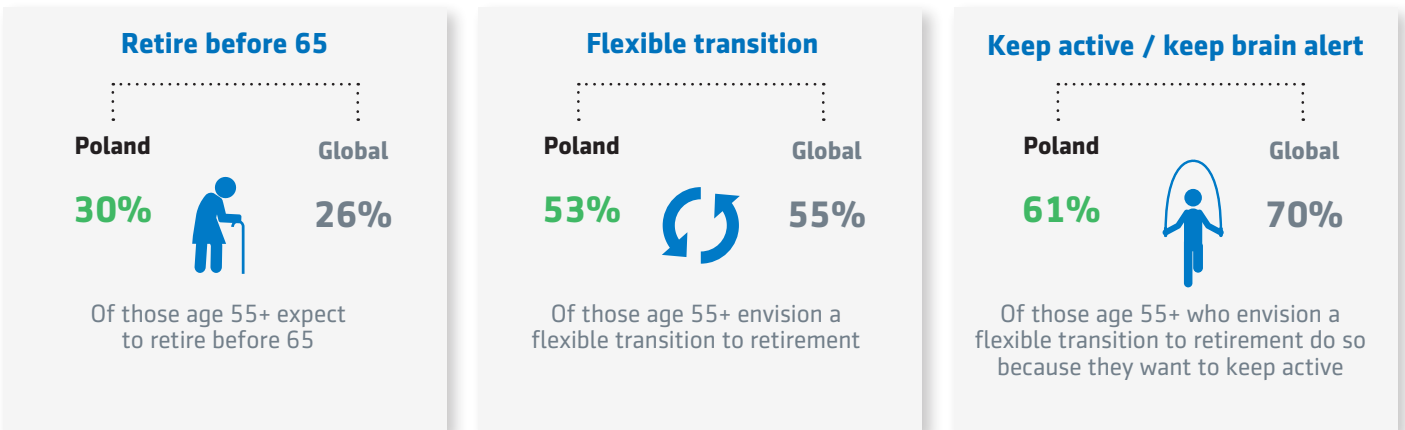


## How is flexible retirement viewed in Poland?

Outward migration of young people since EU accession in 2004 has increased the average age in Poland. Therefore, the need to keep older workers in the workforce is greater here than elsewhere in Europe. Until 1999, the pay-as-you-go DB system encouraged early retirement rather than encouraging longer working lives. Proposals to encourage flexible retirement with partial pensions between age 62 and 65 were rejected by trade unions and employer associations in 2004. However, the creation of the two-tiered first pillar system did abolish early retirement privileges, leading to an increase in formal retirement ages to 60 years and three months for women and 65 years and three months for men in 2014. However, the system requires people to work full-time to earn reasonable benefits. With many people working in flexible, part-time or contract arrangements, the pension system doesn't match the working patterns of employees. The need to create greater incentives to keep older women in the workplace is identified as a particular concern, as women on average retire earlier than men.

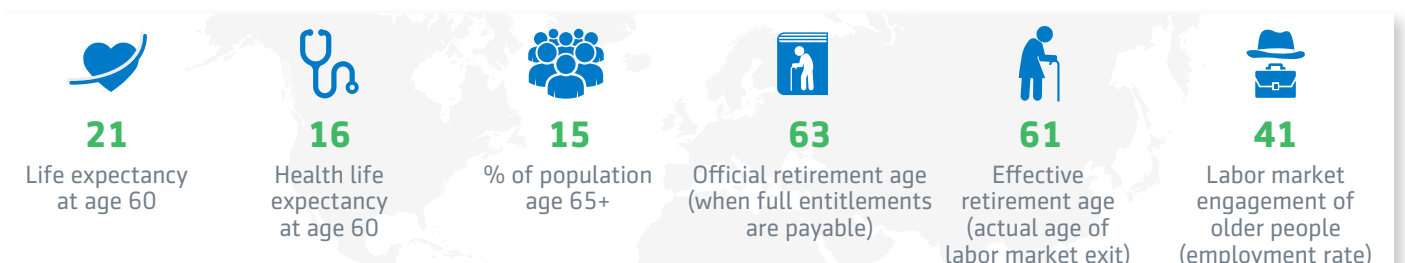
## How do workers envision their retirement?



## 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

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The Aegon Center for Longevity and Retirement (ACLR) 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](http://www.aegon.com/thecenter)

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**Contact Information:**

**Headquarters**

Aegon N.V.  
Aegon Center for Longevity and Retirement  
Mike Mansfield  
Manager Retirement Studies  
Telephone: +31 70 344 82 64  
Email: [mike.mansfield@aegon.com](mailto:mike.mansfield@aegon.com)  
[www.aegon.com/thecenter](http://www.aegon.com/thecenter)

**Media relations**

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