


Fast Facts from EBRI

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FFE #93, July 30, 2008

What Incentives Might Make Workers Delay Retirement?

WASHINGTON—What are the most effective actions employers could take to encourage workers to delay retirement?

First and foremost, workers want to feel they are needed, according to survey results that appear in the July 2008 *EBRI Issue Brief*, published by the nonpartisan Employee Benefit Research Institute (EBRI) and available at www.ebri.org.

When asked what opportunities would be most effective in persuading them to delay retirement, workers most often said feeling truly needed for an assignment (29 percent say it is one of the *top three* most effective, 12 percent say it is *the* most effective). Other incentives that retirees rank highly, according to the survey:

- Receiving a full pension while working part time (24 percent top three, 9 percent most), a pay increase (22 percent top three, 7 percent most).
- Continuing company-subsidized health insurance at the same level as full-time workers (21 percent top three, 5 percent most).
- Receiving a partial pension while working part time (21 percent top three, 6 percent most).

No other incentives were ranked among the top three by 20 percent or more of retirees. The full list appears in the table on the next page.

The survey involved responses from 4,981 workers in aerospace and defense industry companies who retired in 2003 or later and who were between ages 55 and 65 at the time of the survey. The full report is available online at http://www.ebri.org/pdf/briefspdf/EBRI_IB_07-2008.pdf

Retiree Ranking of Most Effective Opportunities

	Top Three Summary	Most Effective	2 nd Most Effective	3 rd Most Effective
Feeling truly needed for an assignment	29%	12%	10%	7%
Allowing you to receive your full pension while working part time	24	9	8	7
A pay increase	22	7	8	7
Continuing to receive company subsidized health insurance benefits at the same level as full-time workers while you work part time	21	5	8	8
Allowing you to receive a partial pension while working part time so that your total income remains the same	21	6	7	7
Being able to work seasonally or on a contract basis	18	5	6	7
Allowing you to lock in the pension benefits you had already earned so you could be sure the company could not modify or reduce them	18	6	6	6
Allowing you to do work you feel is more meaningful, such as teaching or mentoring or improving existing services	17	4	7	6
Being able to work part time rather than full time	15	4	5	6
Giving you the option to telecommute	14	4	5	5
Being able to take time off for extended periods of time, such as one or two months	12	2	5	5
A one-time cash bonus	10	2	4	5
Being able to compress your work week into three or four days so that your weekends are longer	9	2	4	4
Receiving training that will enable you to move into new areas of the company	8	1	3	3
Receiving additional paid time off each year	8	1	3	4
Being able to take a paid sabbatical	6	2	2	2
Changing your position to decrease your management responsibilities and increase the amount of time you spend in technical or production work	6	2	2	2
Protecting you against the possibility of a lower pension payment due to a change in interest rates	5	2	2	1
Being able to shift your work hours from week to week so they better fit with activities in your personal life	4	1	1	2
Source: Employee Benefit Research Institute, 2008 Recent Retirees Survey.				

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