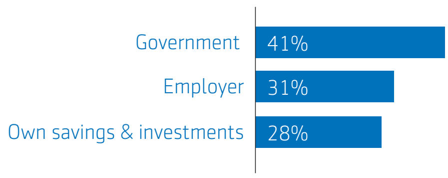
6%

Answered all three basic financial literacy questions correctly

Views on work and retirement

25%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

51%

Expect a flexible transition into retirement

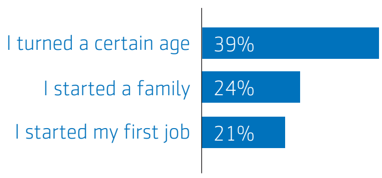
Saving patterns

35%

Are habitual savers

20%

Have a written plan for retirement



Top 3 prompts to start saving

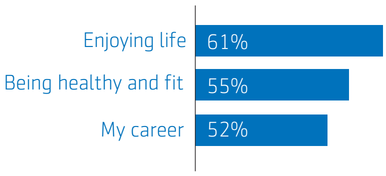
United Kingdom

Young adults in the UK face a range of financial pressures, such as costly private sector rents, a precarious job market, and increasing levels of student debt. As a result of these pressures, around 3.5 million single young adults are estimated to live with their parents, representing an increase of a third over the last decade[49].

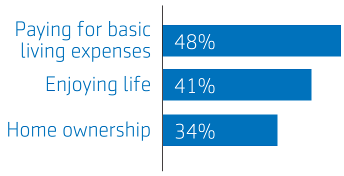
Alongside this, many young adults in the UK are not developing a short-term savings habit. According the UK's Office for National Statistics, in 2018, a majority of 22 to 29 years olds (53 percent) had nothing in a savings account or Individual Savings Account. This is up from 41 percent ten years earlier among the equivalent age cohort[50].

That said, the introduction of auto-enrollment in 2012 has been hugely successful in encouraging retirement saving participation. In the private sector the overall proportion of eligible 22 to 29 years olds saving into a workplace pension increased from 24 percent in 2012 to 84 percent in 2018[51].

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

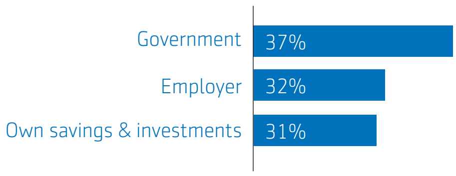
9%

Answered all three basic financial literacy questions correctly

Views on work and retirement

52%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

60%

Expect a flexible transition into retirementt

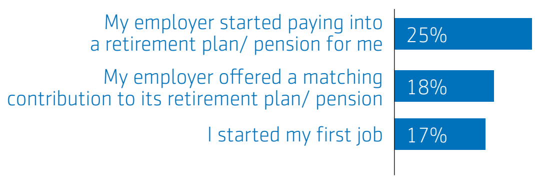
Saving patterns

36%

Are habitual savers

19%

Have a written plan for retirement



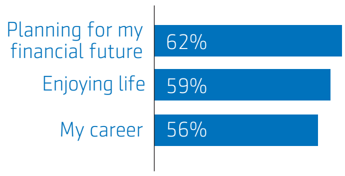
Top 3 prompts to start saving

United States

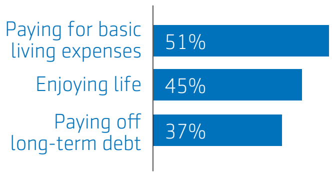
Like in many other developed economies, young adults in the US face mounting financial challenges due to a precarious job market and student debt. In the US, student loan debt is an issue for many young people. Thirty-four percent of adults aged 18 to 29 years have student loan debt, making them more than twice as likely as adults in any other age group to have student debt[52]. Some help for these young people may be forthcoming. Employers are now permitted to match student loan payments with employer contributions to retirement plans[53]. There is also discussion of the Biden administration implementing a student loan forgiveness program.

The cost of housing is another difficulty young adults face, particularly those who live in urban areas or whose employment has been negatively affected by the coronavirus. In 2020, the majority (52 percent) of 18- to 29-year-olds in the US were living with their parents – the first time this has happened since the Great Depression[54].

Profile



Top 3 Life Priorities



Top 3 Financial Priorities

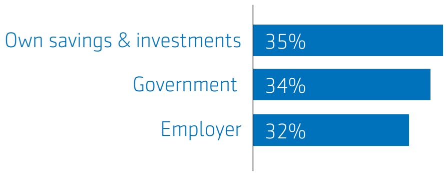
7%

Answered all three basic financial literacy questions correctly

Views on work and retirement

59%

Expect to work no more than 5 years for any single employer



Expected sources of retirement income

63%

Expect a flexible transition into retirement

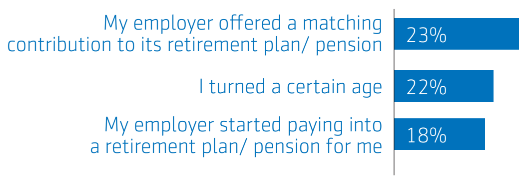
Saving patterns

40%

Are habitual savers

25%

Have a written plan for retirement



Top 3 prompts to start saving

Endnotes

Global

13 Pew Research Centre, Populations skew older in some of the countries hit hard by COVID-19, 2020

14 OECD, Population with tertiary education, 2019

15 Eurostat, Young people living with their parents, 2018

16 WEF, 3 big challenges for young people today, 2020

Australia

17 Grattan Institute, Generation Gap, 2019

18 Australia's economy was already weak – and the coronavirus pandemic has belted it into recession Australian economy | The Guardian

19 OECD, Youth unemployment Rate, Data as of November 2020

20 Grattan Institute, Generation Gap, 2019

Brazil

21 Macro Trends, Brazil Youth Unemployment Rate 1991-2020

Canada

22 Statistics Canada, What has changed for young people in Canada?

23 BNN Bloomberg, 1 in 5 young Canadians delayed retirement savings to buy big city home: Survey, February 2019

24 Statistics Canada, A Portrait of Canadian Youth: March 2019 Updates, May 2019

China

25 UN, World Population Prospects, 2019

26 Centre for International Social Security Studies, 'The Pension Fund Actuarial Report 2019-2050', 2019

France

27 SHRM, France Offers Employers Aid to Hire Young People, September 2020

28 European Parliament, Directorate General for Internal Policies, The Social Protection of Workers in the Platform Economy, 2017

Germany

29 DW, Number of young people in Germany continues to fall, August 2020

30 Policy options, Lessons from Germany on youth employment policy, May 2018

Hungary

31 European Commission, Youth Guarantee country by country: Hungary, October 2020

32 Ania Thiemann, OECD Economics Department, 2019

India

33 Office of the Registrar General & Census Commissioner, 'SRS Statistical Report 2018', 2020

34 Ministry of Finance, 'India's Demography at 2040: Planning Public Good Provision for the 21st Century', 2019

Japan

35 OECD, 'Working Better with Age: Japan', 2018

36 Pension Bureau of the Ministry of Health, Labour and Welfare of Japan report 2018 (only in Japanese)

37 Japan Times, 'Japan adopts pension system reform plan', 2020

The Netherlands

38 CBS, More students taking out higher student loans, October 2019

39 AD, Hypotheekverstrekkers kunnen toegang vragen tot studieschuld DUO, September 2019

40 Nibud, Maximale hypotheek in 2021 hoger bij loonstijging, October 2020

Poland

41 CNN, 'Brain drain claimed 1.7 million youths', July 2019

42 Eurostat, 'Old-age dependency ratio increasing in the EU', July 2020

43 OECD, 'Pensions at a Glance: How does Poland compare?', 2019

Spain

44 The Guardian, Europe can't afford to lose another generation to youth unemployment, November 2020

45 El Mundo, Rent prices throughout Spain are already growing 12 times more than wages, May 2018

Turkey

46, 47 TUIK, 'Youth in Statistics', 2019

48 IPE, 'Turkey: Rethinking auto-enrolment', 2018

United Kingdom

49 The Guardian, 'Boomerang' trend of young adults living with parents is rising – study, October 2020

50 BBC, Half of twenty-somethings have no savings, October 2018

51 The Pensions Regulator, More young people saving thanks to automatic enrolment, October 2019

United States

52 Educationdata.org, Student Loan Debt by Age, October 2020

53 SHRM, IRS Allows 401(k) Match for Student Loan Repayments, August 2018

54 Pew Research Centre, A majority of young adults in the U.S. live with their parents for the first time since the Great Depression, September 2020

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.
aegon.com/research/

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:
aegon.com

Transamerica Center for Retirement Studies

Transamerica Center for Retirement Studies® (TCRS) is a division of 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.
transamericacenter.org

Instituto de Longevidade Mongeral Aegon

A champion in the theme of longevity and its social economic impacts in Brazil. With its initiatives, the nonprofit organization tackles the challenges of living longer by integrating governments, companies, schools and people through activities towards income, work, health, and behavior. The Instituto is part of the Mongeral Aegon Group and provides complementary services to create opportunities for individuals of all ages.
institutomongeralaegon.org

Cicero/AMO

Cicero/AMO specializes in providing integrated public policy and corporate communications, global thought leadership programs and independent market research consultancy. In 2020 Cicero join AMO (part of the Havas Group) which has offices in 33 cities including London, Amsterdam, Berlin, Paris, Madrid, New York, Los Angeles, Tokyo, Hong Kong and Shanghai. As a market leader in pensions and retirement research, Cicero/ AMO designed and delivered the market research, analyzed the research findings and contributed to the report. Cicero/AMO is proud to have partnered with Aegon since the inception of the Retirement Readiness campaign in 2012.
https://cicero-group.com

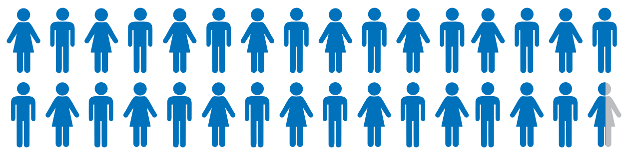
Acknowledgements

Tomás Alfaro
Pamela Barboza
Frits Bart
Nanne Bos
Sarah Bosworth
Kent Callahan
Neil Cameron
Steven Cameron
Heidi Cho
Catherine Collinson
Sylvain de Crom
Eva Csapo
Frans de Beaufort
Maria Derksen
Edit Drevenka
Maarten Edixhoven
Leonilda Fortes
Lard Friese
Javier Garcia Alonso
Kathrin de Graaf
John Hallal
Mariëlle Harsveldt
Wim Hekstra
Ben Hope
Kees Kamminga
Alexander Kuipers
Annemiek Kwakernaak
Elizabeth Jackson
Emily Lauder
Andrea Levy
Gabri Luyer
Mike Mansfield
Thomas Mathar
Cormac Mac Ruairi
Takaoh Miyagawa
Mark Mullin
Helder Molina
Nilton Molina
Jaclyn Mora
Michiel van der Most van Spijk
Fernando Mota
Henrique Noya
Leandro Palmeira
Marcin Pawelec
Maurice Perkins
Marie Phillips
Clementine Pic
Oleksiy Rachok
Kirti Rakvi
Arthur van Ree
Matt Rider
Andrew Roberts
Fred Romijnsen
Patti Rowey
Njani Ruetsch
Kate Smith
Mark Twigg
Mihaela Vincze
Catherine Wang

About the survey

The Aegon Retirement Readiness Survey covers 15 countries in Europe, the Americas, Asia and Australia. The findings in this report are based on the ninth annual survey that was conducted online between January 28 and February 24, 2020. The total sample population for the survey was 16,000 respondents: 14,400 workers and 1,600 retired people. The sample for this report was 3,070 young adult workers aged between 20 and 29 across the 15 survey countries.

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. In 2019, the countries surveyed remained the same as 2018.



3,070

Total young adults

* Added 2013
** Added 2014
*** Added 2015
[1] In China 2,000 surveyed in total

1. Answers to the "Big Three" financial literacy questions

Correct answers to the “Big Three” financial literacy questions are highlighted in purple below.

Question 1 – Suppose you had $100 in a savings account and the interest rate was 2 percent per year. After 5 years, how much do you think you would have in the account if you left the money to grow?	☑ **More than $102** ☐ Exactly $102 ☐ Less than $102 ☐ Do not know ☐ Refuse to answer
Question 2 – Imagine that the interest rate on your savings account was 1 percent per year and inflation was 2 percent per year. After 1 year, how much would you be able to buy with the money in this account?	☐ More than today ☐ Exactly the same as today ☑ **Less than today** ☐ Do not know ☐ Refuse to answer
Question 3 – Do you think that the following statement is true or false? “Buying a single company stock usually provides a safer return than a stock mutual fund."	☐ True ☑ **False** ☐ Do not know ☐ Refuse to answer

2. Actuarial tables

Showing the impact of saving earlier or deferring retirement on the size of retirement savings, retirement income and income replacement ratio.

Assumptions

Salary	$23,600
% of salary saved	8%
Yearly saving	$1,888
Projected salary increase	0%
Real return	4%
Inflation	2%
Nominal return	6%
Life expectancy	85 years

Accumulated value of savings at retirement ($'000)

	Retirement age					
Age start saving	65	66	67	68	69	70
20	411	438	467	497	529	563
25	298	318	339	362	386	411
30	214	229	245	261	279	298
40	105	113	122	131	141	151
45	70	76	83	90	97	105

3. First steps in thinking about life in the future and retirement

When you are in your 20s, there is a lot to look forward to and many of life's adventures lie ahead of you. It is a time to think big and dream about what you want to achieve through life and into retirement, even though that may be decades away. Capturing your ideas on a piece of paper and thinking about why they are important is a great start, remember, a dream becomes a plan when it is written down! Having a plan means that you have something to aim for, you can start saving and making other changes to make your dreams come true.

The steps listed out below have been designed by our colleagues at **Aegon's Centre for Behavioural Research** in the UK to help you think about what is important to you. They are designed to be part of a living document that you can come back to as your circumstances change and life presents opportunities. It is your plan, the more time you invest in it, the more connected you will become to the outcome.

Note up to three occasions that brought you happiness.

When answering this question, think about the things that made you feel truly relaxed or happy (that gave you pleasure). Think about the things that made you feel engaged, competent or useful (that gave you purpose).

Note what currently gives you pleasure and purpose (P&P) in your life.

Try to think of a minimum of three things that make you feel happy or relaxed; and up to three things that make you feel competent, engaged or useful.

Pleasure:	Purpose:

Note what gives you pleasure and purpose currently.

Now thinking of finances, please write down up to 10 items that you're currently spending a lot of money on (essentials and non-essentials) and what needs these items satisfy. Also ask yourself whether that need contributes to the things and experiences that give you a sense of pleasure and purpose.

Item bought:	Need satisfied:	P&P:
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No
____________	____________	Yes / No

Picture it: on Thu 27 Nov 2035, you're aged ____________

a) Where would you like to be? ____________
b) What would you be doing? ____________
c) Who will you be with? ____________
d) What would you like to do on the upcoming weekend? ____________

What do you think might give you pleasure & purpose in 20 years time?

What long-term investment goals might you have considering what gives you purpose and pleasure now and what might give you purpose and pleasure in the future?

Below is a list of long-term popular investment goals. Are any of these important goals to you, too?

To pay for personal self-improvement (e.g., go to uni / school / learn a skill)	O Yes	O No
To be better off than my peers	O Yes	O No
To experience the excitement of investing	O Yes	O No
To start a new business	O Yes	O No
To buy a house	O Yes	O No
To help pay for my kids' college education	O Yes	O No
To stop working and do something I love	O Yes	O No
To go on a dream holiday	O Yes	O No
To relocate in retirement	O Yes	O No
To care for my aging parents	O Yes	O No
To give to charity or other causes I care about	O Yes	O No
To feel secure about my finances in retirement	O Yes	O No
To feel secure about my finances now	O Yes	O No
To leave an inheritance to my loved ones	O Yes	O No
To retire early	O Yes	O No
To pay for future medical expenses	O Yes	O No
To not be a financial burden to my family as I grow older	O Yes	O No

That's it: you've done the most important first step in creating a retirement plan.

As a next step, make your plan more real by discussing it with your friends and family, there may be things you can do together or ways that you can motivate each other to achieve your goals. You should also do some research to gather information about how you can get started saving for your goals. Even if you are on a tight budget, your employer may have opportunities for you to save and you should consult reliable sources on the Internet. Lastly, consider if getting professional advice is right for you, expert advice can be very helpful when trying to make decisions about topics that may seem unfamiliar.

4. Country comparisons

Q. - Today's workers will have far more career changes than previous generations

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
NET: All disagree	8%	6%	5%	3%	7%	8%	6%	4%	10%	5%	10%	6%	4%	3%	8%	7%	8%	5%	7%	5%	14%	14%	9%	8%	7%	4%	15%	12%	4%	4%	6%	5%
Neither agree nor disagree	18%	17%	13%	12%	18%	16%	18%	17%	23%	17%	20%	15%	20%	18%	13%	14%	13%	9%	17%	20%	25%	31%	12%	14%	17%	16%	18%	17%	14%	18%	22%	16%
NET: All agree	69%	73%	81%	82%	72%	73%	73%	75%	60%	74%	65%	73%	70%	71%	73%	75%	77%	85%	66%	68%	55%	49%	76%	74%	73%	77%	62%	67%	77%	73%	67%	75%
Don't know	5%	4%	1%	3%	3%	3%	3%	4%	6%	4%	5%	5%	7%	8%	5%	5%	3%	2%	10%	7%	6%	5%	3%	4%	3%	2%	5%	3%	6%	5%	6%	4%

Q. - What is the longest period of time you have worked for/expect to work for any single employer?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
1-5 years	52%	21%	54%	22%	47%	22%	53%	22%	64%	29%	62%	21%	50%	14%	44%	23%	53%	29%	61%	18%	50%	16%	50%	21%	49%	18%	25%	16%	52%	19%	59%	19%
6-10 years	24%	25%	26%	24%	27%	29%	25%	23%	22%	29%	21%	22%	27%	22%	26%	24%	20%	29%	15%	20%	24%	21%	25%	23%	23%	20%	27%	29%	28%	22%	24%	25%
11-15 years	6%	16%	8%	18%	7%	15%	5%	14%	3%	18%	5%	16%	6%	17%	4%	12%	10%	16%	5%	15%	11%	16%	5%	16%	10%	16%	9%	15%	6%	17%	5%	16%
16-20 years	6%	12%	4%	12%	9%	13%	5%	12%	3%	11%	4%	12%	7%	14%	5%	12%	9%	15%	6%	11%	5%	12%	6%	11%	3%	11%	12%	15%	2%	13%	4%	12%
Over 20 years	9%	23%	5%	21%	8%	18%	8%	25%	7%	12%	5%	27%	6%	30%	16%	25%	6%	9%	5%	33%	8%	32%	10%	25%	11%	32%	23%	21%	4%	26%	3%	25%

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

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
Leisure	43%	49%	43%	57%	43%	45%	42%	47%	49%	48%	27%	39%	47%	60%	55%	57%	34%	40%	7%	15%	60%	68%	55%	59%	35%	43%	56%	54%	28%	51%	41%	55%
Freedom	39%	45%	41%	52%	42%	47%	42%	51%	41%	42%	27%	39%	37%	46%	39%	46%	47%	46%	38%	40%	43%	54%	22%	29%	37%	41%	36%	41%	30%	47%	52%	53%
Enjoyment	32%	37%	35%	48%	25%	31%	41%	46%	41%	38%	17%	28%	22%	30%	20%	21%	51%	51%	12%	22%	33%	46%	13%	19%	27%	41%	39%	39%	27%	39%	45%	52%
Loneliness	25%	20%	26%	18%	17%	16%	21%	19%	28%	23%	21%	19%	20%	17%	27%	20%	22%	26%	34%	21%	19%	11%	42%	28%	30%	20%	24%	26%	28%	20%	15%	13%
Boredom	23%	17%	30%	19%	17%	13%	25%	19%	22%	18%	19%	14%	25%	12%	23%	12%	22%	23%	16%	22%	18%	9%	27%	18%	25%	14%	30%	26%	27%	20%	19%	16%
Ill-health	23%	21%	21%	15%	18%	17%	15%	15%	23%	23%	18%	19%	28%	20%	27%	25%	22%	27%	9%	9%	12%	10%	62%	55%	17%	17%	27%	29%	23%	17%	8%	10%
Tired	21%	16%	17%	12%	24%	22%	17%	13%	14%	11%	22%	19%	17%	9%	29%	22%	23%	20%	15%	8%	14%	8%	36%	25%	29%	22%	32%	28%	19%	12%	11%	10%
Far away	20%	13%	22%	13%	12%	10%	25%	14%	17%	12%	38%	23%	24%	14%	9%	7%	18%	16%	34%	13%	27%	19%	6%	3%	26%	17%	27%	20%	18%	10%	21%	12%
Dependent on others	20%	16%	22%	13%	21%	18%	19%	15%	16%	15%	17%	17%	12%	14%	22%	21%	28%	26%	7%	5%	17%	11%	30%	26%	22%	18%	22%	18%	27%	13%	13%	12%
Insecurity	20%	20%	11%	14%	25%	24%	13%	19%	19%	18%	13%	12%	22%	16%	38%	34%	19%	23%	38%	34%	21%	18%	35%	36%	21%	19%	9%	13%	15%	13%	8%	11%
Opportunity	20%	24%	26%	31%	25%	29%	22%	24%	7%	11%	10%	12%	30%	36%	24%	33%	33%	34%	9%	8%	22%	34%	18%	21%	15%	21%	25%	25%	17%	28%	25%	30%
Poverty	16%	16%	8%	10%	10%	10%	9%	17%	9%	8%	20%	20%	28%	22%	31%	28%	12%	15%	29%	23%	12%	9%	39%	34%	13%	10%	11%	18%	15%	13%	8%	9%
Excitement	15%	15%	16%	22%	13%	16%	22%	19%	10%	13%	8%	6%	10%	7%	6%	7%	38%	40%	5%	4%	6%	5%	5%	6%	15%	16%	18%	19%	14%	17%	29%	29%
Don't know	2%	2%	1%	2%	3%	2%	2%	3%	1%	1%	3%	4%	2%	2%	1%	1%	1%	1%	5%	4%	2%	2%	1%	1%	1%	1%	0%	1%	3%	3%	3%	2%
None of the above	1%	2%	1%	2%	2%	3%	1%	1%	1%	1%	2%	3%	2%	3%	0%	2%	0%	1%	1%	6%	1%	1%	0%	1%	3%	3%	0%	1%	2%	2%	1%	2%
NET: Positive	69%	72%	74%	78%	65%	70%	74%	74%	72%	75%	50%	59%	66%	74%	67%	70%	82%	82%	45%	51%	75%	82%	61%	67%	56%	68%	78%	78%	60%	71%	80%	82%
NET: Negative	63%	53%	58%	44%	58%	52%	56%	48%	57%	51%	62%	53%	63%	47%	75%	62%	65%	66%	73%	61%	55%	40%	86%	77%	65%	50%	63%	63%	67%	48%	39%	38%

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

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
I will immediately stop working altogether and enter full retirement	29%	34%	18%	24%	26%	27%	29%	28%	19%	23%	31%	49%	30%	40%	33%	35%	31%	36%	27%	21%	27%	35%	27%	33%	41%	57%	45%	44%	29%	30%	27%	34%
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	36%	30%	52%	40%	37%	32%	37%	33%	33%	35%	29%	20%	39%	26%	30%	28%	34%	29%	32%	32%	49%	36%	46%	33%	27%	18%	22%	21%	44%	35%	39%	30%
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	20%	17%	22%	19%	27%	23%	20%	19%	30%	25%	20%	10%	20%	20%	17%	19%	19%	19%	19%	16%	12%	10%	14%	18%	13%	8%	21%	18%	11%	14%	18%	17%
I will keep working as I currently do. Retirement age won't make a difference to the way I work	8%	10%	4%	10%	7%	14%	4%	9%	13%	13%	5%	5%	2%	4%	9%	9%	14%	14%	6%	9%	2%	6%	6%	8%	12%	8%	8%	13%	5%	9%	7%	10%
Other	1%	1%	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%	2%	1%	2%	2%	1%	1%	1%	5%	2%	2%	0%	1%	2%	1%	0%	1%	1%	1%	0%	0%
Don't know	7%	8%	4%	8%	3%	3%	10%	11%	5%	3%	14%	14%	7%	9%	9%	7%	1%	2%	16%	17%	8%	12%	6%	7%	5%	8%	4%	4%	9%	11%	10%	9%
NET: Will change way I work/keep working	64%	57%	78%	68%	70%	69%	60%	61%	75%	73%	54%	35%	61%	50%	55%	56%	67%	62%	57%	57%	63%	52%	66%	60%	52%	35%	51%	52%	60%	58%	63%	57%

Q. - Which of the following are currently your top priorities in life?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
My career (e.g., career progression/ promotion, earning as much money as I can, becoming an expert in my field, making a difference, etc.)	53%	31%	53%	28%	60%	39%	48%	28%	64%	43%	40%	20%	34%	17%	46%	28%	67%	58%	22%	13%	50%	19%	48%	28%	61%	36%	53%	42%	52%	24%	56%	33%
Planning for my financial future (e.g., saving for retirement, paying off debt, buying a home, etc.)	53%	48%	53%	55%	69%	62%	54%	54%	43%	39%	45%	37%	52%	44%	50%	46%	56%	64%	43%	33%	59%	38%	61%	50%	50%	47%	52%	59%	49%	47%	62%	55%
Enjoying life (e.g., going on vacations, making full use of my free-time, etc.)	53%	57%	63%	66%	53%	51%	58%	63%	33%	40%	62%	64%	47%	55%	46%	45%	57%	62%	61%	59%	61%	66%	58%	59%	56%	68%	53%	54%	61%	63%	59%	61%
Being healthy and fit (e.g., exercising regularly, eating healthily, avoiding harmful behaviors, safeguarding my mental health, etc.)	50%	59%	59%	68%	51%	56%	52%	65%	32%	43%	54%	62%	46%	56%	38%	44%	57%	67%	41%	61%	55%	58%	56%	67%	65%	70%	53%	63%	55%	63%	55%	59%
Focusing on family (e.g., getting married/civil partnership, having and raising children, etc.)	46%	43%	43%	36%	45%	44%	42%	34%	30%	37%	62%	56%	54%	45%	58%	58%	51%	53%	34%	40%	34%	25%	60%	49%	49%	51%	45%	49%	43%	37%	51%	43%
Pursuing lifelong learning (e.g., new skills, going back to school, exploring new areas of interest, etc.)	38%	31%	34%	21%	59%	52%	34%	24%	38%	33%	43%	28%	36%	33%	30%	31%	37%	40%	25%	16%	26%	19%	29%	21%	67%	54%	45%	44%	23%	18%	41%	26%
Serving as a caregiver for a loved one (e.g., elderly parent, spouse, child, friend, etc.)	24%	24%	18%	17%	26%	25%	17%	16%	28%	29%	22%	22%	20%	12%	17%	19%	41%	52%	24%	20%	23%	29%	36%	39%	13%	23%	24%	26%	18%	15%	12%	20%
Giving back to the community (e.g., volunteer/ charity work, caring for the environment, etc.)	22%	23%	25%	25%	26%	24%	19%	23%	15%	19%	22%	17%	12%	16%	12%	16%	39%	44%	11%	11%	17%	24%	17%	19%	24%	23%	35%	39%	25%	21%	29%	29%

Q. - What are your current financial priorities?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
Paying for basic living expenses (e.g., rent, utilities, food, childcare)	51%	54%	57%	60%	56%	55%	52%	54%	44%	42%	43%	57%	54%	55%	61%	61%	48%	51%	53%	60%	48%	47%	59%	62%	55%	61%	46%	53%	48%	55%	51%	54%
Enjoying life (e.g., paying for vacations. socializing, theater, sporting events)	46%	43%	51%	47%	45%	35%	48%	41%	40%	42%	45%	45%	46%	41%	40%	33%	46%	48%	52%	45%	55%	53%	52%	43%	53%	48%	44%	40%	41%	44%	45%	45%
Home ownership (e.g., saving for a down payment, paying off mortgage)	35%	30%	48%	40%	36%	28%	36%	31%	40%	32%	32%	26%	21%	26%	35%	28%	40%	41%	16%	12%	34%	39%	33%	25%	44%	40%	32%	33%	34%	26%	32%	29%
Major life events (e.g., a wedding, starting a family, supporting children through college)	33%	23%	40%	19%	25%	19%	34%	19%	38%	30%	24%	17%	27%	15%	32%	25%	41%	46%	16%	16%	38%	17%	45%	29%	28%	19%	32%	32%	32%	16%	31%	22%
Supporting family members (e.g., parents, adult children, other relatives)	31%	30%	20%	24%	29%	31%	28%	25%	39%	41%	19%	20%	21%	21%	26%	29%	47%	54%	17%	15%	26%	21%	31%	32%	31%	25%	44%	49%	28%	28%	23%	23%
Saving for retirement	25%	34%	19%	39%	31%	36%	27%	41%	26%	31%	24%	31%	21%	34%	11%	23%	39%	49%	20%	30%	21%	27%	18%	29%	18%	33%	29%	35%	20%	35%	31%	46%
Healthcare expenses	25%	27%	24%	28%	25%	31%	16%	21%	29%	34%	16%	18%	12%	18%	15%	24%	42%	48%	13%	17%	26%	27%	26%	30%	19%	19%	34%	37%	20%	11%	24%	35%
Paying off short-term debt (e.g., credit card debt)	24%	24%	25%	28%	43%	42%	39%	39%	20%	16%	16%	18%	21%	16%	12%	15%	27%	31%	15%	9%	14%	11%	17%	21%	18%	17%	34%	41%	21%	24%	34%	36%
Paying off long-term debt (e.g., student or bank loan)	24%	21%	31%	20%	32%	30%	27%	28%	19%	15%	13%	19%	20%	17%	20%	20%	24%	28%	16%	9%	26%	16%	22%	22%	24%	22%	26%	32%	24%	18%	37%	24%
Social care/ long-term care expenses	15%	13%	12%	8%	16%	22%	13%	8%	19%	21%	10%	9%	11%	6%	10%	10%	25%	28%	5%	6%	8%	8%	6%	8%	9%	9%	22%	22%	11%	7%	21%	19%
Other	2%	3%	1%	2%	3%	2%	2%	2%	3%	2%	2%	3%	7%	5%	3%	4%	1%	0%	3%	5%	3%	5%	1%	2%	1%	2%	0%	1%	2%	2%	3%	2%
NET: Debt	39%	35%	46%	40%	56%	54%	49%	50%	33%	26%	26%	30%	33%	27%	28%	29%	42%	47%	25%	15%	32%	22%	32%	35%	35%	31%	47%	55%	39%	34%	52%	46%
NET: Saving for retirement + Social care/ long-term care expenses	34%	42%	26%	43%	41%	46%	35%	45%	37%	43%	30%	36%	30%	38%	19%	31%	52%	60%	24%	34%	27%	32%	22%	34%	25%	39%	47%	48%	27%	39%	44%	55%

Q. - What is currently your single greatest financial priority?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
Paying for basic living expenses (e.g., rent, utilities, food, childcare)	25%	28%	31%	27%	28%	28%	28%	26%	17%	14%	27%	35%	31%	31%	42%	39%	15%	15%	33%	38%	21%	26%	33%	34%	28%	33%	23%	28%	24%	31%	23%	24%
Enjoying life (e.g., paying for vacations, socializing, theater, sport)	17%	16%	14%	13%	17%	10%	15%	11%	15%	19%	22%	19%	21%	15%	12%	10%	18%	21%	29%	24%	25%	20%	17%	12%	22%	18%	15%	12%	18%	15%	16%	16%
Home ownership (e.g., saving for a down payment, paying off mortgage)	13%	12%	23%	22%	11%	9%	7%	11%	17%	12%	15%	12%	9%	13%	15%	14%	10%	8%	4%	4%	11%	18%	17%	12%	19%	17%	8%	8%	18%	13%	13%	8%
Major life events (e.g., a wedding, starting a family, supporting children through college)	9%	5%	9%	4%	3%	3%	7%	3%	16%	13%	9%	3%	7%	3%	11%	6%	9%	8%	5%	4%	12%	5%	10%	6%	7%	4%	10%	6%	12%	5%	4%	2%
Saving for retirement	8%	13%	5%	14%	8%	14%	11%	16%	6%	10%	10%	11%	8%	13%	2%	7%	14%	20%	11%	14%	7%	8%	3%	8%	4%	10%	12%	13%	9%	13%	8%	19%
Paying off long-term debt (e.g., student or bank loan)	7%	6%	7%	5%	8%	9%	8%	8%	8%	5%	4%	6%	3%	6%	5%	6%	6%	6%	6%	3%	7%	6%	10%	9%	8%	7%	10%	9%	7%	5%	11%	6%
Supporting family members (e.g., parents, adult children, other relatives)	7%	7%	2%	4%	5%	6%	10%	6%	9%	12%	2%	4%	5%	5%	7%	8%	14%	10%	4%	3%	7%	4%	6%	8%	4%	4%	7%	8%	4%	7%	6%	4%
Paying off short-term debt (e.g., credit card debt)	7%	6%	4%	7%	13%	13%	11%	14%	8%	5%	4%	4%	9%	5%	3%	4%	4%	4%	4%	3%	5%	3%	1%	4%	5%	4%	8%	8%	6%	7%	12%	11%
Healthcare expenses	3%	4%	4%	3%	4%	4%	2%	3%	2%	6%	6%	3%	2%	3%	2%	4%	6%	6%	3%	3%	2%	5%	3%	5%	2%	1%	6%	5%	3%	2%	3%	5%
Social care/ long-term care expenses	2%	2%	1%	1%	3%	3%	2%	1%	2%	3%	2%	2%	5%	1%	1%	1%	2%	1%	1%	0%	3%	2%	0%	1%	0%	1%	2%	2%	1%	1%	4%	2%
NET: Debt	14%	12%	11%	12%	21%	21%	19%	22%	16%	10%	7%	10%	13%	11%	8%	9%	10%	11%	10%	6%	12%	8%	11%	13%	14%	11%	18%	18%	13%	12%	24%	17%
NET: Saving for retirement/ long-term care expenses	10%	14%	6%	15%	11%	17%	13%	17%	8%	14%	12%	12%	13%	15%	3%	8%	16%	21%	12%	14%	10%	10%	3%	9%	4%	11%	13%	15%	10%	14%	12%	21%

Q. - Do you think you will achieve this income?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
I don't know if I am on course to achieve my retirement income	36%	32%	46%	36%	33%	32%	36%	35%	28%	20%	41%	37%	27%	23%	48%	35%	22%	17%	52%	50%	40%	30%	47%	43%	39%	32%	35%	33%	35%	38%	34%	27%
No, I am on course to achieve around one-quarter (25%) of my retirement income	15%	14%	16%	15%	12%	11%	22%	18%	14%	15%	20%	13%	15%	12%	12%	11%	19%	17%	16%	13%	14%	10%	15%	14%	13%	13%	13%	15%	18%	15%	19%	12%
No, I am on course to achieve around half (50%) of my retirement income	18%	18%	14%	16%	13%	13%	15%	16%	23%	27%	21%	20%	28%	26%	11%	15%	16%	15%	18%	18%	16%	15%	19%	18%	24%	18%	13%	18%	19%	12%	14%	12%
No, I am on course to achieve around three-quarters (75%) of my retirement income	11%	12%	7%	9%	12%	12%	10%	9%	11%	13%	8%	14%	17%	16%	9%	13%	14%	12%	7%	10%	14%	13%	9%	12%	14%	16%	12%	12%	9%	10%	8%	9%
Yes, I am on course to achieve my retirement income	20%	25%	18%	24%	30%	32%	17%	22%	24%	25%	10%	16%	13%	24%	19%	25%	29%	39%	8%	9%	16%	32%	11%	13%	9%	21%	26%	23%	20%	24%	26%	39%

Q. - Approximately what proportion of your retirement income comes from or is likely to come from each of these three broad sources?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
Government	36%	45%	32%	38%	38%	48%	34%	42%	33%	37%	41%	48%	38%	52%	40%	56%	30%	27%	38%	53%	34%	41%	39%	52%	42%	64%	41%	47%	37%	43%	34%	43%
Employer	28%	24%	33%	25%	25%	22%	29%	26%	27%	26%	30%	26%	25%	17%	22%	15%	31%	30%	24%	17%	35%	38%	27%	21%	23%	11%	31%	25%	32%	32%	32%	28%
Own savings & investments	36%	30%	35%	37%	37%	30%	37%	32%	40%	37%	29%	26%	36%	31%	38%	29%	39%	43%	39%	31%	31%	20%	34%	27%	35%	24%	28%	28%	31%	25%	35%	29%

Q. - Which financial means, if any, are you currently using to prepare for your retirement? If you are already fully retired, which financial means, if any, did you use to prepare for retirement?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
Savings account/ money market fund/CDs	31%	35%	34%	32%	26%	30%	29%	36%	32%	38%	25%	34%	22%	26%	18%	19%	46%	52%	36%	53%	32%	38%	41%	38%	27%	29%	31%	26%	21%	32%	30%	41%
Social security/ State pension	28%	41%	15%	21%	30%	44%	14%	26%	49%	55%	10%	22%	39%	54%	10%	26%	19%	22%	34%	54%	20%	37%	32%	47%	24%	36%	46%	60%	20%	51%	29%	52%
A private pension/ IRA	22%	24%	10%	12%	9%	14%	13%	24%	46%	46%	13%	11%	N/A	N/A	17%	24%	24%	32%	13%	13%	15%	14%	16%	19%	23%	31%	42%	40%	20%	30%	14%	27%
Investments such as stocks, bonds, mutual funds, etc.	18%	23%	19%	24%	25%	23%	23%	31%	21%	26%	12%	13%	22%	23%	8%	13%	34%	46%	12%	32%	8%	12%	11%	13%	19%	17%	15%	17%	16%	17%	18%	26%
Life insurance	18%	22%	10%	9%	8%	10%	14%	20%	23%	27%	14%	25%	8%	19%	13%	22%	34%	42%	26%	32%	13%	18%	27%	34%	17%	15%	18%	18%	12%	10%	16%	22%
A company-funded defined benefit pension plan	18%	18%	19%	18%	28%	23%	20%	24%	32%	32%	14%	12%	11%	11%	N/A	N/A	N/A	N/A	15%	15%	17%	19%	33%	26%	22%	14%	N/A	N/A	25%	32%	21%	30%
An employee-funded defined contribution retirement plan (with or without employer matching contribution)	15%	18%	21%	29%	9%	10%	21%	27%	N/A	N/A	17%	14%	15%	18%	18%	18%	44%	49%	10%	12%	12%	23%	13%	12%	17%	12%	N/A	N/A	25%	30%	25%	34%
Inheritance (from my parents or other family and friends)	12%	12%	9%	11%	5%	8%	8%	13%	11%	11%	8%	9%	19%	10%	11%	13%	18%	23%	7%	9%	8%	8%	11%	10%	18%	14%	17%	16%	10%	12%	11%	11%
My business (which I intend to sell at retirement)	10%	7%	5%	4%	12%	9%	8%	4%	11%	11%	7%	3%	11%	4%	4%	4%	19%	20%	7%	4%	9%	5%	4%	3%	15%	6%	15%	12%	8%	3%	11%	7%
Income earned from my home (e.g., renting, taking in roommates, etc.)	10%	10%	8%	8%	12%	15%	10%	8%	14%	15%	4%	5%	12%	9%	6%	8%	16%	23%	2%	5%	1%	4%	10%	12%	11%	8%	13%	13%	7%	4%	7%	6%
A fixed annuity	8%	8%	4%	3%	25%	19%	4%	4%	10%	12%	4%	2%	7%	8%	1%	2%	14%	20%	6%	11%	4%	5%	3%	3%	4%	5%	10%	8%	4%	5%	4%	9%
Long-term care insurance	8%	6%	6%	3%	N/A	N/A	9%	6%	9%	9%	7%	4%	11%	6%	4%	3%	25%	28%	3%	2%	N/A	N/A	10%	11%	9%	4%	N/A	N/A	5%	2%	8%	9%
A variable annuity	7%	6%	7%	5%	17%	14%	4%	5%	6%	6%	2%	1%	9%	5%	2%	2%	10%	13%	4%	5%	8%	5%	3%	2%	9%	7%	8%	7%	4%	2%	7%	7%
Home equity (downsize my home or take equity release etc.)	4%	8%	8%	13%	1%	3%	5%	11%	5%	6%	1%	4%	6%	13%	3%	4%	8%	9%	3%	13%	4%	15%	1%	3%	5%	7%	5%	5%	2%	8%	4%	8%
None/nothing	11%	9%	11%	10%	9%	9%	18%	10%	3%	2%	21%	19%	12%	12%	29%	19%	3%	2%	15%	9%	12%	10%	12%	8%	14%	15%	5%	4%	11%	8%	14%	9%
Don't know	6%	5%	9%	8%	4%	3%	7%	5%	5%	2%	10%	9%	7%	7%	8%	6%	1%	1%	8%	7%	14%	9%	4%	6%	3%	3%	4%	2%	7%	5%	6%	4%
Other	1%	2%	2%	5%	1%	2%	3%	3%	0%	1%	1%	2%	5%	6%	2%	4%	1%	1%	0%	0%	1%	3%	0%	2%	1%	1%	2%	2%	0%	2%	1%	3%

N/A: Option not asked in these countries

Q. - And which of these financial means is or is likely to be your most important source of retirement income?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary	
	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total
Social security	18%	29%	8%	15%	20%	32%	8%	12%	24%	29%	9%	22%	28%	46%	10%	23%
Savings account/ money market fund/CDs	17%	12%	20%	11%	8%	9%	20%	11%	15%	16%	23%	18%	11%	7%	17%	11%
A private pension/IRA	12%	10%	7%	8%	6%	6%	10%	12%	18%	16%	12%	7%	N/A	N/A	19%	17%
A company-funded defined benefit pension plan	12%	10%	15%	14%	21%	14%	14%	16%	15%	14%	13%	8%	7%	5%	N/A	N/A
An employee-funded defined contribution retirement plan (with or without employer matching contribution)	11%	10%	18%	21%	3%	4%	15%	16%	N/A	N/A	15%	8%	8%	5%	22%	14%
Investments such as stocks, bonds, mutual funds, etc.	9%	8%	12%	9%	15%	11%	10%	13%	9%	8%	5%	4%	11%	9%	6%	7%
Life insurance	4%	4%	3%	2%	0%	1%	5%	4%	4%	2%	7%	13%	3%	5%	6%	8%
My business (which I intend to sell at retirement)	4%	2%	2%	1%	2%	2%	6%	2%	4%	3%	4%	2%	6%	2%	1%	2%
Inheritance (from my parents or other family and friends)	3%	3%	3%	3%	1%	1%	1%	3%	2%	3%	3%	4%	5%	3%	7%	5%
Income earned from my home (e.g., renting, taking in roommates, etc.)	3%	3%	2%	2%	3%	5%	2%	2%	4%	3%	2%	3%	4%	3%	4%	4%
A fixed annuity	2%	2%	1%	1%	11%	7%	1%	1%	2%	1%	2%	1%	2%	2%	0%	1%
Long-term care insurance	1%	1%	1%	1%	N/A	N/A	2%	0%	2%	2%	1%	1%	2%	1%	4%	2%
A variable annuity	1%	1%	2%	1%	6%	4%	0%	0%	1%	1%	0%	1%	4%	1%	1%	0%
Home equity (downsize my home or take equity release etc.)	1%	2%	1%	3%	0%	0%	3%	4%	1%	1%	0%	2%	2%	5%	2%	1%

	India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total
Social security	7%	6%	37%	49%	16%	24%	18%	39%	13%	33%	36%	50%	11%	22%	16%	26%
Savings account/ money market fund/CDs	16%	15%	22%	15%	25%	14%	27%	15%	15%	13%	12%	9%	11%	7%	18%	11%
A private pension/IRA	8%	7%	5%	3%	10%	7%	6%	7%	15%	16%	26%	19%	11%	13%	6%	8%
A company-funded defined benefit pension plan	N/A	N/A	10%	6%	13%	10%	20%	13%	17%	8%	N/A	N/A	17%	21%	16%	17%
An employee-funded defined contribution retirement plan (with or without employer matching contribution)	29%	32%	4%	3%	7%	14%	5%	3%	10%	6%	N/A	N/A	23%	19%	17%	17%
Investments such as stocks, bonds, mutual funds, etc.	13%	16%	6%	7%	9%	5%	3%	4%	7%	6%	5%	6%	8%	4%	8%	8%
Life insurance	7%	7%	4%	3%	5%	5%	6%	5%	6%	2%	3%	2%	4%	2%	3%	2%
My business (which I intend to sell at retirement)	7%	4%	2%	1%	4%	2%	2%	1%	4%	2%	5%	4%	5%	1%	4%	2%
Inheritance (from my parents or other family and friends)	3%	3%	2%	1%	3%	2%	2%	2%	7%	4%	5%	4%	2%	3%	2%	2%
Income earned from my home (e.g., renting, taking in roommates, etc.)	3%	3%	1%	2%	0%	1%	5%	6%	2%	2%	4%	2%	2%	1%	3%	1%
A fixed annuity	2%	3%	1%	2%	1%	2%	1%	1%	0%	0%	2%	1%	3%	1%	1%	1%
Long-term care insurance	4%	3%	N/A	N/A	N/A	N/A	2%	1%	1%	1%	N/A	N/A	1%	0%	2%	1%
A variable annuity	0%	0%	0%	0%	2%	2%	0%	0%	1%	1%	2%	1%	2%	1%	2%	1%
Home equity (downsize my home or take equity release etc.)	0%	1%	1%	1%	1%	5%	1%	1%	1%	2%	0%	1%	0%	2%	0%	1%

N/A: Option not asked in these countries

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

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
I always make sure that I am saving for retirement	32%	40%	28%	42%	36%	36%	36%	42%	35%	43%	26%	30%	29%	39%	17%	30%	52%	62%	25%	33%	31%	39%	14%	26%	21%	30%	35%	41%	36%	42%	40%	57%
I only save for retirement occasionally from time to time	27%	24%	22%	22%	24%	22%	30%	26%	28%	23%	33%	29%	24%	25%	16%	20%	27%	23%	27%	30%	20%	20%	33%	30%	31%	27%	30%	26%	30%	26%	23%	16%
I am not saving for retirement now, although I have in the past	11%	12%	13%	12%	11%	14%	7%	13%	14%	16%	12%	9%	12%	15%	8%	11%	12%	8%	7%	9%	6%	10%	11%	11%	15%	14%	12%	10%	13%	12%	14%	11%
I am not saving for retirement though I do intend to	25%	18%	33%	19%	26%	24%	23%	15%	20%	15%	22%	22%	30%	12%	47%	30%	8%	6%	31%	22%	35%	19%	36%	25%	29%	22%	17%	19%	18%	15%	19%	11%
I have never saved for retirement and don't intend to	5%	6%	4%	5%	3%	4%	3%	4%	3%	3%	7%	10%	4%	9%	12%	10%	2%	1%	9%	5%	8%	12%	5%	8%	3%	6%	6%	4%	3%	4%	4%	5%

Q. - Which of the following best describes your retirement planning strategy?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
I have a written plan	17%	17%	13%	15%	22%	20%	20%	21%	12%	14%	12%	8%	18%	14%	7%	7%	36%	45%	10%	8%	15%	11%	8%	7%	12%	18%	20%	24%	19%	13%	25%	31%
I have a plan, but it is not written down	42%	41%	36%	42%	41%	42%	37%	38%	56%	57%	25%	26%	41%	43%	42%	45%	51%	44%	37%	38%	34%	34%	35%	34%	47%	31%	49%	46%	30%	36%	31%	37%
I do not have a plan	37%	38%	49%	41%	34%	35%	37%	37%	26%	26%	51%	56%	34%	37%	46%	43%	13%	10%	47%	46%	48%	49%	54%	56%	39%	47%	27%	28%	45%	46%	41%	30%
Don't know	4%	4%	2%	2%	3%	3%	5%	4%	6%	3%	12%	10%	7%	6%	5%	4%	1%	1%	7%	9%	3%	6%	2%	4%	1%	4%	4%	3%	6%	4%	3%	2%

Q. - What, if anything, is preventing you from saving/saving more for retirement?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total	20-29	Total
I don't earn enough money to save	35%	35%	37%	36%	40%	40%	34%	36%	36%	29%	34%	40%	40%	35%	46%	43%	26%	26%	43%	41%	25%	23%	46%	48%	35%	36%	26%	30%	35%	36%	34%	31%
Saving for more immediate priorities (e.g., purchasing a home, planning a family, etc.)	32%	22%	38%	21%	34%	24%	41%	21%	31%	28%	25%	15%	23%	10%	33%	21%	42%	42%	16%	12%	26%	17%	41%	25%	34%	21%	29%	26%	23%	16%	29%	18%
I am focused on paying off debt	21%	21%	25%	26%	34%	33%	26%	32%	14%	14%	16%	18%	20%	14%	17%	22%	26%	27%	14%	10%	15%	12%	13%	17%	16%	20%	28%	33%	22%	18%	34%	27%
Providing financial support to a family member	16%	15%	8%	10%	12%	13%	16%	14%	27%	30%	8%	7%	12%	7%	5%	10%	34%	33%	11%	8%	10%	6%	11%	13%	14%	10%	19%	20%	17%	9%	12%	14%
Lack of access to professional financial advice	13%	10%	15%	9%	16%	11%	18%	9%	14%	16%	12%	6%	8%	5%	6%	4%	20%	25%	9%	7%	9%	4%	9%	8%	12%	7%	11%	9%	9%	7%	17%	10%
Lack of confidence in the performance in the investment markets	13%	13%	10%	10%	12%	11%	18%	11%	14%	18%	13%	12%	11%	10%	9%	10%	21%	29%	6%	10%	6%	7%	10%	15%	13%	12%	11%	10%	13%	9%	13%	11%
Lack of access to financial education	11%	8%	13%	8%	16%	11%	14%	8%	10%	10%	9%	5%	10%	5%	3%	3%	17%	22%	12%	7%	7%	4%	10%	5%	13%	8%	11%	11%	9%	7%	16%	11%
I don't want to think about it	11%	8%	14%	7%	8%	5%	8%	6%	4%	5%	10%	9%	10%	6%	14%	9%	11%	13%	11%	7%	19%	9%	13%	9%	10%	8%	11%	10%	15%	8%	12%	7%
I don't need to because social security will provide enough for me	8%	6%	8%	4%	8%	5%	5%	4%	8%	9%	7%	3%	8%	4%	3%	3%	14%	17%	7%	3%	5%	6%	4%	4%	9%	7%	14%	12%	12%	5%	11%	6%
I don't want to save/save more for retirement	8%	7%	5%	3%	5%	4%	6%	4%	8%	11%	10%	8%	13%	6%	5%	5%	11%	13%	7%	4%	8%	8%	2%	4%	7%	6%	12%	12%	7%	5%	7%	5%
Nothing, I am already doing enough	8%	16%	8%	20%	9%	10%	9%	17%	5%	7%	7%	14%	13%	29%	6%	13%	8%	11%	6%	18%	10%	26%	6%	8%	9%	14%	10%	13%	7%	22%	9%	25%
Not sure	4%	4%	2%	3%	2%	2%	3%	4%	6%	4%	7%	6%	5%	7%	6%	3%	1%	2%	7%	10%	7%	8%	5%	4%	1%	3%	2%	1%	7%	5%	6%	3%
Other	1%	2%	1%	3%	1%	2%	1%	3%	2%	1%	3%	3%	1%	2%	0%	2%	1%	1%	3%	3%	3%	3%	0%	1%	1%	2%	1%	1%	1%	2%	2%	3%

Q. - There are many reasons why people start saving for retirement. Which, if any, of the following have prompted you to start saving for retirement?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
I turned a certain age	25%	30%	14%	26%	30%	41%	19%	27%	42%	40%	8%	25%	19%	22%	12%	29%	22%	31%	16%	28%	12%	14%	39%	44%	26%	29%	39%	41%	13%	21%	22%	29%
I started a family	18%	15%	12%	11%	26%	17%	13%	12%	19%	15%	10%	13%	14%	12%	10%	12%	29%	29%	9%	8%	13%	11%	22%	15%	17%	15%	24%	26%	17%	9%	18%	15%
My employer started paying into a retirement plan/pension for me	17%	17%	23%	16%	14%	12%	17%	19%	20%	22%	9%	8%	21%	17%	10%	15%	20%	29%	12%	8%	17%	20%	17%	17%	10%	10%	20%	16%	25%	22%	18%	22%
I started my first job	17%	10%	19%	9%	14%	8%	13%	9%	12%	9%	16%	7%	23%	10%	16%	8%	25%	20%	14%	4%	14%	11%	16%	8%	19%	7%	21%	13%	17%	10%	12%	12%
No particular reason	15%	19%	25%	26%	12%	15%	27%	21%	9%	9%	25%	29%	16%	20%	23%	18%	7%	9%	26%	38%	13%	20%	11%	13%	18%	26%	7%	9%	18%	26%	18%	17%
I bought my first home	15%	12%	10%	9%	19%	15%	10%	9%	21%	18%	14%	13%	11%	13%	13%	9%	20%	24%	6%	6%	13%	11%	17%	10%	14%	11%	15%	17%	10%	6%	10%	9%
I started a new (not first) job	14%	9%	13%	6%	14%	9%	18%	9%	12%	9%	13%	6%	12%	8%	10%	8%	20%	19%	13%	7%	13%	6%	13%	10%	21%	10%	9%	8%	14%	7%	16%	9%
My employer offered a matching contribution to its retirement plan/pension	13%	12%	7%	7%	13%	10%	13%	14%	14%	17%	8%	5%	8%	9%	3%	5%	22%	27%	6%	4%	13%	8%	12%	12%	11%	7%	13%	13%	18%	15%	23%	24%
I was automatically enrolled into my employer's retirement plan/pension	13%	14%	12%	14%	7%	8%	12%	18%	14%	15%	8%	7%	10%	13%	3%	5%	22%	27%	6%	6%	25%	26%	15%	13%	10%	6%	11%	11%	16%	21%	11%	16%
I got a promotion/ pay raise	12%	10%	7%	7%	17%	13%	8%	6%	13%	13%	9%	7%	9%	6%	9%	6%	20%	21%	10%	4%	8%	4%	21%	20%	16%	9%	11%	10%	7%	5%	12%	9%
I got married	12%	8%	7%	7%	14%	10%	9%	8%	14%	8%	5%	4%	7%	7%	6%	6%	18%	19%	11%	6%	9%	7%	16%	8%	6%	6%	18%	15%	11%	6%	5%	7%
I paid off my student loan	8%	5%	7%	3%	8%	5%	9%	5%	6%	5%	10%	4%	6%	4%	2%	2%	16%	16%	5%	2%	10%	4%	5%	4%	8%	4%	11%	6%	7%	3%	11%	6%
I lost my job	6%	6%	4%	5%	7%	6%	5%	4%	7%	7%	3%	3%	3%	3%	2%	3%	9%	13%	4%	3%	5%	4%	9%	11%	6%	5%	10%	10%	7%	3%	5%	5%
I got separated/ divorced	5%	5%	4%	6%	4%	5%	6%	5%	3%	3%	3%	5%	5%	6%	7%	5%	8%	12%	1%	3%	5%	5%	3%	3%	7%	5%	8%	7%	6%	5%	6%	7%
Other reason	4%	6%	4%	7%	7%	9%	3%	6%	2%	2%	2%	5%	8%	9%	9%	9%	2%	3%	5%	6%	4%	6%	5%	4%	4%	6%	6%	6%	1%	4%	5%	6%
Can't remember	3%	3%	2%	4%	3%	3%	2%	4%	2%	1%	5%	5%	3%	5%	9%	8%	0%	0%	6%	5%	8%	6%	2%	3%	1%	2%	2%	3%	3%	3%	3%	2%
NET: Started job/employer paid	49%	41%	50%	36%	43%	30%	48%	44%	47%	49%	42%	26%	54%	41%	33%	32%	66%	65%	37%	20%	57%	51%	44%	39%	53%	29%	50%	41%	57%	48%	52%	52%
NET: Lifestage reason	44%	46%	30%	40%	54%	55%	34%	41%	58%	52%	22%	39%	36%	39%	29%	42%	51%	58%	29%	38%	30%	29%	56%	55%	41%	45%	61%	63%	37%	34%	39%	44%

Q. - Which, if any, of the following would encourage you to save more for retirement?

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
A pay raise	43%	43%	51%	45%	50%	52%	48%	46%	36%	32%	38%	46%	50%	42%	59%	58%	25%	30%	25%	19%	45%	35%	62%	64%	42%	48%	39%	46%	40%	46%	51%	44%
More certain economic environment	24%	24%	19%	18%	34%	34%	16%	18%	21%	22%	23%	23%	20%	19%	25%	31%	25%	31%	31%	28%	14%	13%	33%	31%	23%	28%	34%	41%	16%	13%	20%	18%
A better retirement plan match from my employer	23%	21%	22%	14%	20%	21%	25%	21%	21%	22%	18%	17%	20%	12%	23%	25%	24%	33%	20%	19%	23%	19%	31%	31%	21%	19%	25%	23%	25%	15%	18%	20%
More generous tax breaks on long-term savings and retirement products	22%	25%	29%	29%	18%	23%	25%	28%	21%	24%	21%	22%	24%	23%	20%	26%	27%	34%	18%	23%	15%	19%	29%	28%	25%	23%	22%	25%	20%	19%	23%	26%
Access to financial education so that I am more aware of what I need to do for myself	22%	16%	20%	15%	28%	22%	22%	13%	25%	23%	14%	8%	19%	9%	15%	9%	26%	31%	25%	16%	18%	11%	16%	13%	31%	17%	18%	20%	17%	10%	22%	14%
Access to professional financial advice so that I have personalized recommendations on what steps I need to take	21%	16%	23%	17%	19%	19%	23%	13%	25%	25%	10%	9%	28%	10%	14%	9%	30%	33%	20%	11%	18%	11%	14%	12%	27%	17%	19%	20%	17%	11%	15%	14%
Easy-to-use access to tracking and managing my retirement savings	20%	17%	28%	19%	18%	15%	21%	15%	16%	18%	17%	13%	17%	11%	15%	15%	35%	35%	22%	17%	17%	12%	22%	18%	20%	15%	17%	20%	17%	13%	23%	16%
Better and more frequent information about my retirement savings	20%	17%	22%	16%	19%	18%	22%	13%	20%	21%	15%	12%	15%	10%	17%	11%	32%	37%	16%	17%	18%	11%	20%	16%	21%	18%	23%	22%	14%	11%	17%	15%
Simpler investment products that I can understand with less jargon	19%	17%	25%	19%	21%	21%	22%	14%	19%	21%	16%	15%	23%	15%	8%	9%	29%	35%	14%	10%	8%	9%	25%	18%	17%	16%	16%	18%	20%	14%	14%	15%
More confidence in the performance of investment markets	18%	18%	21%	19%	21%	22%	18%	16%	19%	20%	16%	15%	16%	12%	16%	15%	28%	33%	13%	15%	15%	11%	11%	15%	21%	20%	18%	19%	11%	13%	17%	15%
Better legal protection in case I am sold the wrong product	16%	13%	16%	11%	16%	14%	13%	10%	17%	15%	19%	10%	17%	9%	13%	12%	25%	28%	10%	6%	12%	7%	15%	15%	17%	16%	13%	13%	14%	10%	13%	10%
Don't know	5%	7%	7%	9%	4%	4%	5%	8%	4%	2%	8%	11%	6%	9%	5%	4%	2%	1%	13%	18%	9%	14%	5%	6%	5%	7%	3%	3%	6%	9%	6%	8%
Not applicable – I am not currently saving for retirement (and do not intend to in the future)	2%	3%	2%	3%	1%	1%	1%	2%	3%	2%	7%	6%	4%	4%	3%	5%	0%	0%	5%	4%	3%	5%	1%	1%	4%	2%	0%	1%	2%	3%	2%	2%
Not applicable- I already have sufficient savings	2%	6%	2%	8%	2%	2%	4%	7%	2%	3%	2%	5%	5%	14%	2%	3%	3%	3%	1%	5%	2%	11%	0%	2%	1%	3%	2%	2%	2%	12%	2%	9%
Other	1%	2%	1%	3%	1%	1%	1%	2%	2%	1%	1%	1%	2%	2%	3%	2%	1%	1%	1%	2%	1%	2%	1%	1%	1%	1%	0%	1%	1%	2%	1%	2%

Q. - "Big Three" Financial Literacy Quiz - Summary of responses.

	Total		Australia		Brazil		Canada		China		France		Germany		Hungary		India		Japan		Netherlands		Poland		Spain		Turkey		United Kingdom		United States	
	20-29	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**	**20-29**	**Total**
All 3 financial literacy question correct	15%	28%	16%	33%	21%	29%	12%	32%	19%	20%	13%	32%	23%	41%	16%	26%	14%	23%	11%	31%	16%	29%	21%	27%	18%	32%	6%	15%	9%	24%	7%	30%
At least one financial literacy question wrong	85%	72%	84%	67%	79%	71%	88%	68%	81%	80%	87%	69%	77%	59%	84%	74%	86%	78%	89%	69%	84%	71%	79%	73%	82%	68%	94%	85%	91%	76%	93%	70%

Disclaimer

This report contains general information only and does not constitute a solicitation or offer. No rights can be derived from this report. Aegon, its partners and any of their affiliates or employees do not guarantee, warrant or represent the accuracy or completeness of the information contained in the report.

Contact Information

Headquarters Aegon N.V.
Strategy & Sustainaiblity
Mike Mansfield
Program Director – Aegon Center for Longevity and Retirement
Telephone +31 70 344 8264
Email: mike.mansfield@aegon.com
www.aegon.com/research/

Media Relations
Telephone: +31 70 344 8956
Email: gcc@aegon.com