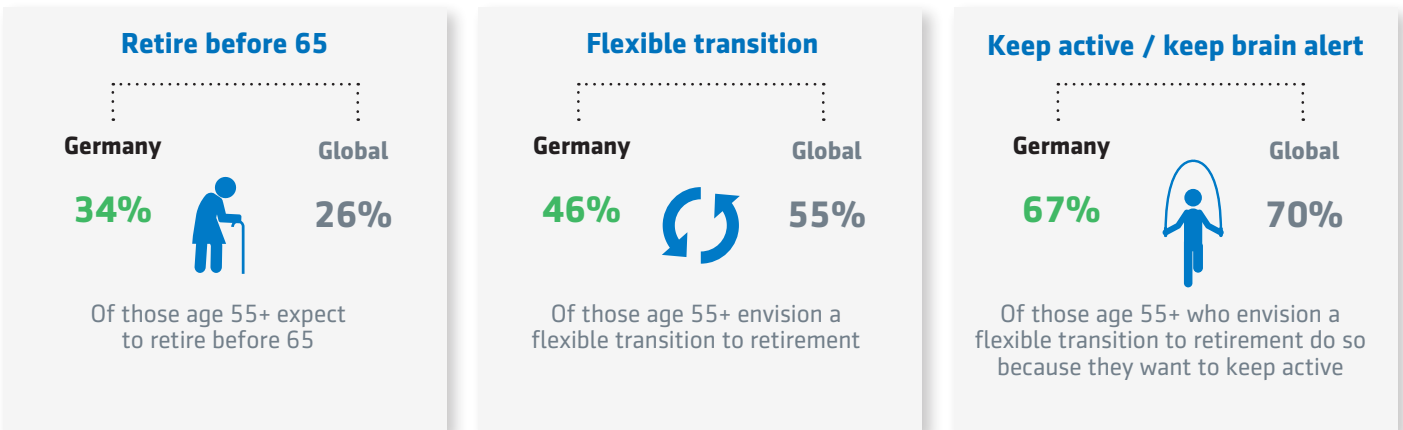


How is flexible retirement viewed in Germany?

Faced with declining birth rates and a rising life expectancy, Germany is gradually increasing the normal retirement age to 67 by 2030. In return, older people who postpone retirement will receive a more generous actuarially adjusted state pension. There are also plans to introduce tax incentives both for employees to work longer and for employers to retain older workers. This is in line with the 49 percent of German workers in our survey who expect a flexible transition to retirement. With one of the oldest workforces in Europe, German businesses are at the forefront when employing older workers. For example, flexible working schedules are being offered to aging workers and structural changes in working environments have been implemented by many employers.

How do workers envision their retirement?



Are employers supporting a flexible retirement?



Key country indicators



This country profile is part of the report “*The New Flexible Retirement*” and contains research findings from the fourth annual Aegon Retirement Readiness Survey.

Sources of the key country indicators included in this country profile:

- Life expectancy at age 60: World Health Organization, Global Health Observatory Data Repository
- Health life expectancy at age 60: The Institute for Health Metrics and Evaluation, Global Burden of Disease Study, 2010
- Percentage of population age 65 plus: World Bank
- Official retirement age (when full entitlements are payable): OECD Pensions at a Glance 2015*
- Effective retirement age (actual age of labor market exit): OECD Society at a Glance 2014*
- Labor market engagement of older people (employment rate): International Labour Organisation, Employment-to-population ratio by sex and age

* where the official and effective retirement age is different for men and women, we have calculated an average

About:

Aegon Center for Longevity and Retirement

The Aegon Center for Longevity and Retirement (ACLRL) is a collaboration of experts assembled by Aegon with representation from Europe, the Americas, 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. www.aegon.com/thecenter

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