

BENCHMARK SURVEY 2016

# Rethinking retirement through a new dimension

Pensioners databook



Insurance

Financial Planning

Retirement

Investments

Wealth



# contents:

<b>Foreword</b>	2
<b>Research methodology</b>	4
<b>Section A:</b> Demographics	6
<b>Section B:</b> Retirement	10
<b>Section C:</b> Retirement advice	13
<b>Section D:</b> Retirement lifestyle	16
<b>Section E:</b> Lump sum benefits and annuities	21
<b>Section F:</b> Communication	27
<b>Section G:</b> Wrap up	29



## foreword

# The application of systems thinking in a world of transition



Over the years I have witnessed numerous changes in the financial services sector, none quite as profound as the changes brought about by technology. Klaus Schwab, founder and executive chairman of the World Economic Forum (WEF), recently published a book, *The Fourth Industrial Revolution (2015)*, which formed the backdrop for discussions at the WEF annual meeting held in Davos in January this year. The Oxford dictionary defines a revolution as a forcible overthrow of a government or social order in favour of a new system. Schwab argues that we are at the beginning of a technological revolution that 'is fundamentally changing the way we live, work, and relate to one another'.

**Dawie de Villiers**  
Chief Executive Officer:  
Sanlam Employee Benefits

According to Schwab 'there has never been a time of greater promise, or greater peril. Business models and labour markets will be affected'.

I am proud to present the results of the 2016 Sanlam BENCHMARK™ Survey. In it my team has applied a 'systems thinking' approach to unpack the research insights. Systems thinking asserts that every individual element is interlinked and interdependent on one another for the entire system to function optimally as an integrated whole. This is a fitting approach for the retirement industry which, in itself, is at the heart of a technology revolution and impacted at every touch point. This ranges from investment administration platforms to the way funds and employers engage with members through the use of retirement fund web portals and mobile applications (apps).

#### Remaining future-fit

What if employee benefits become less of a leverage and are no longer a competitive advantage in the war on talent?

What if the employee benefits, which constitute a salary, medical, risk and retirement benefits in the current structure, cease to exist in the format that we have come to understand?

What if the new labour market entrants are no longer motivated by monetary incentives in exchange for their 20 to 30 years of employment, with the aim of accumulating capital from which to draw an income during retirement?

As we contemplate the potential impact of the longer term trends on the retirement fund industry, we are mindful of the infrastructural challenges such as the unemployment rate of 25% and the issues within our educational system. The South African retirement fund system is challenged by members not reaching their desired retirement outcomes. We're seeing relatively low

contribution levels, lack of preservation and investment strategies that are not aligned with the targeted level of income replacement at retirement. South Africa is also ambivalent about creating a culture of entrepreneurs, which is possibly the best solution to addressing rising unemployment levels.

#### Demand for innovation

Despite our local challenges, younger generations are entering corporate South Africa and are demanding a more innovative culture. Up until now our research has provided evidence of a workforce that is totally disengaged from the retirement fund industry. My team has approached these challenges from a fresh perspective by looking at employer offerings on a more holistic basis, considering the interconnectedness of all the moving parts that make up the intricate, complex retirement system.

We have refreshed the [www.sanlambenchmark.co.za](http://www.sanlambenchmark.co.za) research portal. You are now able to access the interactive research tool as well as all reference material in one easy place.

I trust that this edition of the Sanlam BENCHMARK Insights Summary Report is as insightful and valuable as it has been in the past, and that you will benefit from the multi-dimensional lens through which we articulate our findings and views.

My gratitude is extended to all who made this work possible.

**Dawie de Villiers**  
CEO Sanlam Employee Benefits





# Research methodology

Over the last four years, our pensioner surveys consisted of a core study of 250 retirees earning an average annuity income of less than R10 000 per month. In the past this survey was complemented by an additional booster sample of 50 interviews with respondents earning a monthly annuity income in excess of R25 000 per month.

Participation in this year's pensioner survey was based on those individuals already in retirement and who are currently in receipt of a monthly annuity income via an employer-sponsored retirement fund or a retirement annuity fund.



by  
**Danie van Zyl**  
Head, Guaranteed Investments:  
Sanlam Employee Benefits



and  
**Wagieda Suliman**  
Market Insights  
Sanlam Employee Benefits

The average age of the pensioner respondents in this year's survey is 66.9 years, earning a monthly annuity between R10 000 and R34 999 a month. We deliberately surveyed an additional sample of more 'affluent retirees' to test our research assumptions on attitudes toward money and finances throughout the respondents' working years.

Note: Respondents were selected randomly and it is therefore possible that some respondents are currently retirees of retirement funds which have in the past been administered by Sanlam. Some respondents may also currently be in receipt of a monthly annuity paid by Sanlam. As it is not a requirement of the study, we did not select respondents on the basis of their current retirement annuity provider.

The entire fieldwork process is outsourced to BDRC South Africa, a leading market research agency. This is done to ensure the integrity of the data and to ensure that the confidentiality of all respondents is maintained at all times.

### Sample composition

The sample composition and scope have been revised significantly in line with this year's research objectives. We therefore caution that the data is not directly comparable to the 2015 BENCHMARK survey due to the changes we have introduced this year. Effectively 151 retirees were interviewed for our core pensioner survey and 101 were interviewed as part of the booster sample.

The pensioner databook does not include the data tables of the booster study. However, stats from this survey are available on request.

### Interview technique

We have again conducted personal, face-to-face interviews in English and Afrikaans, each approximately 30 minutes in length.

Field work took place between February and March this year.

### Data tables and graphs

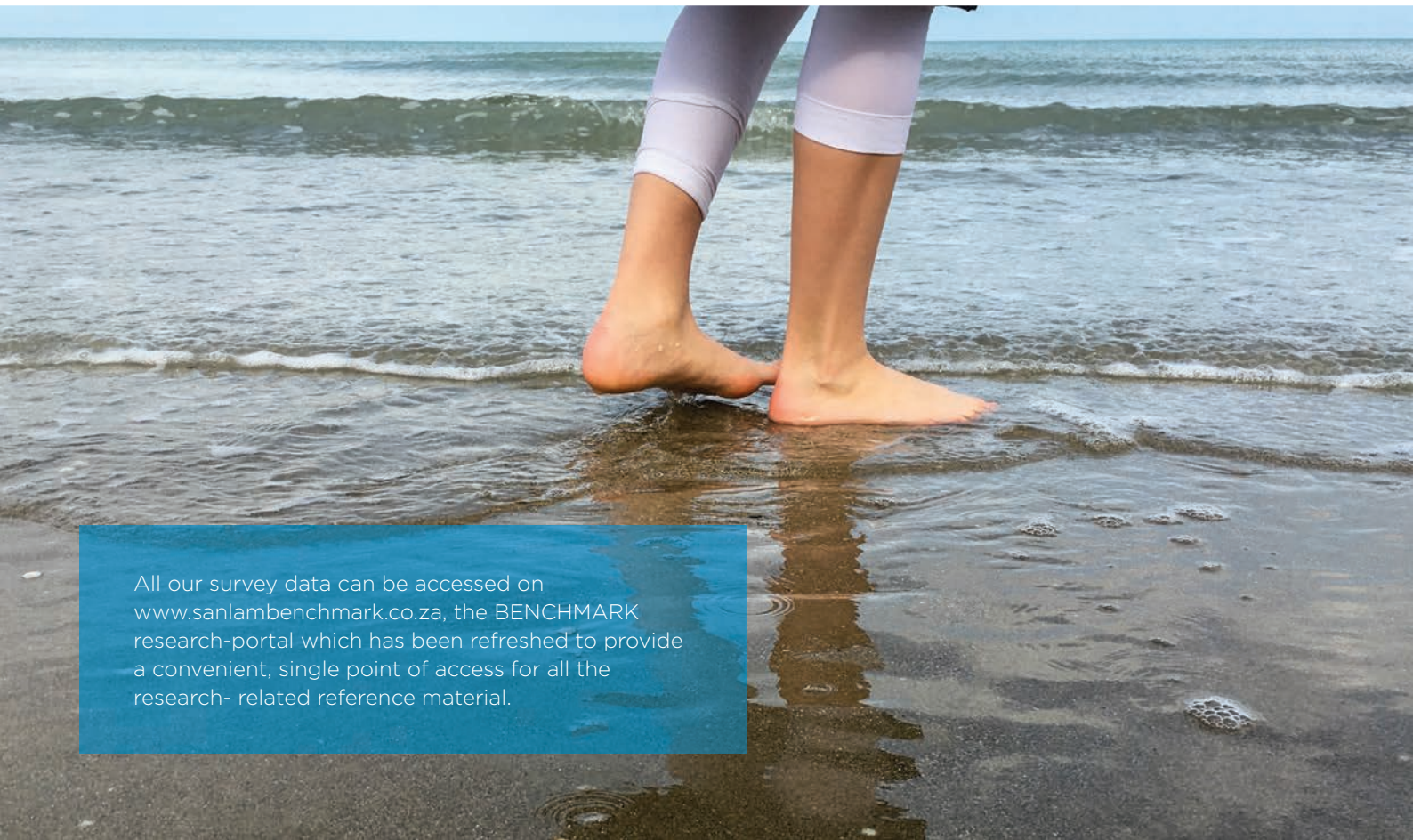
The tables and graphs in this report are based on 151 responses in the core survey. In some instances the sample responses were not 151.

Where:

- the number of responses was less than 151, the question was not applicable to all respondents.
- the number of responses was greater than 151, the question allowed for multiple responses.

**Caution:** Data should be used with care, particularly where the number of responses is <30, as this is considered statistically insufficient to draw any meaningful industry conclusions at a quantitative level.

Should you require any further details or assistance in using the contents of this report, please feel free to contact any of the BENCHMARK team members, whose details are listed at the end of this report.

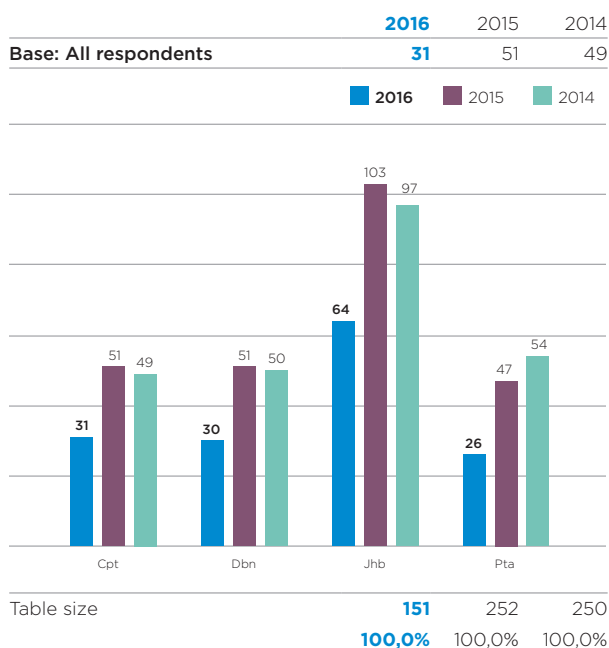


All our survey data can be accessed on [www.sanlambenchmark.co.za](http://www.sanlambenchmark.co.za), the BENCHMARK research-portal which has been refreshed to provide a convenient, single point of access for all the research-related reference material.

# Section A

## Demographics

### QA.0 City



### QA.1 Are you retired?

All the respondents in the survey are currently on retirement.

### QA.2 How did you earn an income before retirement?

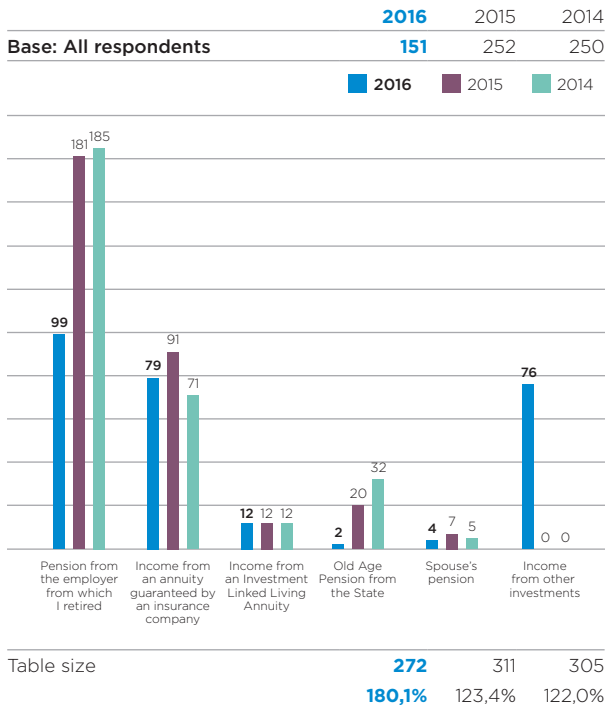
	2016	2015	2014
Base: All respondents	151	252	250
Employed full-time	118	197	195
	78,1%	78,2%	78,0%
Employed part-time	0	1	1
	0,0%	0,4%	0,4%
Self-employed (registered business)	27	51	48
	17,9%	20,2%	19,2%
Working as an independent consultant/ freelancer (not a registered business)	6	3	6
	4,0%	1,2%	2,4%
<b>Summary</b>			
Any employed	118	198	196
	78,1%	78,6%	78,4%
Any self-employed	33	54	54
	21,9%	21,4%	21,6%
Table size	151	252	250
	100,0%	100,0%	100,0%

### QA.3 Which of the following retirement funds or products did you contribute to during your working years before retirement?

	2016	2015	2014
Base: All respondents	151	252	250
Employer-sponsored PENSION fund	97	170	183
	64,2%	67,5%	73,2%
Employer-sponsored PROVIDENT fund	21	23	13
	13,9%	9,1%	5,2%
Union fund	4	3	0
	2,6%	1,2%	0,0%
Retirement Annuity (RA)	83	84	66
	55,0%	33,3%	26,4%
Other	1	2	1
	0,7%	0,8%	0,4%
<b>Summary</b>			
Any employer-sponsored fund	118	193	196
	78,1%	76,6%	78,4%
Table size	206	282	263
	136,4%	111,9%	105,2%



**QA.4 Which of the following types of retirement income do you currently receive?**



**QA.5 To your knowledge, has your fund ever been through a Defined Benefit to Defined Contribution conversion?**

	2016	2015
<b>Base: All respondents</b>	<b>151</b>	252
Yes, it has	<b>40</b>	58
	<b>26,5%</b>	23,0%
No, it has not	<b>41</b>	63
	<b>27,2%</b>	25,0%
Don't know / not sure	<b>70</b>	131
	<b>46,4%</b>	52,0%
Table size	<b>151</b>	252
	<b>100,0%</b>	100,0%

**QA.6 From which source do you receive most of your retirement income?**

	2016	2015	2014
<b>Base: All who have multiple retirement income sources</b>	<b>79</b>	27	37
Pension from the employer from which I retired	<b>38</b>	22	22
	<b>48,1%</b>	81,5%	59,5%
Income from an annuity guaranteed by an insurance company	<b>36</b>	5	14
	<b>45,6%</b>	18,5%	37,8%
Income from an Investment Linked Living Annuity	<b>5</b>	0	1
	<b>6,3%</b>	0,0%	2,7%
Table size	<b>79</b>	27	37
	<b>100,0%</b>	100,0%	100,0%

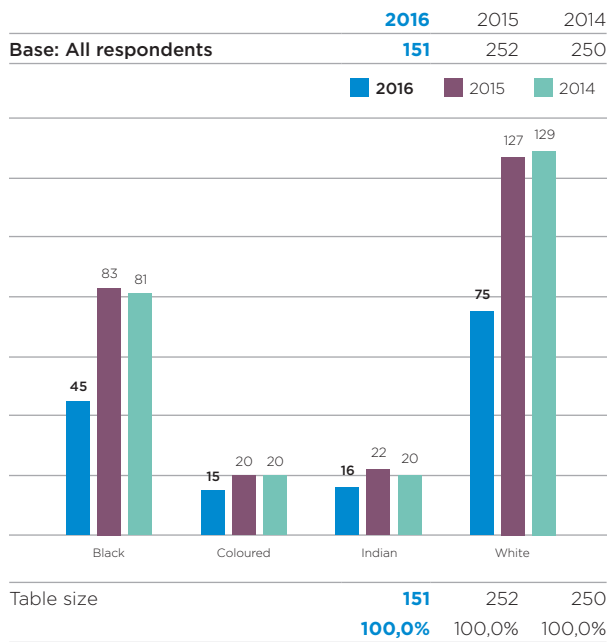
**QA.7 What sources of income do you have in retirement apart from your pension/ retirement annuity?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Savings	<b>110</b>	112	85
	<b>72,8%</b>	44,4%	34,0%
Equity-based investments	<b>22</b>	-	-
	<b>14,6%</b>		
Property investments	<b>37</b>	22	14
	<b>24,5%</b>	8,7%	5,6%
Investments in a business venture	<b>25</b>	-	-
	<b>16,6%</b>		
Investments	<b>-</b>	94	88
		37,3%	35,2%
Inheritance capital	<b>9</b>	10	3
	<b>6,0%</b>	4,0%	1,2%
Freelance work / contract / part-time work	<b>17</b>	-	-
	<b>11,3%</b>		
Money from children	<b>4</b>	-	-
	<b>2,6%</b>		
Pension from spouse	<b>3</b>	-	-
	<b>2,0%</b>		
Other	<b>0</b>	12	7
	<b>0,0%</b>	4,8%	2,8%
None	<b>16</b>	72	79
	<b>10,6%</b>	28,6%	31,6%
Don't know	<b>0</b>	1	1
	<b>0,0%</b>	0,4%	0,4%
Table size	<b>243</b>	323	328
	<b>160,9%</b>	128,2%	131,2%

**QA.8 Gender**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Male	<b>104</b>	176	180
	<b>68,9%</b>	69,8%	72,0%
Female	<b>47</b>	76	70
	<b>31,1%</b>	30,2%	28,0%
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

## QA.9 Ethnicity



## QA.10 Which of the following best describes your age category?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
46 - 50	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	0,4%
51 - 55	<b>3</b>	1	2
	<b>2,0%</b>	0,4%	0,8%
56 - 60	<b>15</b>	21	24
	<b>9,9%</b>	8,3%	9,6%
61 - 65	<b>43</b>	31	55
	<b>28,5%</b>	12,3%	22,0%
66 - 70	<b>61</b>	126	94
	<b>40,4%</b>	50,0%	37,6%
71 - 75	<b>16</b>	44	44
	<b>10,6%</b>	17,5%	17,6%
76 - 80	<b>8</b>	20	15
	<b>5,3%</b>	7,9%	6,0%
81 - 85	<b>4</b>	8	13
	<b>2,6%</b>	3,2%	5,2%
86 - 90	<b>1</b>	1	2
	<b>0,7%</b>	0,4%	0,8%
Mean	<b>66,87</b>	68,71	68,16
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

## QA.11 Which of the following best describes your monthly retirement income before taxes?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Less than R10,000	<b>-</b>	163	192
	<b>-</b>	64,3%	76,8%
R10,000 - R24,999	<b>51</b>	75	53
	<b>33,8%</b>	29,8%	21,2%
R15,000 - R24,999	<b>50</b>	-	-
	<b>33,1%</b>	-	-
R25,000 - R39,999	<b>50</b>	2	1
	<b>33,1%</b>	0,8%	0,4%
R40,000+	<b>0</b>	0	4
	<b>0,0%</b>	0,0%	1,6%
Refused	<b>0</b>	12	0
	<b>0,0%</b>	4,8%	0,0%
Mean	<b>R20 778</b>	R9 069	R8 462
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

## QA.12 What is your marital status?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Single	<b>9</b>	13	10
	<b>6,0%</b>	5,2%	4,0%
Unmarried but cohabiting / living together	<b>0</b>	2	4
	<b>0,0%</b>	0,8%	1,6%
Married	<b>100</b>	149	152
	<b>66,2%</b>	59,1%	60,8%
Widowed	<b>28</b>	59	57
	<b>18,5%</b>	23,4%	22,8%
Divorced	<b>10</b>	25	26
	<b>6,6%</b>	9,9%	10,4%
Separated	<b>4</b>	4	1
	<b>2,6%</b>	1,6%	0,4%
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

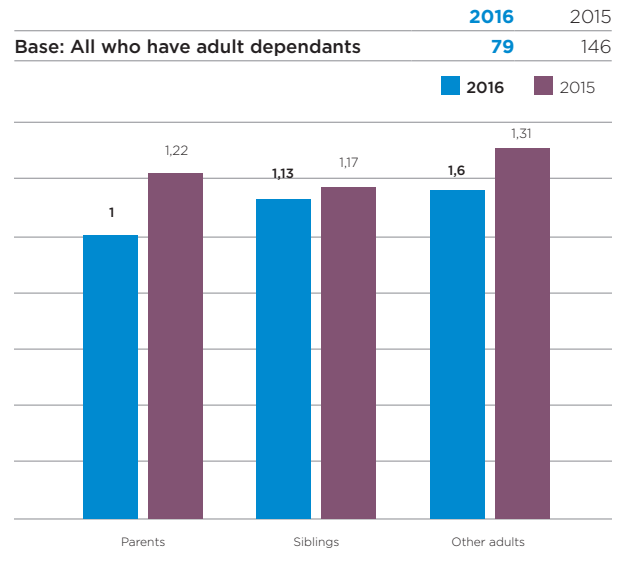
**QA.13a Do you still have other persons, e.g. a spouse or children, that are financially dependent on you?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Yes, a spouse / spouses	<b>70</b> <b>46,4%</b>	135 53,6%	114 45,6%
Yes, a child / children	<b>35</b> <b>23,2%</b>	60 23,8%	54 21,6%
Yes, other dependants	<b>15</b> <b>9,9%</b>	15 6,0%	31 12,4%
No	<b>63</b> <b>41,7%</b>	85 33,7%	101 40,4%
<b>Summary</b>			
Any yes	<b>88</b> <b>58,3%</b>	167 66,3%	149 59,6%
Table size	<b>151</b> <b>100,0%</b>	252 100,0%	250 100,0%

**QA.13b How many dependants do you have including your spouse(s) (if applicable), child(ren) and any others who are financially dependent on you?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Child dependants	<b>1,76</b>	2,35	2,05
Adult dependants	<b>1,25</b>	1,22	1,24
Total dependants	<b>1,89</b>	1,91	1,91

**QA.13c How many of your adult dependants are:**





# Section B

# Retirement

## QB.1a At what age did you retire from formal employment / running your own business?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Under 55	<b>4</b>	22	20
	<b>2,6%</b>	8,7%	8,0%
56 - 60	<b>88</b>	139	114
	<b>58,3%</b>	55,2%	45,6%
61 - 63	<b>21</b>	24	29
	<b>13,9%</b>	9,5%	11,6%
64 - 65	<b>28</b>	56	69
	<b>18,5%</b>	22,2%	27,6%
66 - 68	<b>5</b>	4	10
	<b>3,3%</b>	1,6%	4,0%
69 - 70	<b>2</b>	3	6
	<b>1,3%</b>	1,2%	2,4%
71-72	<b>1</b>	0	2
	<b>0,7%</b>	0,0%	0,8%
73-74	<b>2</b>	3	-
	<b>1,3%</b>	1,2%	-
75+	<b>0</b>	1	-
	<b>0,0%</b>	0,4%	-
Mean	<b>60.79 yrs</b>	60.23 yrs	60.36 yrs
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

## QB.1b Why did you elect to retire so early?

	2016
<b>Base: All who retired before the age of 60</b>	<b>40</b>
As a result of ill-health	<b>5</b>
	<b>12,5%</b>
I had enough money to retire early	<b>5</b>
	<b>12,5%</b>
I was offered a generous early retirement / retrenchment package by my employer	<b>17</b>
	<b>42,5%</b>
I opted to work as a freelance consultant / contractor	<b>10</b>
	<b>25,0%</b>
I wanted to spend more time with my family	<b>5</b>
	<b>12,5%</b>
Wanted to rest / tired of corporate life	<b>2</b>
	<b>5,0%</b>
Too much work pressure / stressful job got too much for me	<b>1</b>
	<b>2,5%</b>
Wanted to invest in a business / wanted to work for myself	<b>1</b>
	<b>2,5%</b>
Table size	<b>46</b>
	<b>115,0%</b>

## QB.2a At what age did you first start formal employment, i.e. working full-time?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

Age Group	2016	2015	2014
Under 16	3	2	7
16 - 19	61	103	93
20 - 24	52	62	75
25 - 29	26	55	46
30 - 34	9	20	15
35 - 39	0	7	12
40+	0	3	2

Mean	<b>21.35 yrs</b>	22.24 yrs	22.17 yrs
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

## QB.2b At what age did you first start contributing towards a retirement fund or RA?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Under 16	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	0,4%
16-19	<b>22</b>	44	48
	<b>14,6%</b>	17,5%	19,2%
20-24	<b>49</b>	55	54
	<b>32,5%</b>	21,8%	21,6%
25-29	<b>40</b>	64	60
	<b>26,5%</b>	25,4%	24,0%
30-34	<b>29</b>	43	37
	<b>19,2%</b>	17,1%	14,8%
35-39	<b>7</b>	25	27
	<b>4,6%</b>	9,9%	10,8%
40+	<b>4</b>	21	22
	<b>2,6%</b>	8,3%	8,8%
Don't know	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	0,4%
Mean	<b>25.47 yrs</b>	26.87 yrs	26.63 yrs
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

**QB.3a During your working life, did you ever withdraw from a retirement fund through resignation or retrenchment from a previous employer?**

	2016	2015	2014
Base: All respondents	151	252	250

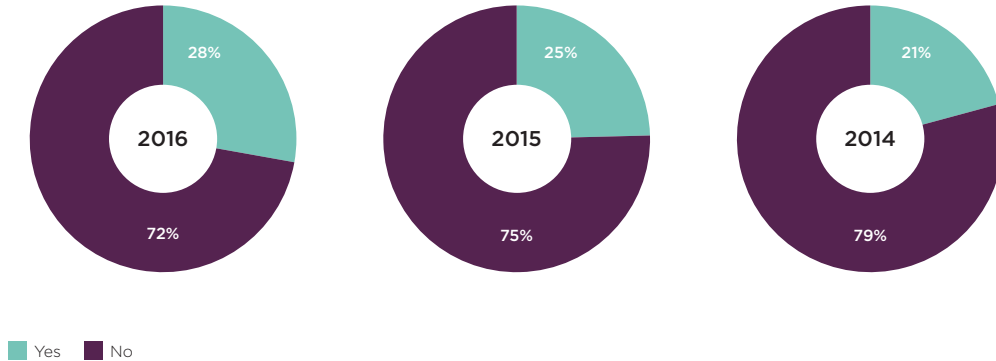


Table size	151	252	250
	100,0%	100,0%	100,0%

**QB.3b What did you do with your retirement benefit at the time?**

	2016	2015	2014
Base: All who withdrew from a retirement fund	42	62	52
Withdrew the full benefit in cash	23	28	33
	54,8%	45,2%	63,5%
Preserved part of the benefit and took the rest in cash	6	18	9
	14,3%	29,0%	17,3%
Moved the entire benefit to another employer's fund	4	3	3
	9,5%	4,8%	5,8%
Moved the entire benefit to a preservation fund	0	1	1
	0,0%	1,6%	1,9%
Purchased an annuity with the benefit	8	10	6
	19,0%	16,1%	11,5%
Purchased unit trusts with the benefit	1	3	0
	2,4%	4,8%	0,0%
Other	1	2	1
	2,4%	3,2%	1,9%
Table size	43	65	53
	102,4%	104,8%	101,9%

**QB.3c At the time of the withdrawal, did you realise the level of tax you would be expected to pay on the withdrawal benefit?**

	2016	2015
Base: All who withdrew at least some of the benefit in cash	29	46

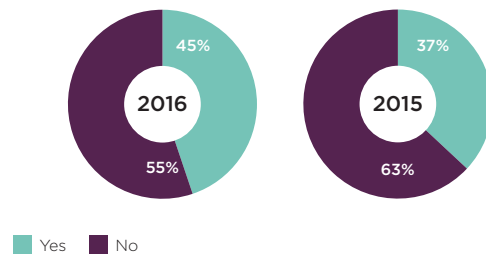


Table size	29	46
	100,0%	100,0%

### QB.3d Did you realise the effect the withdrawal would have on your overall retirement outcome?

	2016	2015
Base: All who withdrew at least some of the benefit in cash	29	46

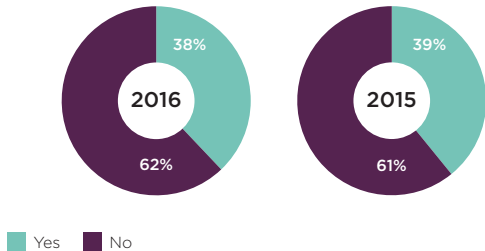


Table size	29	46
	100,0%	100,0%

### QB.3e Have you ever regretted the decision to withdraw the cash benefit, bearing in mind the level of tax you had to pay?

	2016	2015
Base: All who withdrew at least some of the benefit in cash	29	46

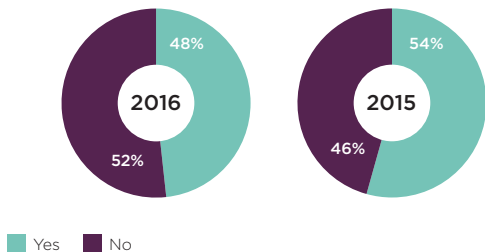


Table size	29	46
	100,0%	100,0%

### QB.3f What did you spend the cash on?

	2016	2015	2014
Base: All who withdrew at least some of the benefit in cash	29	46	42
Settled or reduced mortgage bond	2 6,9%	9 19,6%	13 31,0%
Made home improvements	10 34,5%	15 32,6%	10 23,8%
Education	4 13,8%	4 8,7%	3 7,1%
Travel	0 0,0%	1 2,2%	2 4,8%
Reduced short-term debt (e.g. car, credit cards, loans)	11 37,9%	20 43,5%	12 28,6%
Started own business	4 13,8%	10 21,7%	5 11,9%
Invested in other 'non-retirement' savings or investment products	7 24,1%	4 8,7%	9 21,4%
Living expenses	12 41,4%	18 39,1%	22 52,4%
Other	1 3,4%	2 4,4%	1 2,4%
<b>Summary</b>			
Any invested	16 55,2%	17 37,0%	19 45,2%
Any reduced debt	12 41,4%	26 56,5%	21 50,0%
Table size	51	83	77
	175,9%	180,4%	183,3%

### QB.3g Could you have considered an alternative option to taking (some of) the benefit in cash?

	2016	2015
Base: All who withdrew at least some of the benefit in cash	29	46

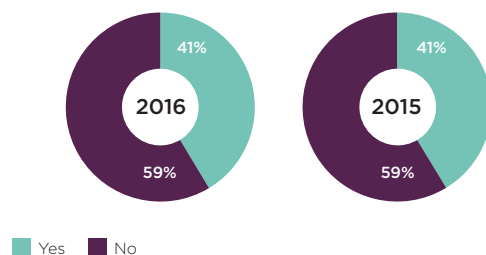


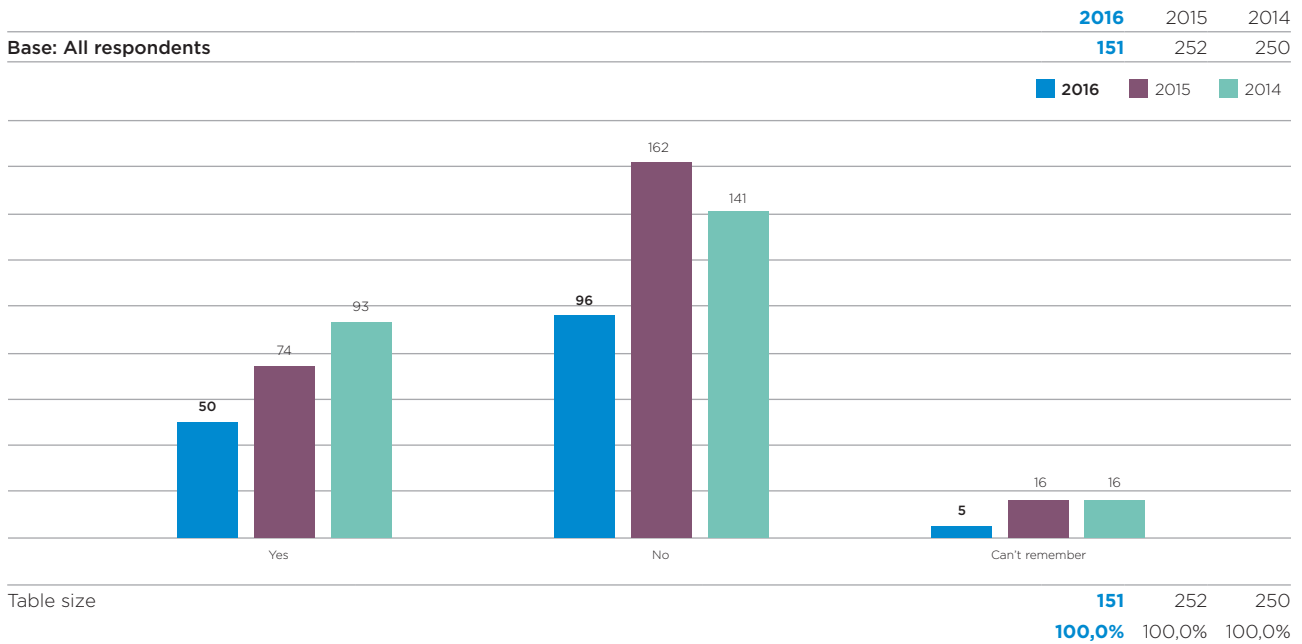
Table size	29	46
	100,0%	100,0%



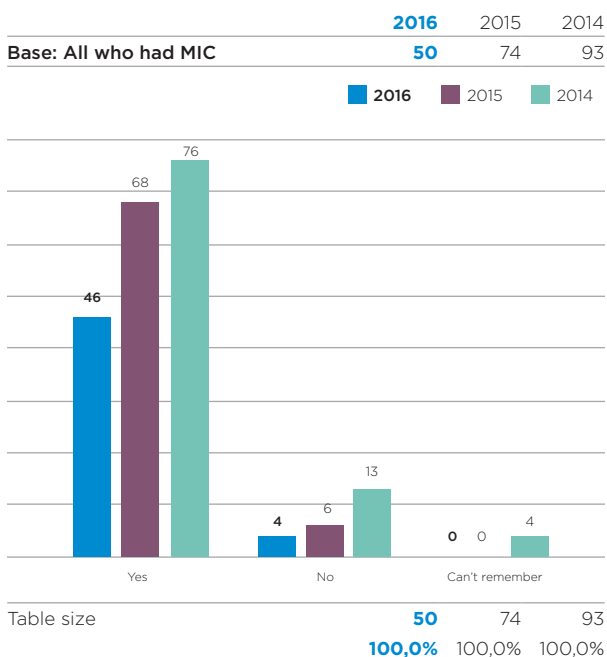
# Section C

## Retirement advice

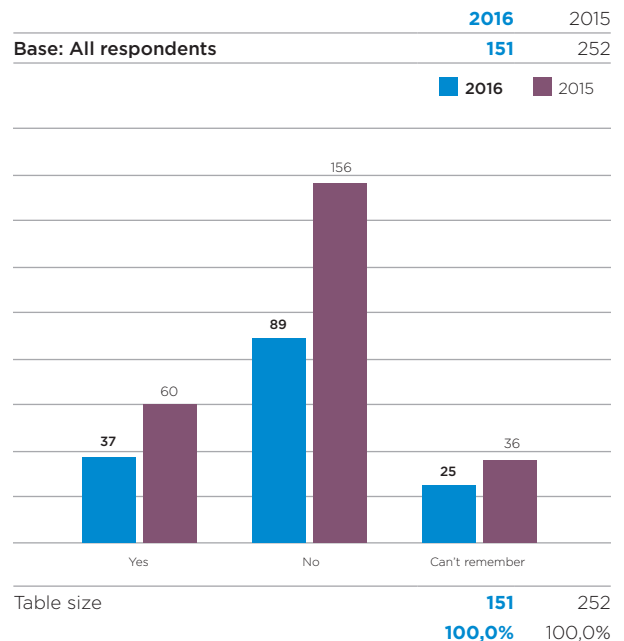
### QC.1a Were you part of a retirement fund where you had investment choices?



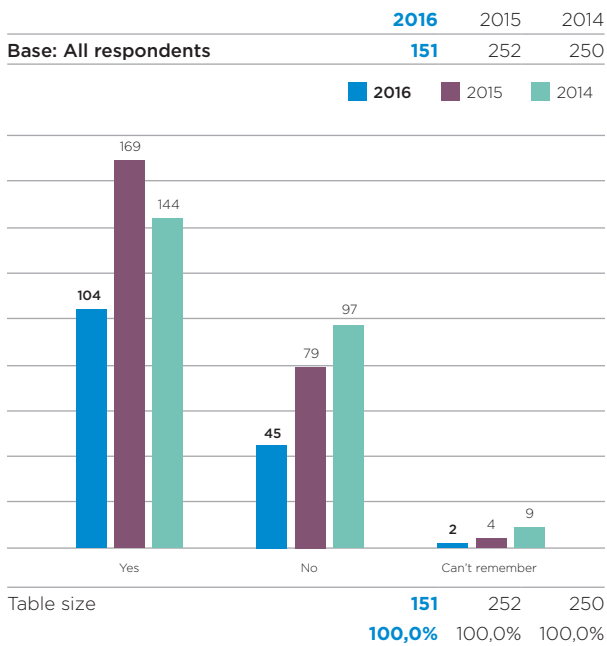
### QC.1b Did you receive investment advice or guidance on your investment portfolio in relation to your retirement savings?



### QC.2 At retirement were you advised to consider converting your risk benefits from a group life policy to an individual life policy where you pay the premium and not your employer?



### QC.3a Did you receive financial advice about your retirement options prior to your retirement?



### QC.3b How many years before retirement did you first receive financial advice regarding retirement?

	2016	2015	2014
<b>Base: All who received financial advice</b>	<b>104</b>	169	144
More than 20 years before retirement	<b>8</b> <b>7,7%</b>	25 14,8%	24 16,7%
15 - 20 years before retirement	<b>7</b> <b>6,7%</b>	16 9,5%	6 4,2%
10 - 14 years before retirement	<b>14</b> <b>13,5%</b>	11 6,5%	13 9,0%
5 - 9 years before retirement	<b>24</b> <b>23,1%</b>	39 23,1%	11 7,6%
Less than 5 years before retirement	<b>24</b> <b>23,1%</b>	41 24,3%	42 29,2%
Only at the time I went on retirement	<b>24</b> <b>23,1%</b>	33 19,5%	41 28,5%
Don't know / can't remember	<b>3</b> <b>2,9%</b>	4 2,4%	7 4,9%
<b>Mean</b>	<b>9,28</b>	10,48	10,58
<b>Table size</b>	<b>104</b>	169	144
	<b>100,0%</b>	100,0%	100,0%

### QC.3c Thereafter, how often did you receive financial advice about retirement?

	2016	2015	2014
<b>Base: All who received financial advice prior to retirement</b>	<b>80</b>	136	103
Every year	<b>36</b> <b>45,0%</b>	42 30,9%	47 45,6%
Every 2 years	<b>12</b> <b>15,0%</b>	18 13,2%	10 9,7%
Every 3 - 4 years	<b>7</b> <b>8,8%</b>	11 8,1%	4 3,9%
Every 5 years	<b>2</b> <b>2,5%</b>	8 5,9%	5 4,9%
Less often	<b>12</b> <b>15,0%</b>	28 20,6%	20 19,4%
Didn't receive financial advice again	<b>9</b> <b>11,3%</b>	23 16,9%	13 12,6%
Other	<b>0</b> <b>0,0%</b>	1 0,7%	0 0,0%
Don't know / can't remember	<b>2</b> <b>2,5%</b>	5 3,7%	4 3,9%
<b>Mean</b>	<b>2,29</b>	2,71	2,48
<b>Table size</b>	<b>80</b>	136	103
	<b>100,0%</b>	100,0%	100,0%

### QC.4a Who provided the financial advice?

	2016	2015	2014
<b>Base: All who received financial advice</b>	<b>104</b>	169	144
Trustees of the fund	<b>10</b> <b>9,6%</b>	17 10,1%	10 6,9%
Employer / Human Resources officer	<b>51</b> <b>49,0%</b>	70 41,4%	55 38,2%
Personal financial adviser/broker	<b>48</b> <b>46,2%</b>	74 43,8%	56 38,9%
Adviser at a bank	<b>19</b> <b>18,3%</b>	24 14,2%	18 12,5%
Adviser from a life office / insurance company	<b>25</b> <b>24,0%</b>	39 23,1%	30 20,8%
Adviser provided by the retirement fund	<b>8</b> <b>7,7%</b>	14 8,3%	15 10,4%
Other	<b>0</b> <b>0,0%</b>	0 0,0%	3 2,1%
<b>Table size</b>	<b>161</b>	238	187
	<b>154,8%</b>	140,8%	129,9%

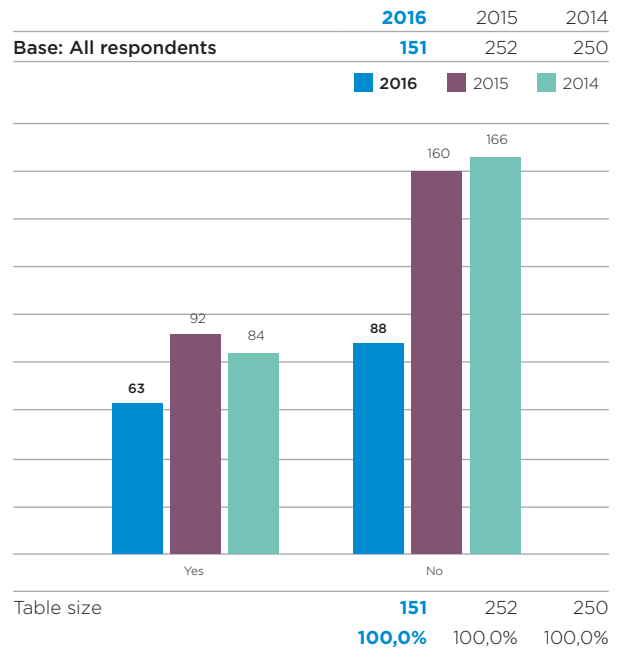
**QC.4b In the 5 years prior to retirement, which of the following topics did your adviser discuss with you?**

	2016
<b>Base: All who received financial advice</b>	<b>104</b>
Risks and benefits of different annuity options	50 48,1%
Tax implications of different investment / annuity options	50 48,1%
Tax implications of 1/3 lump sum withdrawal	46 44,2%
Alignment of investment portfolio prior to retirement with annuity choices	20 19,2%
Spouse and child pension options	19 18,3%
Retirement needs analysis	36 34,6%
Medical cover options	29 27,9%
Phased / delayed retirement options	7 6,7%
Expected income in retirement	67 64,4%
None of the above	3 2,9%
Can't remember	2 1,9%
Table size	329 316,3%

**QC.5 When exactly did you discover what retirement benefits you had in place?**

	2016	2015
<b>Base: All respondents</b>	<b>151</b>	252
At retirement	34 22,5%	55 21,8%
Less than 6 months before retirement	17 11,3%	38 15,1%
6-12 months before retirement	12 7,9%	26 10,3%
1-2 years before retirement	14 9,3%	19 7,5%
2-3 years before retirement	8 5,3%	14 5,6%
3-5 years before retirement	26 17,2%	28 11,1%
More than 5 years before retirement	37 24,5%	63 25,0%
Only after retirement	1 0,7%	2 0,8%
Can't remember	2 1,3%	7 2,8%
Mean	2.82 yrs	2.66 yrs
Table size	151 100,0%	252 100,0%

**QC.6 Now that you are retired, do you (still) seek advice from a personal financial adviser / broker to assist you in financial planning?**



**QC.7 What information or advice does your financial adviser continue to provide regarding your retirement annuity / pension?**

	2016
<b>Base: All who still use a personal financial adviser</b>	<b>63</b>
Pension increase information	44 69,8%
Tax information	34 54,0%
Investment guidance (if investing in a living annuity)	12 19,0%
Advice on drawdown rates (if investing in a living annuity)	8 12,7%
Investment Interest	1 1,6%
Investment benefits	1 1,6%
General information	2 3,2%
Table size	102 161,9%



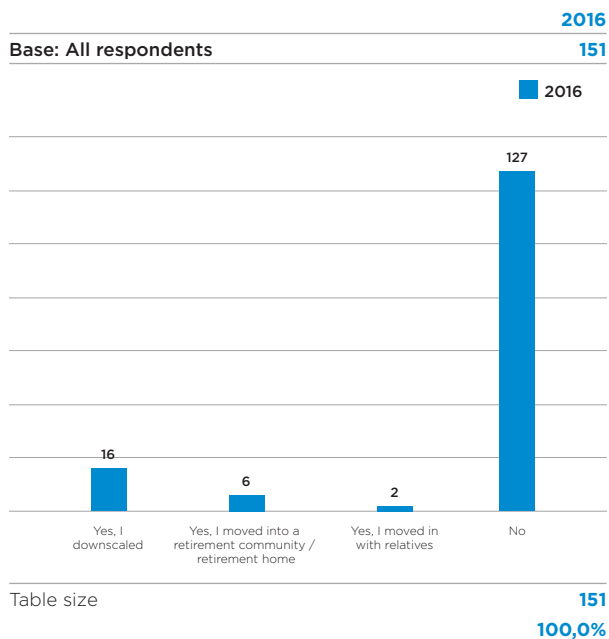
# Section D

## Retirement lifestyle

### QD.1a Which of the following statements best describes your primary residence?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
I own my home and it is fully paid	<b>133</b>	196	189
	<b>88,1%</b>	77,8%	75,6%
I own my home but I still have a mortgage / bond	<b>6</b>	10	10
	<b>4,0%</b>	4,0%	4,0%
I live in a rented property	<b>5</b>	23	14
	<b>3,3%</b>	9,1%	5,6%
I live with relatives	<b>4</b>	11	14
	<b>2,6%</b>	4,4%	5,6%
I live in a retirement community / retirement home	<b>3</b>	11	23
	<b>2,0%</b>	4,4%	9,2%
Other	<b>0</b>	1	0
	<b>0,0%</b>	0,4%	0,0%
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

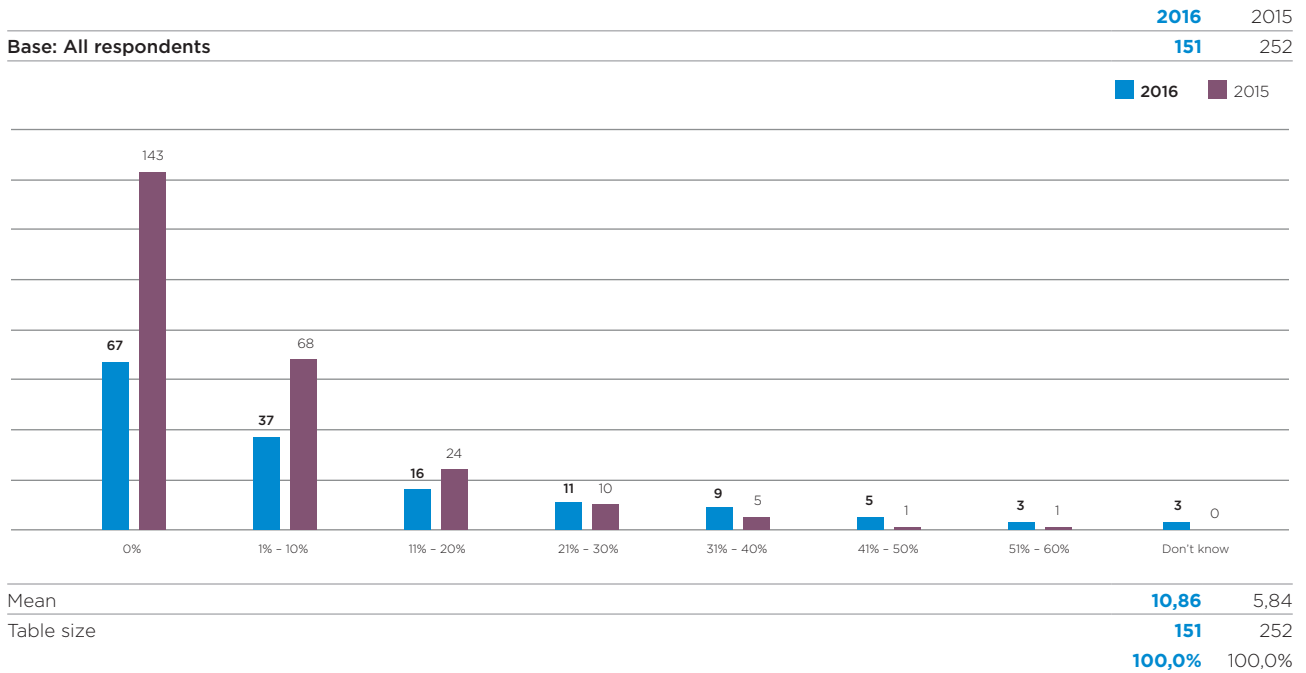
### QD.1b Did your residence change when you retired?



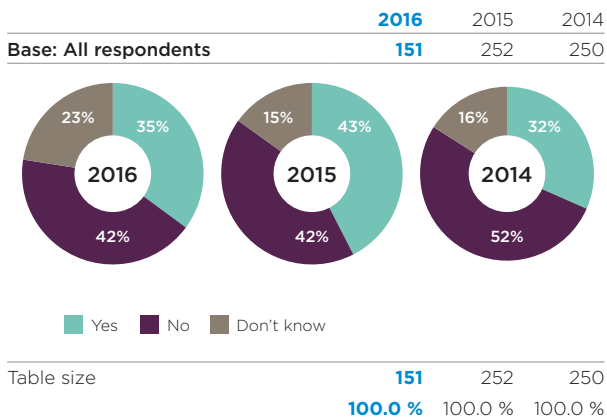
### QD.2 Which of the following forms of debt / credit, if any, are you still paying?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Mortgage/bond	<b>4</b>	9	10
	<b>2,6%</b>	3,6%	4,0%
Credit cards	<b>41</b>	34	21
	<b>27,2%</b>	13,5%	8,4%
Store accounts (e.g. Edgars, Truworths)	<b>41</b>	45	40
	<b>27,2%</b>	17,9%	16,0%
Personal loans	<b>7</b>	12	10
	<b>4,6%</b>	4,8%	4,0%
Vehicle / other movable asset finance	<b>11</b>	24	20
	<b>7,3%</b>	9,5%	8,0%
Education for children / grandchildren	<b>30</b>	25	-
	<b>19,9%</b>	9,9%	-
Other	<b>4</b>	1	2
	<b>2,6%</b>	0,4%	0,8%
None	<b>67</b>	143	171
	<b>44,4%</b>	56,7%	68,4%
Don't know	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	0,4%
Table size	<b>205</b>	293	275
	<b>135,8%</b>	116,3%	110,0%

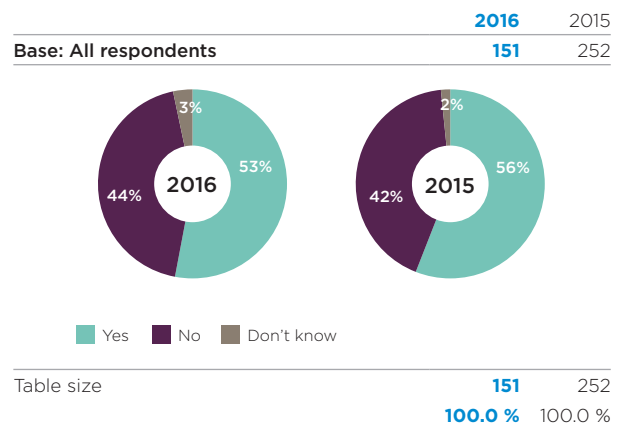
**QD.3 What percentage of your monthly income do you estimate is going towards paying off debt?**



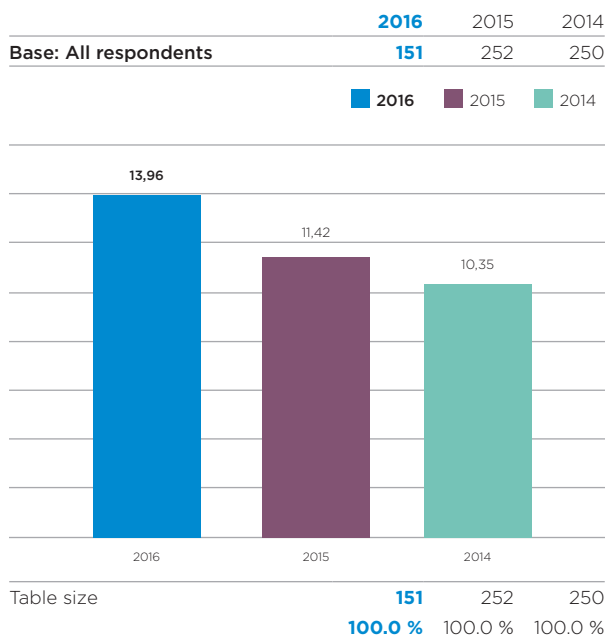
**QD.4 Do you believe that you have saved enough capital to last for the rest of your life?**



**QD.5 Now that you are retired, have you been able to maintain the standard of living from your retirement income that you enjoyed before you retired?**



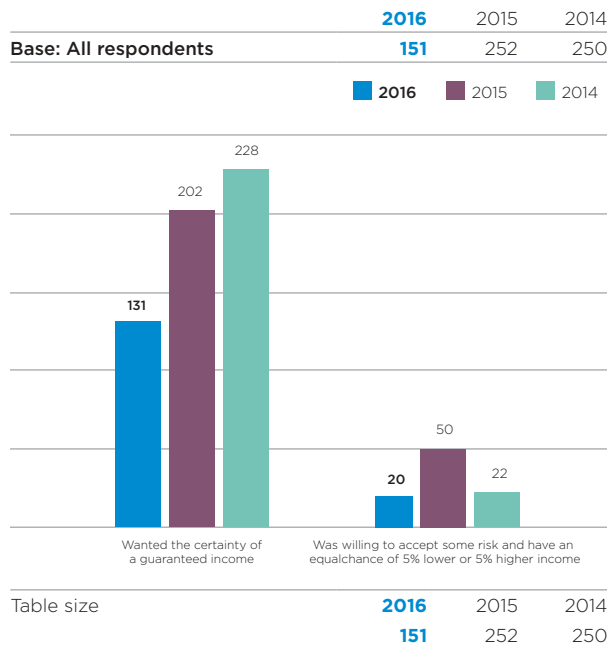
### QD.6 In your opinion, what multiple of final annual salary do you need to retire?



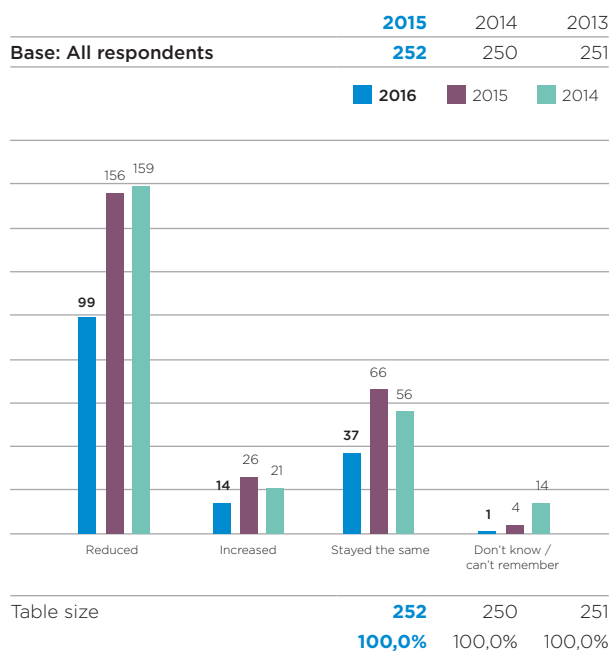
### QD.7 Which of the following best describes your final personal monthly salary before taxes at the point of retirement?

	2016	2015	2014
Base: All respondents	151	252	250
R1 000-R2 999	0	6	10
	0,0%	2,4%	4,0%
R3 000-R5 999	1	35	43
	0,7%	13,9%	17,2%
R6 000- R9 999	3	76	69
	2,0%	30,2%	27,6%
R10 000-R19 999	49	77	65
	32,5%	30,6%	26,0%
R20 000-R24 999	34	19	24
	22,5%	7,5%	9,6%
R25 000-R39 999	52	20	26
	34,4%	7,9%	10,4%
R40 000 +	10	10	8
	6,6%	4,0%	3,2%
Refused	1	9	5
	0,7%	3,6%	2,0%
Don't know	1	0	0
	0,7%	0,0%	0,0%
Mean	R 24 621	R 14 239	R 14 227
Table size	151	252	250
	100,0%	100,0%	100,0%

### QD.8 When you retired, did you want the certainty of having a guaranteed income or were you willing to accept some risk and have an equal chance of a 5% lower or 5% higher income?



### QD.9a At the point of retirement, did your personal monthly income reduce, increase or stay the same?



**QD.9b Why did your personal monthly income reduce at retirement?**

	2016	2015
<b>Base: All whose monthly income reduced at retirement</b>	<b>99</b>	156
Market downturn	<b>22</b> <b>22,2%</b>	35 22,4%
Spent the lump sum	<b>20</b> <b>20,2%</b>	30 19,2%
Took too many withdrawal benefits in cash each time I resigned from an employer during my working life	<b>3</b> <b>3,0%</b>	5 3,2%
Providing financial support for children or parents	<b>16</b> <b>16,2%</b>	20 12,8%
Retirement income is not keeping up with inflation	<b>58</b> <b>58,6%</b>	94 60,3%
I still have pre-retirement debt that I have to settle	<b>17</b> <b>17,2%</b>	30 19,2%
Other	<b>3</b> <b>3,0%</b>	2 1,2%
None / don't know	<b>0</b> <b>0,0%</b>	11 7,1%
Table size	<b>139</b> <b>140,4%</b>	227 145,5%

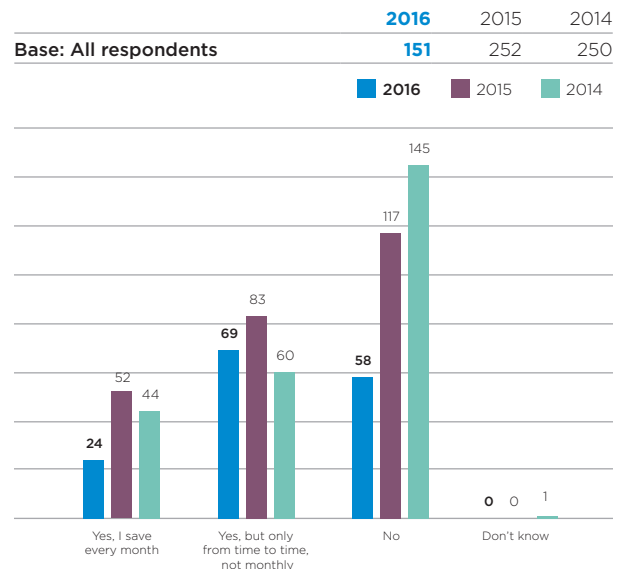
**QD.10a Is there a shortfall between your current monthly retirement income and your monthly living expenses?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Yes	<b>73</b> <b>48,3%</b>	113 44,8%	148 59,2%
No	<b>77</b> <b>51,0%</b>	138 54,8%	98 39,2%
Don't know	<b>1</b> <b>0,7%</b>	1 0,4%	4 1,6%
Table size	<b>151</b> <b>100,0%</b>	252 100,0%	250 100,0%

**QD.10b How do you deal with this shortfall?**

	2016	2015	2014
<b>Base: All who have a shortfall</b>	<b>73</b>	113	148
Cut back on non-essential expenses	<b>61</b> <b>83,6%</b>	83 73,5%	105 70,9%
Have to dig into my other savings / investments	<b>26</b> <b>35,6%</b>	25 22,1%	16 10,8%
Ask friends or relatives for financial assistance	<b>6</b> <b>8,2%</b>	19 16,8%	24 16,2%
Cancelled my private medical aid and rely on the State for healthcare	<b>6</b> <b>8,2%</b>	9 8,0%	17 11,5%
Work to supplement my income	<b>19</b> <b>26,0%</b>	18 15,9%	39 26,4%
Sell / pawn personal possessions such as jewellery or appliances	<b>0</b> <b>0,0%</b>	0 0,0%	2 1,4%
Sold my home / property	<b>0</b> <b>0,0%</b>	8 7,1%	4 2,7%
Sold my car and now rely on public transport	<b>0</b> <b>0,0%</b>	0 0,0%	1 0,7%
Live frugally and go hungry at times	<b>0</b> <b>0,0%</b>	0 0,0%	1 0,7%
Other	<b>0</b> <b>0,0%</b>	1 0,9%	3 2,0%
Table size	<b>118</b> <b>161,6%</b>	163 144,2%	212 143,2%

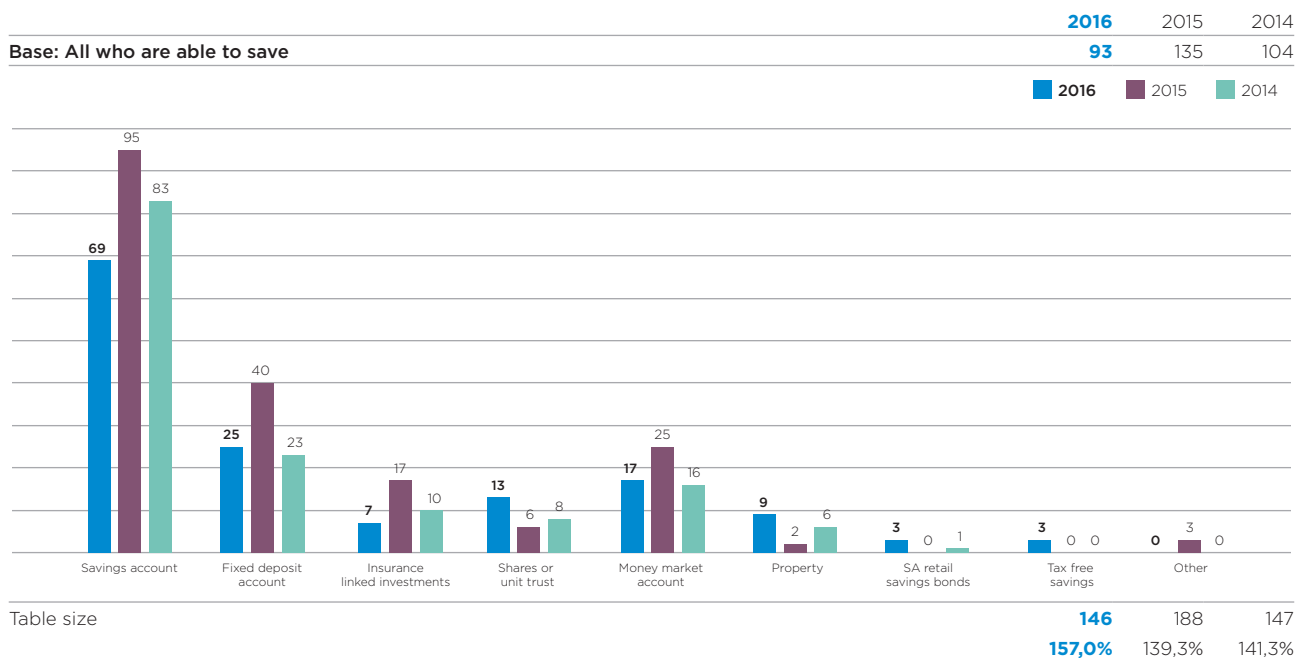
**QD.11a Considering your current monthly retirement income, do you still manage to save any money each month?**



**Summary**

Any Yes	<b>93</b> <b>61,6%</b>	135 53,6%	104 41,6%
Table size	<b>151</b> <b>100,0%</b>	252 100,0%	250 100,0%

## QD.11b How do you invest your savings?



## QD.12 What are the top three expenses for pensioners?

	2016	2015
<b>Base: All respondents</b>	<b>151</b>	252
Groceries, food and other household products	<b>121</b>	203
	<b>80,1%</b>	80,6%
Mortgage / bond	<b>5</b>	10
	<b>3,3%</b>	4,0%
Rent / accommodation	<b>6</b>	42
	<b>4,0%</b>	16,7%
Vehicles and transport	<b>19</b>	67
	<b>12,6%</b>	26,6%
Medical aid contributions	<b>82</b>	72
	<b>54,3%</b>	28,6%
Healthcare expenses not covered under medical aid	<b>25</b>	50
	<b>16,6%</b>	19,8%
Education for children / grandchildren	<b>20</b>	24
	<b>13,2%</b>	9,5%
Savings	<b>4</b>	17
	<b>2,6%</b>	6,7%
Insured benefits, such as life insurance, funeral plan	<b>34</b>	52
	<b>22,5%</b>	20,6%
Financial assistance to family / friends / dependants	<b>9</b>	18
	<b>6,0%</b>	7,1%
Leisure and entertainment	<b>7</b>	10
	<b>4,6%</b>	4,0%
Utilities and municipal expenses (e.g. electricity, rates, taxes)	<b>113</b>	176
	<b>74,8%</b>	69,8%
Telephone	<b>5</b>	10
	<b>3,3%</b>	4,0%
Other	<b>3</b>	5
	<b>2,0%</b>	2,0%
Table size	<b>453</b>	756
	<b>300,0%</b>	300,0%



# Section E

## Lump sum benefits and annuities

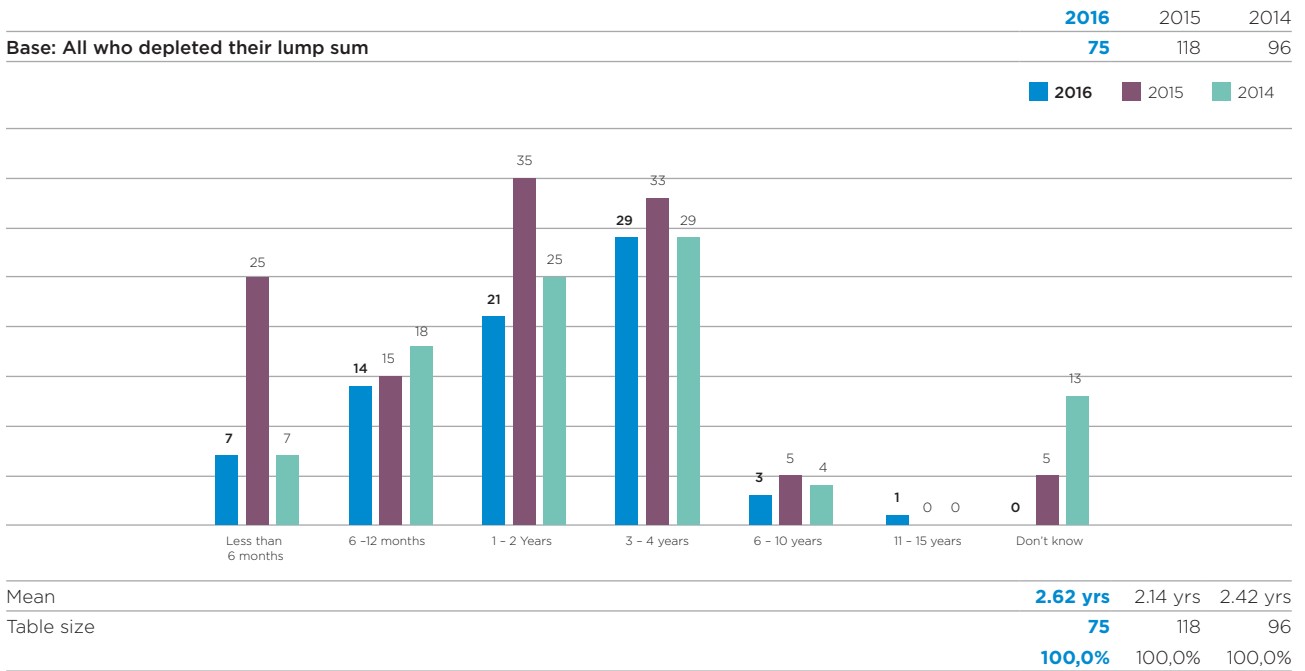
**QE.1 At retirement you would have received a lump sum. This would have been either one third of the total value of your pension fund or the full value of your provident fund. What have you done with the lump sum value you received?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Bought property	<b>0</b>	5	3
	<b>0,0%</b>	2,0%	1,2%
Settled or reduced mortgage bond	<b>57</b>	98	71
	<b>37,7%</b>	38,9%	28,4%
Made home improvements	<b>62</b>	96	74
	<b>41,1%</b>	38,1%	29,6%
Gave a lump sum to dependants / family	<b>20</b>	31	28
	<b>13,2%</b>	12,3%	11,2%
Travel	<b>21</b>	17	19
	<b>13,9%</b>	6,7%	7,6%
Reduced short-term debt (e.g. car, credit cards, loans)	<b>54</b>	88	71
	<b>35,8%</b>	34,9%	28,4%
Started own business	<b>18</b>	16	10
	<b>11,9%</b>	6,3%	4,0%
Invested in other 'non-retirement' savings or investment products	<b>55</b>	57	66
	<b>36,4%</b>	22,6%	26,4%
Spent it on living expenses	<b>41</b>	86	88
	<b>27,2%</b>	34,1%	35,2%
Did not take 1/3 lump sum, used full amount to buy an annuity	<b>12</b>	18	28
	<b>7,9%</b>	7,1%	11,2%
Other	<b>2</b>	4	1
	<b>1,3%</b>	1,6%	0,4%
Don't know	<b>0</b>	3	3
	<b>0,0%</b>	1,2%	1,2%
<b>Summary</b>			
Any invested	<b>112</b>	155	151
	<b>74,2%</b>	61,5%	60,4%
Any reduced debt	<b>83</b>	151	123
	<b>55,0%</b>	59,9%	49,2%
Table size	<b>342</b>	519	462
	<b>226,5%</b>	206,0%	184,8%

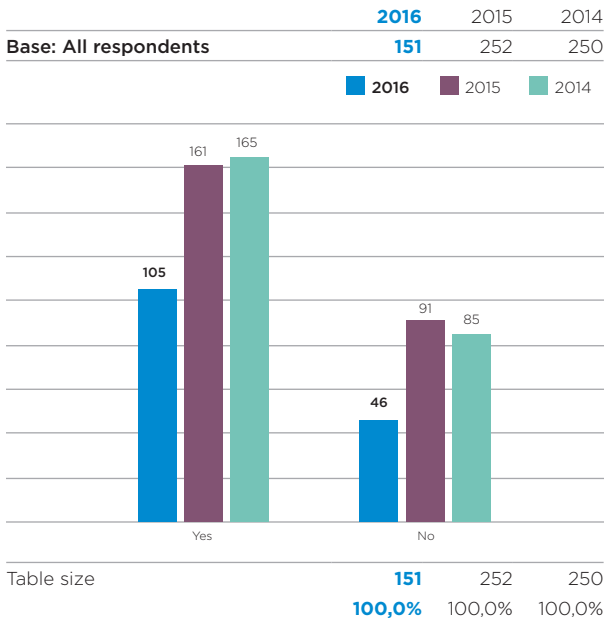
**QE.2a Have you depleted your lump sum yet?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Yes	<b>75</b>	118	96
	<b>49,7%</b>	46,8%	38,4%
No	<b>74</b>	134	145
	<b>49,0%</b>	53,2%	58,0%
Not applicable	<b>2</b>	0	9
	<b>1,3%</b>	0,0%	3,6%
Table size	<b>151</b>	252	250
	<b>100,0%</b>	100,0%	100,0%

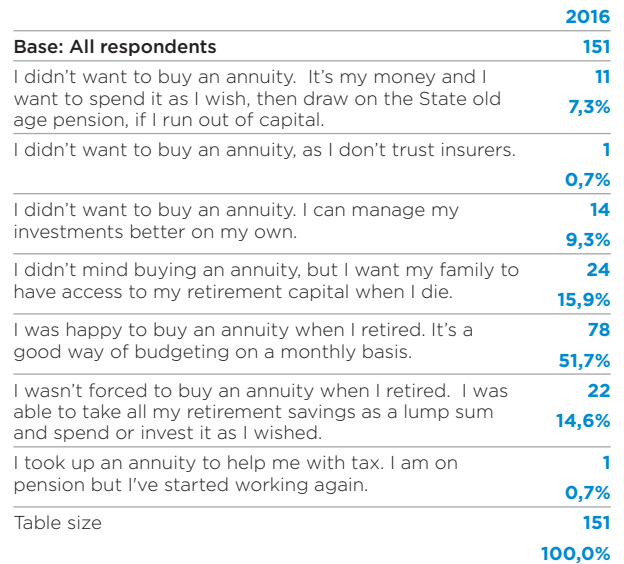
### QE.2b How long did it take after retirement to deplete your lump sum?



### QE.3 When you were going on retirement did you understand the various options available to you in terms of the different types of annuity (pension) that you could choose?



### QE.4 Which of the following best describes your feelings about having to buy an annuity when you retired?



### QE.5a What type of annuity (pension) did you choose when you went on retirement?

	2016	2015
<b>Base: All respondents</b>	<b>151</b>	252
Level annuity, one that does not increase every year	30 19,9%	35 13,9%
Guaranteed escalation annuity, where you receive a fixed interest every year, say 5%	58 38,4%	95 37,7%
Inflation linked annuity, where your increase is guaranteed to equal inflation (or a fraction of it)	46 30,5%	59 23,4%
With-profit annuity, where your increase is determined by an insurer depending on investment returns	12 7,9%	12 4,8%
Investment Linked Living Annuity (ILLA), where you can withdraw between 2.5% and 17.5% of your capital annually	9 6,0%	13 5,2%
Combination of the above	3 2,0%	3 1,2%
Don't know	5 3,3%	35 13,9%
Table size	163 107,9%	252 100,0%

### QE.5b What was the biggest determining factor when choosing your annuity (pension)?

	2016
<b>Base: All respondents</b>	<b>151</b>
Maximising the level of income at the point of retirement	29 19,2%
Avoiding the risk of outliving your capital	56 37,1%
The possibility of leaving some capital behind for your estate on death	14 9,3%
Targeting pension increases in line with inflation to allow you to maintain the cost of living	33 21,9%
Targeting pension increases that are as high as possible	4 2,6%
Providing pensions for your spouse and/or child	6 4,0%
Other	2 1,3%
Can't remember	7 4,6%
Table size	151 100,0%

### QE.6a Why did you choose an Investment Linked Living Annuity?

	2016	2015	2014
<b>Base: All who chose an ILLA</b>	<b>11</b>	13	13
The living annuity was the only option the adviser presented to me	0 0,0%	2 15,4%	-
Chose living annuity because of high drawdown rates	3 27,3%	3 23,1%	-
Not fair that the insurer gets all the money in the event of my death / wanted the bulk of my money to go to my beneficiaries	0 0,0%	1 7,7%	1 7,7%
Advised to do so	0 0,0%	3 23,1%	5 38,5%
Wanted flexibility in terms of investment choices and income	4 36,4%	0 0,0%	8 61,5%
I needed a higher withdrawal rate to maintain my standard of living	4 36,4%	5 38,5%	0 0,0%
A guaranteed annuity did not provide sufficient income	1 9,1%	-	-
Don't know	1 9,1%	1 7,7%	0 0,0%
Table size	13 118,2%	15 115,4%	14 107,7%

### QE.6b What steps are you taking to ensure that your Investment Linked Living Annuity lasts throughout your lifetime?

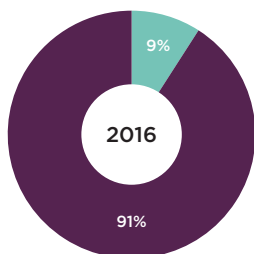
	2016	2015	2014
<b>Base: All who chose an ILLA</b>	<b>11</b>	13	13
Drawdown the minimum amount	5 45,5%	3 23,1%	1 7,7%
Use other income/investment sources for certain expenses	3 27,3%	1 7,7%	4 30,8%
I have chosen an investment strategy that gives returns that outperform inflation	4 36,4%	2 15,4%	2 15,4%
I follow advice from my adviser	3 27,3%	7 53,8%	4 30,8%
Not taking any specific measures, just hoping for the best	0 0,0%	0 0,0%	2 15,4%
Table size	15 136,4%	13 100,0%	13 100,0%

### QE.6c What is your current drawdown rate?

	2016	2015	2014
<b>Base: All who chose an ILLA</b>	<b>11</b>	13	13
1%	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	7,7%
2%	<b>0</b>	0	2
	<b>0,0%</b>	0,0%	15,4%
2,5%	<b>3</b>	-	-
	<b>27,3%</b>		
3%	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	7,7%
4%	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	7,7%
5%	<b>2</b>	7	4
	<b>18,2%</b>	53,8%	30,8%
6%	<b>1</b>	1	0
	<b>9,1%</b>	7,7%	0,0%
8%	<b>2</b>	0	1
	<b>18,2%</b>	0,0%	7,7%
10%	<b>1</b>	2	2
	<b>9,1%</b>	15,4%	15,4%
13%	<b>0</b>	0	1
	<b>0,0%</b>	0,0%	7,7%
15%	<b>1</b>	1	0
	<b>9,1%</b>	7,7%	0,0%
17%	<b>1</b>	-	-
	<b>9,1%</b>		
Don't know	<b>0</b>	2	0
	<b>0,0%</b>	15,4%	0,0%
Mean	<b>7,41</b>	6,91	5,62
Table size	<b>11</b>	13	13
	<b>100,0%</b>	100,0%	100,0%

### QE.6d Has your drawdown rate changed since you retired?

**2016**  
Base: All who chose an ILLA **11**



Yes No

Table size **11**  
**100,0%**

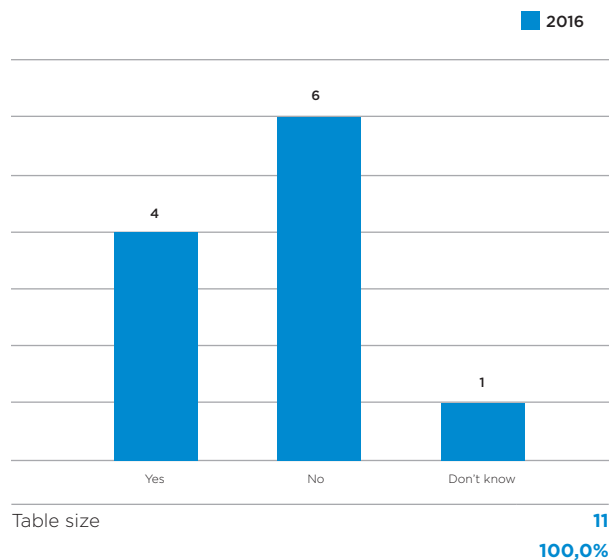
### QE.6e Only ONE respondent's draw down rate had changed. The initial draw down rate was 5%.

### QE.6f How do you establish the drawdown rate?

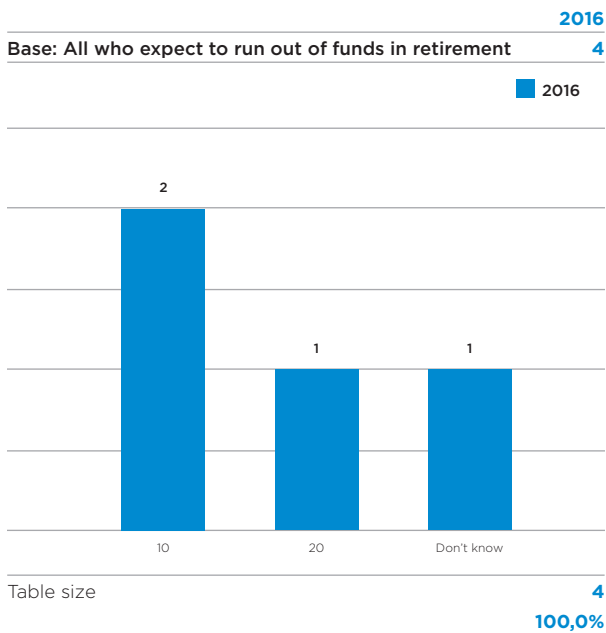
	2016	2015
<b>Base: All who chose an ILLA</b>	<b>11</b>	13
Try to maintain the same drawdown rate	<b>7</b>	6
	<b>63,6%</b>	46,2%
Understand that market influence has an impact on the drawdown for the following year	<b>5</b>	1
	<b>45,5%</b>	7,7%
Change the drawdown rate year-on-year to ensure I have the same level of income	<b>1</b>	5
	<b>9,1%</b>	38,5%
Don't know	<b>1</b>	2
	<b>9,1%</b>	15,4%
Table size	<b>14</b>	14
	<b>127,3%</b>	107,7%

### QE.6g Do you anticipate running out of funds in retirement?

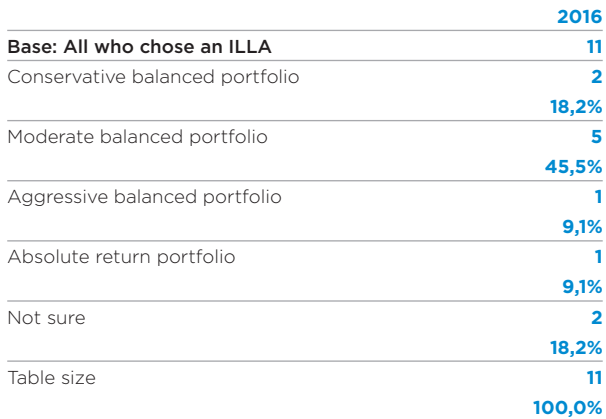
**2016**  
Base: All who chose an ILLA **11**



**QE.6h For how many years do you expect to have a sustainable income in retirement?**



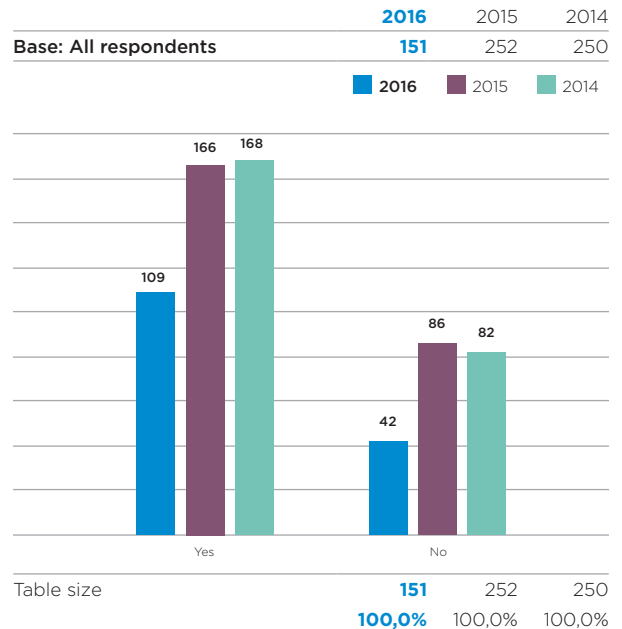
**QE.6i Which of the following best describes the underlying portfolio in your living annuity?**



**QE.7a What was the total amount that you invested in your annuity (pension)?**

	2016	2015	2014
Base: All respondents	151	252	250
Less than R100,000	1	13	19
	0,7%	5,2%	7,6%
Between R100,000 - R250,000	7	23	38
	4,6%	9,1%	15,2%
Between R250,001 - R500,000	21	54	56
	13,9%	21,4%	22,4%
Between R500,001 - R750,000	24	33	35
	15,9%	13,1%	14,0%
Between R750,001 - R1,000,000	28	37	32
	18,5%	14,7%	12,8%
Between R1,000,001 - R5,000,000	62	45	27
	41,1%	17,9%	10,8%
Greater than R5,000,000	5	8	6
	3,3%	3,2%	2,4%
Don't know	3	37	36
	2,0%	14,7%	14,4%
Refused	0	2	1
	0,0%	0,8%	0,4%
Mean	R1 838 851	R1 281 338	R959 977
Table size	151	252	250
	100,0%	100,0%	100,0%

**QE.7b Were you happy with the monthly income you received from the annuity, given the capital amount you invested?**





### QE.8 What percentage increase do you expect to receive annually on your pension / annuity payouts?

	2016	2015
<b>Base: All respondents</b>	<b>151</b>	252
Half the inflation %	<b>6</b>	25
	<b>4,0%</b>	9,9%
Inflation %	<b>38</b>	53
	<b>25,2%</b>	21,0%
Inflation plus 1%	<b>36</b>	28
	<b>23,8%</b>	11,1%
Inflation plus 2%	<b>26</b>	49
	<b>17,2%</b>	19,4%
Inflation plus 3%	<b>2</b>	-
	<b>1,3%</b>	
Inflation plus 5%	<b>1</b>	-
	<b>0,7%</b>	
Don't know	<b>42</b>	97
	<b>27,8%</b>	38,5%
Table size	<b>151</b>	252
	<b>100,0%</b>	100,0%

### QE.9a Does your pension / chosen annuity product provide a spouse's pension in the event of your death?

	2016	2015	2014
<b>Base: All those who do not have an ILLA</b>	<b>141</b>	239	250
<b>Base pre 2015: All respondents</b>			

Response	2016	2015	2014
Yes	65	99	110
No	63	94	117
Don't know	13	46	23

Table size	<b>141</b>	239	250
	<b>100,0%</b>	100,0%	100,0%

### QE.9b What proportion of your pension/ annuity income would your spouse receive?

	2016	2015	2014
<b>Base: All whose annuity product provides a spouse's pension</b>	<b>65</b>	99	110
00.01 - 24.99 %	<b>0</b>	2	3
	<b>0,0%</b>	2,0%	2,7%
25%	<b>1</b>	2	0
	<b>1,5%</b>	2,0%	0,0%
25.01 - 49.99 %	<b>5</b>	6	6
	<b>7,7%</b>	6,1%	5,5%
50%	<b>13</b>	34	27
	<b>20,0%</b>	34,3%	24,5%
50.01 - 74.99 %	<b>10</b>	5	13
	<b>15,4%</b>	5,1%	11,8%
75%	<b>4</b>	1	11
	<b>6,2%</b>	1,0%	10,0%
75.01 - 99.99 %	<b>4</b>	1	4
	<b>6,2%</b>	1,0%	3,6%
100%	<b>6</b>	4	10
	<b>9,2%</b>	4,0%	9,1%
Don't know	<b>22</b>	44	36
	<b>33,8%</b>	44,4%	32,7%
Mean	<b>64,1</b>	52,1	62,7
Table size	<b>65</b>	99	110
	<b>100,0%</b>	100,0%	100,0%

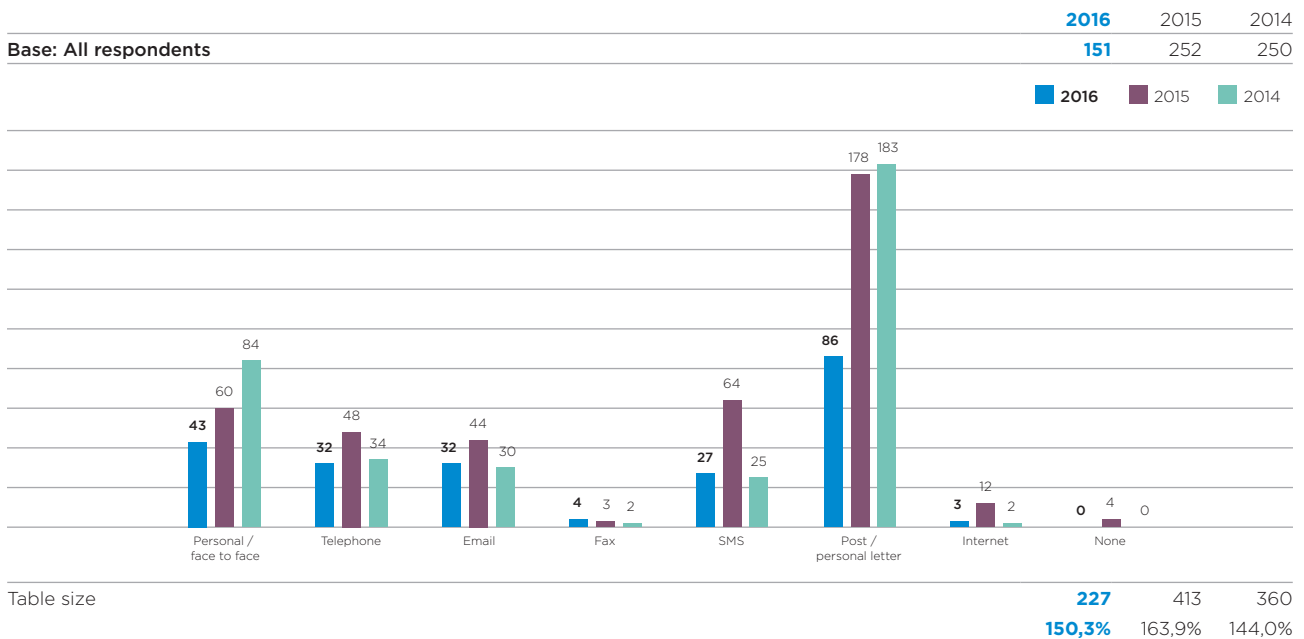
# Section F

# Communication

## QF.1 What type of information / communication do you want to receive from your retirement annuity/ pension provider?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Pension statement	<b>91</b>	156	145
	<b>60,3%</b>	61,9%	58,0%
Pension increases	<b>85</b>	135	101
	<b>56,3%</b>	53,6%	40,4%
Investment reports	<b>43</b>	78	69
	<b>28,5%</b>	31,0%	27,6%
Annual report from Trustees	<b>33</b>	41	47
	<b>21,9%</b>	16,3%	18,8%
Explanation of definitions	<b>25</b>	42	25
	<b>16,6%</b>	16,7%	10,0%
Annuity valuation reports	<b>33</b>	46	43
	<b>21,9%</b>	18,3%	17,2%
Special interest / ad hoc information	<b>30</b>	36	43
	<b>19,9%</b>	14,3%	17,2%
None of the above	<b>0</b>	2	1
	<b>0,0%</b>	0,8%	0,4%
Don't know	<b>1</b>	2	5
	<b>0,7%</b>	0,8%	2,0%
Table size	<b>341</b>	538	479
	<b>225,8%</b>	213,5%	191,6%

## QF.2 How do you want to receive information on matters relating to your annuity / pension?



## QF.3 Who would you contact with any queries related to your retirement annuity / pension?

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Personal financial adviser / broker	<b>75</b>	109	98
	<b>49,7%</b>	43,3%	39,2%
Intermediary appointed by the retirement fund	<b>11</b>	17	22
	<b>7,3%</b>	6,7%	8,8%
Trustees of the fund	<b>15</b>	23	30
	<b>9,9%</b>	9,1%	12,0%
Human Resources officer at your previous employer	<b>27</b>	69	75
	<b>17,9%</b>	27,4%	30,0%
Fund administrator	<b>15</b>	37	37
	<b>9,9%</b>	14,7%	14,8%
Pensions Department at the company's Employee Benefits Division	<b>21</b>	30	30
	<b>13,9%</b>	11,9%	12,0%
Other	<b>2</b>	4	7
	<b>1,3%</b>	1,6%	2,8%
Nobody / won't seek advice	<b>12</b>	24	15
	<b>7,9%</b>	9,5%	6,0%
Don't know	<b>0</b>	0	8
	<b>0,0%</b>	0,0%	3,2%
<b>Summary</b>			
Any financial adviser	<b>85</b>	125	116
	<b>56,3%</b>	49,6%	46,4%
Company staff	<b>59</b>	110	112
	<b>39,1%</b>	43,7%	44,8%
Table size	<b>178</b>	313	322
	<b>117,9%</b>	124,2%	128,8%

# Section G

## Wrap up

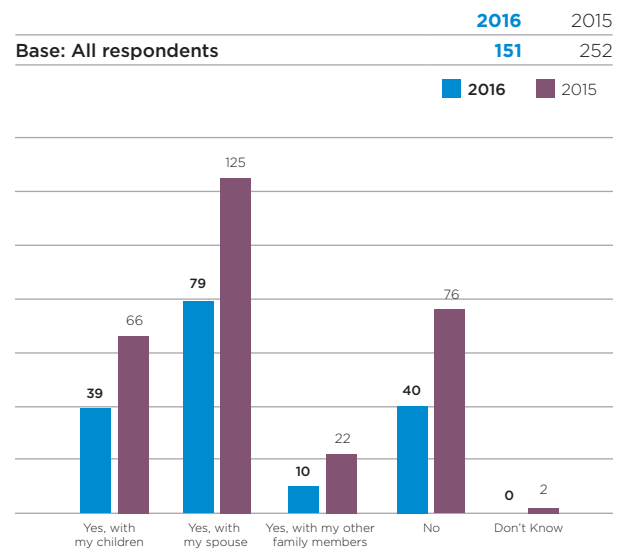
**QG.1 Thinking back on your own experience, the way you planned for retirement and the choices you made at the point of retirement, what SINGLE piece of financial planning advice would you give to young adults starting their careers i.e. people aged about 25 years?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	250	250
Do not have debt/credit	4 2,6%	6 2,4%	2 0,8%
Invest from an earlier age	17 11,3%	23 9,1%	34 13,6%
Invest in property	7 4,6%	14 5,6%	5 2,0%
Invest offshore	0 0,0%	1 0,4%	0 0,0%
Make more enquiries / learn more about investing for retirement	16 10,6%	19 7,5%	21 8,4%
Put more money into retirement savings	10 6,6%	28 11,1%	22 8,8%
Save from an earlier age	37 24,5%	54 21,4%	55 22,0%
Save regularly	5 3,3%	12 4,8%	16 6,4%
Plan for retirement / seek professional advice	10 6,6%	11 4,4%	17 6,8%
Start planning earlier for retirement at an earlier age	25 16,6%	50 19,8%	40 16,0%
Take out more / separate insurance policies	10 6,6%	18 7,1%	19 7,6%
Buy a retirement annuity	10 6,6%	16 6,3%	17 6,8%
Other	0 0,0%	0 0,0%	2 0,8%
Table size	<b>151</b> <b>100,0%</b>	252 100,0%	250 100,0%

**QG.2 Which of the following options would you have preferred at retirement?**

	2016	2015	2014
<b>Base: All respondents</b>	<b>151</b>	252	250
Trustees decided/purchased an annuity, and I was given no choice	10 6,6%	46 18,3%	59 23,6%
Trustees provided a default/recommended annuity, but I could still choose to opt out	43 28,5%	71 28,2%	32 12,8%
Complete freedom of choice, with no restrictions from Trustees	98 64,9%	135 53,6%	159 63,3%
Table size	<b>151</b> <b>100,0%</b>	252 100,0%	250 100,0%

**QG.3 Have you ever discussed your financial situation with your family and, in particular, with your children?**



**Summary**

Any Yes	<b>111</b> <b>73,5%</b>	174 69,0%
Table size	<b>168</b> <b>111,3%</b>	291 115,5%

### QG.4 When did you discuss your financial situation with your family?

	2016	2015
<b>Base: All who have discussed their financial situation with their family</b>	<b>111</b>	174
During your working life	<b>69</b>	110
	<b>62,2%</b>	63,2%
Post retirement	<b>47</b>	58
	<b>42,3%</b>	33,3%
Constantly as it is an ongoing process	<b>42</b>	43
	<b>37,8%</b>	24,7%
When we have a family financial crisis or emergency	<b>3</b>	12
	<b>2,7%</b>	6,9%
When we've had a life-changing event (birth, divorce, death, marriage)	<b>4</b>	9
	<b>3,6%</b>	5,2%
Don't know / can't remember	<b>0</b>	1
	<b>0,0%</b>	0,6%
Table size	<b>165</b>	233
	<b>148,6%</b>	133,9%

### QG.5 Why have you not discussed your financial situation with your family?

	2016	2015
<b>Base: All who have not discussed their financial situation with their family</b>	<b>40</b>	76
My spouse and children were not interested	<b>1</b>	2
	<b>2,5%</b>	2,6%
My spouse just managed everything on his/her own	<b>0</b>	1
	<b>0,0%</b>	1,3%
I make all the financial decisions so no need to consult	<b>18</b>	46
	<b>45,0%</b>	60,5%
I did not think it was important at the time	<b>16</b>	14
	<b>40,0%</b>	18,4%
We never really had much money so there was nothing to discuss	<b>3</b>	12
	<b>7,5%</b>	15,8%
No immediate family to discuss with	<b>3</b>	-
	<b>7,5%</b>	-
Not sure / don't know	<b>2</b>	4
	<b>5,0%</b>	5,3%
Table size	<b>43</b>	79
	<b>107,5%</b>	103,9%

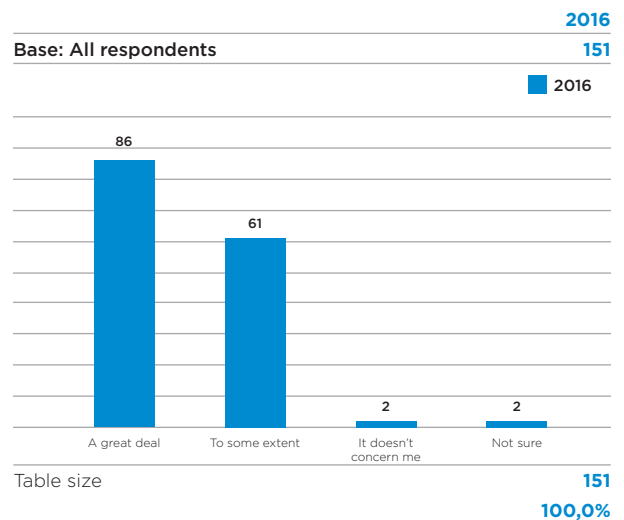
### QG.6 What role did your spouse play in your retirement planning?

	2016	2015
<b>Base: All who are married or living together</b>	<b>100</b>	151
My spouse handled all the financial aspects of retiring	<b>2</b>	2
	<b>2,0%</b>	1,3%
We planned our retirement together	<b>59</b>	93
	<b>59,0%</b>	61,6%
We each planned separately for our own retirement, but discussed it	<b>29</b>	35
	<b>29,0%</b>	23,2%
We did not discuss retirement planning at all	<b>10</b>	21
	<b>10,0%</b>	13,9%
Table size	<b>100</b>	151
	<b>100,0%</b>	100,0%

### QG.7 Did you consider any of the following factors in your retirement planning?

	2016	2015
<b>Base: All females</b>	<b>47</b>	76
Females tend to live longer than males on average, and therefore may spend a longer time in retirement	<b>21</b>	37
	<b>44,7%</b>	48,7%
Breaks in career for maternity leave	<b>4</b>	6
	<b>8,5%</b>	7,9%
Implications of divorce or a spouse passing away before you	<b>12</b>	24
	<b>25,5%</b>	31,6%
Differences in salary levels and the increases received between females and males	<b>10</b>	14
	<b>21,3%</b>	18,4%
None	<b>7</b>	5
	<b>14,9%</b>	6,6%
Table size	<b>54</b>	86
	<b>114,9%</b>	113,2%

### QG.8 To what extent does the current political and economic landscape cause you concern regarding your future retirement years in South Africa?











**Danie van Zyl**

Head: Guaranteed Investments  
Sanlam Employee Benefits  
T +27 21 950 2853  
E danievz@sim.sanlam.com

**Mayuri Reddy**

Marketing Strategist  
Sanlam Employee Benefits  
T +27 21 950 2988  
E mayurir@sim.sanlam.com

**Wagieda Suliman**

Market Insights  
Sanlam Employee Benefits  
T +27 21 950 2952  
E Wagieda.suliman@sanlam.co.za



2 Strand Road, Bellville 7530 | PO Box 1, Sanlamhof 7532, South Africa

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