

GENDER COMPARISONS AMONG WORKERS

*Are men and women equally likely to plan and save for retirement?
 Do they have similar expectations about their needs in retirement?
 The 16th annual Retirement Confidence Survey (RCS) provides some answers.*

Saving for Retirement

- Men and women are equally likely statistically to say they (and/or their spouse) have saved for retirement and to say they are currently saving for retirement (Figure 1).
- Women are statistically as likely as men to report they are contributing to a work-place retirement savings plan. They are also just as likely to say they (and/or their spouse) have an individual retirement account (IRA) opened with money saved outside of an employer's retirement plan (not money rolled over from an employer's plan).

Figure 1
Selected Retirement Savings Indicators

	All Workers	Men	Women
Saved for retirement	70%	72%	69%
Currently saving for retirement	64	66	62
Contribute to a work-place retirement savings plan	45	47	42
Have an IRA that includes money saved outside of an employer's retirement plan	36	38	34

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2006 Retirement Confidence Survey.

Calculating Retirement Accumulation Needs

- Women (41 percent) are statistically just as likely as men (43 percent) to indicate they have tried to calculate how much they will need to have saved by the time they retire so that they can live comfortably in retirement.
- Men (23 percent) are more likely than women (13 percent) to believe that they need to accumulate \$1 million or more for retirement (Figure 2). The difference in the amounts men and women say they need to save persists even when household income or marital status is held constant. However, some financial professionals think that women need to save more than men because women have longer life expectancies.

Figure 2
Amount of Savings Needed for Retirement

	All Workers	Men	Women
Under \$250,000	30%	24%	37%
\$250,000-\$499,999	19	19	18
\$500,000-\$999,999	21	25	18
\$1 million-\$1.49 million	8	8	7
\$1.5 million or more	10	15	6
Don't know/Don't remember	9	6	11
Refused	1	2	1

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2006 Retirement Confidence Survey.

Retirement Expectations

- Men and women expect to retire at about the same ages (Figure 3).

Figure 3
Expected Age at Retirement

	All Workers	Men	Women
Less than 55	6%	8%	4%
Ages 55–59	7	7	6
Ages 60–64	20	22	18
Age 65	27	27	27
Age 66 or older	25	23	28
Never retire	7	8	6
Don't know/Refused	8	5	10

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2006 Retirement Confidence Survey.

- Men and women also provide similar estimates of the length of time they will spend in retirement. Together, the expected age at retirement and length of time in retirement generate similar estimated life expectancies. Half of both men and women providing this information expect to live until at least age 85, and one-quarter expect to live until at least age 90.
- Women and men are equally likely to expect to work for pay in retirement (67 percent each).
- Both are also statistically equally likely to expect that they and/or their spouse will receive money in retirement from a work-place retirement savings plan and a defined benefit plan. However, women are more apt than men to indicate that they will receive retiree health insurance through an employer (Figure 4).

Figure 4
Workers Expecting to Receive Employer-Provided Retirement Benefits

	All Workers	Men	Women
Money from a work-place retirement savings plan	75%	74%	76%
Money from a defined benefit plan	61	59	63
Retiree health insurance	37	32	41

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2006 Retirement Confidence Survey.

Retirement Confidence

- Men are more likely than women to say they are *very* confident in all financial aspects of retirement (Figure 5).

Figure 5
Percentage of Workers Very Confident About Financial Aspects of Retirement

	All Workers	Men	Women
You will have enough money to live comfortably throughout your retirement years	24%	27%	20%
You will have enough money to take care of basic expenses during retirement	35	40	30
You are doing a good job of preparing financially for retirement	25	28	21
You will have enough money to take care of medical expenses during retirement	19	23	16
You will have enough money to pay for long-term care during retirement	15	18	12
The Social Security system will continue to provide benefits of at least equal value to the benefits received by retirees today	6	8	4
The Medicare system will continue to provide benefits of at least equal value to the benefits received by retirees today	5	7	4

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2006 Retirement Confidence Survey.