

**The Global Ageing Survey (GLAS) -  
Ageing and later life**

**United Kingdom and Europe**

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## Introduction

The population of the world aged 60 years and over increased from 205 million and 8 per cent in 1950 to approximately 688 million and 11 per cent in 2006. By 2050, the number will have increased to almost 2 billion and 22 per cent.

Almost two thirds of the world's population aged 60 years and over are living in the less developed regions of the world, and this is expected to increase to 80 per cent by the year 2050. The scale of ageing is significant across the globe, although the starting points for individual countries vary quite considerably. While the proportion aged 60 years and over is expected to increase from 20 to 32 per cent by the year 2050 in the more developed regions, it is expected to increase from 8 to 20 per cent in the less developed regions, and from just 5 to 10 per cent in the least developed regions. On the other hand, the variation in life expectancy at age 60 years varies more modestly across the globe. Male life expectancy at this age is 19 years in the more developed regions compared with 17 years in the less developed regions and 15 years in the least developed regions.

The prospect of a relatively long life is real for large proportions of the world's population. Individuals and societies are struggling to come to terms with this demographic revolution, one of the greatest of mankind's success stories, but solidly rooted at the centre of the storm is the family and the community, and the fact that we as individuals want and are able to contribute to our families and our communities.

There lies the challenge and there lies the opportunity for every individual, every country and every government in a world of increasing longevity.

It is against this demographic backdrop that *the Global Ageing Survey (GLAS)* financed by HSBC has been developed.

The first wave in 2004 surveyed approximately 11,000 persons aged 18 years and over in 10 countries and territories across four continents on their attitudes and expectations to ageing and later life, and the results indicated that people were predominantly positive across the globe with respect to their future in an ageing world. There was also evidence that people's expectations in respect of withdrawal from the labour market were inherently more attuned to ageing societies than the labour market infrastructures within which they were ageing.

The second wave in 2005 saw the scope of the survey extended both in terms of content and size. Approximately 24,000 persons aged 18 years and over in 20 countries and territories across five continents were surveyed, and in view of the results of the first wave the focus on attitudes to ageing and later life was widened to cover both the family and the workplace, but also in relation to the state. The results evidenced a global trend towards *contributory and responsible retirement*, and it is this thesis that forms the platform for the design of the third wave's survey in 2006 carried out in 21 countries with approximately 21,000 respondents in the pre- and post-retirement cohorts aged 40-49, 50-59, 60-69 and 70-79 years.

The survey covers the *advanced economies* of Canada, the United States, France, Germany, Japan, Denmark, and the United Kingdom, economies which industrialised early, have relatively large service sectors, affluent populations and long-established pensions infrastructures and legislation;

and the *transitional economies* of Brazil, China, Hong Kong, India, Malaysia, Mexico, the Philippines, Russia, Saudi Arabia, Singapore, South Korea, South Africa, Taiwan and Turkey.

These comprehensive data both from the individual waves but also collectively provide us with a unique opportunity to investigate global trends with regard to the increasingly contributory and responsible role of these cohorts in the global world of ageing.

The third wave of the survey of older people, work and retirement, confronts many of the often ill-conceived preconceptions about ageing and old age. While there may be questions arising over increasing health demands from the over 85s, if anything those age 50 to 80 are healthier, happier and fitter than ever before. There may be more of them, but they are in the main active contributory adults, without whom our families, communities and even in some cases, our work places, could not flourish. Indeed, the over 50s are the cement of 21<sup>st</sup> Century society.

In the UK, a total of 1018 people aged 40-79 years have been interviewed and the analyses reveal the over 50s

- to be mainstays of our communities, contributing almost £6.5 billion of unpaid work to society,
- to be the pivot of our families, with more of them providing financial and practical support to friends and families than are receiving these forms of support, and
- increasingly wish to remain active in the labour market.

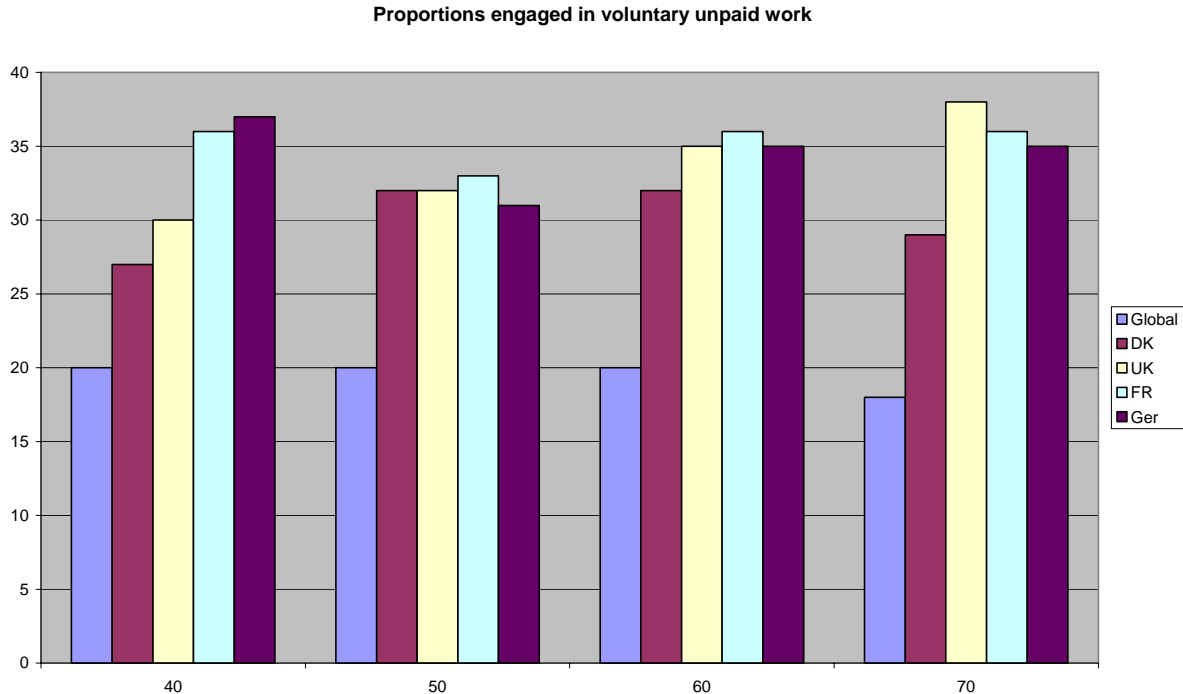
They can do this because they are fit and active, they are in control of their lives, they are independent, and are generally looking forward to next 20 to 30 years of life.

## 1. Older people are the mainstays of our communities, contributing billions of pounds of unpaid work.

The evidence is that in the UK, the organised voluntary contribution to communities from the surveyed cohorts is remarkably high, ranging from 30 per cent of the 40-49 year olds to 38 per cent of the 70-79 year olds. In addition, a substantial proportion have been involved (but are not involved at present) in this form of voluntary work, ranging from 17 per cent of the 40-49 year olds to 23 per cent of the 70-79 year olds.

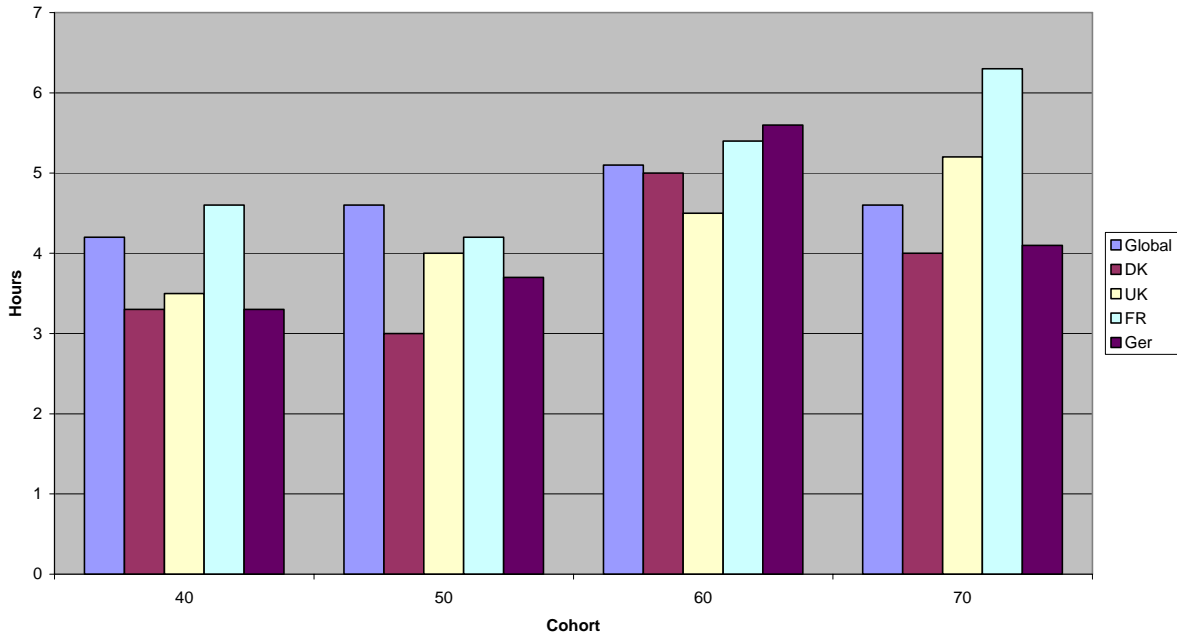
These figures compare globally with approximately 20 per cent of all cohorts involved in organised voluntary unpaid work and a further 15 per cent who have been involved.

European voluntary engagement in the surveyed cohorts is markedly higher than the global levels, and in the advanced European economies surveyed, UK citizens aged 70-79 years are more likely to be involved.



The extent of voluntary unpaid work reflects even further this community commitment of the cohorts, and globally the average number of hours of voluntary work being contributed is 4.6 hours, ranging from 4.2 hours for the 40-49 year olds to 5.1 hours for the 60-69 year olds. In the UK, the average number of hours per week is slightly lower than the global figure, namely 4.3 hours, ranging from 3 hours for the 50-59 year olds to 5 hours for the 60-69 year olds. In the advanced European economies surveyed, an individual in the cohorts in France is contributing generally speaking more hours per week on average.

Average number of hours of voluntary work per week



In terms of the economic contribution of the voluntary engagement of the two oldest cohorts to the national economy of the UK, the figures correspond to a contribution of almost 18 million hours per week, and with a 44 week working year at the minimum wage of £5.35 per hour, this huge voluntary unpaid engagement corresponds to a contribution of almost £4.2 billion to the UK national economy on an annual basis.

**2. Older people are the pivot of our families, giving more financial and practical support to friends and families than they are taking.**

In the UK, as well as globally, most of us have living relatives. The research reveals for the UK that 9 per cent of those in their 70s and 88 per cent of those in their 40s still have a surviving parent(in-law), while 84-88 per cent have at least one child, figures that are consistent with the global survey figures.

*Proportions of each cohort with surviving parent(in-law) and surviving child respectively*

Cohort age	% with surviving parent(in-law)	% with surviving child
40-49	88	86
50-59	70	84
60-69	33	88
70-79	9	88

Contact with parents – either visits or living together – is similar across the globe, with moderate exemptions.

Globally, in each of the three younger cohorts, the fathers of approximately 10 per cent live with them, and the mothers of 13 per cent live with them. In the UK, at most 1 per cent live in the same household as their father, while 10 per cent of the 60-69 year olds live in the same household as their mother (compared with only 1 per cent of the two youngest cohorts).

In addition, globally, mothers and fathers of a further 2 per cent live in the same building, while 15-17 per cent live in the same village as their mother/father and within walking distance. In the UK, almost none live in the same building (but not in the same household) as their mother or father, while approximately 20 per cent of the three younger cohorts live in the same village/town and within walking distance.

In other words, globally, around a third of these three cohorts are living in close proximity to their mother and/or father compared with 20-26 per cent in the UK.

Close proximity or not, we **are** in regular contact with our parents beyond age 40 years. Globally, of those aged 40-69 years, 18 per cent have had personal contact with their father on a daily basis during the previous 6 months and one quarter with their mother. This compares with 11 per cent of the 40-59 year olds in the UK having daily contact with their father and between 10 and 20 per cent of the 40-69 year olds having daily contact with their mother (highest in the oldest of these three cohorts).

In addition, globally, around 15 per cent has had contact more than once a week with their father, and with their mother, and this compares with 15-24 per cent in the UK for these cohorts.

The research reveals whether individuals in the survey during the previous 6 months have received from or provided to a friend or relative financial support, practical help in the home (e.g. cleaning, shopping, cooking), or personal care (e.g. nursing, bathing, dressing).

## Financial Support

In respect of financial support during the previous 6 months, in the UK between 35 per cent of the 70-79 year olds and 50 per cent of the 50-59 year olds have *provided* support to a relative or friend. Among these, provision is predominantly to children, but among the 70-79 year olds 37 per cent have provided financial support to grandchildren. The proportions of the cohorts in the UK *receiving* financial support from a relative or friend are minimal ranging from 2 per cent of the oldest cohort to just 10 per cent of the youngest cohort.

**Globally and in the UK, the proportion providing financial support is greater in each of the cohorts than the proportion receiving financial support. So in this respect even the older cohorts are providing to a greater extent than they are receiving.**

### How much?

- In the UK, the proportion **receiving financial support** (over the past 6 months) decreases with cohort age from 10 to just 2 per cent. This compares with just less than 20 per cent of those in their 40s and approximately 25 per cent of those of their 70s globally.
- The proportions **providing financial support** (over the past 6 months) in the UK also decreases with cohort age from 50 per cent of the 50-59 year olds to 35 per cent of the 70-79 year olds but these proportions are substantially large than the proportions receiving transfers. Globally 40 per cent of those in their 40s and 30 per cent of those in their 70s have provided financial support to a relative or friend.

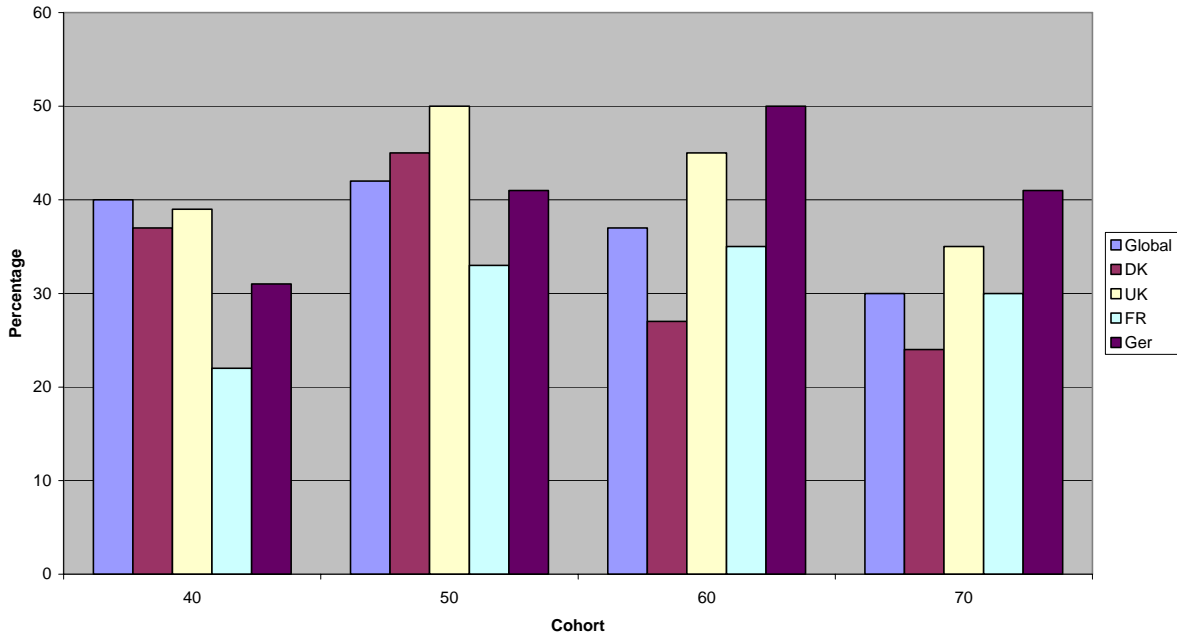
### Who from and to?

- In the UK, the numbers receiving financial support are statistically too few for any further analysis in the three oldest cohorts. Globally 80 per cent of the 60-79 year olds **receiving financial support** have received it from children and 12 per cent from a spouse or partner.
- In the youngest UK cohort, almost half of those in receipt have received the support from other family members than spouse/partner, children or grandchildren. Globally, one third of the 40-59 year olds **receiving financial support** have received it from children and one third from a spouse or partner.

Globally, financial support is provided mainly to children, and the picture is the same in the UK, but to a greater extent.

- While 42 per cent of the 40-59 year olds and 44 per cent of the 60-79 year olds providing support **provide support** to children at the global level, the corresponding figures for the UK are 56 and 59 per cent respectively.
- And while 16 per cent of those in their 60s and nearly one third of those in their 70s providing support **provide support** to grandchildren at the global level, this is true for 6 and 37 per cent respectively in the UK.
- In addition, one third of those in their 40s and 50s and nearly half of those in their 60s and 70s providing support **provide support** to other family members (excluding their spouse/partner, children and grandchildren) at the global level, while this is true for almost 40 per cent and almost 25 per cent respectively in the UK.

Proportions providing financial support to relative or friend



Compared with the other advanced economies in Europe that have been surveyed, the proportion of the older cohorts providing financial support to a relative or friend in the UK is greater in the UK than in Denmark and France, but less than in Germany.

### Practical Support

In respect of practical support during the previous 6 months, in the UK between 24 per cent of the 70-79 year olds and 49 per cent of the 50-59 year olds have *provided* support to a relative or friend. Among these, provision is predominantly to family members other than children, grandchildren and spouse/partner, but among the 70-79 year olds 30 per cent have provided support to a friend. The proportions of the cohorts in the UK *receiving* practical support from a relative or friend are more modest ranging from 15 per cent of the 50-69 year olds to 23 per cent of the oldest cohort.

**In the UK, the proportion providing practical support is greater in each of the cohorts than the proportion receiving support. So in this respect even those over 60 are providing to a greater extent than they are receiving. Globally, the proportion providing practical support is greater than the proportion receiving practical support in all but the oldest cohort.**

### How much?

- In the UK, among those *receiving* practical support from a relative or friend, between 24 and 35 per cent do so on a daily basis with a further 8-16 per cent doing so more than once a week. Globally the proportions are higher - the corresponding figures are 50 per cent and 16 per cent across the cohorts.
- Globally, among those **providing** practical support to a relative or friend, 43 per cent of the 40-59 year olds and almost 50 per cent of the 60-79 year olds are providing help on a daily



basis or at least once a week. The proportions are smaller in the UK, namely 26 per cent and 31 per cent respectively.

### Who from and to?

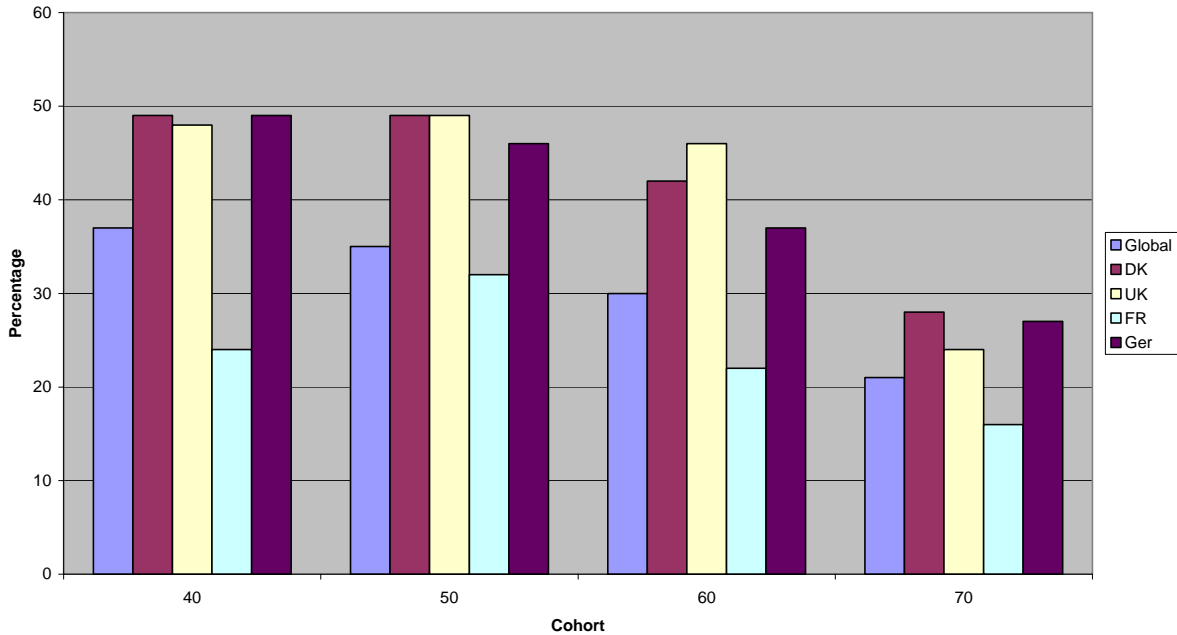
- In the UK, a third of the 60-79 year olds **receiving** practical support have received it from children, a quarter have received it from their spouse/partner, (12 per cent of the 70-79 year olds have received it from their grandchildren), and 23 per cent have received it from other family members. In addition, a fifth has received this support from a friend in the UK. At the global level, the corresponding proportions are 57 per cent from children, one third from their spouse/partner, and 17 per cent from other family members (and 8 per cent from a friend).
- In the younger cohorts in the UK, approximately a fifth of those **receiving** practical support have received it from children, almost a quarter from their spouse/partner and almost 60 per cent from other family members. Globally, the proportions are 42 per cent, 41 per cent and 25 per cent respectively.

Globally, practical support is **provided** mainly to children and spouses/partners, but also to other family members (most likely parents(in-law)) in respect of the younger cohorts. This is true but to a lesser extent generally in the UK.

- While 31 per cent of the 40-59 year olds and 39 per cent of the 60-79 year olds at the global level, who provide practical support to a relative or friend, **provide** support to children, this is true of 16 and 33 per cent respectively in the UK.
- And while at the global level 12 per cent of those in their 60s and 15 per cent of those in their 70s, who provide practical support to a relative or friend, **provide** support to grandchildren, this is true of 6 and 7 per cent respectively in the UK.
- Almost one third of all cohorts at the global level, who are providing practical support, **provide** support to their spouses/partners, while this is true of only approximately 10 per cent in the UK.
- While almost half of the 40-59 year olds and a quarter of the 60-79 year olds, who are providing support globally, **provide support** to other family members (excluding their spouse/partner, children and grandchildren), the proportions in the UK are much higher, namely 67 and 34 per cent.

Compared with the surveyed advanced economies in Europe (and globally), the UK favours well across the cohorts.

Proportions providing practical help to a relative or friend



Turning to **personal care** (e.g. nursing, bathing, dressing), across the economies surveyed, there is much less intergenerational transfer of support within families (or to friends). Globally, across the cohorts, less than 11 per cent receive this form of care and less than 14 per cent provide this form of care. Likewise in the UK, there is much less evidence of this form of intergenerational transfer with between 5 per cent of the oldest and 17 per cent of the youngest cohorts providing personal care, and with between 2 per cent of the oldest and 4 per cent of the youngest cohorts receiving this form of support. However, where there is evidence in the UK, the **proportions providing are generally greater than the proportions receiving**, and provision from the younger cohorts is primarily to other family (likely to be parents), namely more than 60 per cent, and from the older cohorts it is primarily to other family (approximately 40 per cent), grandchildren (a quarter) and spouse/partner (approximately 20 per cent).

**Large proportions of the over 60s are indeed providing financial support, practical help and in some countries even personal care within the family and in the UK the proportions providing are generally greater than the proportions receiving. Older people are thus key to financial, practical and even personal support and care transfers within contemporary families in the UK.**

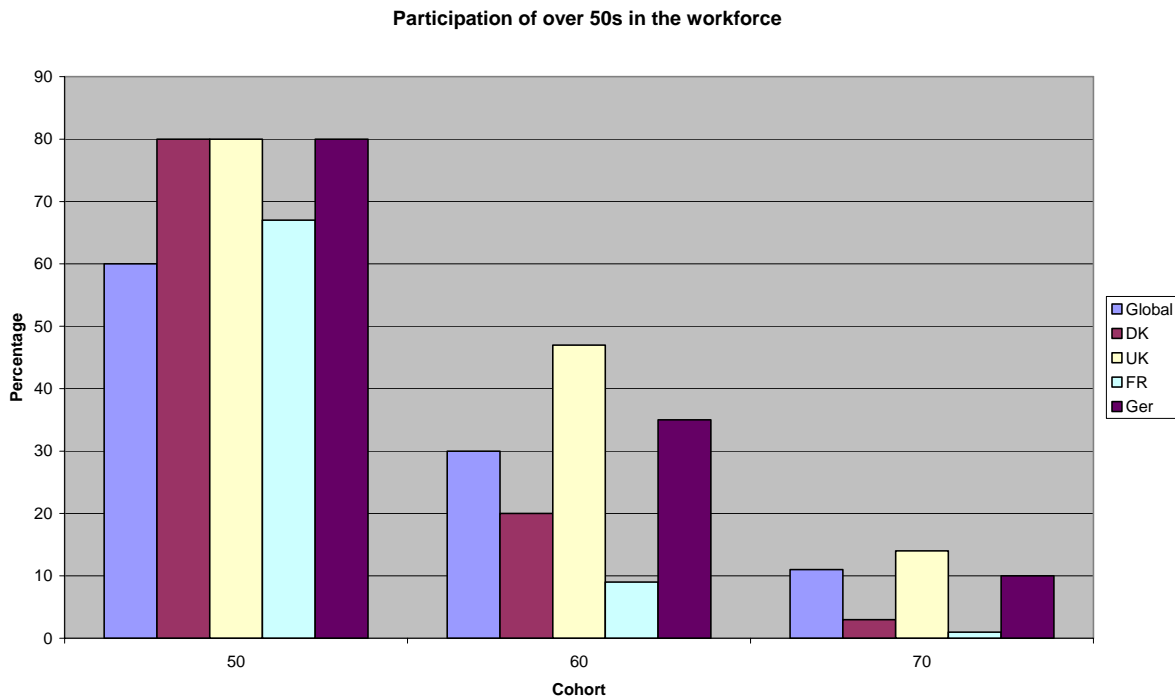
### 3. Older people increasingly wish to remain active in the labour market

Globally, there is a clear correlation between cohort age and proportions currently in some form of paid work. While 11 per cent of the oldest cohort have some form of paid work (full-time, part-time or once in a while), this is true for 30 per cent of the 60-69 year olds, 60 per cent of the 50-59 year olds and 76 per cent of the youngest cohort. In the UK, corresponding proportions are higher, namely 14, 47, 80 and 88 per cent respectively.

Among those still working in the pre-retirement cohorts aged 40-59 years, 44 per cent of each cohort at the global level expect to continue working for as long as possible with a further 29 per cent expecting to retire when they are old enough to receive their pension. Only 12 per cent expect to take early retirement. A similar expectation is found in the UK with 41 per cent expecting to continue working for as long as possible, 29 per cent expecting to retire when they are old enough to receive their pension, and 18 per cent expecting to take early retirement.

The corresponding figures for those still-working after age 60 years at the global level are 54 per cent expecting to continue working for as long as possible, 17 per cent expect to retire when they are old enough to receive their pension, and just 5 per cent expect to take early retirement, while they are 57, 20 and 3 per cent respectively in the UK. Furthermore, globally, approximately 70 per cent of the cohorts expecting to continue working will do so because they want to work rather than feeling they have to continue to work, and in the UK this is true for 82 per cent.

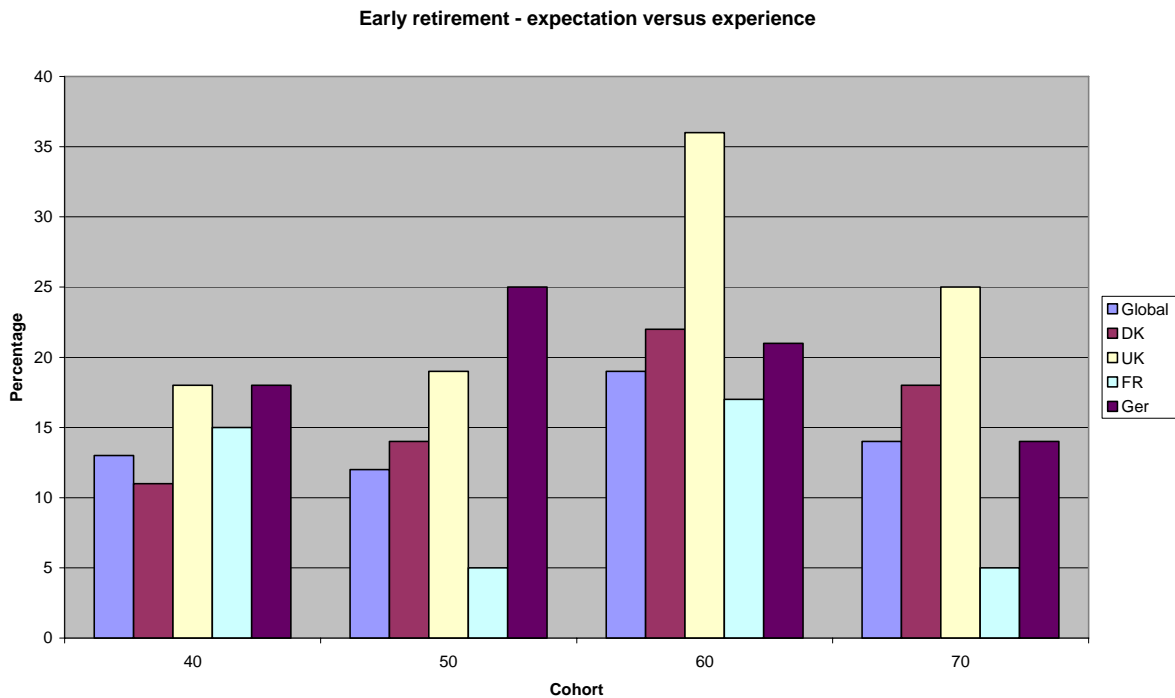
Thus, substantial numbers of over 50s **are** still working, globally and in the UK, and among these early retirement does not seem to be the preferred option. Participation among the over 50s in the UK is higher than at the global level in all three cohorts and is the highest of the surveyed advanced European economies.



Generally speaking, despite the surge of early retirement since the 1970s in these advanced economies, there are larger proportions of over 50s working in these economies. Among these advanced economies, however, there is some cross-economy variation, notably the low paid work participation figures for France with only 9 per cent of those surveyed aged 60-69 years and 67 per cent of those surveyed aged 50-59 years still in some form of paid work. The proportion of 70-79 year olds still in some form of paid work falls off dramatically, however, ranging from just 1 per cent in France to 14 per cent in the UK.

More interestingly, however, is the expectation of those still in paid work in respect of their timing of retirement compared with the experience of those who have retired. Among those no longer in paid work aged 60-79 years, the proportions who took early retirement are higher than those aged 40-59 years expecting to do this, namely 16 compared with 12 per cent at the global level, and 29 compared with 18 per cent in the UK.

In the advanced economies of Europe (excluding Germany), the expectation levels of the 40-59 year olds (i.e. pre-retirement) are lower than the experienced levels of the 60-69 year olds, and in some cases (Denmark and the UK) lower too than the experience of the 70-79 year olds. In Germany, however, expected early retirement levels are still high compared with the experienced levels of the post-retirement cohorts.

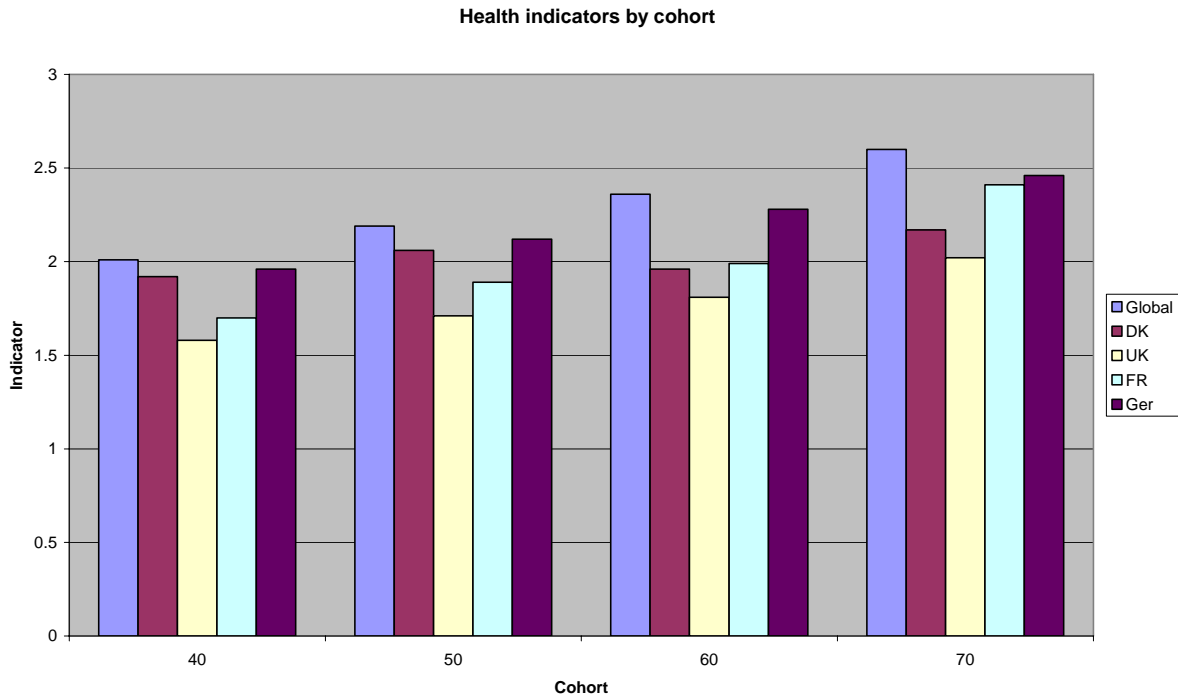


The UK has the highest experienced levels of early retirement (among those aged 60-79 years) and still some of the highest early retirement expectations, but the fall of in levels post- and pre-retirement is marked too in the UK.

Globally, in the surveyed economies, approximately 70 per cent of those in all four cohorts expecting to continue working (rather than taking early retirement) say this is because they want to do so. Furthermore, among those now retired in the two older cohorts who continued working for as long as possible, 67 per cent say they did so because they wanted to do so. In the UK, the corresponding figures are 82 and 74 per cent.

#### 4. The over 50s are feeling fit, healthy and independent.

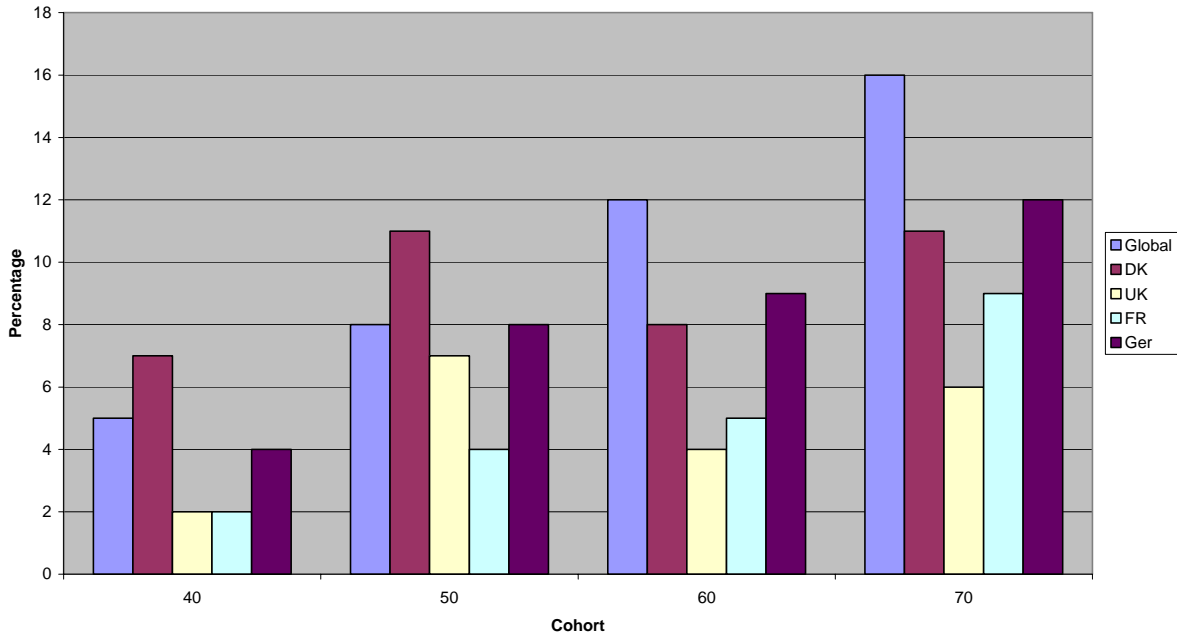
In the economies covered by the survey, individuals are living healthier, more optimistic lives for longer, so that many even in their 70s feel in control of their lives. Quality of life is essential and includes good health, strong family and social networks, and a feeling of contributing actively to our personal networks, communities and society, as outlined above. Health is a key factor in relation to independence and control.



The self-appraised health index covers variation from 1=Very good, 2=Good, 3=Fair, 4=Poor to 5=Very poor, so the higher the index, the poorer the health. The main observation is that the age gradient is modest everywhere indicating only modest declines in self-appraised health, in the UK from 1.6 for the 40-49 year olds to 2 for the 70-79 year olds representing very good to good self-appraised health. The UK cohorts have the lowest self-appraised health indices of the surveyed advanced European economies indicating the best self-appraised health.

Globally, only 5 per cent of the 40-49 year olds feel in poor/very poor health, and only 16 per cent of the 70-79 year olds, with four fifths of people in their 40s and around half of people in their 70s feeling in good or very good health. In the UK, only 6 per cent of the 70-79 year olds feel in poor/very poor health, and 73 per cent feel in good/very good health.

Proportions with poor/very poor health



The growing health divide within Europe is however striking. While nearly three quarters of UK people in their 70s state good or very good health, this is true for less than 10 per cent of the Russian cohort.

Globally, there is no difference in the proportions of males and females rating their health as poor/very poor.

Overall, then, the large majority of even the oldest cohorts rate their health as fair/good/very good, and there is no sudden, dramatic deterioration in health after retirement.

Across the globe and at all ages after 40 widowhood and divorce is bad for your health, and blue collar and manual workers are less healthy.

Widowed/divorced/separated people are more likely to rate their health as poor/very poor, have difficulty with daily tasks such as walking 100 yards/meters, climbing stairs, lifting heavy objects and remembering things than those who are married, or even never married.

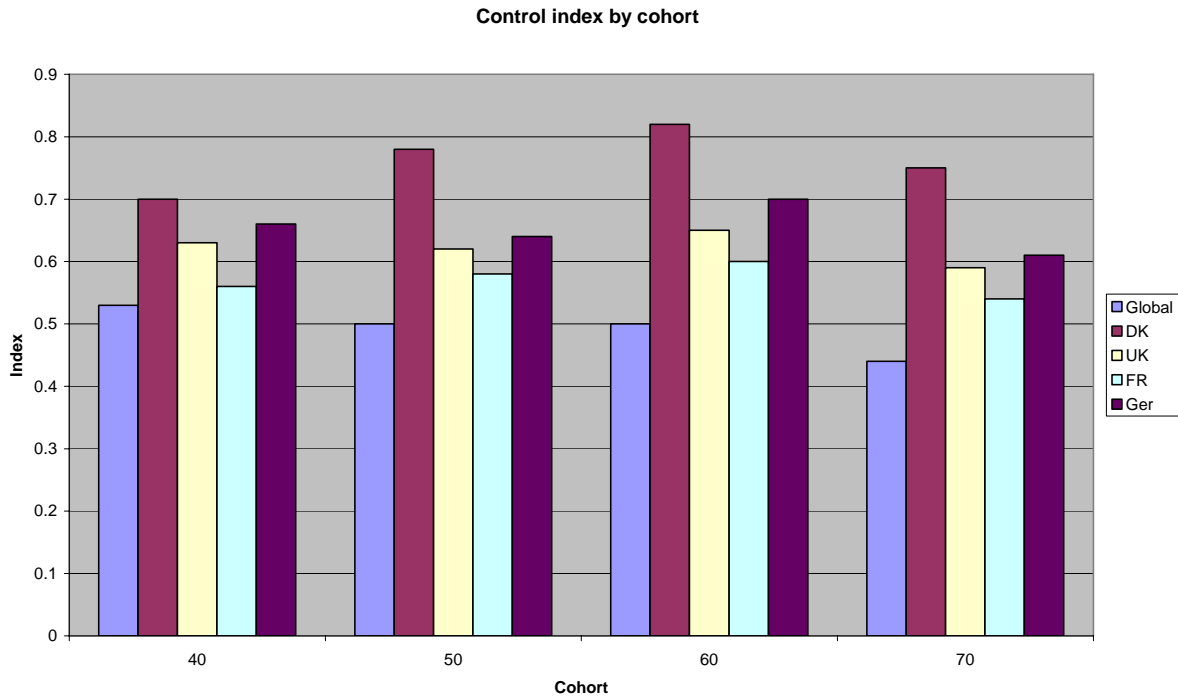
Blue collar workers and manual workers are more likely to rate their health as poor/very poor, have difficulty with daily tasks such as walking 100 yards/meters, climbing stairs, lifting heavy objects and remembering things than professional and managerial workers.

**Control**

The survey poses seven questions from which a *control index* can be compiled. The index ranges from 0 (= no or limited control) to 1 (=full or significant control).

The cohorts in the surveyed advanced European economies all have control indices greater than 0.5, indicating a large degree of control, and at the global level only the oldest cohort falls below the 0.5

threshold. In addition to these high levels of control, there are only limited inter-cohort differences – the age-gradient everywhere is modest.



Interestingly in these advanced economies of Europe, the control index is higher in the immediate *post-retirement* cohort aged 60-69 years than in the two younger *pre-retirement* cohorts – this is strikingly true in Denmark, where this cohort exhibits the highest level of control of all cohorts in the survey.

Across the globe, those in better health feel more in control of their lives, while those in poor health feel less in control.

***“Life is full of opportunities”***

Generally, there is a positive outlook on life. All cohorts in the surveyed advanced European economies feel that *life is full of opportunities*, with a surprising 80 per cent of 60-69 year olds in Denmark feeling that this is often the case. In the UK, this is the case for between 46 per cent of the oldest and 60 per cent of the youngest cohort.

***“I feel able to do the things I want to”***

Similarly all cohorts in the surveyed advanced European economies often *feel able to do the things they want to do* with proportions ranging from 60 per cent of 70-79 year olds in France to 77 per cent of the 60-69 year olds in Denmark. In the UK, approximately 65 per cent irrespective of cohort age feel this is the case.

***“Lack of money rarely prevents me from doing the things I want to do”***

While 54 per cent of the older cohorts in the UK found that lack of money rarely/never prevents them from doing the things they want to do, a smaller proportion (44 per cent) of the youngest

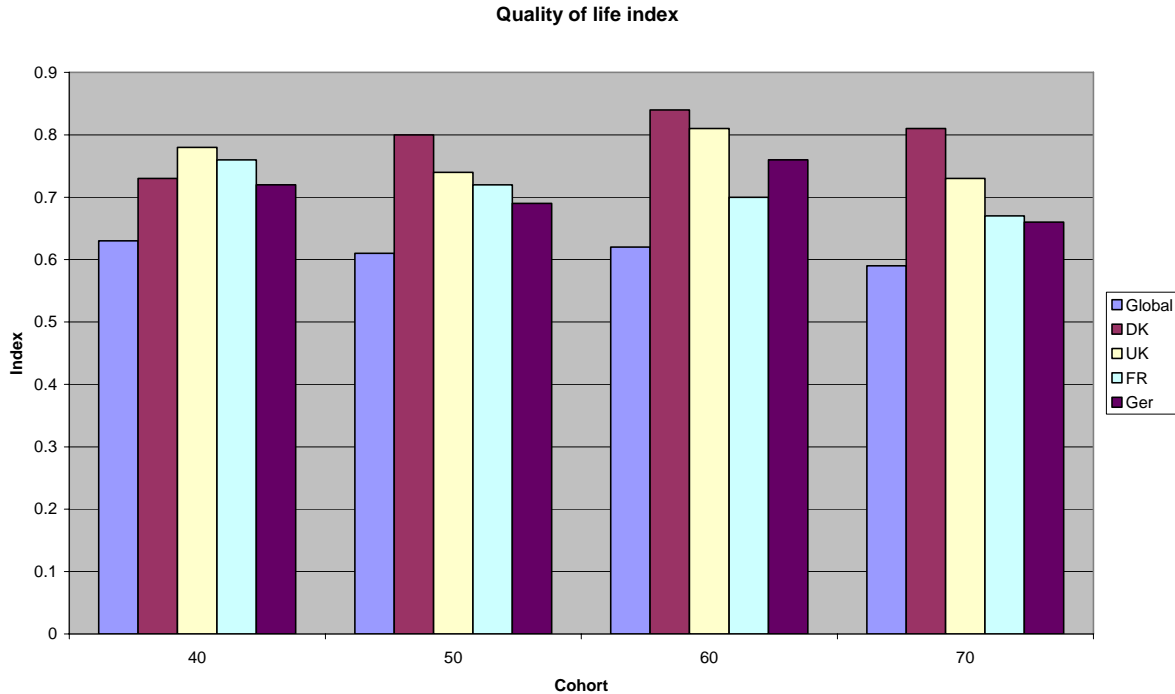


cohort felt this way. With increasing cohort age, those living in smaller households, those currently or previously in white collar work, and those who were married were less likely to say that lack of money prevented them from doing what they wanted to do.

**Quality of Life**

The survey poses seven questions from which a *quality of life index* is compiled ranging from 0 (=negative quality of life) to 1 (=positive quality of life).

Retired people feel they have a very good quality of life. This is especially true in the surveyed advanced European economies, and in a number of cases quality of life improves after retirement. High levels of control and independence and relatively good health lead to a feeling of good quality of life. Almost all cohorts in these advanced economies have quality of life indices greater than 0.7, indicating a pronounced positive quality of life. Danes in their 60’s have the highest quality of life with an index of 0.84. In the UK, the quality of life index ranges from 0.73 among the 70-79 year olds to 0.81 among the 60-69 year olds.



The age-gradient everywhere is modest, but in the UK, Denmark and Germany, the index is greater in the immediate post-retirement cohort than in the pre-retirement cohorts.

***“Everything is too much effort”***

More people in work *feel that everything is too much effort* than those who are newly retired, so in the UK 79 per cent of the 60-69 year olds feel almost none of the time/never that everything is too much effort compared with 71 per cent of the 50-59 year olds. Globally approximately 50 per cent of each cohort feels this. Only 15 per cent of those in the immediate post-retirement cohort (60-69 years) in Denmark feel almost all of the time/most of the time that everything is too much effort, compared with approximately 70 per cent of the pre-retirement cohorts..

***“Looking forward to the future”***

Large proportions of the immediate post-retirement cohorts in the surveyed advanced European economies are almost all of the time/most of the time *looking forward to the future*. This is true of 75 per cent of this cohort in the UK, 70 per cent in Denmark, 62 per cent in France, and 68 per cent in Germany compared with only 53 per cent at the global level.

We find a picture of health, control and quality of life as people age into retirement, and indeed health, control and quality of life are often seen to **improve** in the immediate post-retirement cohort compared with the pre-retirement cohorts. This is the *retirement bonus*.

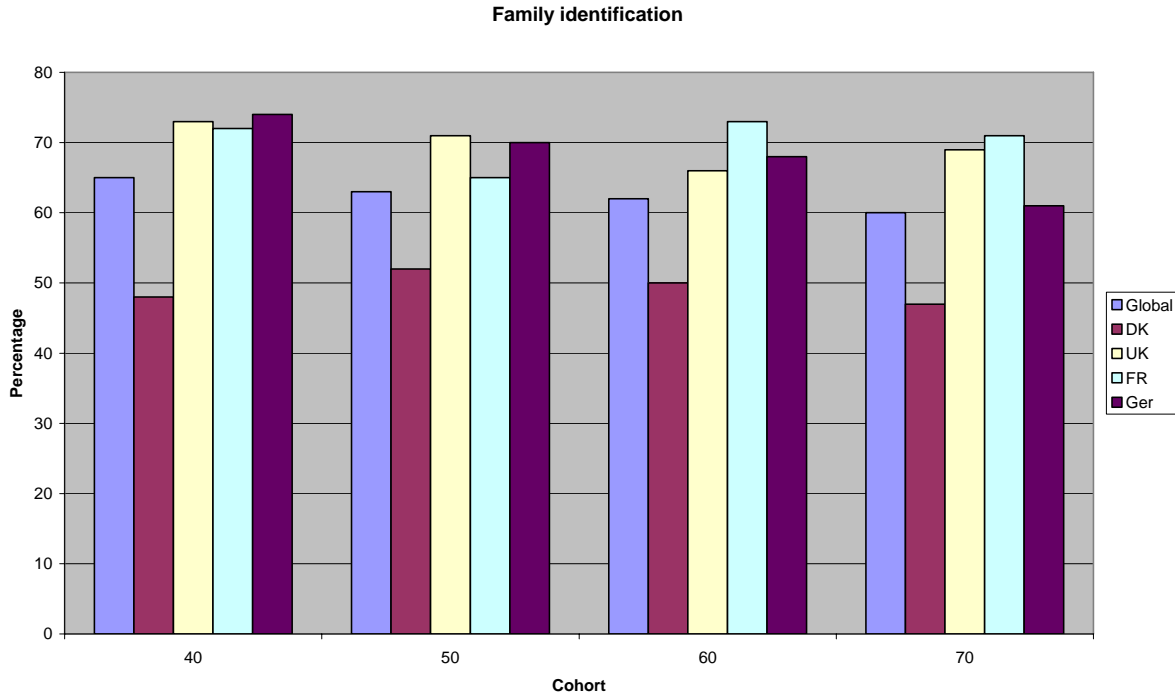
## 5. Families remain strong and reliant on the contribution of older people

The research reveals that across the globe the family remains strong in defining who we are and we still feel high levels of obligation and responsibility to our family members. Furthermore, the contribution of older people to the family is vital.

### When you think of who you are....

In every one of the surveyed economies and in every cohort, when asked “when you think of who you are, you think mainly of...” the highest response was *my family*, accounting for some two thirds of all responses. The only exception is the oldest cohort in Saudi Arabia where the largest proportion (53 per cent) states *my religion*. This is a striking manifestation of the family’s central placement in our lives.

Only 10 per cent at the global level state work, around 10 per cent state religion, and around 3 per cent state friends, with even smaller proportions stating hobbies, education or where they live.



In the UK, approximately 70 per cent in each cohort state family as the main thing they think of, and none of the other factors (work, friends, religion, hobbies, where you live, education, none of these, don’t know) is stated by more than 8 per cent. Similarly in Denmark, where the family is “only” mentioned by approximately 50 per cent, it still remains the main factor of personal identification, but with work being mentioned by 14-15 per cent of the two younger cohorts.

### Our duty to our families

Our duty towards our families is as manifest as our personal identification with our families.

Over 80 per cent of respondents at the global level feel that it is the duty of adults to provide for their parents(in-law) in times of need later in life. In the UK, the proportion is smaller but still high

and declines with increasing cohort age from 79 to 64 per cent. Elsewhere in the surveyed advanced European economies, specifically in Denmark, the proportions agreeing are much smaller, namely from 63 per cent in the youngest cohort to 40 per cent in the oldest cohort.

In addition, approximately 75 per cent in each cohort at the global level feel that it is the duty of a parent to do his/her best for his/her children even at the expense of their own well-being. There is a significant age gradient in the UK with the proportion agreeing declining from 79 per cent of the youngest to 64 per cent of the oldest, while in the other surveyed advanced European economies the proportions agreeing remain (relatively) high and with no age gradient: in Denmark approximately 63 per cent, in France approximately 90 per cent and in Germany approximately 75 per cent.

Moving down a generation, so to speak, we find from the results that between 72 per cent of the 40-49 year olds and 83 per cent of the 60-69 year olds at the global level feel that it is the duty of grandparents to be there for their grandchildren in times of difficulty. In the UK, there is also a strong age gradient with proportions in agreement increasing from 72 per cent of the youngest to 91 per cent of the oldest. Similar patterns are found in the other advanced economies of Europe: from 65 to 80 per cent in Denmark, from 84 to 96 per cent in France, and from 55 to 86 per cent in Germany.

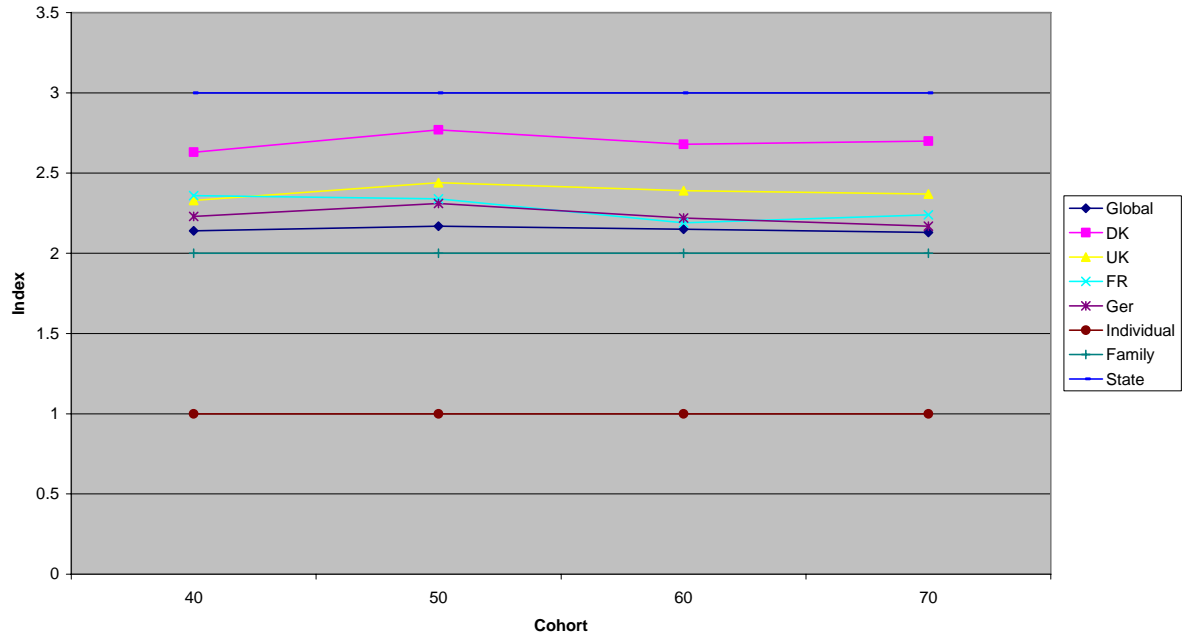
At the global level, there is less support for grandparents contributing to the economic security of the family with only 45 per cent of the youngest cohort rising to 59 per cent of the oldest cohort feeling that this should be the case. This less enthusiastic support for the economic contribution of grandparents to the family is found in the UK (ranging from 25 per cent of the youngest to 47 per cent of the oldest), Denmark (approximately 18 per cent across cohorts), and Germany (12 to 49 per cent), but **not** in France where between 51 per cent and 86 per cent agree. Support is almost everywhere greatest in the oldest cohort.

Thus, family identification and solidarity would indicate a strong *sense of family and family duty* across the advanced European economies covered. However, even across these four European economies in terms of welfare regime there is considerable heterogeneity. In some, the role of the state in providing help and support in old age is extensive. In others, it is less so, and the family and the individual are key in supporting older people in need.

In the survey, we ask explicitly about responsibility for older persons in need in respect of financial support, practical help in the home, and personal care, and from the material we construct a welfare orientation index. The index varies between 1 and 3, and the higher the value of the index the greater the orientation to the state for welfare provision.

Globally, the index at 2.15 across the cohorts is family orientated and is so in respect of both practical and personal help, while in respect of financial support it is orientated more or less equally towards family and the state. In fact, apart from Denmark – the most well-developed welfare state in the survey – where the index in all four cohorts is greater than 2.5 indicating a state orientation, the index levels elsewhere indicate a family orientation on practical and personal help, and a small state orientation on financial support.

Welfare orientation index



## **6. The Reality of Retirement: Expectation versus Experience**

The research allows us to compare expectations pre-retirement cohorts with experience post-retirement with regard to missing various aspects of the workplace, and with regard to financial circumstances.

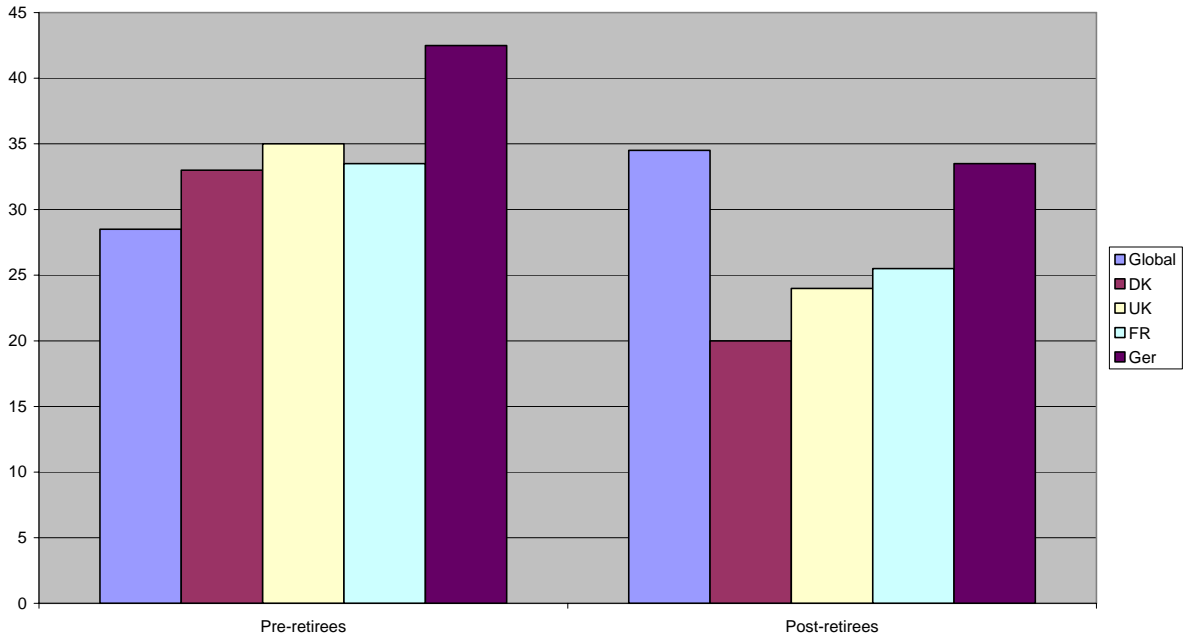
In the surveyed advanced economies of Europe, as well as across almost all surveyed economies, missing colleagues is the biggest concern both before and after retirement. In the UK, 41 per cent of the pre-retirees expect to miss colleagues once they retire and 43 per cent of the post-retirees actually do so. These proportions compare with 59 and 46 respectively in Denmark; 35 and 32 in France; 43 and 30 in Germany; and 39 and 37 globally.

Missing feeling useful is a fear before retirement in almost all surveyed economies, but this does not manifest itself to the same extent after retirement. In the UK, 23 per cent of pre-retirees expect to miss the feeling of being useful compared with 18 per cent of post-retirees who actually do so. These proportions compare with 30 and 26 respectively in Denmark; 29 and 32 in France; 35 and 23 in Germany; and 31 and 25 globally.

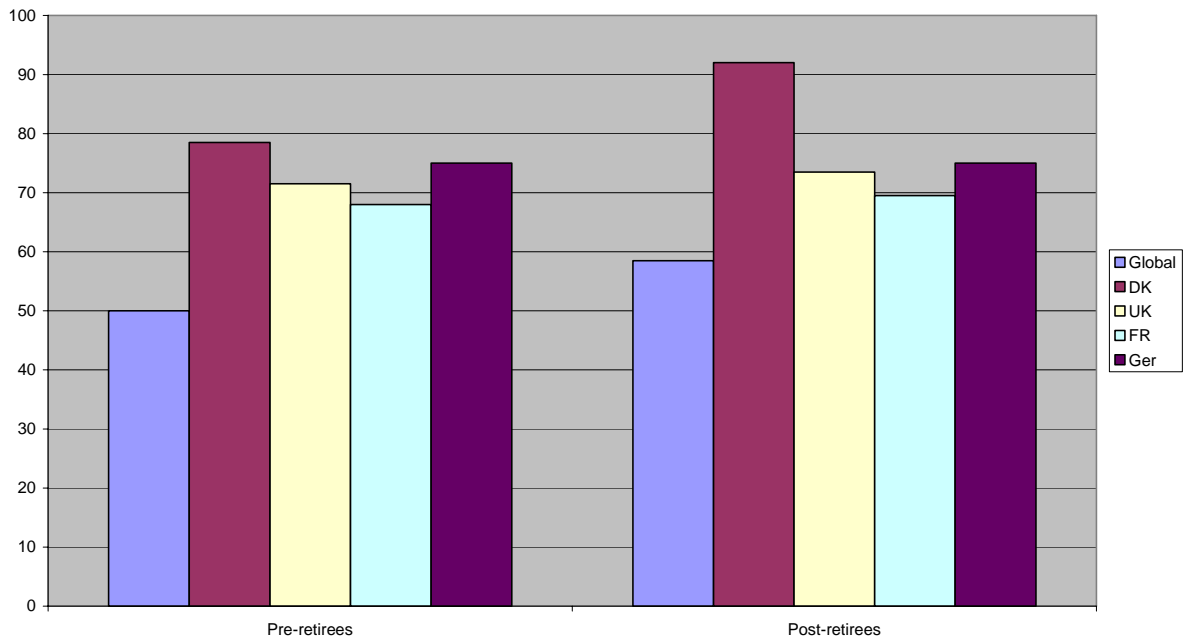
In almost all of the surveyed economies, the fear of not being able to cope financially after retirement is felt by only a relatively small proportion of pre-retirees, and the same is true for post-retirees and their financial fears for the future. Globally, 50 per cent of pre-retirees and 58 per cent of post-retirees are not worried. In the UK, approximately 70 per cent pre- and post-retirement are not worried, which compares with 80-90 per cent of Danes, 70 per cent of the French and 75 per cent of Germans.

Again, across almost all surveyed economies, the proportions of pre-retirees expecting a decline in their standard of living after retirement are modest, as are the proportions of post-retirees who find that their standard of living is worse than it was pre-retirement. Globally, the proportion expecting/experiencing a decline in standard of living is 28 per cent, while in the UK they are 35/21 per cent. This compares with 33/17 per cent in Denmark; 34/25 per cent in France; and 43/33 per cent in Germany. In the surveyed advanced economies of Europe, it is interesting to note that the proportion experiencing a decline in standard of living after retirement is significantly less than the proportion expecting to experience a decline.

Expect/experience a decline in standard of living - proportions



Coping financially in retirement/future - proportions



There are certain workplace factors, which individuals state they will miss on retirement. If we compare the proportion of pre-retirees stating that they expect to miss the particular factor with the

proportion of post-retirees stating that they miss the particular factor and accumulate these pre versus post feelings we can draw up an index of expectation versus experience. If the index is greater than 1, then experience is better than expectation.

At the global level and in the surveyed advanced economies of Europe experience is more positive than expectation in respect of missing aspects of the workplace and of work.

Pre versus post retirement missing workplace

