

GLOBAL ATTITUDES TOWARD WORK AND EMPLOYMENT

Results from a 28-Country Survey

30 April, 2020

GAME CHANGERS



METHODOLOGY

- The findings in this report come from a Global Advisor survey conducted by Ipsos among 20,031 adults aged 18-74 in the United States, Canada, Malaysia, South Africa, and Turkey and 16-74 in 23 other markets, February 20 – March 3, 2020. It was carried out via the Ipsos Online Panel System in 28 markets.
- Approximately 1000+ individuals were surveyed in Australia, Brazil, Canada, China (mainland), France, Germany, Great Britain, Italy, Japan, Mexico, Spain, Sweden, and the U.S. Approximately 500+ individuals were surveyed in Argentina, Belgium, Chile, Colombia, Hungary, India, Malaysia, the Netherlands, Peru, Poland, Russia, Saudi Arabia, South Africa, South Korea, and Turkey.
- The samples in Argentina, Australia, Belgium, Canada, France, Germany, Great Britain, Hungary, Italy, Japan, the Netherlands, Poland, South Korea, Spain, Sweden, and the U.S. can be taken as representative of these countries' general adult population under the age of 75.
- The samples in Brazil, Chile, China (mainland), Colombia, India, Malaysia, Mexico, Peru, Russia, Saudi Arabia, South Africa and Turkey are more urban, more educated, and/or more affluent than the general population. The survey results for these markets should be viewed as reflecting the views of the more “connected” segment of these population.
- The data is weighted so that each market's sample composition best reflects the demographic profile of the adult population according to the most recent census data.
- Where results do not sum to 100 or the ‘difference’ appears to be +/-1 more/less than the actual, this may be due to rounding, multiple responses or the exclusion of don't knows or not stated responses.
- The precision of Ipsos online polls are calculated using a credibility interval with a poll of 1,000 accurate to +/- 3.5 percentage points and of 500 accurate to +/- 4.8 percentage points. For more information on the Ipsos use of credibility intervals, please visit the Ipsos website.
- The publication of these findings abides by local rules and regulations.

EXECUTIVE SUMMARY

As millions around the world are being furloughed or laid off due to the coronavirus pandemic, a new Ipsos survey highlights how work is more than just a paycheck for many people. Nine in ten adults (92%) surveyed across 28 countries say that work should be important in someone's life. Most workers find meaning in their occupation: globally, 70% of those who are employed say that most of what they do on a typical workday is interesting while only 30% say it is boring.

The survey also sheds light on perceptions about the age until which workers around the world expect to be employable, and would like, will need, and will be physically able to work. On average, at a global level, working adults surveyed think they will:

- Be able to find work and be considered employable until they are 49;
- Want to continue working until they are 57 before retiring;
- Need to work until they are 59 before they can retire;
- Be physically and mentally capable of working until they are 60.

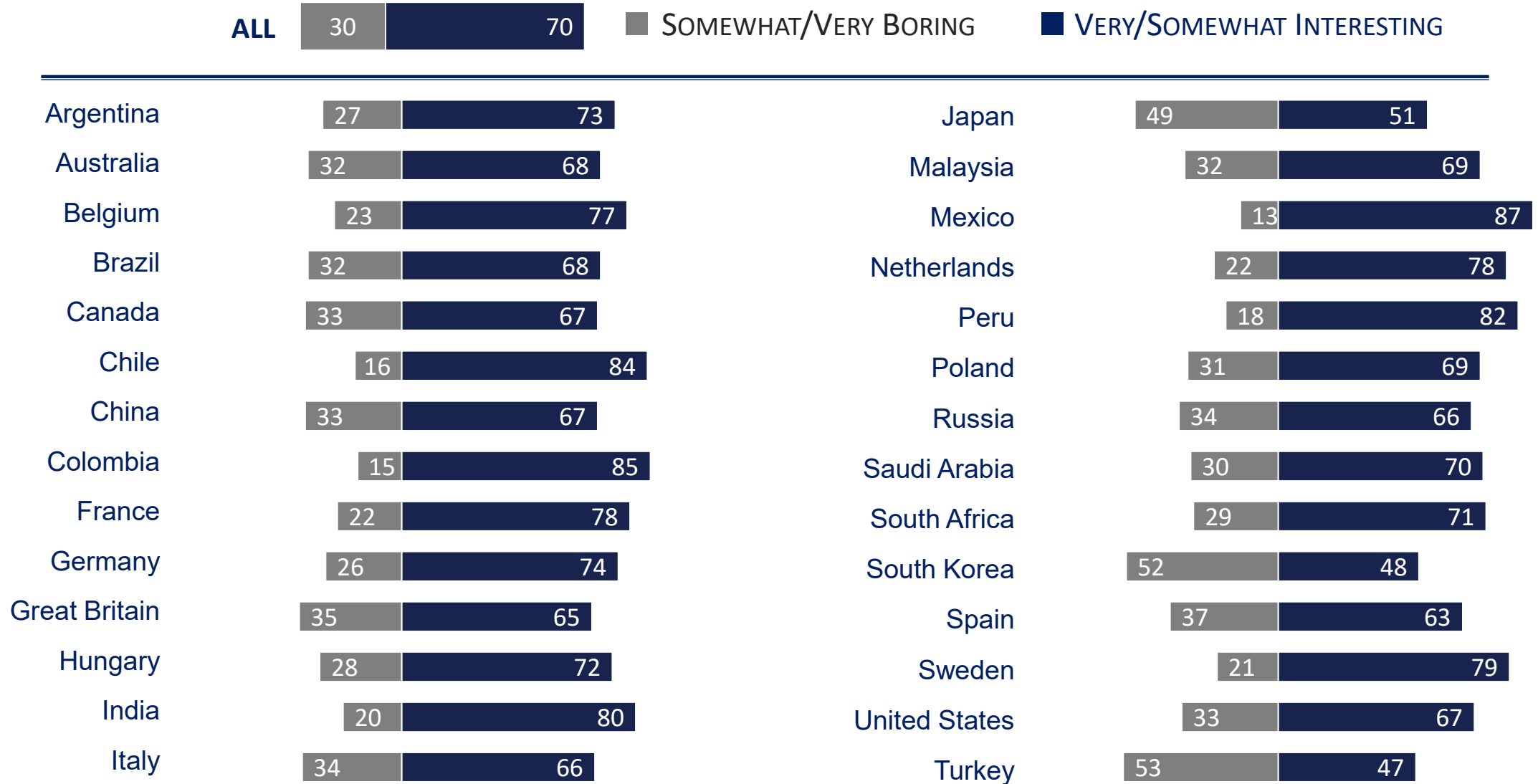
Globally, 92% of all adults surveyed (including those who are not currently employed) say that work should be very or somewhat important in someone's life. Only 8% say it is not very or not at all important.

- The countries where work is most widely viewed as important in life are Colombia and Malaysia (98%), Mexico and Peru (97%), and Argentina (96%).
- The minority view that work is not important in life is most prevalent in Germany (21%), the Netherlands (19%), and France and Japan (16% each).

1 - INTEREST IN DAILY WORK

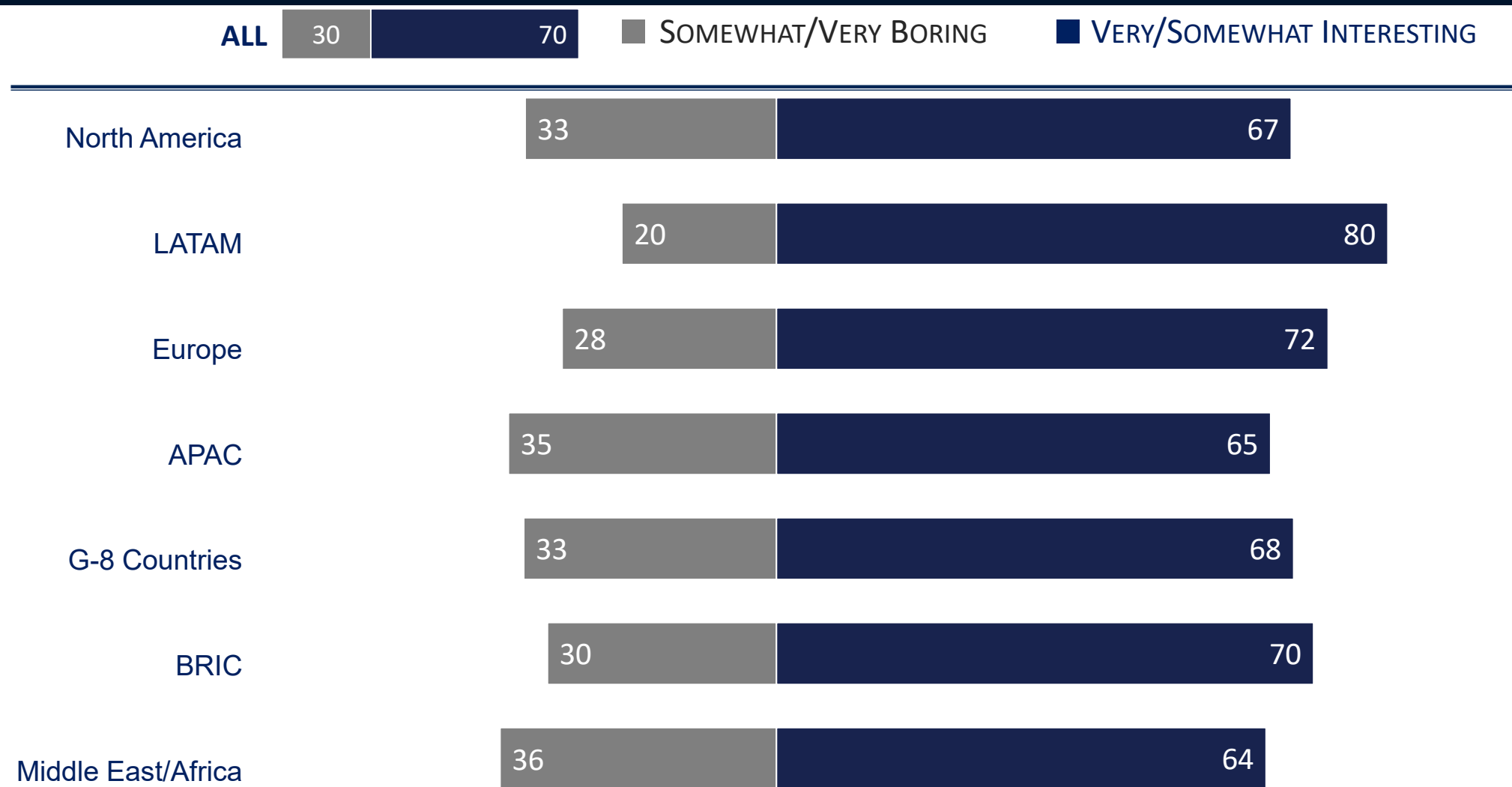


Seven out of 10 workers globally find their daily work interesting



■ How interesting or boring are most of the things you do during a typical workday?

The level of interest in one's work is comparable across all regions of the world except for LATAM where it is higher



■ How interesting or boring are most of the things you do during a typical workday?

2 – PERCEIVED AGE THRESHOLDS



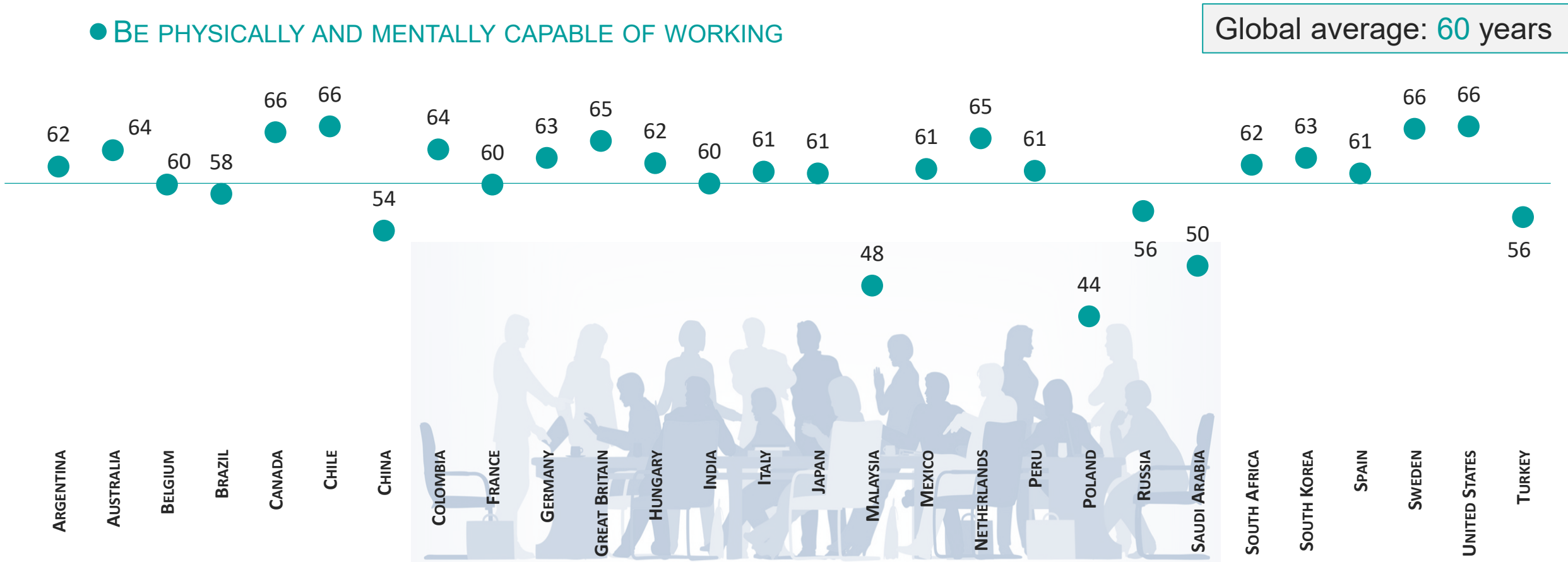
2 – What is the perceived age threshold to...

GLOBAL AVERAGE



- *Until what age do you think you will*

In most countries, the age until which respondents feel they will be physically and mentally capable of working is comparable



■ *Until what age do you think you will*

9 –

Global Attitudes Toward Work and Employment © Ipsos

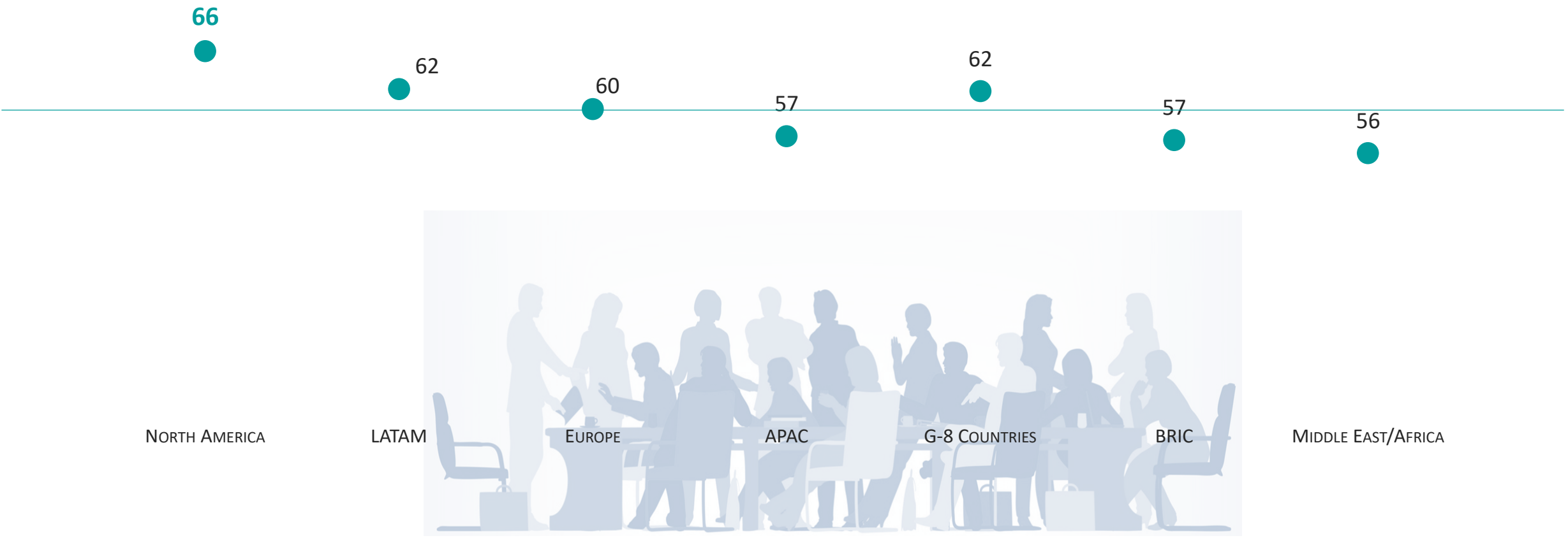
✓ MEAN AGE



There are no significant differences between regions when it comes to the age until which workers expect to be fit to work

● BE PHYSICALLY AND MENTALLY CAPABLE OF WORKING

Global average: 60 years



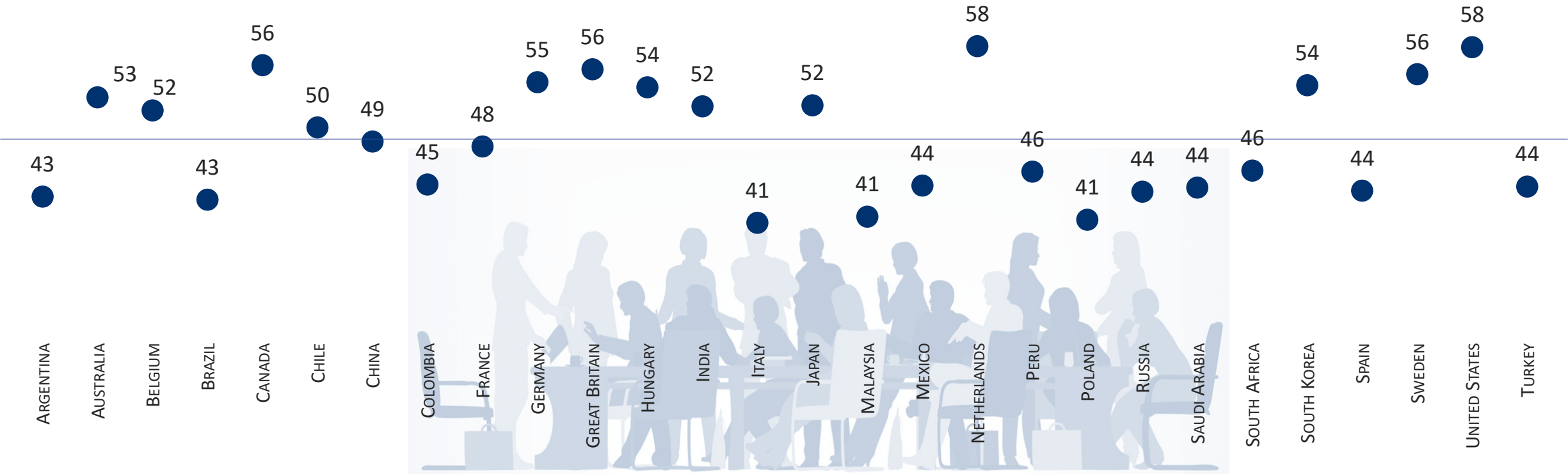
■ *Until what age do you think you will*

✓ MEAN AGE

On average, globally, the perceived maximum age to be employable is just under 50 – ranging from only 41 Italy, Malaysia and Poland to as much as 59 in the Netherlands and the United States

● BE ABLE TO FIND WORK / BE CONSIDERED EMPLOYABLE

Global average: 49 years



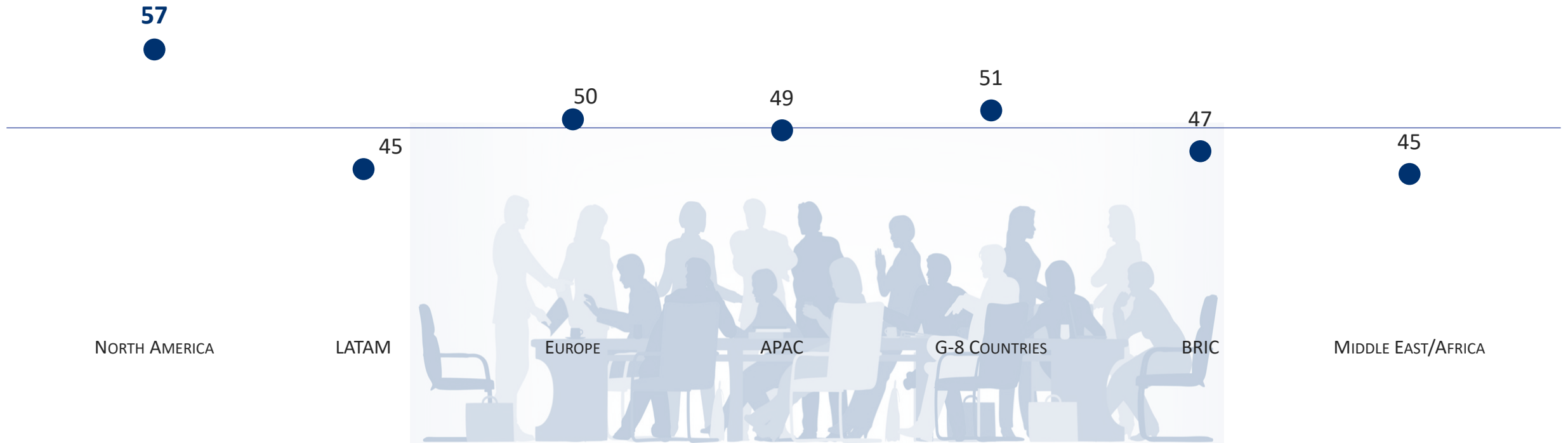
■ *Until what age do you think you will*

✓ MEAN AGE

Each of Europe, APAC and G8 shows a maximum perceived employability age that is very close to the global average of 49

- BE ABLE TO FIND WORK / BE CONSIDERED EMPLOYABLE

Global average: 49 years



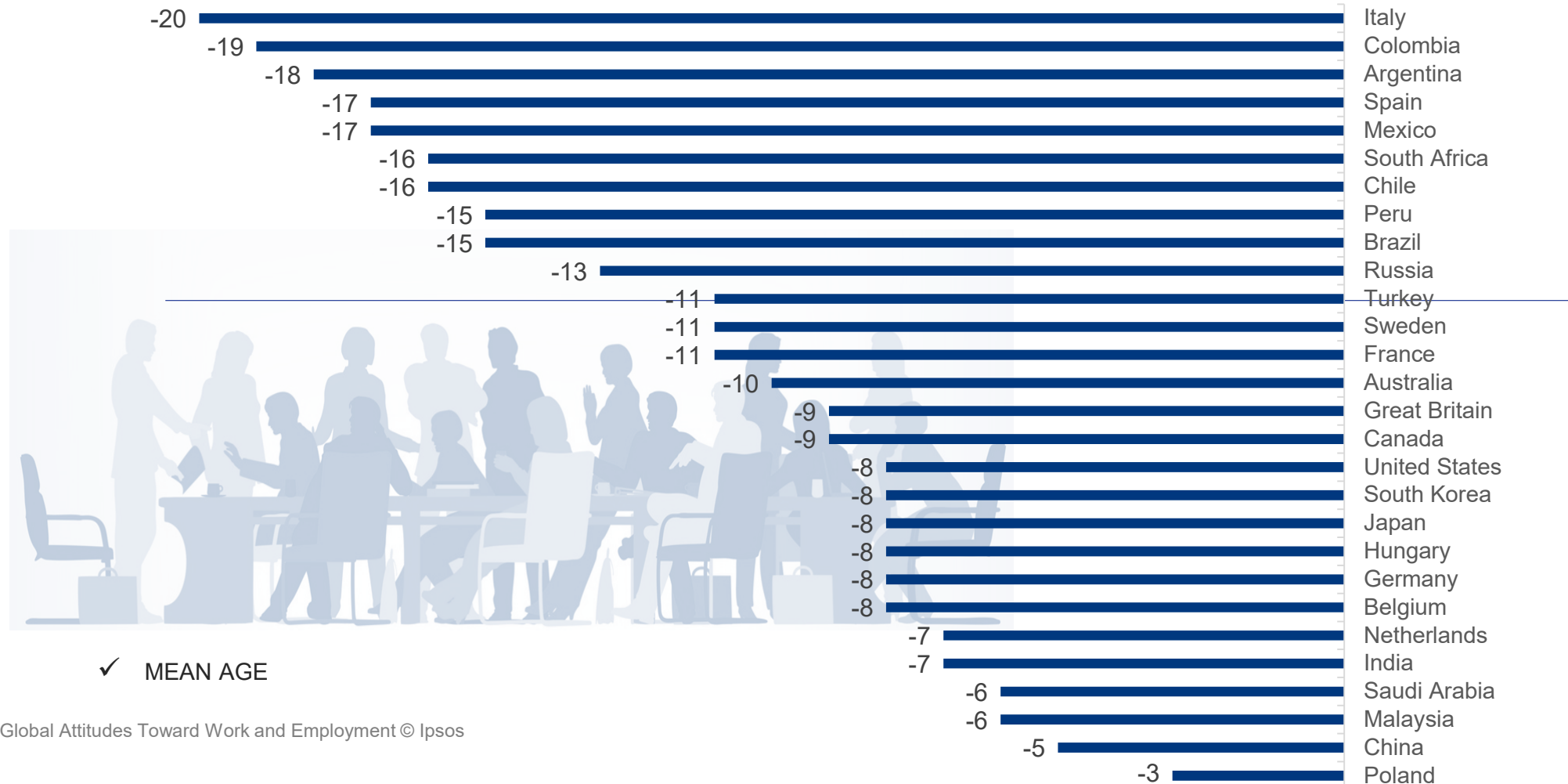
- *Until what age do you think you will*

✓ MEAN AGE

The age gap between perceived employability and expected physical and mental ability to work is 11 years globally, ranging from 20 years in Italy and Colombia to just three years in Poland and five years in China

DIFFERENCE IN PERCEIVED MAXIMUM AGES FOR
BEING ABLE TO FIND WORK VS. BEING FIT TO WORK

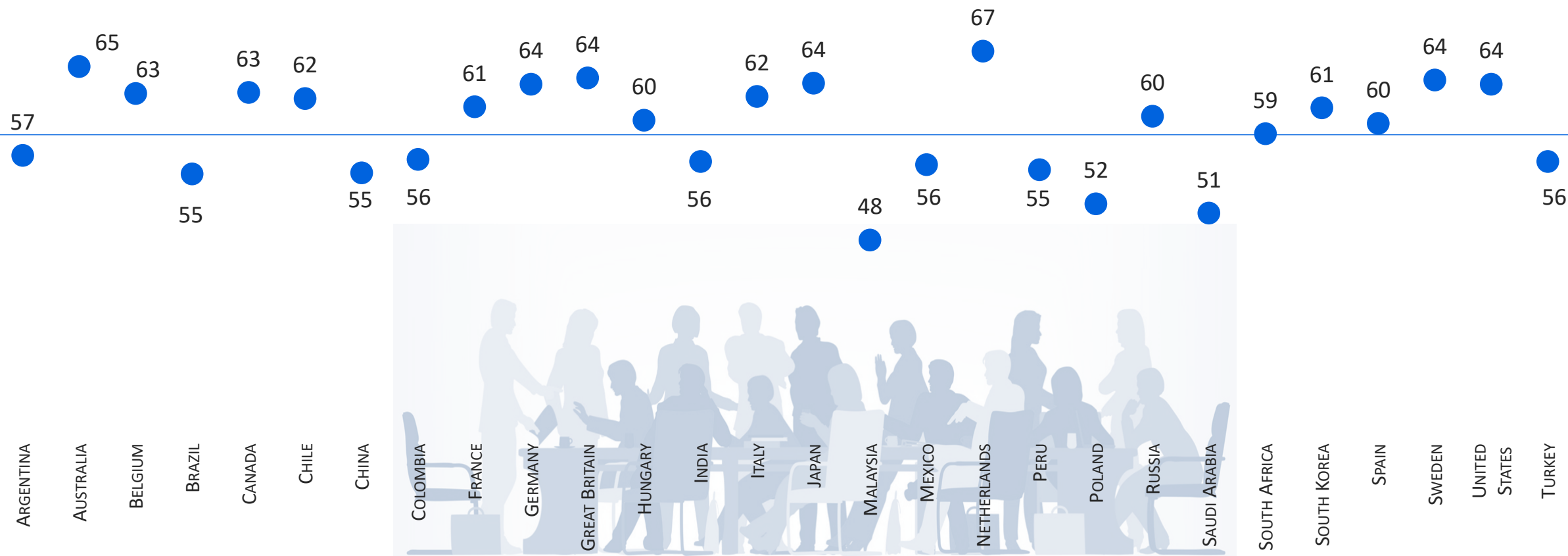
Global average age difference: **-11** years



Globally, on average, workers think they'll need to work until they're 59 before they can retire, with a difference of almost 20 years between Malaysia (48) and the Netherlands (67)

● NEED TO WORK BEFORE YOU CAN RETIRE

Global average: 59 years



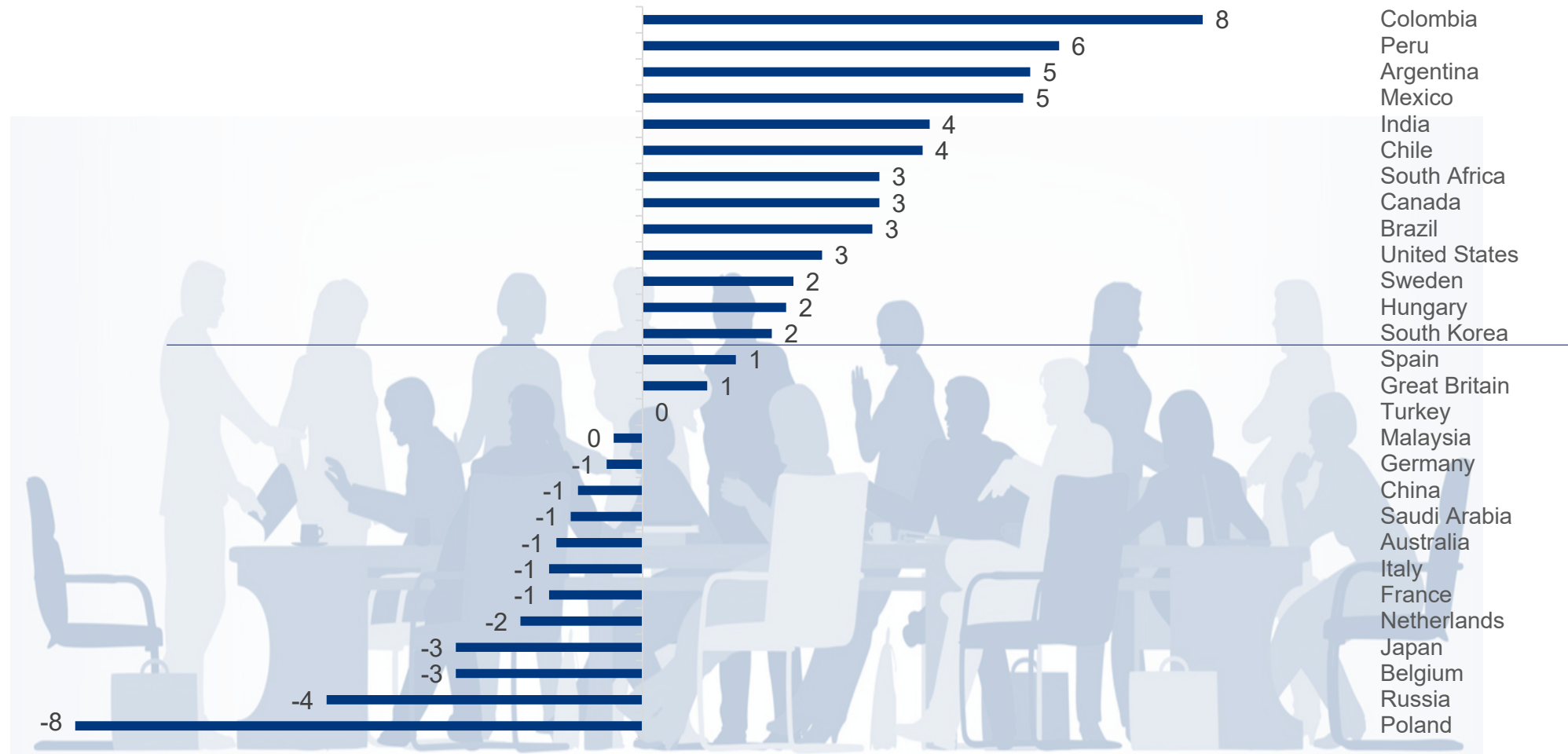
■ *Until what age do you think you will*

✓ MEAN AGE

In most LATAM countries, workers feel they would be fit to work longer than their desired retirement age, whereas in Poland they feel they'll need to work eight years longer than they want to

AGE DIFFERENCE BETWEEN PERCEIVED AGE OF RETIREMENT AND CAPABILITY

Global average age difference: 1 year

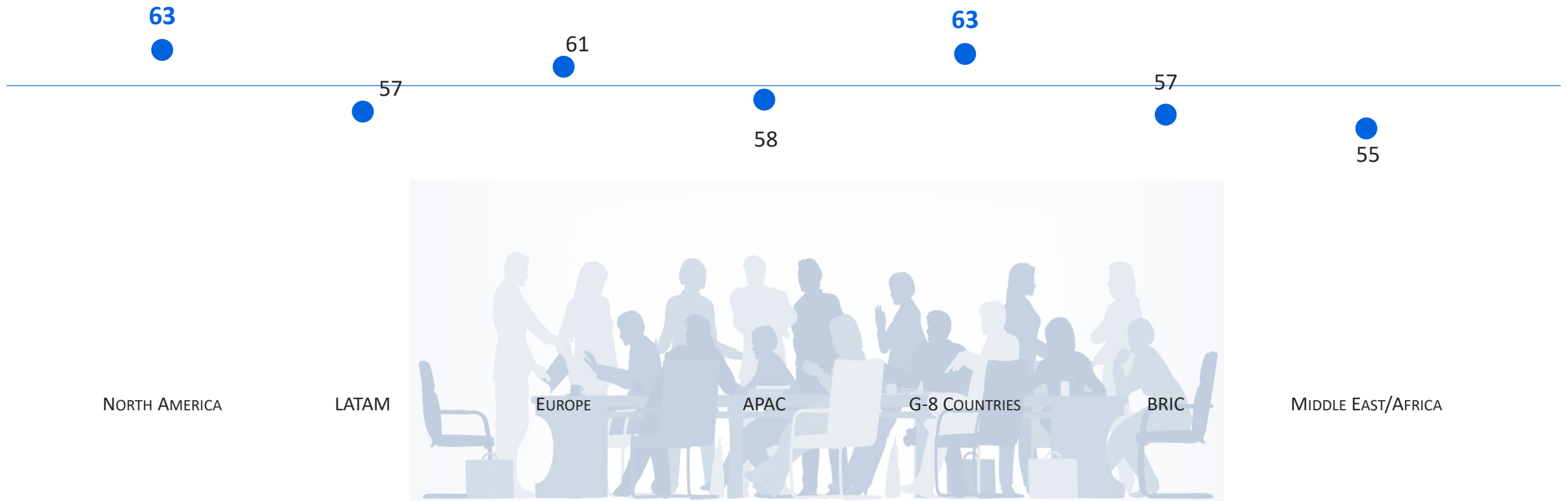


✓ MEAN AGE

Regionally, the expected age of retirement ranges from 55 in Middle East/Africa to 63 in North America and the G8

● NEED TO WORK BEFORE YOU CAN RETIRE

Global average: 59 years



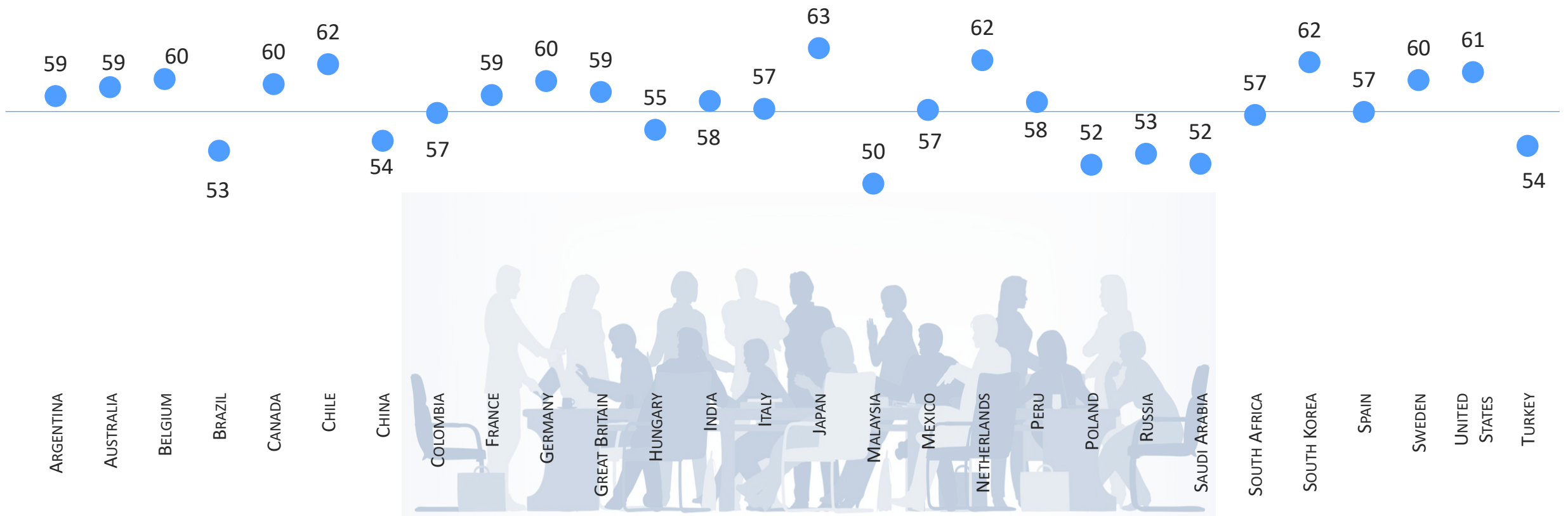
■ *Until what age do you think you willc*

✓ MEAN AGE

Across the world, workers would rather be active until they reach the age of 57 with those in Japan wishing to work the longest (until age 63) and those in Malaysia wishing to retire the soonest (at 50)

● WANT TO CONTINUE WORKING BEFORE YOU RETIRE

Global average: 57 years



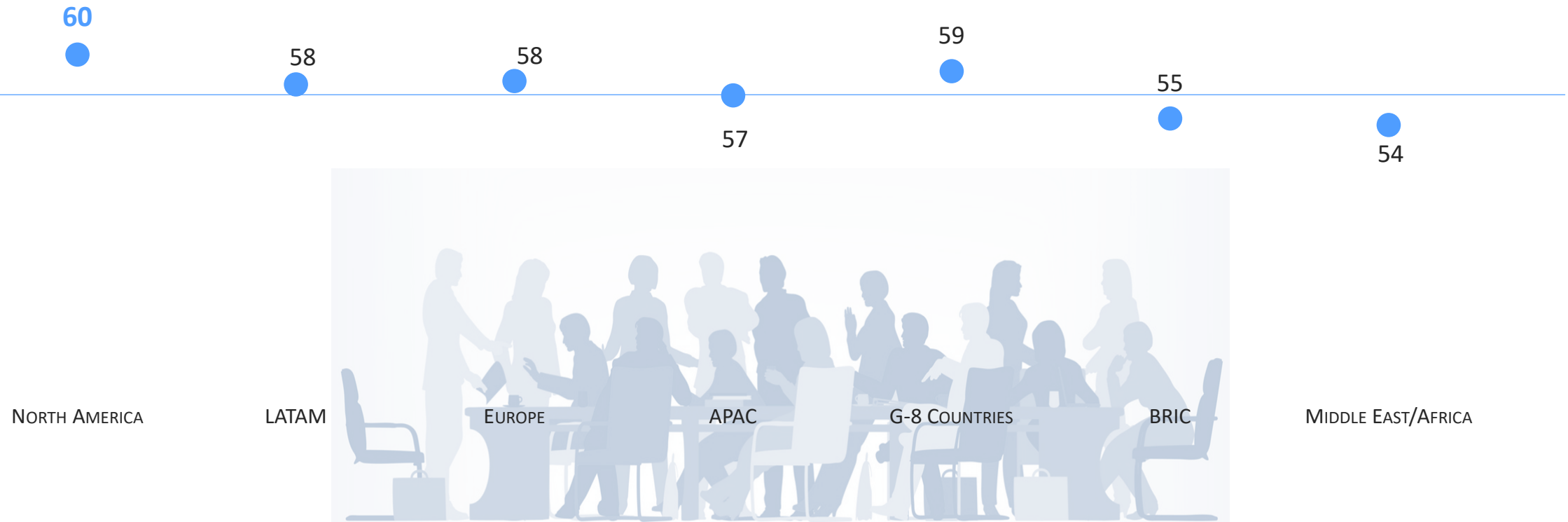
■ *Until what age do you think you will*

✓ MEAN AGE

On average, workers would like to retire at 57 globally – from 54 in Middle East/Africa to 60 in North America, and generally sooner than they expect they will be able to

● WANT TO CONTINUE WORKING BEFORE YOU RETIRE

Global average: 57 years



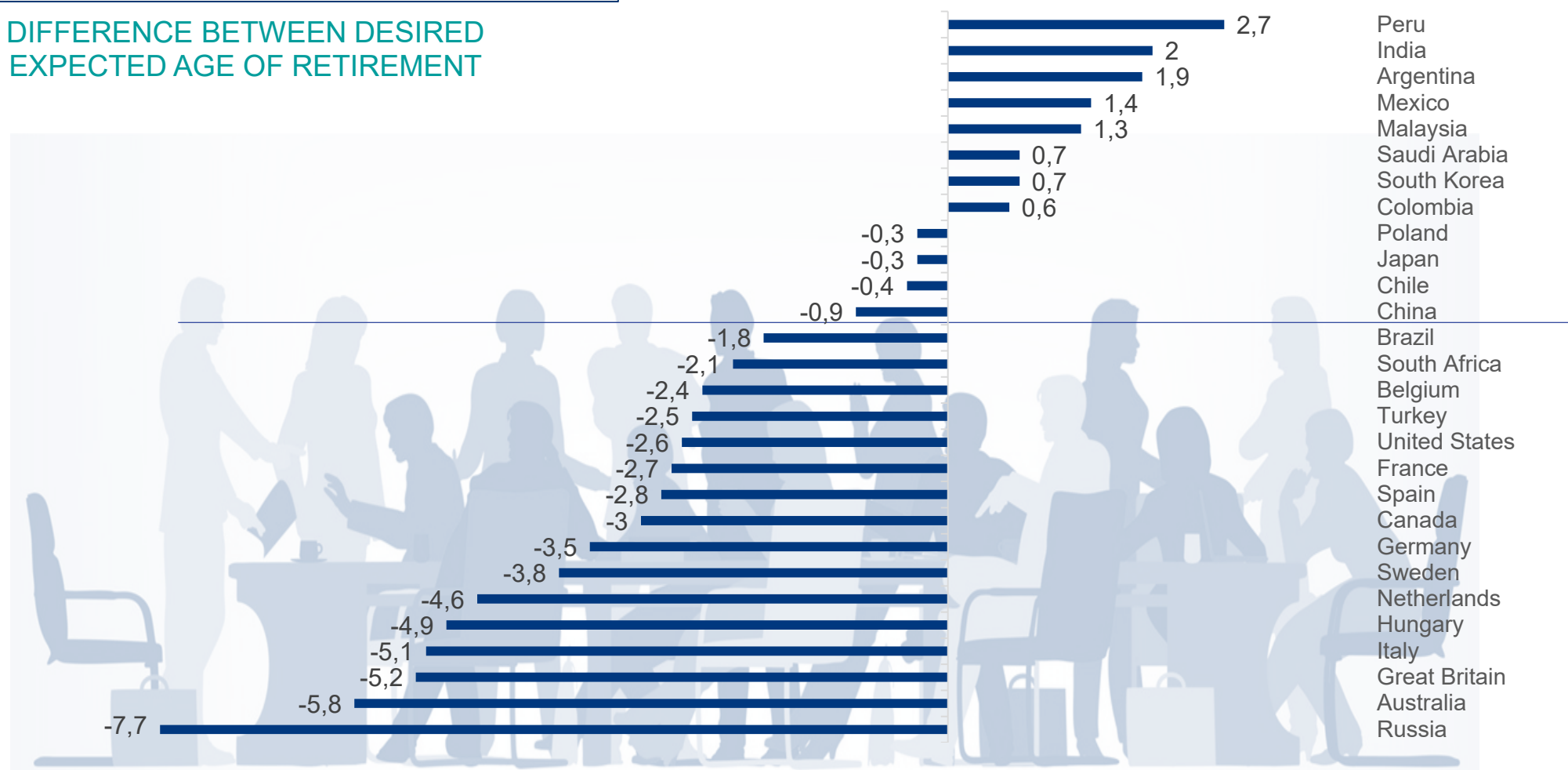
■ *Until what age do you think you will*

✓ MEAN AGE

Russia and Australia are the countries where workers expect to have to work the longest past the age when they would like to retire

Global average age difference: **-1** year

AGE DIFFERENCE BETWEEN DESIRED
AND EXPECTED AGE OF RETIREMENT

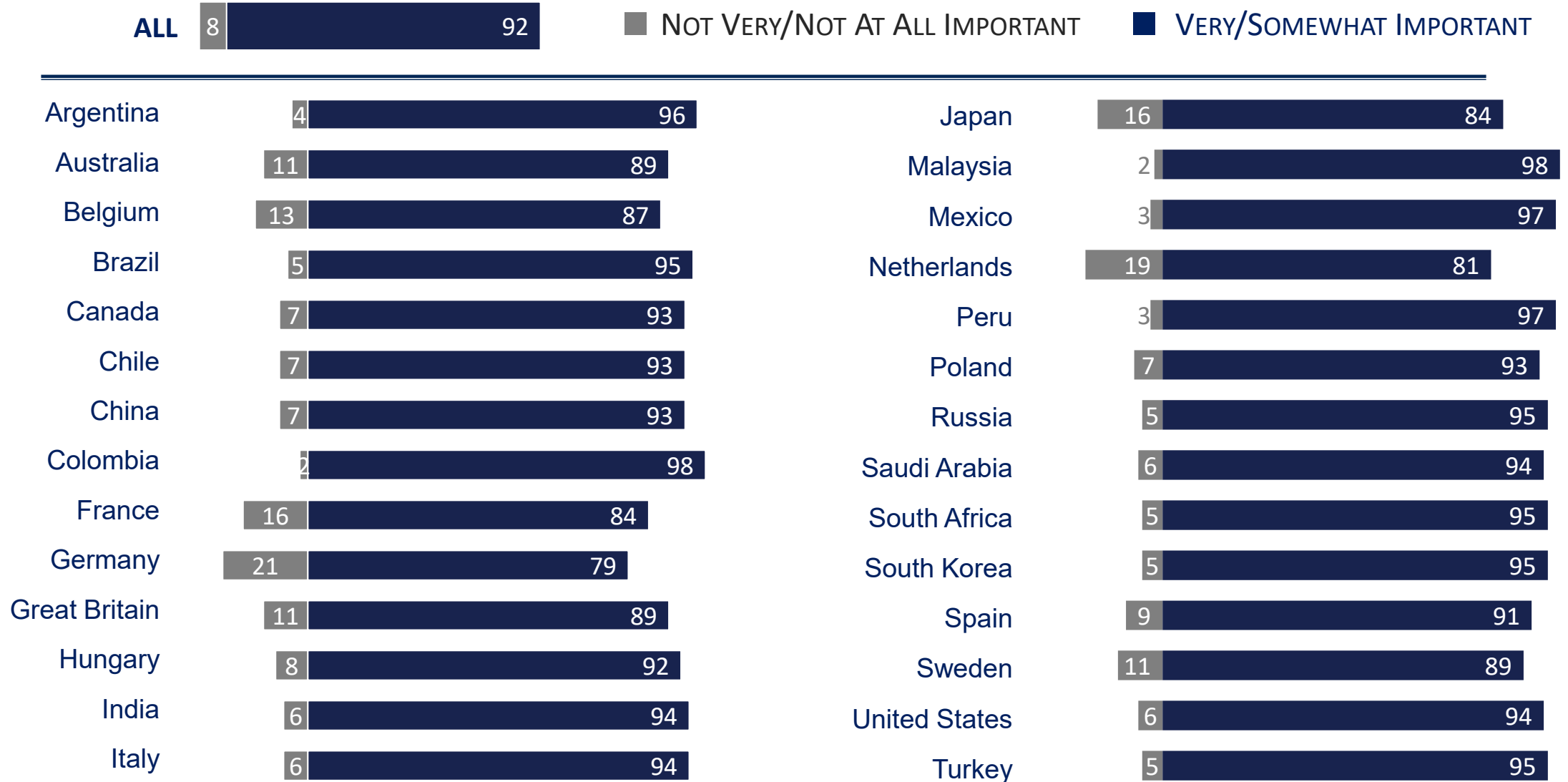


✓ MEAN AGE

3 -IMPORTANCE OF WORK IN DAILY LIFE



In every country, an overwhelming majority of adults think work should be important in people's lives



Importance of work in everyday life

WHOLE SAMPLE

8

92

■ NOT VERY/NOT AT ALL IMPORTANT

■ VERY/SOMEWHAT IMPORTANT



- *How important do you think work should be in someone's life?*

OUR COMMITMENT



Professional codes, quality certification and data protection

Ipsos is a member of the following French and European professional Market Research and Opinion bodies:

- **SYNTEC** (www.syntec-etudes.com), French Union of Market Research companies
- **ESOMAR** (www.esomar.org) the European Society for Opinion and Market Research

Ipsos France is consequently committed to applying **the ICC/ESOMAR code** for opinion and market research. This code of conduct defines the ethical rules for Market Research professionals and sets out the protection offered to participants.

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<https://www.ipsos.com/en/privacy-data-protection>

The retention period applicable to interviewees' personal data is as follows, unless otherwise agreed with the client :

- 12 months upon Ad Hoc Study completion
- 3 years upon completion of each wave of a continuous study



Ipsos France has received ISO 20252: 2012 certification by AFNOR CERTIFICATION

- This document was drawn up in accordance with these international Codes and Quality standards. The technical elements relative to the execution of the project are described in the methodological approach or survey overview in the report.
- This project was carried out in accordance with these international Codes and Quality standards



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Ipsos is the world's third largest market research company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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GAME CHANGERS

In our world of rapid change, the need of reliable information to make confident decisions has never been greater.

At Ipsos we believe our clients need more than a data supplier, they need a partner who can produce accurate and relevant information and turn it into actionable truth.

This is why our passionately curious experts not only provide the most precise measurement, but shape it to provide True Understanding of Society, Markets and People.

To do this we use the best of science, technology and know-how and apply the principles of security, simplicity, speed and substance to everything we do.

So that our clients can act faster, smarter and bolder.
Ultimately, success comes down to a simple truth:
You act better when you are sure.