



The Future of Retirement

Generations and journeys

Global Report

HSBC 



Foreword



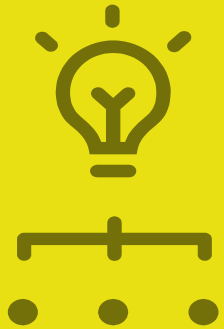
Approaches to
finances



Finances in
retirement



Practical steps



Key findings



Priorities and
feelings



Preparing for
the future



The research

Foreword

Over the course of a lifetime, our needs and priorities will change but the things we value in life often remain the same.

In our new global report *Generations and journeys*, the 13th in The Future of Retirement series, we see that ensuring financial security for ourselves and our families is a priority through all stages of life. So although retirement can be a time to enjoy the fruits of our labour with those we hold dear, there are also continuing financial responsibilities.

While there is much to learn from today's retirees, younger generations must navigate their own path through the big events in their lives and a changing financial landscape. Starting to save early may no longer be enough to ensure a comfortable retirement, and continuing to save through the ups and downs of life is just as important.

Seeking retirement information from trusted sources and personalised advice from professionals remain good ways to prepare for and help deal with the unexpected financial bumps in the road.

I hope that the new insights and practical steps in this report will help you on your journey into retirement.

Charlie Nunn
Group Head of Wealth Management, HSBC



Key findings

73%

of people in their 40's are financially supporting others



Pre-retirees expect to save for retirement for

7 years

longer than current retirees did



24%

of working age people have not started saving for their retirement



Of pre-retirees who have started saving for retirement,

42%

have stopped or faced difficulties



Key findings

41%

of retirees use cash savings to help fund their retirement



31%

of retirees wish they had started saving for retirement at an earlier age



30%

of people in their 60s and over expect to move into a retirement home



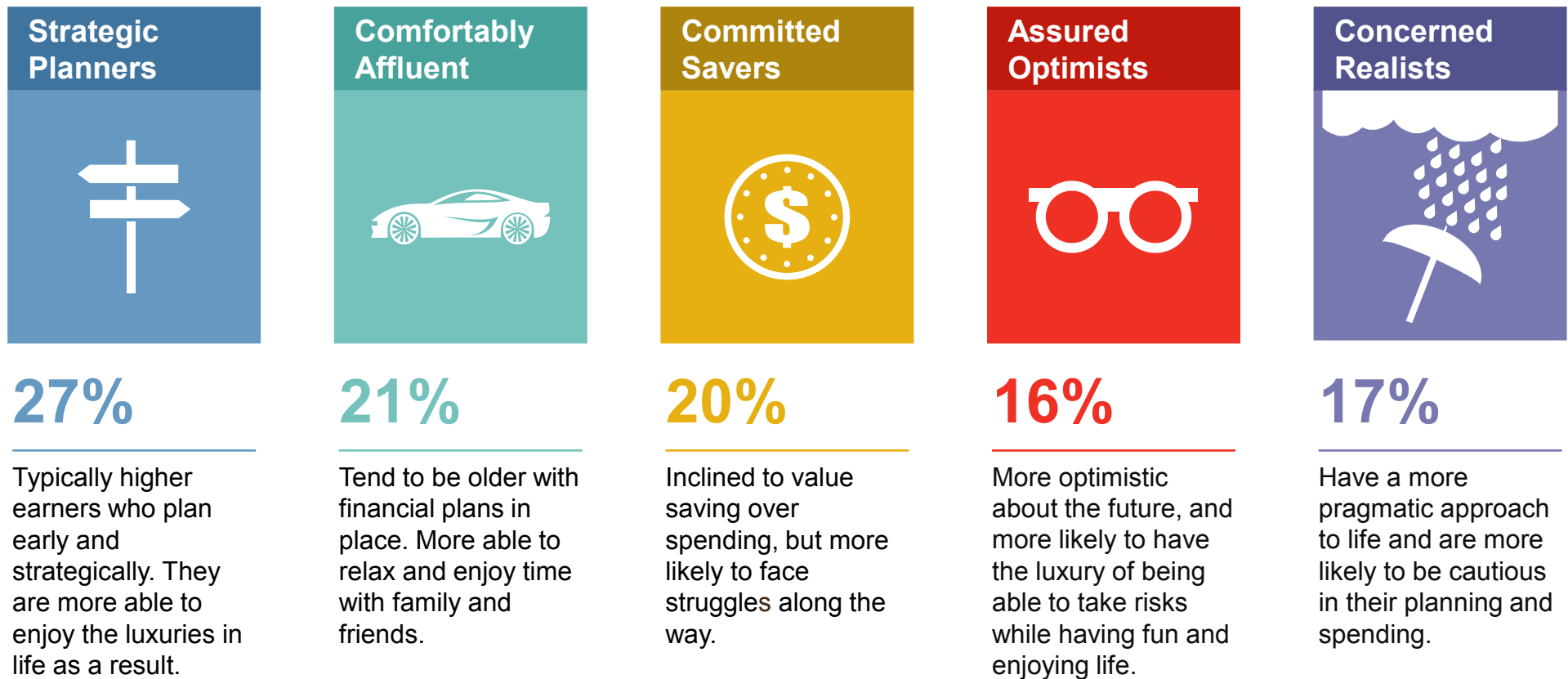
27%

of pre-retirees have never received advice or information about retirement



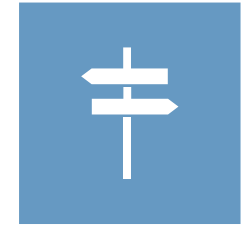
Approaches to finances

The research identified five different types of approach to life and finances that affect people's attitudes and behaviour to retirement planning:



Retirement findings particularly relevant to people with these approaches are included throughout the report

Strategic Planners



Calculated risk takers

Tend to be fairly methodical in their financial planning. More likely to make risky financial investments for financial gain.



Clear outlook

More likely to feel prepared for retirement. Have probably sought advice from a financial adviser, websites and blogs and are more likely to have started saving for their retirement earlier than most.



Fun and enjoyment

Typically high earners who value fun and enjoyment in life. Less likely to cut back on luxury items in order to save.

Comfortably Affluent



Relaxed approach

Probably financially secure, they tend not to have the urge to make more money. Likely to feel more positive about retirement. Unlikely to have regrets once they are retired.



Family values

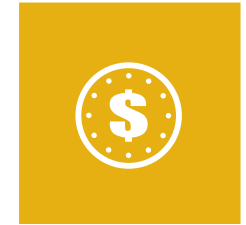
More likely to prioritise spending time with their friends and family and look forward to spending more time with them in retirement.



Health focused

More likely to place high importance on having good health. As a result, their financial outgoings are more likely to include prescriptions/ medicines and doctor/ dietician bills.

Committed Savers



Uphill struggle

Are more likely to value saving, even though it is not always easy for them. Approaching retirement, they feel less motivated than others and tend to start saving later due to other financial commitments.



Informal advice

Retirement advice tends to come from informal sources such as friends and family. Although more likely to be prepared to cut back on other expenses in order to save, they tend to regret not starting to save for retirement earlier.



Multiple commitments

Generally joint decision makers and middle income earners who value owning a home and having enough money for a comfortable life. Financial commitments are more likely to include saving for their children and supporting elderly parents.

Assured Optimists



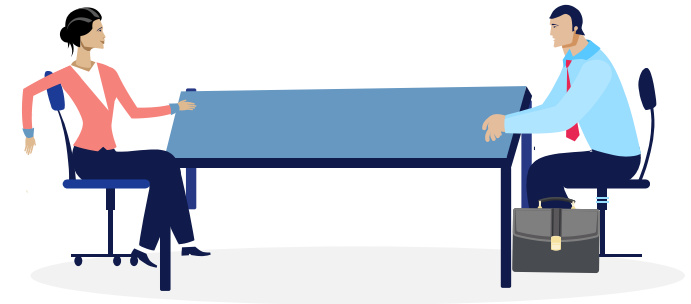
Confident risk takers

Tend to be carefree, valuing fun and enjoyment in life. More willing to take financial risks, but more likely to stop or face difficulties in saving and regret not seeking financial advice.



Sunny outlook

More optimistic approaching retirement and although they expect to have some debt in the form of credit card payments in retirement, they are happy to enjoy themselves and spend their money.



Money, money, money

Generally younger and more affluent, they are more likely to prioritise having a successful career. They are more likely to enjoy spending their money on holidays and luxury items.

Concerned Realists



Careful spenders

They are less willing to make risky investments or rely on credit. Instead are more likely to prefer to be in control of their finances through frugality.



Uncertain about the future

More likely to approach retirement with caution. Have probably not received any retirement advice and believe that retirement might be a struggle.



Prepared for the worst

Tend to have a pragmatic outlook on life. So while they are more likely to be worried about poor health and finances in the future, they don't let it ruin their enjoyment of the present.



Priorities and feelings

While priorities change at each stage of life, family security and financial security are the things people value most throughout life. Retiring from work is one of many priorities people have in their lives, and on the whole they feel positive about it.



Across generations,
family security and
financial security are
the things people
value most in life



Q. Below is a list of things which
people value in life. Which three do
you value the most?
(Base: Pre-retirees and retirees)





Values in life

Across generations and around the world, family security and financial security are among the things that people value most in life.

Over three in five (**63%**) say family security is one of the things they value most in life, and over half (**56%**) say financial security is:

	Pre-retirees	Retirees
Family security	63%	66%
Financial security	55%	60%
Fun and enjoyment in life	38%	37%
Warm relationships with others	32%	38%
Self-respect	28%	32%
Self-fulfilment	23%	18%
Sense of accomplishment	19%	15%
Being well-respected	16%	16%
Sense of belonging	10%	10%

People in Mexico (**76%**), Malaysia (**74%**) and Argentina (**74%**) are the most likely to value family security in their life, while those in Egypt (**50%**), Canada (**55%**) and USA (**56%**) are the least likely. For financial security, people in Singapore (**68%**), Taiwan (**65%**) and Mexico (**65%**) are the most likely to value it, while those in Egypt (**29%**), Argentina (**43%**) and UAE (**48%**) are the least likely.

Fun and enjoyment in life (**38%**) and warm relationships with others (**33%**) are also valued highly in people's lives, although there are bigger differences between generations:

- **42%** of people aged 25-29 rate fun and enjoyment in life as important, compared to **31%** of people 70 or over.
- **30%** of people in their 30s value warm relationships with others, compared to **40%** of people aged 70 or over.

Priorities in life

Priorities differ by age, and while having good health (**66%**) and enough money for a comfortable life (**47%**) rank highly for everyone, these are much more likely to be important in life for older generations:

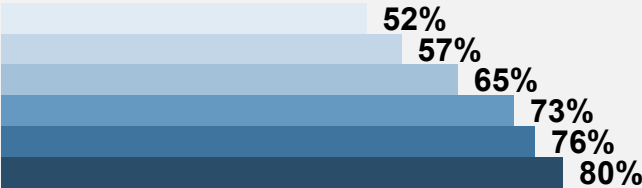
Age	Good health	Enough money
25-29	52%	40%
30s	57%	44%
40s	65%	46%
50s	73%	52%
60s	76%	51%
70+	80%	56%



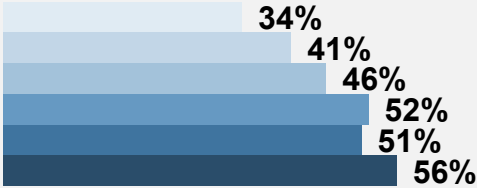


Priorities in life differ by age

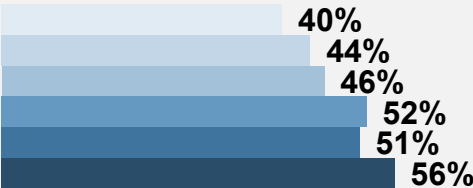
Having good health



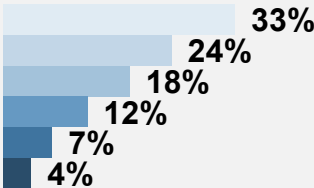
Taking care of my family



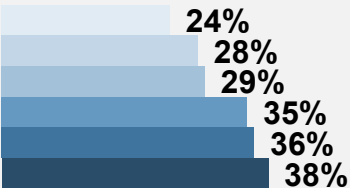
Having enough money for a comfortable life









Having a successful career



Being in control of my finances

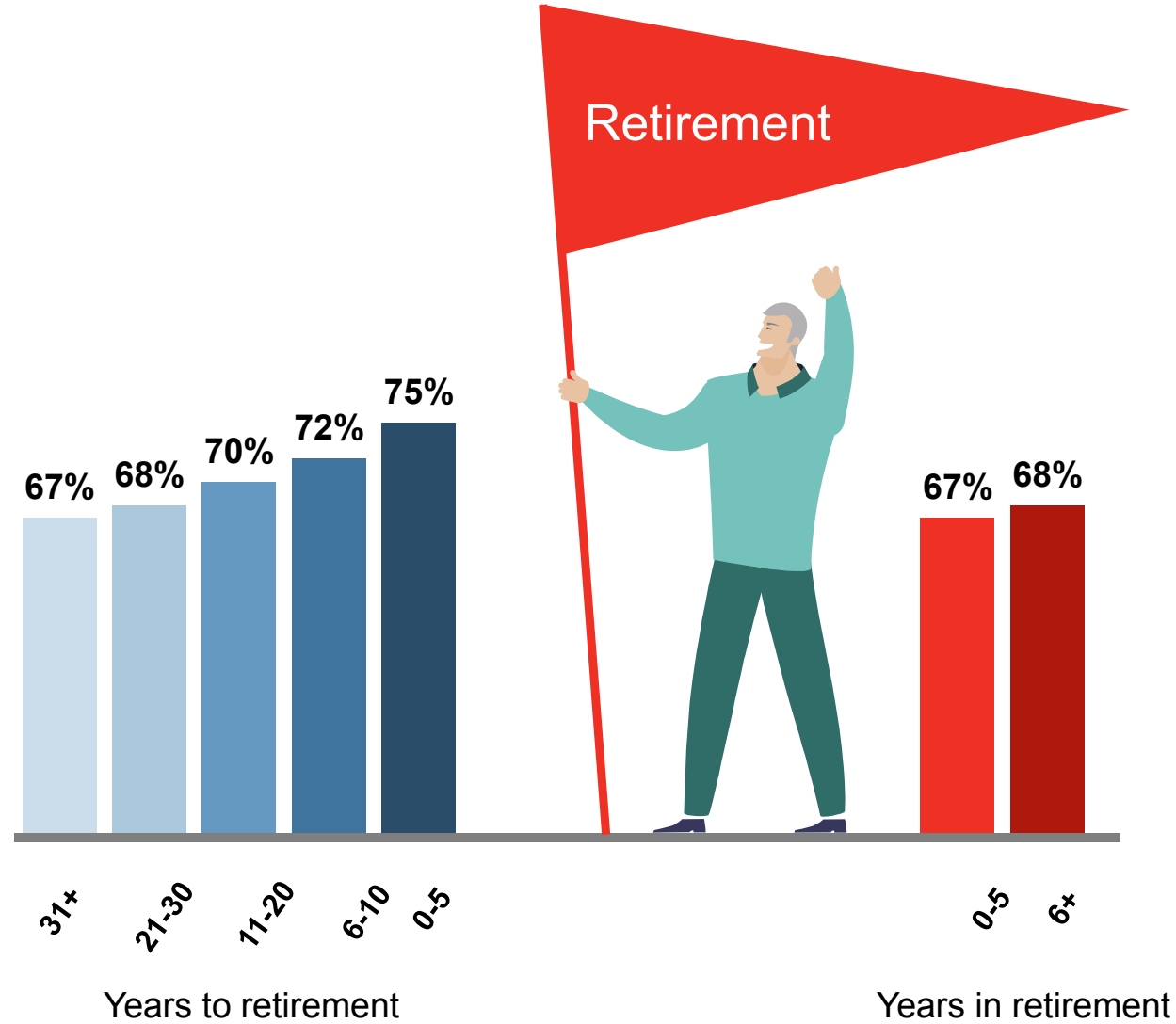


Age

-  25-29
-  30-39
-  40-49
-  50-59
-  60-69
-  70+

Q. Which of these aspects, if any, are the most important in your life currently? You may select up to five responses. (Base: Pre-retirees and retirees)

Most people feel positively about retirement and this increases the closer they get



Q. Below are some words people have used to describe their feelings in retirement. To what extent does each of these apply/ do you think each of these will apply to you? A. Happy (Base: Pre-retirees and retirees)



Happiness in retirement

Pre-retirees are more likely to expect they will feel happy rather than anxious in retirement, and this sentiment is shared by retirees. This positivity increases in the lead up to retirement, with those nearest to retiring the most likely to say they will feel happy in retirement.

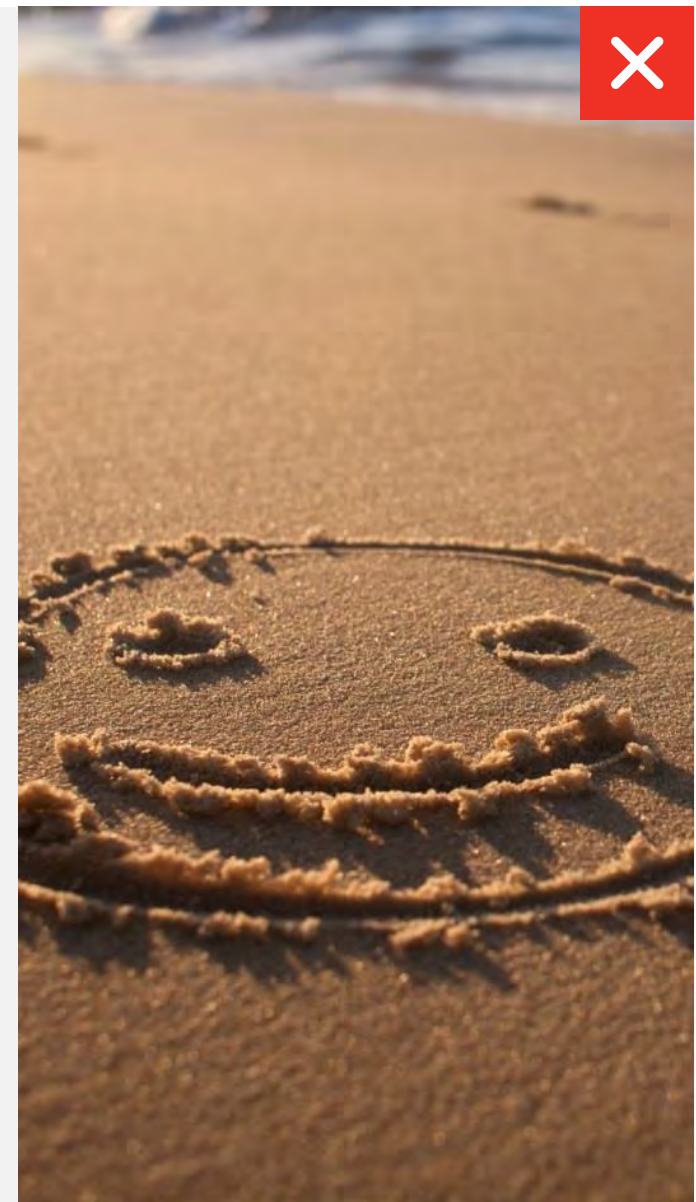
Working age people who have not started saving for retirement or have not received any advice or information about it, are less likely to feel positive about their retirement:

- **71%** of working age people who have started saving think they will feel happy in retirement, compared to **55%** who have not.

- **68%** of working age people who have received advice or information think they will feel happy in retirement, compared to **55%** who have not.

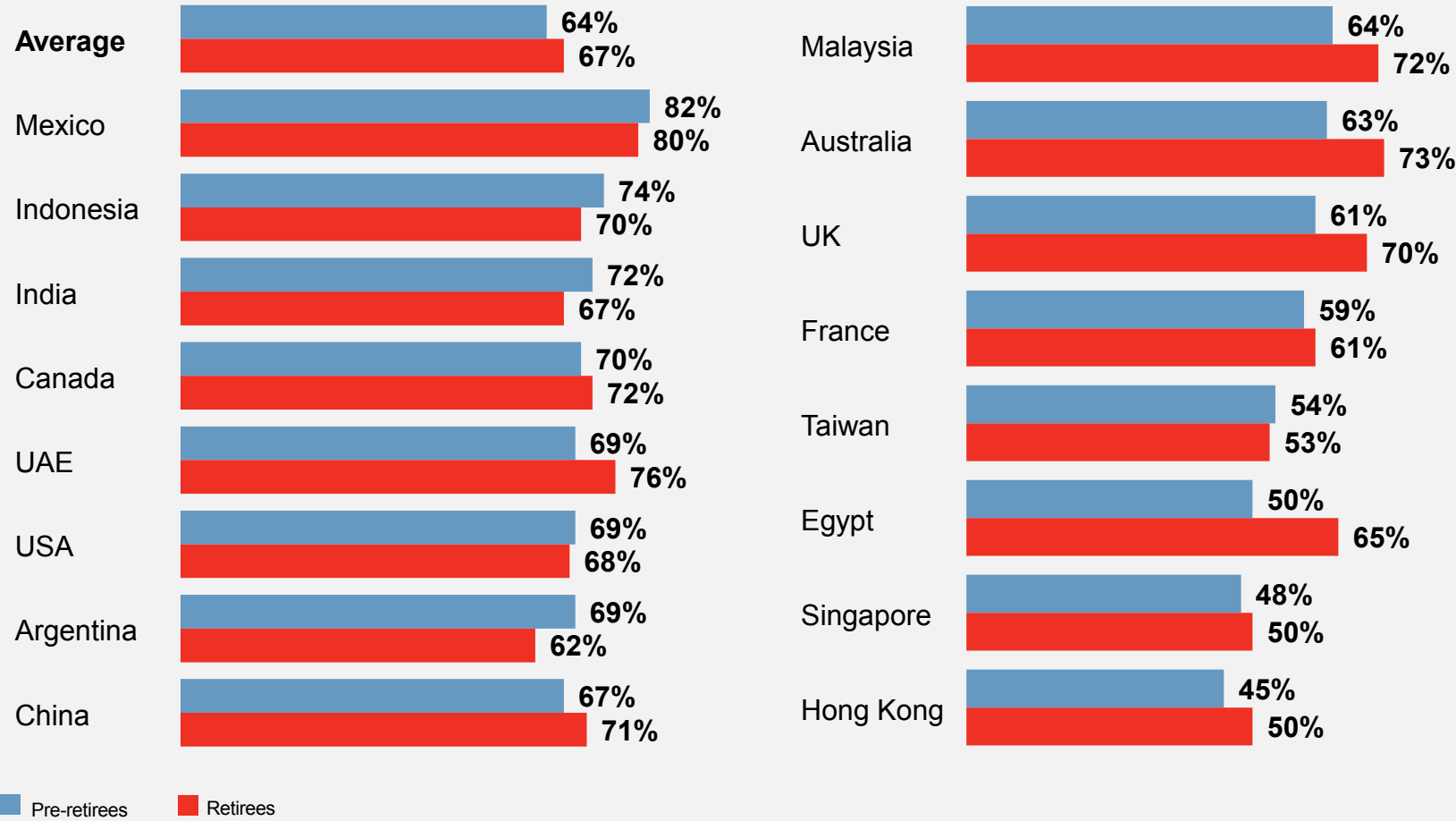
Happiness is most likely to be associated with retirement in Mexico, where **82%** of pre-retirees think they will feel happy in retirement and **80%** of retirees say they feel happy. In comparison, those in Hong Kong are least likely to feel positive about retirement, where only **45%** of pre-retirees think they will feel happy in retirement and **50%** of retirees confirm the same.

The biggest gap between pre-retirees' predictions and retirees' reality is in Egypt, where only half (**50%**) of pre-retirees think they will feel happy once they have stopped working, but nearly two thirds (**65%**) of retirees say they feel happy in retirement.





Retirement happiness varies by country



Q. Below are some words people have used to describe their feelings in retirement. To what extent does each of these apply/ do you think each of these will apply to you?
 A. Happy (Base: Pre-retirees and retirees)



Finances in retirement

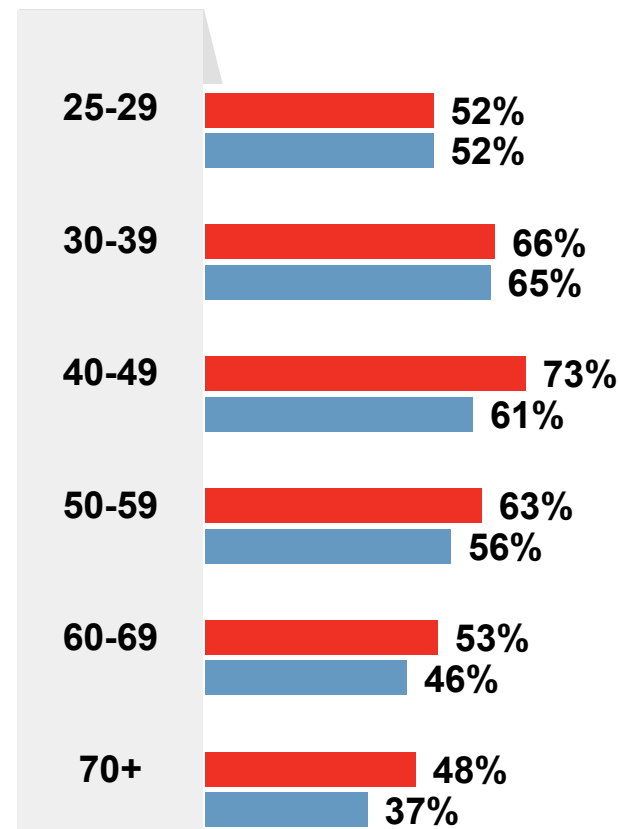
Financial outgoings differ by age, and the way pre-retirees plan for retirement differs by country and generation. Looking ahead, many people expect to make significant adjustments to their living arrangements in later life.





People in their 30s and 40s are most likely to be financially supporting others and borrowing

Age



- Financially supporting others
- Borrowing

Q. What financial outgoings, if any, do you currently have? (Base: Pre-retirees and retirees)





Financial outgoings in retirement

While household bills and leisure and entertainment costs are always likely to be financial outgoings, other expenses including financially supporting others and borrowing vary more with age.

People in their 30s and 40s are the most likely to be financially stretched. The majority of people in their 30s (**66%**) and 40s (**73%**) are financially supporting others, and are more likely to be borrowing (**65%** and **61%** respectively).

People aged 60 or over are the least likely to be borrowing or financially supporting others, so have more flexibility to spend their money on other things:

- **22%** of people age 60 or over count charitable donations as one of their financial outgoings, compared to **12%** of people aged 25-29.
- **56%** of people age 60 or over identify holidays and other trips as an outgoing, compared to **47%** of 25-29 year olds.

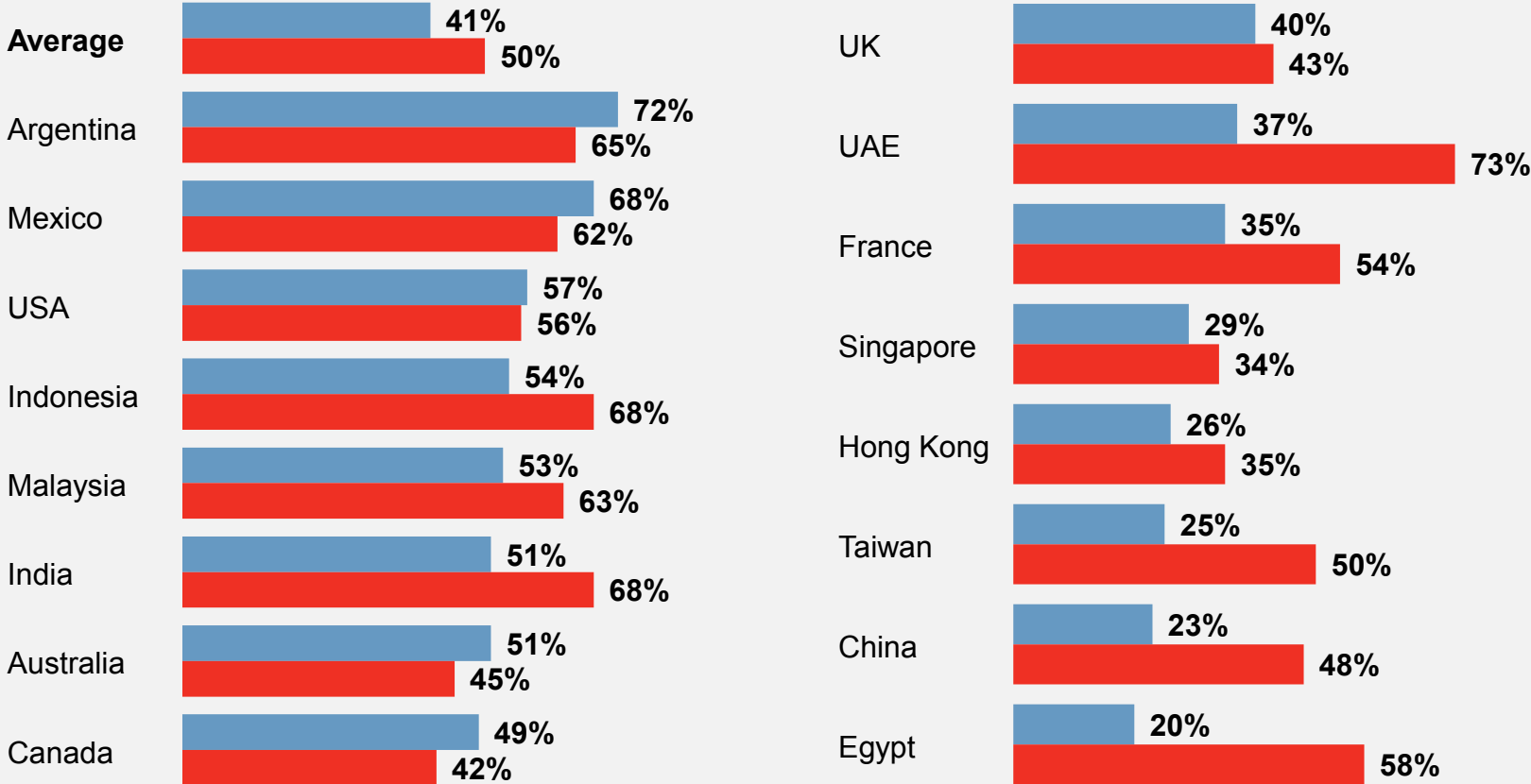
Retirees continue to face regular expenses once they stop work, including credit card (**27%**) and other loan repayments (**13%**).



Fewer pre-retirees are expecting to face these financial outgoings. Only **17%** expect to be repaying credit card bills, and just **7%** expect to be repaying other loans in retirement.





Many retirees are borrowing and financially supporting others



 Borrowing  Financially supporting others

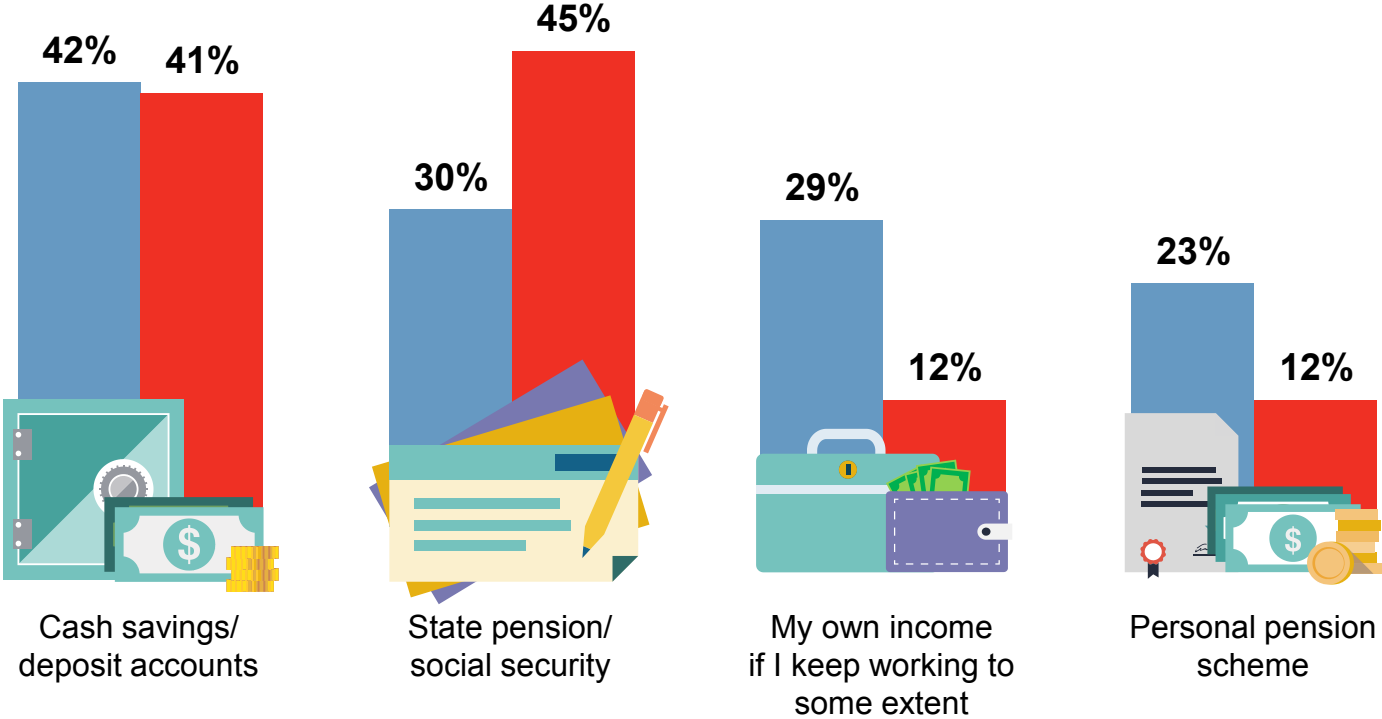
Q. What financial outgoings, if any, do you currently have? (Base: Retirees)



The ways retirees fund their retirement differs from pre-retirees' expectations

■ Pre-retirees
■ Retirees

Q. Which of the following are likely to help you fund / are currently helping you fund your retirement?
(Base: Pre-retirees and retirees)





Funding retirement

There are many ways of funding retirement, and the expectations of pre-retirees differ from the reality experienced by retirees.

Nearly half (**45%**) of retirees use a state pension or social security to help them fund their retirement.

This is most prevalent among retirees in:

- China **64%**
- UK **62%**
- Canada **53%**
- France **53%**
- Mexico **53%**

and least prevalent in:

- Malaysia **7%**
- Hong Kong **9%**
- Singapore **11%**

Cash savings/deposits (**41%**) are also a popular funding method for retirees, followed by:

- Defined Benefit employer pension schemes **28%**
- Spouse/ partner's income **23%**
- Stocks and shares **22%**

For the next generations of retirees, retirement funding methods are likely to be different.

A similar proportion of pre-retirees (**42%**) plan to use cash savings/ deposits to help fund their retirement as retirees (**41%**) do. However, fewer pre-retirees are expecting to use a state pension (**30%**) compared to retirees (**45%**).

More pre-retirees than retirees are planning to use:

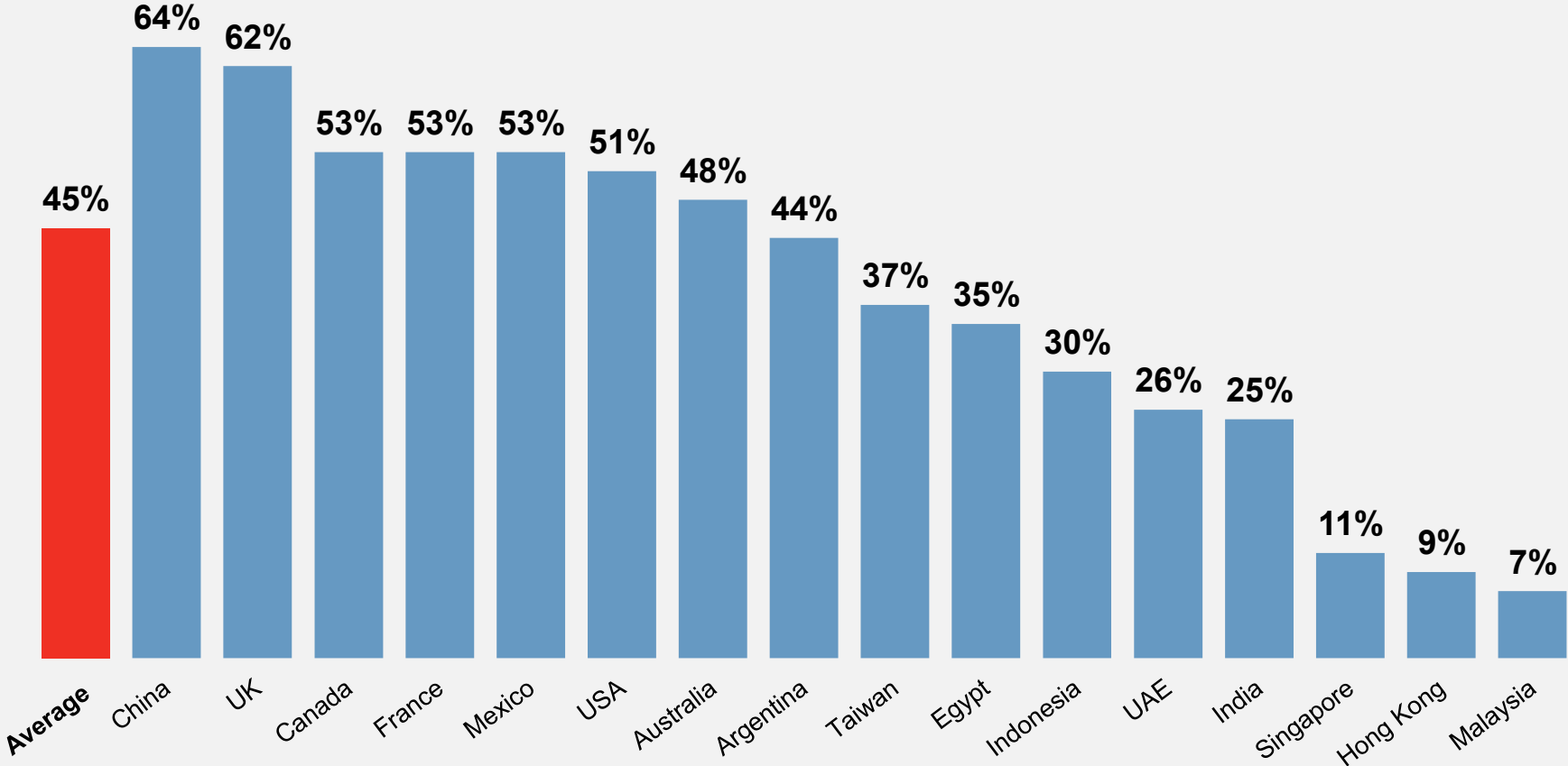
	Pre-retirees	Retirees
Own income if they keep working to some extent	29%	12%
Personal pension scheme	23%	12%
Inheritance	20%	9%

Despite their intentions, nearly one in five (**18%**) pre-retirees who say they are likely to help fund their retirement with cash savings/ deposits are yet to start saving for their retirement.





Around the world, there are significant differences in retirees' reliance on state retirement funding



Q. Which of the following are currently helping you to fund your retirement? A. State pension/social security (Base: Retirees)



Many working age people expect to use alternative ways to fund their retirement

12%

of pre-retirees believe that income from downsizing or selling a property is likely to help them fund their retirement

9%

of pre-retirees believe that financial support from their children is likely to help them fund their retirement

Q. Which of the following are likely to help you fund your retirement?
(Base: Pre-retirees)





Alternative ways of funding retirement

Pre-retirees are open to using non-traditional ways of funding their retirement.

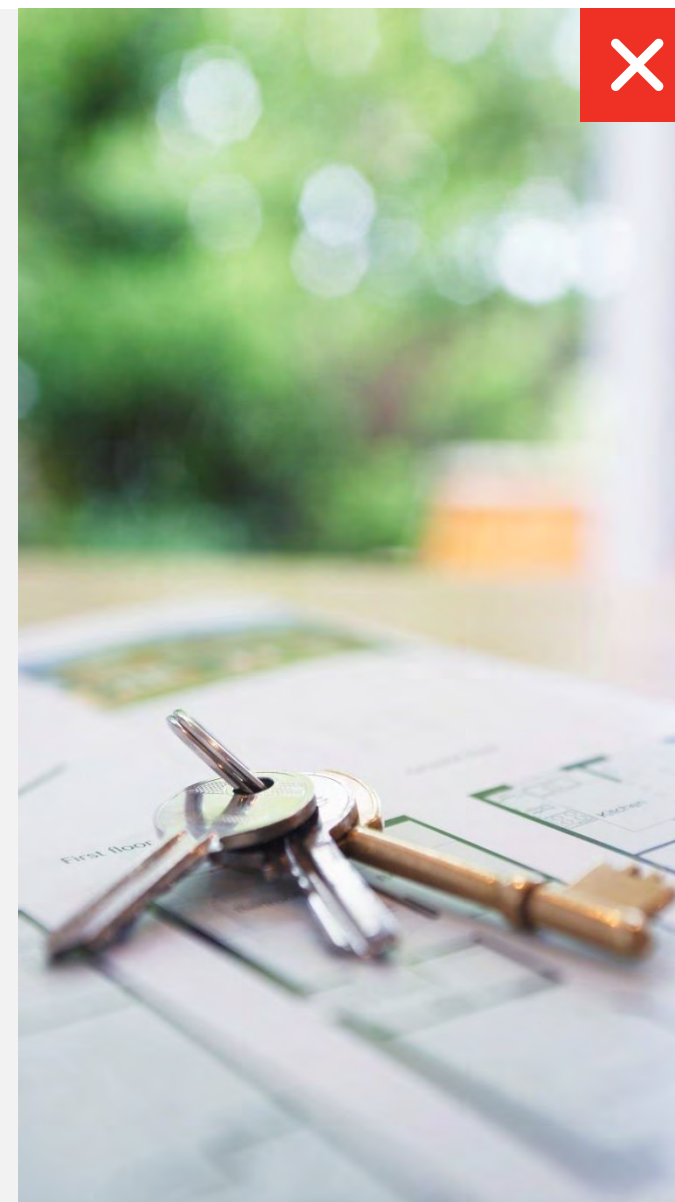
12% of pre-retirees believe that income from downsizing or selling property will help them to fund their retirement. This expectation is most common in Australia (**26%**), the UK (**22%**) and Singapore (**21%**).

In comparison, only **6%** of retirees are using property downsizing or sale income to help them to fund their retirement. This method is most prevalent for retirees in India (**11%**), Singapore (**11%**), the USA (**10%**) and the UAE (**10%**).

Pre-retirees who are Concerned Realists are more likely to identify downsizing or selling a property as a method of retirement funding (**16%**), compared to **9%** of Comfortably Affluent and Committed Savers.

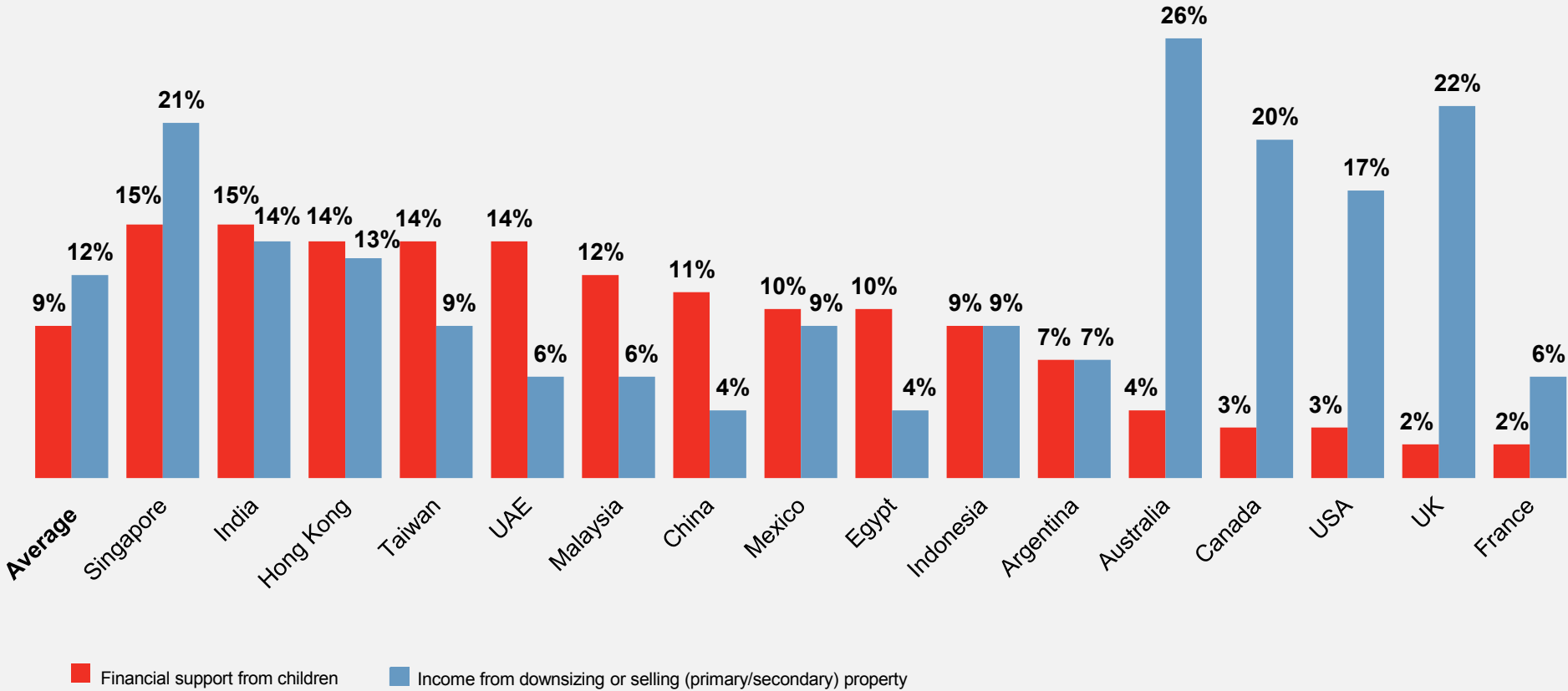
There is also an expectation that children will help fund their parents' retirement. Just under one in 10 (**9%**) working age people believe that financial support from their children will help them when they stop working. This is most common in India (**15%**) and Singapore (**15%**).

In reality, **12%** of retirees receive financial support from their children, with much higher proportions in Hong Kong (**41%**) and Singapore (**34%**).





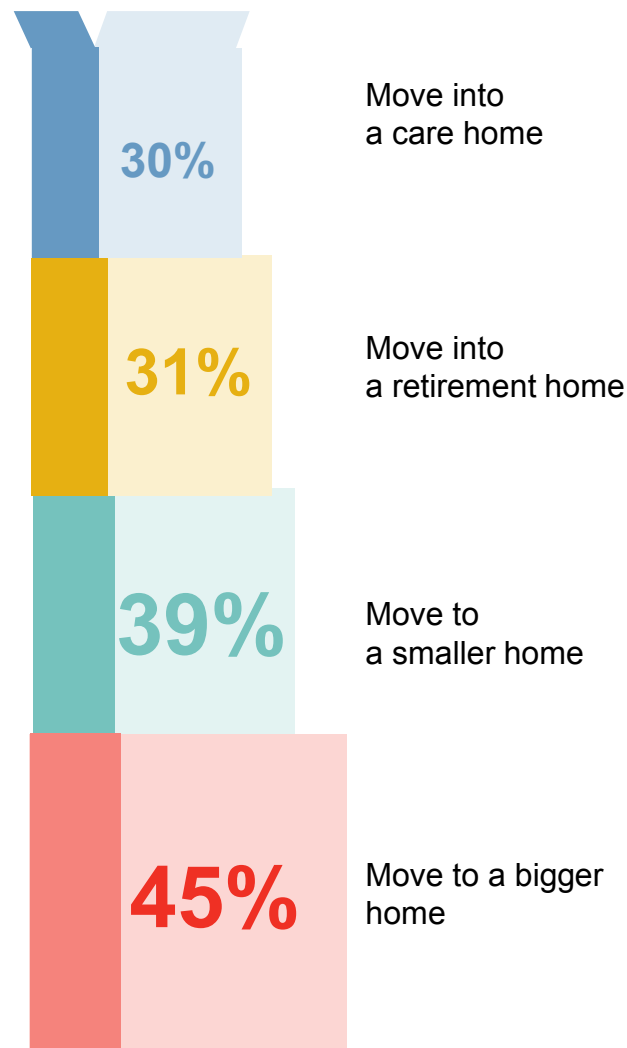
Pre-retirees expectations of alternative methods of funding retirement vary by country



Q. Which of the following are likely to help you fund your retirement? (Base: Pre-retirees)



Many people don't expect to stay in the same home in their later years



Q. Looking ahead [to your 40s or beyond], when, if at all, do you expect to make the following changes to your living arrangements?
(Base: Pre-retirees and retirees)





Future living arrangements

Looking forward, working age people and retirees of all ages have plans to change their living arrangements in the future:

- **45%** of people expect to move to a bigger home.
- **39%** of people expect to move to a smaller home

People in the UAE (**74%**) and India (**73%**) are the most likely to plan a move to a bigger home in the future, as well as being the most likely to say they will move abroad (**50%** and **39%** respectively).

Conversely, **66%** of people in Australia and **59%** in Canada plan to move to a smaller home in future, compared to only **17%** of people in China and **15%** in Egypt.

People who are Assured Optimists are the most likely to expect they will move to a bigger home (**66%**), another city/ town (**43%**) or another country (**38%**) in the future. Concerned Realists (**51%**) are the most likely to expect to move to a smaller home, while **31%** of Committed Savers plan to do so.

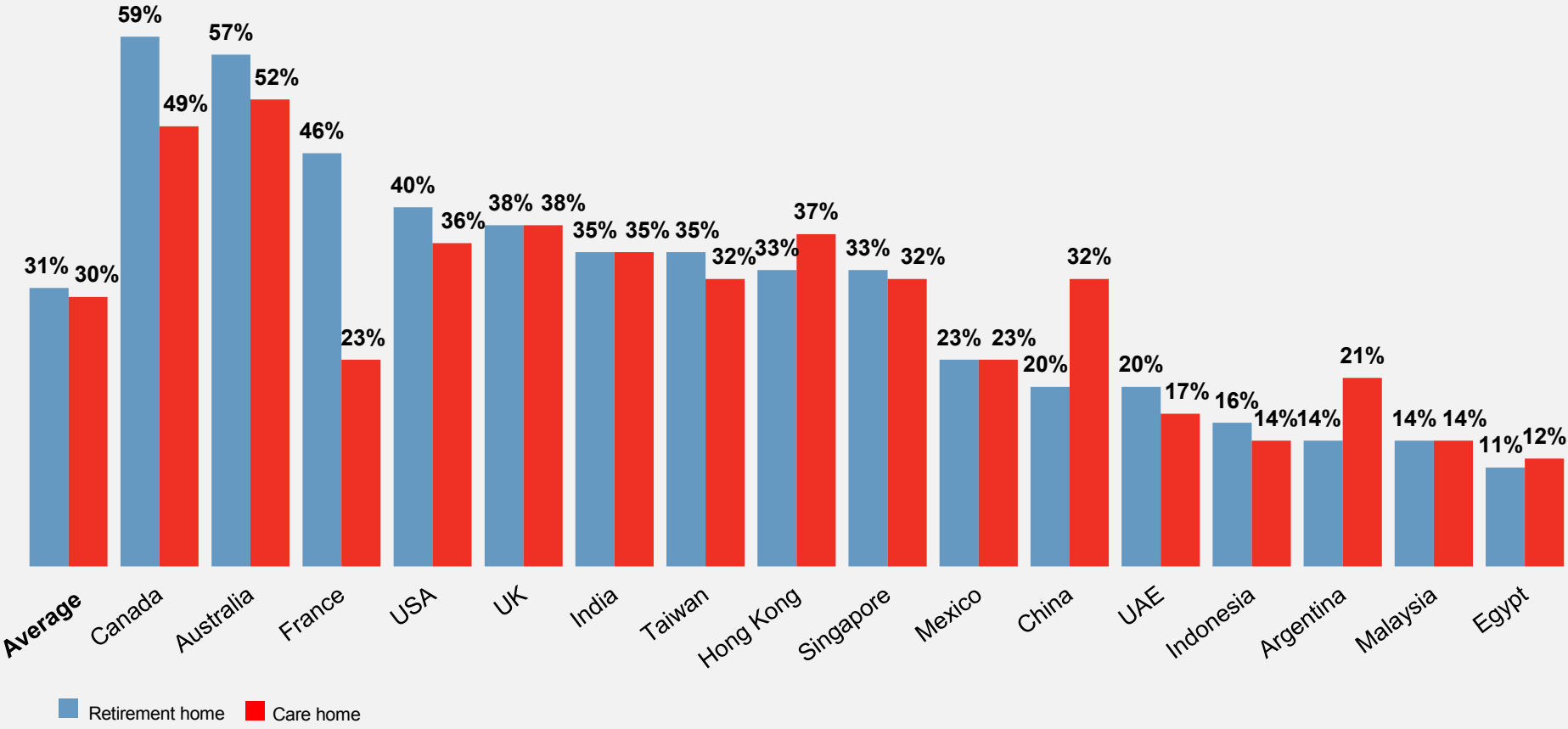
31% of people expect they will move into a retirement home in the future. This belief is particularly common in Canada (**59%**) and Australia (**57%**), but much less so in Egypt (**11%**), Argentina (**14%**) and Malaysia (**14%**).

A similar proportion (**30%**) see a care home in their future and this is most common in Australia (**52%**) and Canada (**49%**) but less so in Egypt (**12%**), Indonesia (**14%**) and Malaysia (**14%**).





Expectations of moving into a retirement home or care home vary by country



Q. Looking ahead, when, if at all, do you expect to make the following changes to your living arrangements? (Base: Pre-retirees and retirees)



Preparing for the future

Many working age people have not yet started saving for retirement or had any retirement advice. Among pre-retirees who have started, many have stopped or faced difficulties saving for retirement. Looking back, many wish they had started saving for retirement earlier.



Nearly a quarter of pre-retirees have not started saving for their retirement

Of those who have started, many have stopped or faced difficulties

Q. At what age did you start saving for your retirement? A. I have not started (Base: Pre-retirees)

Q. Have you at any point stopped and/or faced difficulties with saving for your retirement? A. Yes (Base: Pre-retirees who have started saving)



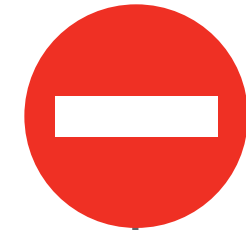
24%

of pre-retirees have not started saving for their retirement



42%

of those who started saving for retirement have either stopped or faced difficulties





Saving for retirement

Almost one in four (**24%**) pre-retirees have not started saving for their retirement.

The countries with the highest proportion of pre-retirees who have not started saving for retirement are:

- Argentina **40%**
- Egypt **37%**
- France **33%**

while the smallest proportions are in:

- USA **14%**
- Malaysia **15%**
- Mexico **15%**

While those closer to retirement are more likely to have started saving for retirement, around one in 10 people in their 60s (**12%**) or 70s and over (**8%**) have still not started saving.

30% of pre-retirees who are Comfortably Affluent have not started saving for their retirement, compared to only **18%** of Strategic Planners.

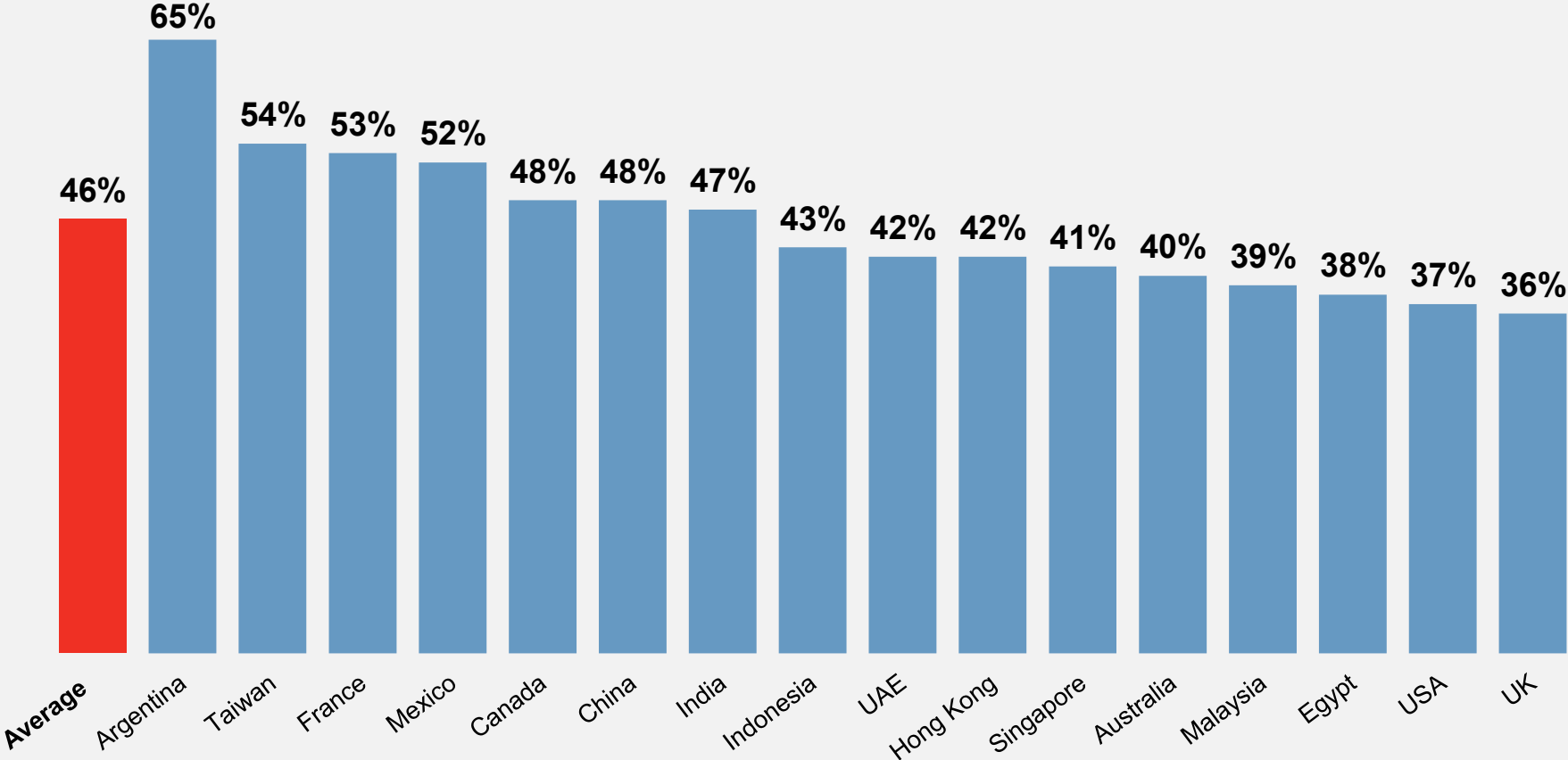
While **76%** of working age people have started saving for retirement, **42%** of them have stopped or faced difficulties saving. This is most prevalent in Argentina (**61%**) and Mexico (**56%**) and least common in Egypt (**6%**).

Pre-retirees who are Committed Savers are the most likely to have stopped and/ or faced difficulties with their retirement saving (**51%**), while Strategic Planners are the least likely (**36%**).





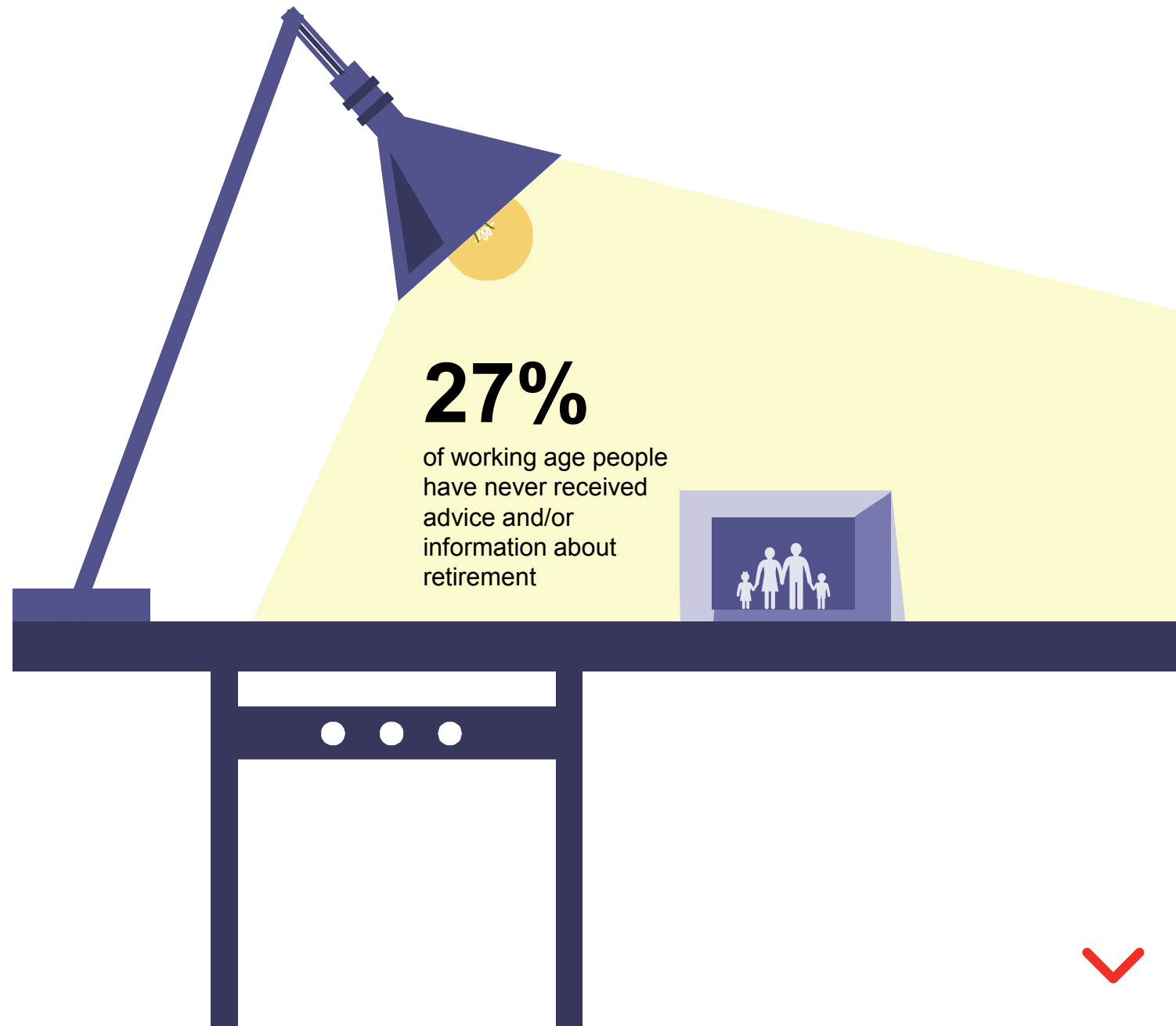
Many pre-retirees have either not started saving for retirement or have stopped/faced difficulties



Q. At what age did you start saving for your retirement? A. I have not started (Base: Pre-retirees)
Q. Have you at any point stopped and/or faced difficulties with saving for your retirement? A. Yes (Base: Pre-retirees who have started saving)



Over a quarter of pre-retirees have never received advice or information about retirement



Q. From which sources, if any, have you received any advice and/or information about retirement?
A. I have never received advice or information about retirement
(Base: Pre-retirees)



Receiving advice

More than a quarter (**27%**) of working age people have never received advice or information about retirement. While they may seek advice in future, some could be leaving it too late.

Pre-retirees in their 40s are the most likely to have received no advice or information (**30%**), but even among those aged 70 or over, **20%** have not.

Pre-retirees are the most likely to have received no retirement advice or information in:

- Egypt **62%**
- Argentina **46%**
- Australia **41%**

Friends and family are the most common sources of retirement advice or information. Around half of pre-retirees (**52%**) and retirees (**48%**) have received advice/information from them, with around one in five having only consulted friends or family (**23%** and **19%** respectively).

Professionals including independent financial advisers, government agencies, insurance brokers, solicitors and bank advisers are also popular sources of advice or information. Over two in five (**42%**) retirees and over a third (**36%**) of pre-retirees have received retirement advice/information from professionals.



Read more 

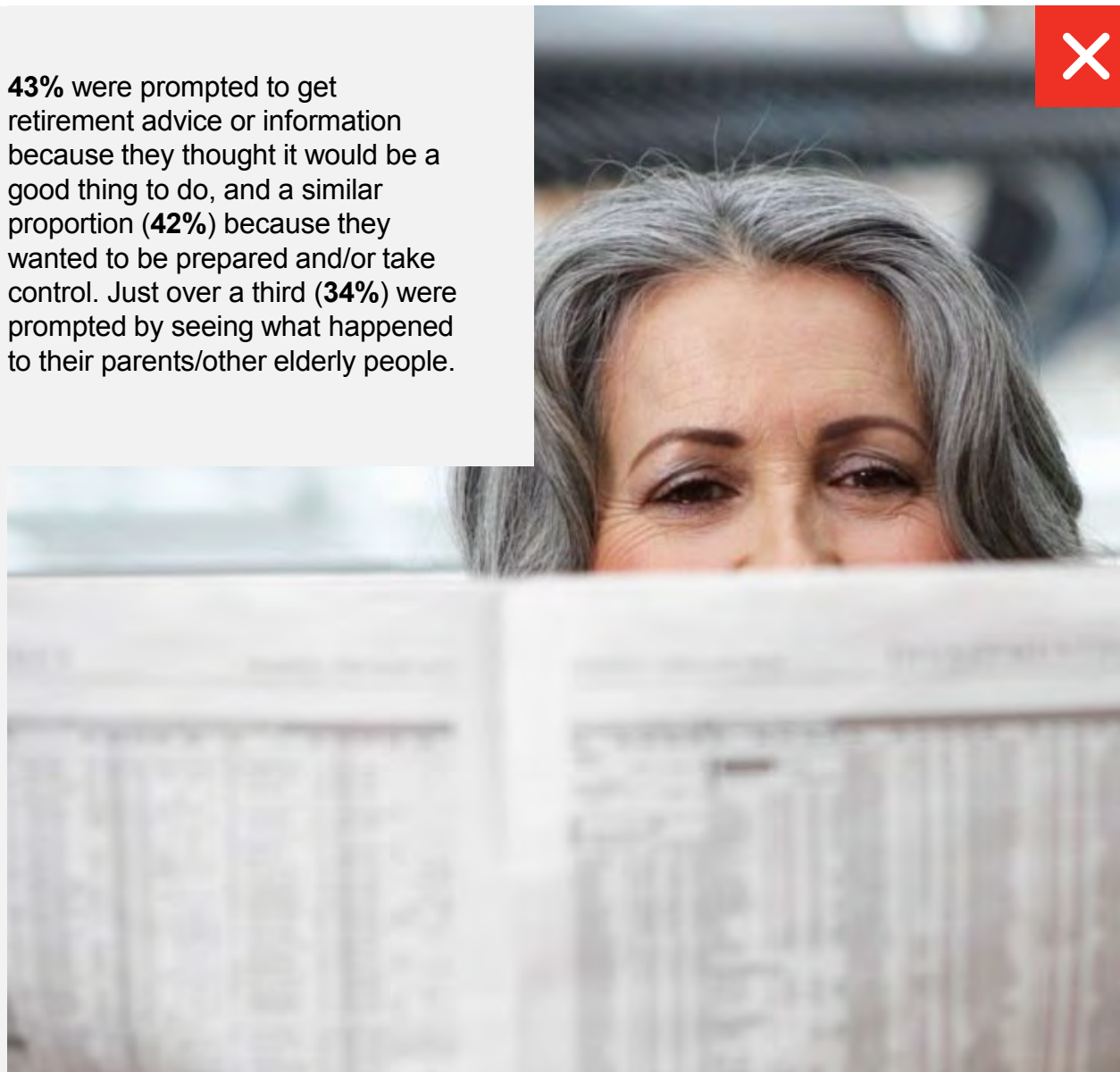
Media, books and online sites also play a role. Around a quarter (**27%**) of pre-retirees and retirees (**25%**) found advice or information about retirement from sources including online financial websites, blogs and discussion forums, books, magazines and direct marketing materials

Around two in five of those who have received retirement advice and/or information say it:

- Gave them a more realistic view of the options available **41%**
- Gave them a better understanding of the financial implications of their choices **39%**
- Helped them avoid making mistakes **38%**

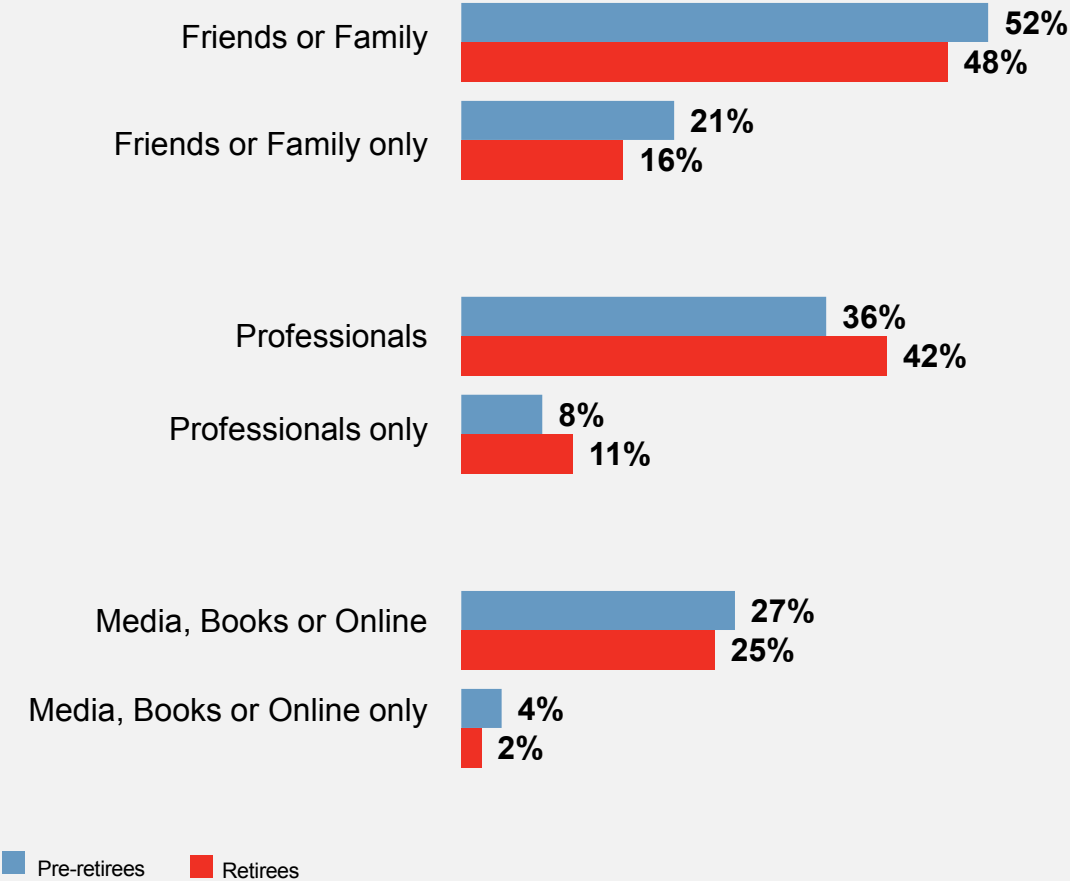
3% said there were no benefits.

43% were prompted to get retirement advice or information because they thought it would be a good thing to do, and a similar proportion (**42%**) because they wanted to be prepared and/or take control. Just over a third (**34%**) were prompted by seeing what happened to their parents/other elderly people.



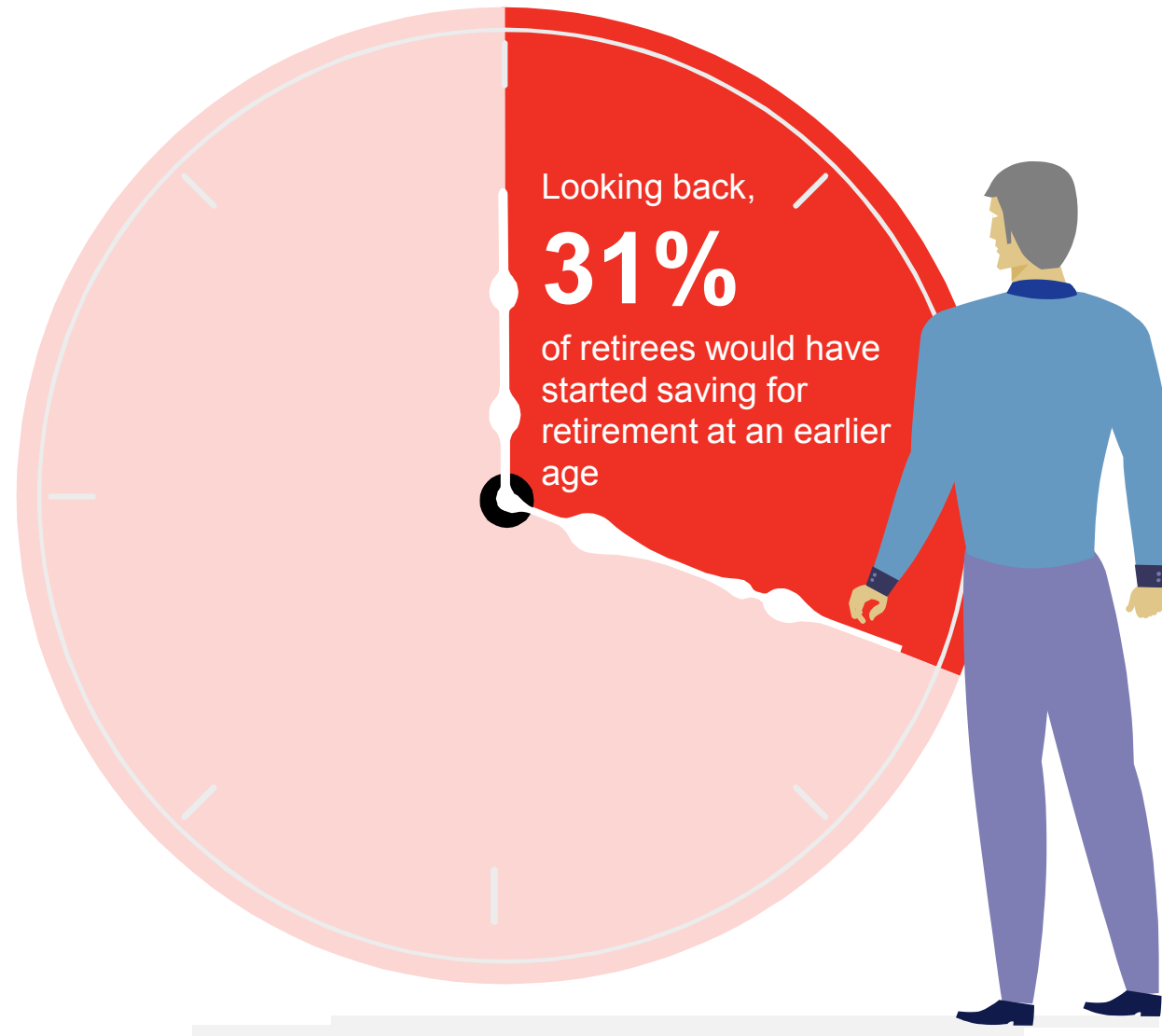


People get retirement advice and/ or information from many different sources



Q: From which sources, if any, have you received any advice and/or information about retirement? (Base: Pre-retirees and retirees)

Many retirees wish they had started saving earlier for retirement



Q. Thinking about your current retirement plans, what if anything would you have done differently?
A. Started saving at an earlier age
(Base: Retirees)





Looking back

Nearly a third (**31%**) of retirees would have started saving for retirement at an earlier age, as would **38%** of pre-retirees, given the opportunity to do something differently.

This regret is most common for retirees in:

- Taiwan **51%**
- Indonesia **47%**
- Malaysia **44%**

Retirees who are Committed Savers are the most likely to say they would have started saving earlier (**41%**), compared to **27%** of Strategic Planners.

Some are pleased with their retirement plans. **31%** of retirees and **22%** of pre-retirees say they would not have done anything differently.

The retirees most likely to have done nothing differently are in:

- Egypt **50%**
- France **48%**
- UK **46%**

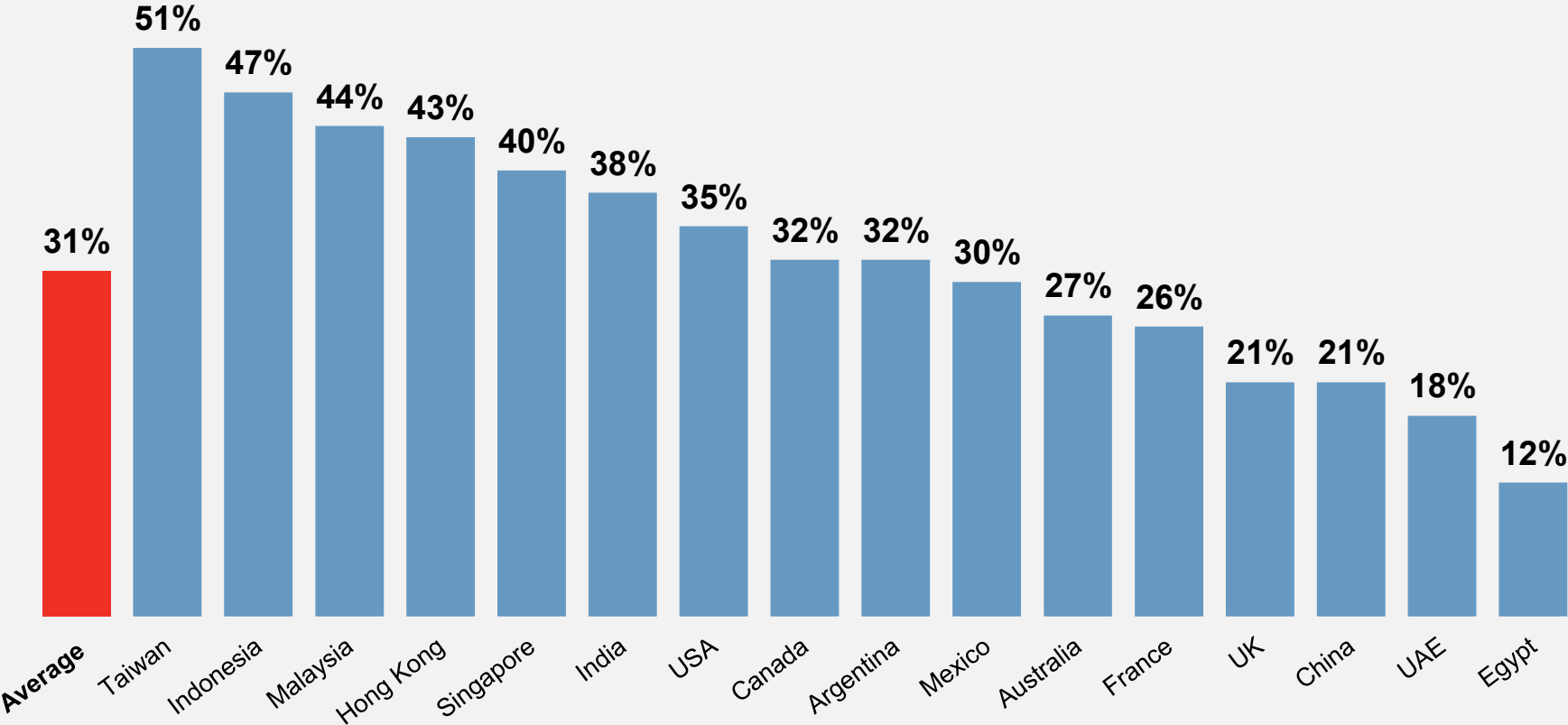
Overall, the things that pre-retirees and retirees wish they had done differently about their current retirement plans are:



	Pre-retirees	Retirees
Started saving at an earlier age	38%	31%
Taken better care of myself and my health	30%	28%
Saved more by putting aside a larger share of my income	28%	23%
Worried less	16%	17%
Obtained professional financial advice	17%	13%
Chosen high/ higher return investments	17%	12%
Spent less on holidays/ cars	14%	10%
Chosen low/ lower risk savings	13%	10%
Wouldn't have done anything differently	22%	31%



Looking back, many retirees would have started saving for retirement at an earlier age

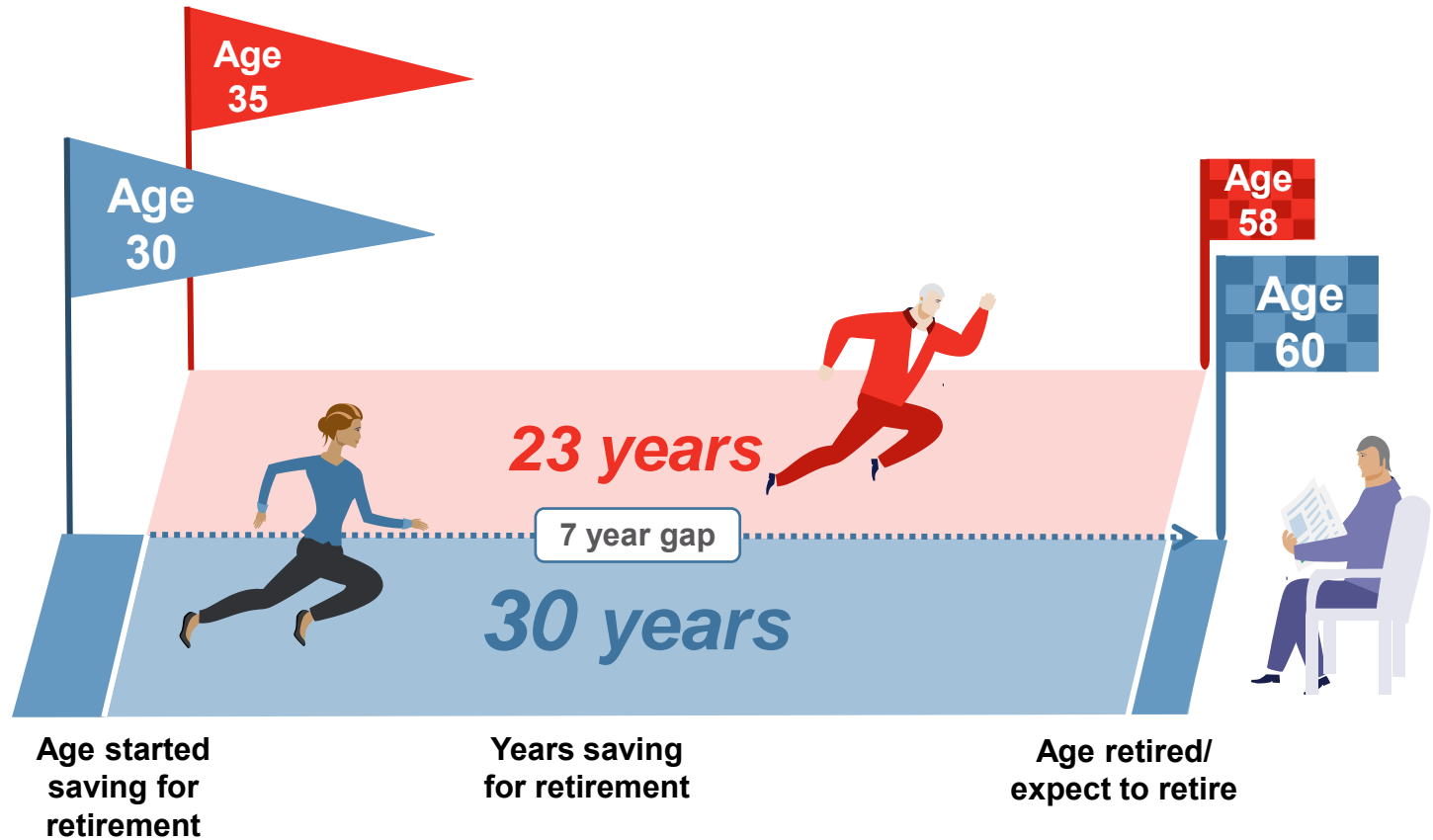


Q. Thinking about your current retirement plans, what if anything would you have done differently?
A. Started saving at an earlier age (Base: Retirees)

Working age people expect to save for retirement for seven years longer than current retirees did

- Retirees
- Pre-retirees

Q. At what age did you start saving for your retirement?
 (Base: Pre-retirees who have started saving and retirees who have saved)
 Q. At what age do you expect to stop paid work completely / did you retire?
 (Base: Pre-retirees who plan to retire and retirees)



Retirement saving gap

On average, pre-retirees can expect to save for retirement for **seven years longer** than current retirees did, saving on average for **30 years**, while retirees only saved for **23 years**. The average age retirees started saving was **35** and they stopped working at **58**. Pre-retirees who have begun saving started when they were aged **30** and expect to work until they are **60** years old.

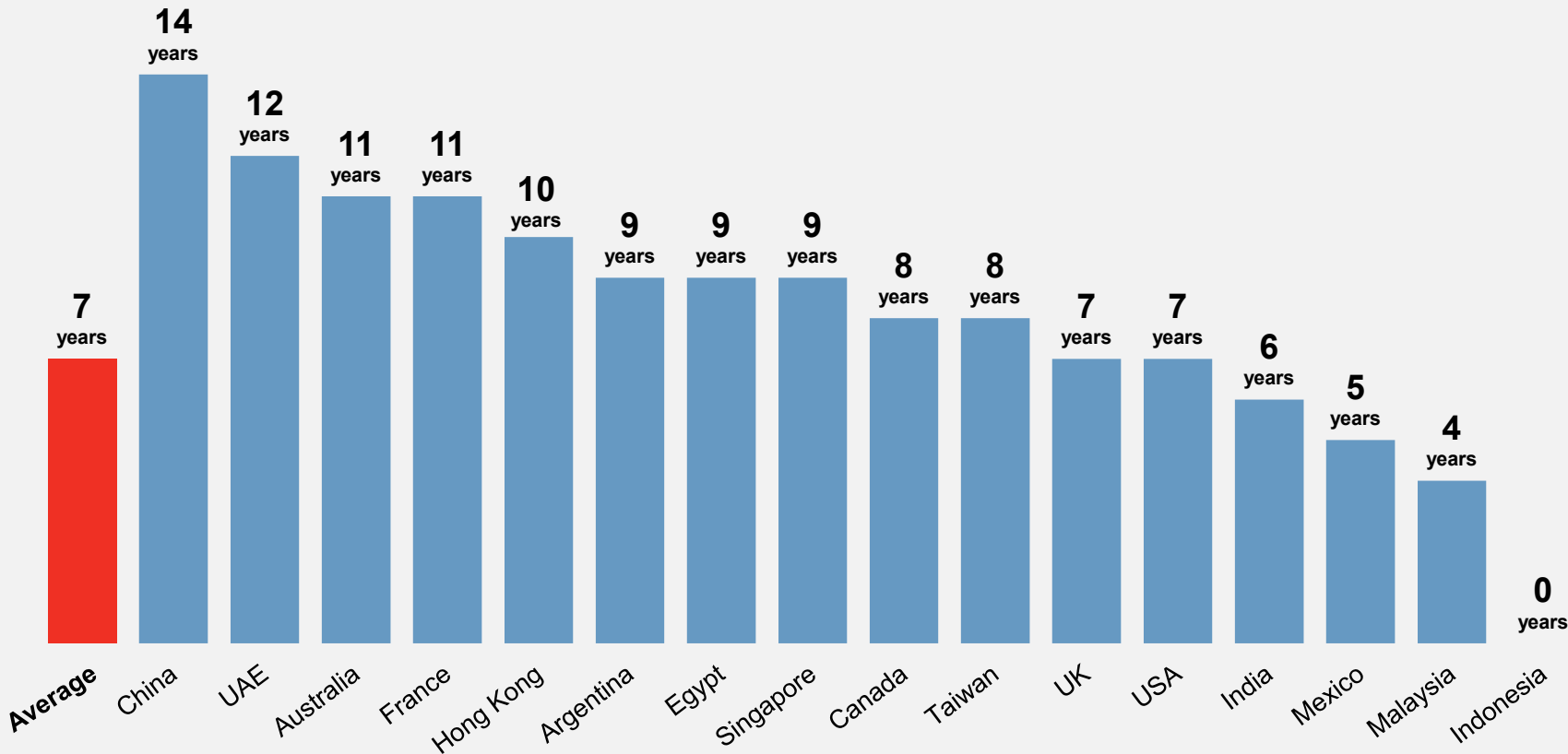
The biggest differences between retirees and pre-retirees are in China, where working age people can expect to save for an extra **14 years**. The average age retirees started saving was **46** and they stopped working at **55**, saving on average for **9 years**. In comparison, while pre-retirees expect to work for an extra year (**56**) before retirement, they are now likely to have started saving at **33**, saving on average for **23 years**.

In contrast, there is no difference in Indonesia between the length of time retirees saved and the length pre-retirees expect to save. While pre-retirees started to save for retirement earlier (**33**) on average than retirees did (**35**), this is offset by the fact they are expecting to retire sooner (**56**, compared to **58** for retirees). Both pre-retirees expect to save, and retirees have on average saved, for **23 years**.





The gap between the number of years current retirees saved and pre-retirees expect to save for retirement



Q. At what age did you start saving for your retirement? (Base: Pre-retirees who have started saving and retirees who have saved)
Q. At what age do you expect to stop paid work completely / did you retire? (Base: Pre-retirees who plan to retire and retirees)

Practical steps

Here are some important insights and practical actions drawn from the research findings, which may help today's retirement savers plan a better financial future for themselves.



Consider all your retirement expenses



Start saving earlier for retirement




Make sure your advice is professional



Be prepared for financial ups and downs

Practical steps

Here are some important insights and practical actions drawn from the research findings, which may help today's retirement savers plan a better financial future for themselves.



27%
of retirees have credit card repayments as one of their outgoings, yet only 17% of pre-retirees expect to be repaying credit card bills in retirement.

When planning for retirement, make sure to list all your possible retirement outgoings



2

Start saving earlier for retirement



3

Make sure your advice is professional



4


Be prepared for financial ups and downs

Practical steps

Here are some important insights and practical actions drawn from the research findings, which may help today's retirement savers plan a better financial future for themselves.



Consider all your retirement expenses



31%
of retirees say they would have started saving for retirement at an earlier age, if they could have done anything differently

Plan to start saving for retirement earlier, to help build a bigger fund and allow it to grow for longer



Make sure your advice is professional



Be prepared for financial ups and downs

Practical steps

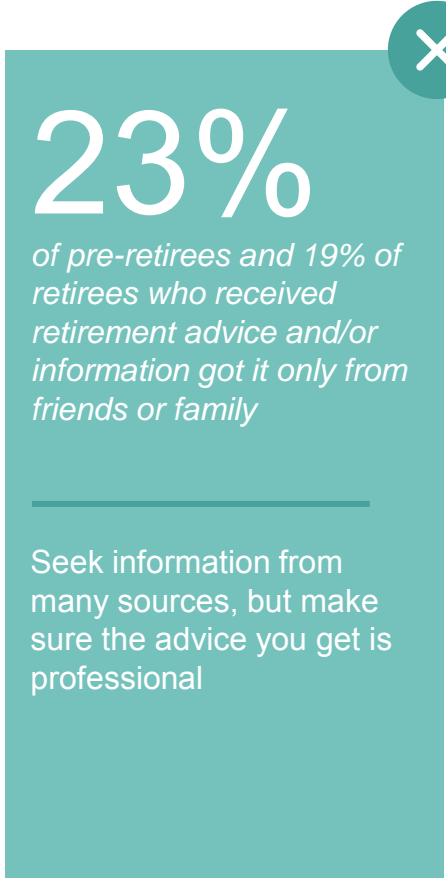
Here are some important insights and practical actions drawn from the research findings, which may help today's retirement savers plan a better financial future for themselves.



Consider all your retirement expenses



Start saving earlier for retirement



23%
of pre-retirees and 19% of retirees who received retirement advice and/or information got it only from friends or family

Seek information from many sources, but make sure the advice you get is professional



Be prepared for financial ups and downs

Practical steps

Here are some important insights and practical actions drawn from the research findings, which may help today's retirement savers plan a better financial future for themselves.



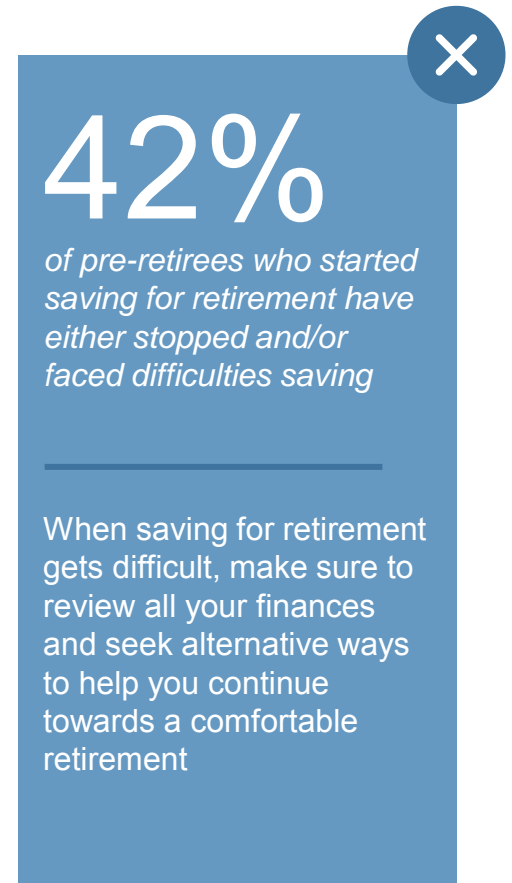
Consider all your retirement expenses



Start saving earlier for retirement



Make sure your advice is professional



42%
of pre-retirees who started saving for retirement have either stopped and/or faced difficulties saving

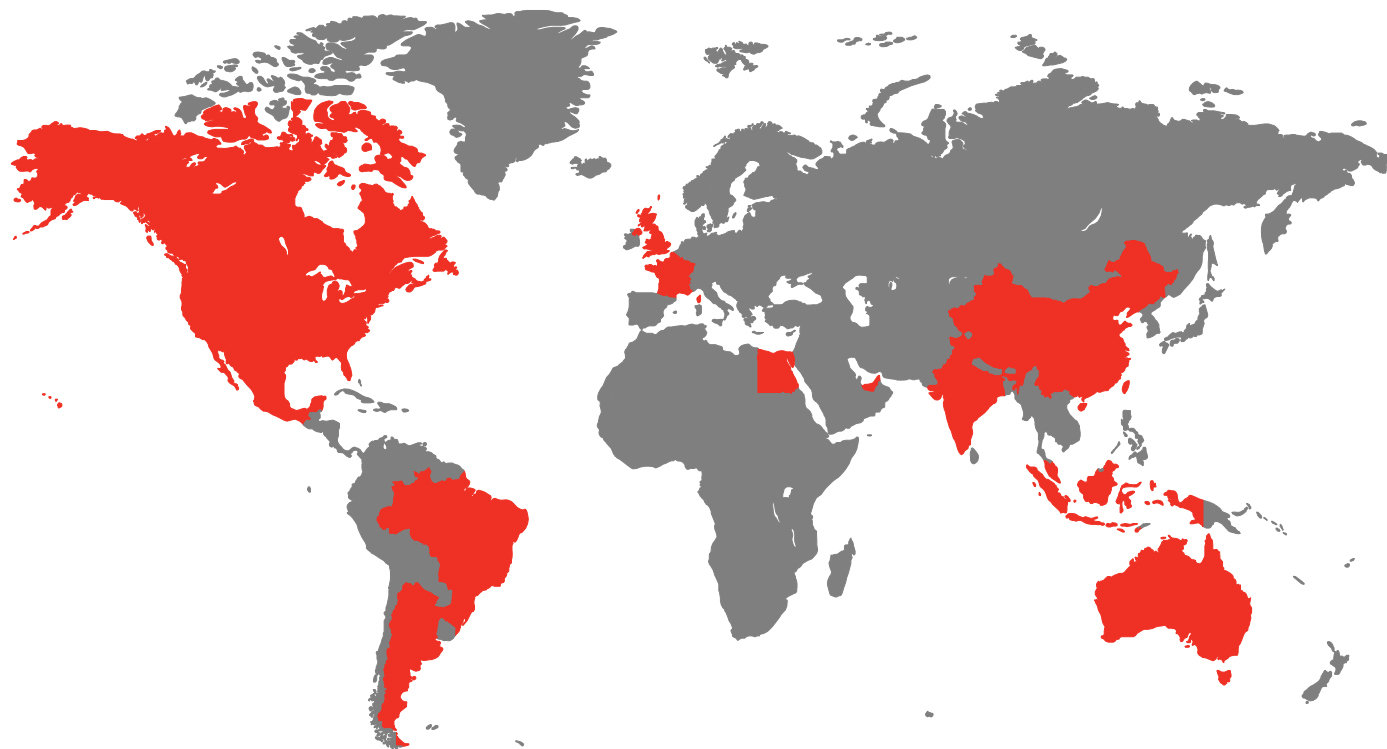
When saving for retirement gets difficult, make sure to review all your finances and seek alternative ways to help you continue towards a comfortable retirement

The research

The Future of Retirement is a world-leading independent research study into global retirement trends, commissioned by HSBC. It provides authoritative insights into the key issues associated with ageing populations and increasing life expectancy around the world.

This report, *Generations and journeys*, is the 13th in the series and represents the views of 18,207 people in 17 countries and territories.

Since The Future of Retirement programme began in 2005, more than 159,000 people have been surveyed worldwide.



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The findings are based on a nationally representative survey of people of working age (25+) and in retirement, in each country or territory. The research was conducted online by Ipsos MORI in September and October 2015, with additional face-to-face interviews in Egypt and the UAE.

The 17 countries and territories are:

- Argentina
- Australia
- Brazil
- Canada
- China
- Egypt
- France
- Hong Kong
- India
- Indonesia
- Malaysia
- Mexico
- Singapore
- Taiwan
- United Arab Emirates
- United Kingdom
- United States

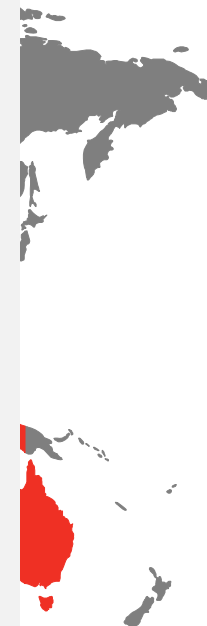
Country reports are also available for the countries surveyed (except Brazil)

All references to retirees refer to people who are semi or fully retired.
 All references to pre-retirees refer to working age people who have yet to fully or semi-retire.

Global figures are the average of all countries and territories surveyed.

All figures are global unless stated otherwise.

Figures have been rounded to the nearest whole number.



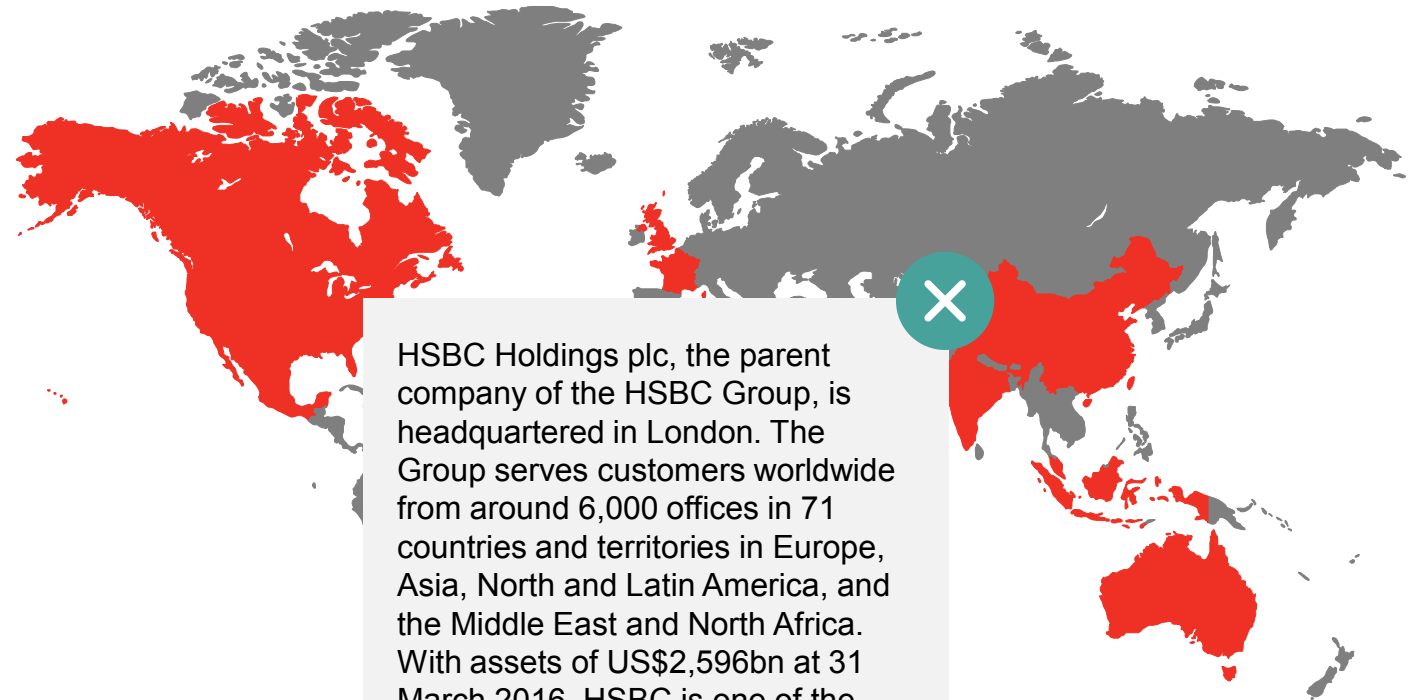
Survey

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Published by HSBC Holdings plc, London

www.hsbc.com > **Retail Banking and Wealth Management**

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