



Fast Facts from EBRI

Contact: John MacDonald, EBRI, (202) 775-6349, macdonald@ebri.org
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Retirement Income: Workers' Expectations, Retirees' Experience

WASHINGTON—How do current American workers' *expected* sources of retirement income compare with the *actual* experience reported by retirees?

While 6 in 10 retirees cite guaranteed sources, such as Social Security (40 percent) or an employer-provided defined benefit pension (21 percent) as their largest source of income in retirement, half of workers are planning to rely on their own savings for their largest source, according to the 2007 Retirement Confidence Survey (RCS).

In contrast to current retirees, fewer than 3 in 10 workers expect their largest share of income will come from Social Security (14 percent) or an employer-provided pension (13 percent). Almost 3 in 10 workers say they expect that most of their money in retirement will come from a work-place retirement savings plan, such as a 401(k) (28 percent), and more than 2 in 10 say it will come from other personal savings or investments (22 percent), the survey reported. Fewer workers say the largest share of their retirement income will come from employment (11 percent), the sale or refinancing of their home (2 percent), or some other source (3 percent).

Largest Expected and Actual Sources of Income in Retirement

	Workers (Expected)	Retirees (Reported)
Personal savings (net)	50%	24%
A work-place retirement savings plan, such as a 401(k)	28	6
Other personal savings or investments	22	18
Social Security	14	40
A traditional employer-provided pension	13	21
Employment	11	2
The sale or refinancing of your home	2	2
Something else	3	4
Don't know/Refused	6	5

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2007 Retirement Confidence Survey.

The nonpartisan EBRI and Mathew Greenwald & Associates sponsored the 2007 Retirement Confidence Survey. Full results are in the April 2007 *EBRI Issue Brief*, available at <http://www.ebri.org/surveys/rcs/>

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