Poland

Self-Employment in Poland
In 1999 Poland introduced two new mandatory elements to its pensions system including a first pillar social security pension (ZUS) and the Open Pension Fund (OFE). A third pillar of voluntary personal savings also exists in the form of Individual Pension Accounts (IKE) and Individual Retirement Security Accounts (IKZE). In spite of the reforms put in place, self-employed workers tend to pay the minimum mandated amount which equals PLN 475 per month. Fewer than three-in-five (57 percent) Polish self-employed workers associate retirement with positive words such as freedom, opportunity, leisure, excitement and enjoyment, well below the global average (66 percent). They are less likely to take on responsibility for making sure that they have sufficient income in retirement than the average globally (65 percent and 75 percent respectively). Almost half (49 percent) of the Polish self-employed expect to retire at over 65 years. Yet, government proposals set to take effect in 2018, could actually see the official retirement age fall.

Key country indicators

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<tr>
<th>Profile of Polish self-employed</th>
<th>Poland</th>
<th>Global</th>
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<td>$11.0k median personal income</td>
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<td>82% cite positive reasons for becoming self-employed</td>
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<td>67% are sole-proprietors</td>
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<td>15% will sell their business to prepare for retirement</td>
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Profile of Polish self-employed

Profile of Polish self-employed

Poland: 21.2% of workers are self-employed

Poland: 63% of self-employed are men

Poland: 63 years official retirement age (when full entitlements are payable)

What attitudes and expectations do the self-employed hold toward retirement?

Confident you will be able to fully retire with a lifestyle you consider comfortable

Poland: 12% Global: 26%

Proportion that expect to retire at over 65 (includes never)

Poland: 49% Global: 40%

Envision a flexible transition to retirement

Poland: 69% Global: 69%

How are the self-employed planning and saving for retirement?

Habitual savers

Poland: 42% Global: 34%

Have a written retirement strategy

Poland: 11% Global: 13%

Have a backup plan

Poland: 42% Global: 38%
This country profile is part of the report “Retirement Preparations in a New Age of Self-Employment” and contains research findings from the fifth annual Aegon Retirement Readiness Survey. To read the full report and view videos and infographics, please visit: aegon.com/Self-Employed

Sources:
1 OECD Self Employment rate (2015)
2 OECD Self-Employment, proportion male (2015)

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Contact information

Headquarters Aegon N.V.
Strategy & Sustainability
Mike Mansfield
Manager Retirement Studies
Telephone: +31 70 344 82 64
Email: mike.mansfield@aegon.com
www.aegon.com/thecenter

Media relations
Telephone: +31 70 344 89 56
Email: gcc@aegon.com