MAKERERE UNIVERSITY

COLLEGE OF BUSINESS AND MANAGEMENT SCIENCES

SCHOOL OF STATISTICS AND PLANNING

RETIREMENT SAVINGS KNOWLEDGE AND ATTITUDE AMONGST INFORMAL WORKERS IN UGANDA.

A case study of Kamwokya market vendors.

BY

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A DISSERTATION SUBMITTED TO THE SCHOOL OF STATISTICS AND PLANNING IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OFBACHELOR OF SCIENCE IN ACTUARIAL SCIENCE OF MAKERERE UNIVERSITY.

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DECLARATION

This research project is my original work and has not been presented for examination in any other university.

Signed............................ Date...28/05/2026.

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APPROVAL

This research project has been submitted for examination with my approval as the candidate's university supervisor.

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DEDICATION

I dedicate this report to the Almighty God, my beloved parents and guardians Mrs. Ruth Talemwa Lwetabe and Mr. Henry Lwetabe, my siblings, friends and all relatives for their unending love and support to making this research a success.

May the Almighty God Bless you abundantly.

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To my BSAS Class, may the bond and teamwork get stronger and stronger as we accomplish more together. The moments I had with each of you I will forever cherish.

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LIST OF ABBREVIATIONS

NSSF- National Social Security Fund

URBRA- Uganda Retirement Benefits Regulatory Authority

URA- Uganda Revenue Authority

UNRA- Uganda National Roads Authority

DB- Defined Contribution

DC- Defined Contribution

RBS- Retirement Benefits Sector

ABSTRACT

Retirement is a stage of life where involvement in certain social activities and desirable conducts become less or narrow. Retirement life without savings requires continuous employment or working and the life style remains the same with that of the young aged although the individual reaches retirement age. Lack of proper retirement planning preparation will generally bring some disappointment during retirement. Thus, saving for retirement is extremely important.

The main aim of the study is to examine the extent to which knowledge, attitude and other factors contribute to the low retirement savings in Uganda's informal sector.

This quantitative cross-sectional study involved distribution of 171 sets of questionnaires to respondents who were self-employed and informal sector workers in Kamwokya market. Univariate analysis, Pearson correlation and linear regression were performed on the variables in the study using STATA.

The results of the study revealed significant relationships between saving for retirement and marital status, knowledge on whether one will have enough for retirement and also knowledge of the presence of an authority that protects the interests of members and beneficiaries of retirement benefit schemes. There were no relationships between the other unmentioned variables/factors and saving for retirement.

The researcher therefore concluded that one's knowledge on saving for retirement was most likely to influence their ability and willingness to save for retirement. The demographic factors hardly have an effect on saving for retirement, whereas ones attitude totally has no effect on their ability to save for retirement.

There is therefore a need for sensitization and education of masses on various aspects within the retirement benefits sector, and this knowledge will instil some confidence within Ugandans so that they can save for their retirement in the available schemes and financial institutions. On top of incentives for this young sector, the government should look into the Retirement Benefits sector Appeals Tribunal and the Liberalisation Bill, which will bring about transparency and competition in the sector respectively.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter presents the background information that includes the background of the study, its objectives, significance, research hypotheses, the scope and justification of the research.

1.2 Background of the study

Saving for retirement could be the most important thing one does with their money, and the earlier, the better. There are plenty of obstacles Ugandan's claim are in their way when it comes to saving for retirement: loans, low wages, the need to save for children's education, and the list goes on. Whether due to various economic factors or not correctly prioritizing finances, many people are not on track to have enough money to cover their expenses during retirement. Most Ugandans are falling short of the amount of savings required for a comfortable retirement, if they are saving at all. The gap between men's and women's retirement savings is cause for concern for anyone planning for retirement. One reason women fall behind is the gender pay gap. Women also are more likely to have gaps in employment to raise children and might not be contributing to retirement accounts during those periods when they're not working. Retirement savings are closely tied to savers' stages of life. For young people just starting their careers, simply saving at all could be a sufficient goal, while those nearing retirement will likely want to have at least a few hundred thousands of dollars in their retirement accounts.

1.3 The Problem Statement

From UBOS (census, 2014), the life expectancy at retirement for Ugandans is increasing (17 years) and the fertility remains high (5.8). More than 65% of Uganda's population is under age of 25 and these are expected to live for 17 years after retirement. It is also expected that the ageing workforce in Uganda will comprise of, for the most part, the self-employed and labourers in the informal sector to whom retirement benefits and old age security provisions are hardly available.

Uganda Retirement Benefits Regulatory Authority (URBRA) recently released the Annual Retirement Benefits sector Report for the year 2021 which showed that 90% of Ugandans were without any old age social security or retirement benefit arrangements. Of the estimated 1,702,146 Ugandans (10%) under some form of cover, only 634 members (0.0372%) were under Supplementary Voluntary Informal Sector schemes as at December 2021.

However, the reason for the low retirement saving remains unknown. Could it be the people's knowledge, attitude or some other factors?

This research will therefore examine the knowledge, attitude and other factors that influence low retirement savings in Uganda's informal sector (Case study: Kamwokya Market).

1.4 Objectives of the study

1.4.1 Main or General Objective

To examine the extent to which knowledge, attitude and other factors contribute to the low retirement savings in Uganda's informal sector.

1.4.2 Specific Objectives

i) To establish the relationship between one's knowledge on saving and actual saving for retirement.
ii) To identify the relationship between people's attitude towards saving and actual saving for retirement.
iii) To know the relationship between social demographic factors (like sex, age) and saving for retirement.
iv) To know the relationship between monthly income and saving for retirement.
v) To establish the relationship between level of education attained and saving for retirement
vi) To establish whether there is a relationship between religion and saving for retirement.
vii) To determine whether marital status affects one's saving for retirement.
viii) To determine whether the size of one's family affects their saving for retirement.

1.5 Hypotheses

Commented [AK1]: Knowledge
Attitude
Sex
Age
Income
Marital status
Education
Religion
Family size

Ho: There is no relationship between knowledge and saving for retirement.

Ho: There is no relationship between attitude and saving for retirement.

Ho: There is no relationship between sex and saving for retirement.

Ho: There is no relationship between age and saving for retirement.

Ho: There is no relationship between other monthly income and saving for retirement.

Ho: There is no relationship between education level and saving for retirement.

Ho: There is no relationship between marital status and saving for retirement

Ho: There is no relationship between religion and saving for retirement.

Ho: There is no relationship between family size and saving for retirement.

1.6 Conceptual framework

The present study aims to investigate the retirement savings behaviour in Uganda's informal sector. Specifically, the study sets out to address the following primary research question:

"What are the main factors that are leading to the low retirement saving in the informal sector?" This leads us to our model construction;

1.7 Justification of the research

URBRA educates the public on matters concerning retirement savings, for example through newspaper publications and workshops. They offer activities such as free trustee trainings as a way of developing this sector. Despite all the efforts, the retirement savings coverage is still low and worse for the informal sector basing on the fact that it's the majority in Uganda. This current study will therefore bring out the factors leading to low retirement savings in the informal sector, but most importantly finding out the extent to which each factor influences. The research puts emphasis on knowledge and attitude but other minor factors will also be accounted for. From this research, URBRA will have a basis to prioritise its activities accordingly, knowing where to put its efforts.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter discusses the literature that explains the basis of the research. It seeks to examine and explore views of different authors concerning retirement saving. It provides a comprehensive overview of previous studies relating to the research area.

2.2 Retirement planning and saving

A retirement plan is a savings and investment plan that provides income during retirement. It is often created by companies or the government for employees, (Jeffry, 2007). A pension scheme is based on the deferred wage concept. Pension is considered as part of a wage packet which has been deferred and channelled into provision for retirement (Viswanathan et.al, 2009). The employer, instead of paying immediately as salary or wages, develops it as a fund and pays it to the employee as a retirement benefit.

According to (Dorfman, 2004), the retirement benefit is similar to a pure annuity that is, social security sends out regular monthly checks during the recipient's lifetime. A full retirement benefit is available to fully insured workers at the 'normal age.' A pension plan is designed to provide employees with retirement income. Retirement occurs when the employee permanently ends active employment.

(Conoley, 1995) stated that pension schemes or retirement plans are designed to play a critical role as an employee financial motivation tool, thereby ultimately improving performance outcomes that support the achievement of business goals. In general, a pension is an arrangement to provide people with an income when they are no longer earning a regular income from employment. It is a tax deferred savings vehicle that allow for accumulation of a fund for later use as retirement income.

Therefore the provision made will depend not sorely on the level of contribution but also on the return of the investment portfolio, (Jean-Francols et.al, 1990).

Retirement plans may be set up by employers, insurance companies, the government or other institution such as employee associations or trade unions (Vanghan, 2000). Retirement can also be called pension schemes or superannuation plans. (Emmet, 2000) also cited that many pensions also contain additional insurance aspect, since they often pay benefits to survivors or disabled beneficiaries.

2.3 The role of retirement saving

(Brown, 1993) points out that retirement saving can serve the interest of developing countries in numerous ways apart from the social role it plays by relieving government of some of the burden of meeting financial security needs. Because they have thousands of policy holders' insurance companies are able to amass quantities of funds that are important in supporting investment and the national economy. They thereby serve as financial intermediaries between investors and economic agents that lack sufficient financing: households, businesses and in some cases even governments thus improving economic growth.

(Zurbrueg, 2000) stated that the development of insurance and funded pension schemes has impacted the level of aggregate savings. When such schemes are instituted, they generally have a positive effect. A number of arguments have been advanced to explain this. First, when they are instituted on a compulsory basis, contractual savings plans (life insurance and pension funds) raise the level of aggregate savings if they involve a rate of mandatory, savings that is higher than the rate to which households would have opted voluntarily.

In addition, if a system that is still recent lacks credibility, households are not necessarily inclined to alter their prior savings behaviour, because the new products do not give them the level of financial security they desire, (Jeffery, 2007). As a result they, they increase their rate of saving. However, the subsequent increase in aggregate savings may only be slight if consumers merely shift their funds between different types of investment but keep the overall level of their savings unchanged.

Commented [AK2]: What is your dependent variable and what are its units of measurement? State it here clearly for the reader. Is it retirement savings. Make the dependent variable very clear.

2.4 Factors influencing retirement saving

There are various factors that determine and influence the level of retirement saving amongst people. Some of these include knowledge and awareness of how the retirement benefits sector operates, it could also just be peoples' attitude. This section focusses on the existing relationships between these various factors and saving for retirement.

2.4.1 Relationship between Knowledge and Retirement Saving

Mitchell and Utkus highlighted the large quantity of variables needed to accurately estimate an individual's retirement needs such as longevity, lifetime earnings, asset returns and tax rates. It is common knowledge that many individuals are characterized as being 'financially illiterate'

An increasing responsibility placed on individual employees in managing their retirement savings demands them to have adequate financial and investment knowledge. This knowledge varies in definition. For example, (Worthington, 2008) defines knowledge of superannuation as understanding of superannuation fees, charges and statements, recognising the voluntary and compulsory nature of additional employee and employer contributions, and being aware of the lower taxation of superannuation compared to other investments‟. Apart from financial knowledge, the term "financial literacy" is also used (Gallery et.al, 2011). Prior studies have measured financial knowledge mainly through subjective measures of survey respondents‟ self-assessment of understanding, ability, attitudes and behaviour with respect to financial matters (Jacobs-Lawson et.al, 2005). A few examples of evidence using objective measures of financial knowledge can also be found (Gallery et.al, 2011) and (Lusardi et.al, 2007).

(Mitchell et.al, 1998) highlighted that one reason individuals fail to plan for retirement was because they lack sufficient domain-specific knowledge.

Following (Jacobs-Lawson, 2005) and (Hershey, 2005), the present study will utilise subjective measures of retirement knowledge to determine whether these variable influences individual retirement savings.

Hypothesis: Knowledge has a significant impact on the level of saving for retirement.

2.4.2 Relationship between Attitude and Retirement Savings

According to (Schiffman and Kanuk, 2007), attitude is a learned predisposition to behave in a consistently favourable or unfavourable way with respect to a given object. Attitude is one of the most influential factors on intention to purchase a product. There are three components of attitude: cognitive, affective and connative. Cognitive is knowledge and perception that are acquired by a combination of direct experiences with the attitude object. Connative component of attitude refers to the likelihood or tendency that an individual will undertake a specific action or behaviour in a particular way with regard to the attitude object. Research has shown that attitudes that develop via direct experience (e.g., product usage) tend to be effective, more enduring and more resistant to influencing consumer attitude towards a new product than those developed via direct experience (Schiffman and Kanuk, 2007). According to (Kotler and Armstrong, 2010), attitudes are a composite of a consumer's beliefs about, feelings about, and behavioural intentions towards a product or service. These components are viewed together since they are highly interdependent and together represent forces that influence a reaction. The first component is that of beliefs. A consumer may hold both positive beliefs towards an object as well as negative beliefs. In addition, some beliefs may be neutral and some may be differ in valance depending on the person or the situation. Note also that the beliefs that consumers hold need not be accurate and some beliefs may, upon closer examination, be contradictory (Kotler and Armstrong, 2010). In terms of behavioural intention, it has been observed that individuals who hold favourable attitudes are likely to notice, attend and process primarily the object's positive attributes whereas individuals with unfavourable attitudes towards an object are likely to direct attention to its negative qualities (Ajzen and Fishbein, 1980).

A study conducted by (Pandiyan, 2012) on Savings and Investments Attitude of Salaried Class in Cuddalore District in the United States of America, revealed that the attitude of the respondents plays an important role in their decision-making process on saving and investments. Also, changes in attitude were likely to affect the overall savings habit of the people. Attitude as a variable was found to be important to loss avoidance, whereby people's behaviours differ when faced with prospects of loss of benefit.

2.4.3 Relationship between Demographic Factors and Retirement savings.

Among the factors related to retirement saving, age, education level, gender, and household income are characterized as important demographic factors toward individual retirement preparation. The following parts will further discuss the demographic variables from the review of literature in details.

GENDER

Gender difference is also a significant predictor in retirement planning studies. Men are found to be better prepared and ready for their retirement planning compared to women (Lusardi & Mitchell, 2008). In addition, (Glass and Kilpatrick, 1998) mentioned that women tend to be less prepared of their retirement planning due to lack of adequate financial resources than men. They are generally found to be more economically and psychologically weak in retirement planning and are influenced by several factors such as limited economic accessibility, pension scheme, low wage, gender prejudice as well as selection of career option in their intention towards effective planning (Glass & Kilpatrick, 1998). Several previous findings revealed that individuals regardless of men or women who are more financially literate, richer tend to be more tolerant to risk as well as attitude towards retirement are among important factors affecting an individual's decision in planning for retirement and seek professional assistance in retirement planning (Duflo & Saez, 2002; Lusardi, 2007). (Lusardi and Mitchell, 2008) also pointed out that majority of women do not have any idea and plan to do their retirement planning and most of them only depend on the support from their friends and family during retirement age due to women being less equipped with financial knowledge and financially literature compared with men. Besides, men think and perceive retirement as another stage of life in the future while women make less prediction on future life stages. Therefore, the gender can be hypothesized as below:

Hypothesis: Gender has a significant impact towards retirement planning

AGE

Several studies examine the effect of age on retirement shown that age to be related to retirement plan and decisions. Age has emerged as an important and consistent factor in human behaviour towards retirement planning (Richardson & Kilty, 1989; Joo & Pauwals, 2002; Devaney, 1995). Besides, Lee and Law (2004) concluded that individuals are more motivated to take action for retirement as their age and income increases. Again, income and age are found to be correlated in influencing one's behaviour towards retirement planning (Lee & Law, 2004). (DeVaney, 1995) concluded that age and other demographic variables such as educational level, household incomes and size are inter-related to guide pre-retirees in groundwork process of planning but this study is contradicted with other (DeVaney et.al, 1995) finding where age is found to have negative relationships to saving decisions suggesting that regular saving is the common practices for younger respondents. The average individual tends to retire 3 years before the expected age (Zappala & Depolo, 2008) and the difference between expected and preferred retirement age are: chronological age, work condition variables, perceive of income adequacy as well as attitude towards retirement. Hence, the age can be hypothesized as below:

Hypothesis: Age has a significant impact towards retirement saving.

INCOME

Income is important in the sense that one's must have enough money or wealth resources in order to make retirement preparation work (Richardson & Kilty, 1989). According to (Ruhm, 1989), individual's preparation on retirement income varies from one another. Identifying adequacy of income during retirement age is not an easy task. In addition, (Joo and Grable, 2001) identified that among other socioeconomic aspects, most of the time the attitude towards help-seeking from professional towards retirement planning is partially influence and control by income factor. The statistical analysis shows that people who have higher income are more motivated to seek professionals help regarding investment-related decision, but the people who come from lower income group which had less income are less likely to look for professional help on retirement investment decisions. For this reason, income can be considered very much associated to the retirement income source (Richardson & Kilty, 1989). Based on (Kim et.al, 2005) addressed that attitude and behaviour towards retirement are influenced by income in general. Income is a critical and essential measurement in some matter relating to retirement especially when in retirement education program (Joo & Garman, 1998) and professional financial help-seeking (Joo & Grable, 2001). According to (Joo and Garman, 1998), income will definitely impact on the financial education programs topic which workers are looking for. This study identified that worker tend to pursue differently in types financial education available based on monthly income. Workers who come from higher income group are more preferable on financial education on estate planning while workers with lower levels of income more preferable on financial education on debt clearance, mortgage purchasing and budgeting. Therefore, income can be hypothesized as below:

Hypothesis: Income level has a significant impact towards retirement saving.

EDUCATION LEVEL

In general, there are also extensive studies on retirement covering education level. The findings suggest that education level is one of important factors affecting retirement planning preparation (Hogarth, 1985; Joo & Pauwels, 2002). According to (Joo & Pauwels ,2002), sources of information will influence individual's attitude, decisions and intention towards retirement planning and the information of education can also help individuals to explore more regarding their retirement planning. In addition, (Devaney, 1995) mentioned that the effect of education level can be serving as a motivator or guidance for individuals to start the retirement planning preparation. Individuals tend to be more motivated to concern on retirement planning preparation as well as take action for their retirement with increase in their age and the education level. Furthermore, (Joo and Pauwels, 2002) addressed that, individuals may experience and achieve better confidence level in their retirement planning life when they have higher education level. Men who had received higher education level tended to be more confident and do better in their retirement planning compared to people who had received lower levels of education level. Hence, the level of education and confidence found to be positively related. On the other hand, in general, because of limited education which had been given to them in the past, older women are found less likely to have higher education (Lusardi, 2004). The effect of education on women's retirement makes women to be having less knowledge and less financial literature on retirement and also retirement planning (Lusardi, 2004; Lusardi & Mitchell, 2008). (Joo and Pauwels, 2002) also suggested that women participation in retirement planning preparation increases as they receive higher education. People who are highly educated generally tend to possess and receive more investing knowledge on retirement planning compared to those who are less educated. Therefore, hypothesis of education as below:

Hypothesis: Education level has a significant impact towards retirement planning

2.4.4 Other determinants of retirement savings

Apart from the pertinent factors discussed in the previous sub-sections, there are also other factors that determine individual retirement savings. These are religion, marital status and family size. These are also to be investigated by the researcher and hypotheses tested.

2.5 RESEARCH GAP

A lot has been written about retirement savings, research on the different factors influencing saving for retirement has also been done. However these are mainly on the formal sector, they neglect the informal sector. Therefore, this study will be for particularly on the informal sector.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section presents an overview of the methods to be used in the study. Areas covered include the research design, population, sample and sampling techniques, data collection and analysis.

3.2 Research design

Orodho (2002) defines a research design as the scheme, outline or plan that is used to generate answers to research problems. The research design used in this study is the cross sectional questionnaire based design. The cross sectional design chooses a sample to represent a population. Kamwokya market workers were the sample that represented Uganda's informal sector. This study design was used because of its ability to make inference on very big populations.

3.3 Area of Study

This study specifically covers the factors leading to low retirement savings in Uganda's informal sector. It examines to what extent knowledge and attitude influence low retirement savings, accounting for some other factors considered minor (demographics). This study was carried out in Kamwokya Market. It was limited to Kamwokya market because of the limited resources i.e. financial and time. The market is found in Kamwokya, the geographical location was discussed earlier on in chapter one (section 1.8).

3.4 Study Population

According to Mugenda and Mugenda (1999), target population is an entire group of individuals, events or objects having common characteristics. It is the sum of all that conforms to a given specification and from which a sample is taken.

The target population for this study were informal workers and self-employed persons. The people under or who should be under the Supplementary Voluntary Informal Sector schemes i.e. informal sector retirement saving.

3.5 Sampling Procedure and Selection

3.5.1 Data Sources

Primary data was used in this study. Data was collected from a selected sample of workers using questionnaires.

3.5.2 Sample Size

A suitable sample size is a critical matter as it influences the statistical significance and power. According to Nick et al. (2009), choosing the correct sample is not a matter of preference, it is a crucial element of the research process without which you may well be spending months trying to investigate a problem with a tool which is either completely useless, or over expensive in terms of time and other resources. The sample size for this study was 171 respondents as shown in subsection 3.5.3.

3.5.3 Sample Size Determination

The total number of people to be interviewed was determined by the Cochran's formula (1963). Cochran's formula is used for infinite population i.e. a population that is too large or unknown as shown below:

$$\mathrm{n} = \frac{Z^2 \ * p * q}{e^2}$$

Where:

n- Total sample size to be selected.

Z- The standard Z-statistic of normal distribution.

α- level of significance (5%).

p- Proportion of the characteristic of interest, q=1-p.

e- Maximum probable error which the researcher was willing to tolerate (0.06).

Since the informal sector is big (the informal sector takes up 80% of Uganda's population) then p is assumed to be p=0.8.

Therefore, q= 1-p, q= 1-0.8 = 0.2.

The following values were also assumed:

α = 5%

e = 0.06

By substituting these values in the equation above,

$$n = \frac{1.96^2 * 0.8 * 0.2}{0.06^2} = 171$$

Therefore, 171 people were interviewed.

The study adopted Simple Random Sampling (SRS) of stalls at Kamwokya market. This however came in after doing a one stage stratification of elements of study depending on the kind of business/activities that the individuals carried out. The random sample of individuals in the stalls were then interviewed. This ensured a fair representation of each group of traders and business types since their operations are significantly different.

However, non-probabilistic samples such as convenient, purposive and judgement sampling were also used based on the results of the pre-test study.

3.6 Data Collection Instruments

A questionnaire was designed and administered face-to-face. A number of sets of questions were developed exploring the topics of interest and relevance .This questionnaire used structured questions divided into 3 sections i.e. A, B and C as follows;

Section A: Demographics

This was the very first part of the questionnaire and it collected and summarised the respondents' demographic factors that were to be used in the study. This included age, gender, marital status, education level, religion and family size. These variables were all needed to test and establish any relationships between them and saving for retirement.

Section B: Retirement Saving Knowledge

This section comprised true/false (yes/no) questions on various components of the retirement saving system. There were questions that had wrong answers with only one right one and all the respondents had to do was tick the one that was most right to them. It also tested the respondents’ ideas which were definitely based on their knowledge on saving for retirement. The section aimed at finding out about respondents’ knowledge – or lack of knowledge – about retirement saving.

Section C: Attitude towards Saving for Retirement.

This section collected respondents’ ways of thinking, feeling and judgements about various statements on saving for retirement. It was also strongly aimed at finding out people’s trust and confidence in various private retirement benefits service providers, the government and other pension providers in guaranteeing and providing a sufficient income in retirement.

Data was entered using Microsoft Excel.

Most of the structured questions were the closed-ended type and respondents were asked to mark the appropriate box matching the correct answer. There was need for a provision for respondents to give/write their opinions and recommendations at the end of the questionnaire. However, the scope of study couldn’t allow for this basing on the fact it was informal sector with most people doing blue collar jobs like peeling, animal slaughtering, fish selling and other various food stuffs. It could therefore be nagging to these people and also the researcher who ended up ticking for most of them, as he could have to write their comments too. The researcher overcame this by using mouth interviews at the end of the questionnaire to seek people’s views.

To ensure that the survey instrument was suitable for data collection, the survey was pre-tested using 10 participants, who were the researcher’s course mates. These participants were required to comment on the overall suitability and face validity of the questionnaire. This was done to in order to evaluate the suitability of the questionnaire in achieving its intended purpose.

3.7 Validity and Reliability of Research Instruments

3.7.1 Validity

Field (2009) describes validity as “whether an instrument measures what it was designed to measure”. There are three common types of validity: content validity, criterion-related validity and construct validity.

3.7.1.1 Content Validity

The content validity of an instrument refers to the degree to which individual items represent the construct being measured, and cover the full range of the construct. Determination of content validity is judgmental and can be approached in a panel evaluation. In this study, the content validity of the measurement instrument was assessed by asking my researcher’s supervisor to examine it and provide feedback for revision. After she reviewed the questionnaire, changes were made to clarify and eliminate ambiguous statements in instructions and questions according to her recommendations. In addition, during the pilot test, each item statement was examined for its clarity and relevance to the purpose of the research, which resulted in some modifications to the questions. When it appeared evident to my supervisor that the measure provided adequate coverage of the concept, then the measure had content validity.

3.7.1.2 Criterion-related Validity

The criterion-related validity of an instrument refers to whether the instrument is measuring what it claims to measure. This was also taken into account.

3.7.1.3 Construct Validity

Construct validity is the approach to validate how well the results obtained from the use of the measure fit the theories around which the test is designed. It was evaluated by judgmental correlation of the proposed test with the established.

3.7.2 Reliability

Pallant (2005) describes the reliability of a scale as how free it is from random error. There are two frequently used indicators of a scale's reliability; test-retest reliability and internal consistency. The present study utilised the internal consistency; this is the degree to which the items that make up the scale are all measuring the same underlying attribute. Cronbach's coefficient alpha was used. The values ranged from 0 to 1, with higher values indicating greater reliability. Generally, a measure with an Alpha Coefficient above 0.7 is considered to be highly reliable. In this study, Cronbach's Alpha was calculated. Analysis of reliability for the pilot study was conducted separately for each construct/variable. The reliability coefficient of each factor was listed. Alpha scores ranges were analysed. It so happened that all the constructs/variables had reliability coefficients of above 0.7, which implied or suggested a high reliability for the instrument.

3.9 Data Analysis

The responses to the structured close-ended questions were all categorised and then analysed. This data collected was analysed using a computer software known as STATA. The researcher carried out univariate analysis (mean, standard deviation), bivariate analysis (using Pearson correlation coefficient matrix and chi-square tests) and multivariate analysis (binary logistic regression).

Frequencies / percentages were conducted to examine the respondents' perceptions of saving for retirement. Logistic regression and chi-square analyses were used to examine whether these perceptions (measured on a categorical / nominal scale) differ between females and males, between younger and older workers, between more educated and less educated, and so on.

3.10 Ethical considerations

In carrying out this study, the researcher was committed to achieving the highest possible ethical standards. Ethics in business and social science research refers to the application of expected societal norms of behaviour or code of conduct while conducting research. Smith (2011) guided that any consideration of ethics would normally address at least appropriate written permission from participating organisations to conduct the study using their staff as subjects, informing participants of the motives for the research, providing feedback of the results to the participants, gaining permission from participating individuals (other than for mail surveys, where return of the questionnaire is taken to imply permission), guaranteeing and delivering both confidentiality and anonymity to the participants, granting the right of withdrawal to participants at any time and guaranteeing the safe storage of research data, usually for a period up to seven years. In treating research subjects, the researcher fully understood her responsibility to protect subjects or respondents from any physical harm, physical or mental, embarrassment, pain or loss of privacy. It should be noted that the research conduct in this study followed the rules and ethical guidelines set up and taught by the Research department, School of Statistics and Planning, Makerere University.

3.11 Limitations of the study

a) The researcher's ability to use Computer Assisted Personal Interviews and Epi-Data was limited by the scope of the study, being an informal sector with some respondents who couldn't even read and write.

b) The duration / time available for the research and presentation of final report was also a limitation, given the fact that the project went along with the semester load. However proper prior planning enabled the researcher complete this study earlier than expected. The researcher also used a sample of the population to save on time.

c) There was a language barrier as the researcher had to express the questions into local languages for the semi-illiterate respondents to understand and then choose one of the answers. The researcher used his fluency in Luganda, which is the dominant local language to overcome this.

d) Being a full time student, money was needed for stationery, typing, accommodation and travelling to gather information. There was therefore a financial limitation in that some would be respondents actually asked for money and favours in order to fill in the questionnaires. The researcher however didn't fall for the respondents' demands and also used less expensive instruments such as questionnaires to collect adequate data to make the findings credible.

e) Material to aid the research was limited and some of the information was very sensitive and considered confidential by respondents. However the researcher assured the respondents that the information was to be used for academic purposes.

f) Some of the stalls in Kamwokya market, were not filled up which was a limitation in term of getting a representative sample. The researcher however got one stratum from the North and the other strata from the South which was also a good representation based on the circumstances.

g) Collecting data from self-employed people was also a limitation in terms of timely completion. This was because the respondents come and leave work at their time of convenience, they also work on days when they feel like. The researcher however gave two weeks whereby he could stay at the case study the whole day, this way he was able to get most of the people and also get back questionnaires from those who requested for some days to fill them in.

3.12 Summary

This chapter presented a description of the methodology undertaken for this study, which examined factors that lead to low retirement savings in Uganda's informal sector. The research design employed a cross-sectional, questionnaire based survey to gather data from the elements in the area of study. The statistical techniques used for data analysis included descriptive analysis, chi-square test, and binary logistic regression. Ethical considerations were also addressed. The next chapter, Chapter 4, provides a detailed analysis of data and findings from the survey questionnaires.

CHAPTER FOUR

RESULTS AND DISCUSSION OF FINDINGS

4.1 Introduction

This chapter ideally presents the data analysis and respective narratives from the tables, it consists of the questionnaire response rate, univariate, bivariate and multivariate data analysis presentations as shown below.

4.2 Questionnaire Return Rate

167 of the 171 questionnaires issued were returned filled, despite some questions not being answered. This indicated a 97.7% response rate with the remainder being the non-response bias. This response rate reflected the view of Mugenda & Mugenda (2003) who indicated that a response rate of 70% and over was very good as it gave a representative sample for meaningful generalisation and minimisation of errors.

Table 1.1: Showing the Response rate

Questionnaire	**Frequency**	**Percent(%)**
Returned	**167**	**97.7**
Not Returned	**4**	**2.3**
Total	**171**	**100.0**

Source: **Researcher's Analysis**

4.3.2 Relationship between demographic factors and saving for retirement.

Table 4.2: Showing relationships between the demographic factors and their descriptive statistics.

VARIABLE	**OBS.**	**MEAN**	**STD. DEV.**	**MIN**	**MAX**

Gender (1= Male, 0= Female**)**	**166**	**.5060241**	**.5014765**	**0**	**1**
Age (Years)	**166**	**28.25904**	**6.358893**	**16**	**44**
Education Level					
1= Below High School (1=Yes, 0=No)	**166**	**.1084337**	**.3118682**	**0**	**1**
2= High school (1= Yes, 0=No)	**166**	**.439759**	**.4978596**	**0**	**1**
3= Past High school (1=Yes, 0=No)	**166**	**.4518072**	**.4991779**	**0**	**1**
Marital Status					
1=Single (1=Yes, 0=No)	**166**	**.3855422**	**.4881958**	**0**	**1**
2=Married(1=Yes, 0=No)	**166**	**.2951807**	**.4575041**	**0**	**1**
3=Divorced(1=Yes, 0=No)	**166**	**.1746988**	**.3808582**	**0**	**1**
4=Widowed(1Yes, 0=No)	**166**	**.1445783**	**.3527392**	**0**	**1**
Religion					
1= Muslim(1=Yes, 0=No)	**166**	**.3795181**	**.4867353**	**0**	**1**
2= Anglican(1=Yes, 0=No)	**166**	**.253012**	**.4360532**	**0**	**1**
3= Catholic(1=Yes, 0=No)	**166**	**.3313253**	**.4721139**	**0**	**1**
4= Other(1=Yes, 0=No)	**166**	**.0361446**	**.1872146**	**0**	**1**
Family(1= Yes, 0= No)	**166**	**.7228916**	**.4489247**	**0**	**1**
Knowledge on Saving for Retirement					
Saving for retirement(1= Yes, 0= No)	**166**	**.4698795**	**.500602**	**0**	**1**
Expect income above 2M (1= Yes, 0= No)	**166**	**.4578313**	**.4997261**	**0**	**1**
Worth Saving for retirement (1= Yes, 0=No)	**166**	**.6024096**	**.4908807**	**0**	**1**

Source of information on retirement?					
1=TV(1=Yes, 0=No)	**166**	**.3493976**	**.4782223**	**0**	**1**
2=Radio (1=Yes, 0=No)	**166**	**.2590361**	**.4394311**	**0**	**1**
3= Newspapers(1=Yes, 0=No)	**166**	**.1445783**	**.3527392**	**0**	**1**
4= No information(1=Yes, 0=No)	**166**	**.246988**	**.4325645**	**0**	**1**
Knowledge about Tribunal?(1= Yes, 0=No)	**166**	**.5421687**	**.4997261**	**0**	**1**
Assets in place to fund retirement					
1= Savings(1=Yes, 0=No)	**166**	**.3855422**	**.4881958**	**0**	**1**
2= Inheritance(1= Yes, 0=No)	**166**	**.3795181**	**.4867353**	**0**	**1**
3= Investment(1=Yes, 0=No)	**166**	**.0783133**	**.2694768**	**0**	**1**
4= None(1=Yes, 0=No)	**166**	**.1566265**	**.364548**	**0**	**1**
Attitudes towards Retirement Savings					
Confident in retirement saving schemes?(1= Yes, 0= No)	**166**	**.3855422**	**.4881958**	**0**	**1**
Are you financially constrained to save? (1= Yes, 0= No)	**166**	**.7108434**	**.4547426**	**0**	**1**
Pensions are difficult to understand(1= Yes, 0=No)	**166**	**.7710843**	**.4214061**	**0**	**1**

Source: **Primary Data**

Pearson's Correlation **(**Significant at 5% level (P < 0.05))

Commented [MOU3]: Many variables are missing here.

Correlation	**Gender(1=Male, 0=Female)**	**Age(Years)**	**Family** (1=Yes; 0=No)	**Saving for retirement(1=Yes; 0=No)**	Expecting income above 2M(1=Yes; 0=No)	**Is it worth saving for retirement(1= Yes; 0= No)**	**Is it enough? (1= Yes; 0=No)**	**Pensions are complicated (1=Yes; 0=No)**	**Are you Financially constrained to save ?(1=Yes; 0=No)**	**Confident in saving schemes (1= Yes; 0=No)**	**Private Pensions are secure (1= Yes; 0=No)**
Gender (1=Male; 0=Female)	**1.0000**										
Age (Years)	**-0.0490**	**1.0000**									
Family (1=Yes; 0=No)	**0.0344**	**0.1590**	**1.0000**								
Saving for retirement(1=Yes; 0=No)	**-0.0596**	**-0.0899**	**-0.0643**	**1.0000**							
Expecting income above 2M(1=Yes; 0=No)	**0.0131**	**0.0197**	**0.0286**	**0.3462**	**1.0000**						
Is it worth saving for retirement(1= Yes; 0= No)	**0.0098**	**-0.2095**	**-0.1730**	**0.7402**	**0.3018**	**1.0000**					
Is it enough? (1= Yes; 0=No)	**-0.0131**	**-0.3058**	**-0.1637**	**0.8652**	**0.3591**	**0.8347**	**1.0000**				
Pensions are complicated (1=Yes; 0=No)	**-0.0221**	**-0.0705**	**-0.1131**	**0.5130**	**0.2129**	**0.5535**	**0.5929**	**1.0000**			
Are you financially constrained to save for retirement? (1=Yes; 0=No)	**-0.0455**	**-0.2820**	**-0.0980**	**0.6005**	**0.2661**	**0.6222**	**0.6941**	**0.4115**	**1.0000**		
Confident in saving schemes? (1= Yes; 0=No)	**-0.0343**	**-0.2393**	**-0.0626**	**0.6182**	**0.2409**	**0.5929**	**0.7279**	**0.4316**	**0.5052**	**1.0000**	
Private pensions are secure? (1= Yes; 0=No)	**-0.0131**	**-0.3058**	**-0.1637**	**0.8652**	**0.3591**	**0.8347**	**0.5929**	**0.0286**	**0.3018**	**0.7279**	**1.0000**

4.6 Multivariate Analysis: Logistic Regression

Table 4.10: A Logistic regression of saving for Retirement and other variables.

Equation	**Observations**	**Parameters**	**RMSE**	**R-squared**	**Adjusted R-squared**
Saving for retirement	166		.15273	0.9199	0.9069

Variable	**Coefficient**	**Standard error**	**T**	**P > | t |**	**95% C. I**	
Gender (1=Male, 0=Female)	.0077163	.0247501	0.31	0.756	-.04121	.0566425
Age(Years)	-.0015445	.0024935	-0.62	0.537	-.0064737	.0033846
Education Level						
BelowHighSchool(1=Yes ,0=No)	-.7107264	.0523649	-13.57	0.200	-.814242	-.6072109
High School (1=Yes, 0=No)	-.0046665	.0273952	-0.17	0.865	-.0588215	.0494886
Marital Status						
Single(1= Yes, 0=No)	.0012663	.0393344	0.03	0.974	-.0764905	.0790231
Married(1=Yes, 0=No)	.0130014	.0407941	0.32	0.750	-.0676409	.0936436
Divorced(1=Yes,0=No)	.0039947	.0448898	0.09	0.929	-.084744	.0927333
Family (1=Yes, 0=No)	-.042082	.0302874	-1.39	0.167	-.1019544	.0177905
Religion						
Muslim(1=Yes, 0=No)	.0773157	.0713559	1.08	0.280	-.0637414	.2183729
Anglican(1=Yes, 0=No)	.1135482	.0741173	1.53	0.128	-.0329677	.2600641
Catholic(1=Yes, 0=No)	.0642669	.0705807	0.91	0.364	-.0752577	.2037916
Expect income above 2M (1=Yes, 0=No)	.0153454	.0269186	0.57	0.570	-.0378675	.0685583
Worth Saving?(1=Yes, 0=No)	-.0534714	.0497245	-1.08	0.284	-.1517673	.0448245
Assets to fund retirement						
Savings(1=Yes, 0=No)	-.0146785	.0385966	-0.38	0.704	-.0909767	.0616197
Investment(1=Yes, 0=No)	-.0282191	.0381075	-0.74	0.460	-.1035504	.0471122
Inheritance(1=Yes, 0=No)	.0280699	.0552523	0.51	0.612	-.0811535	.1372933
Information on savings?						
Television(1=Yes, 0=No)	-.0378063	.0449617	-0.84	0.402	-.1266871	.0510746
Radio(1=Yes, 0=No)	-.0564586	.045779	-1.23	0.220	-.1469551	.0340379
Newspaper(1=Yes, 0=No)	-.0718219	.0525263	-1.37	0.174	-.1756565	.0320128
Constant	.0424397	.1245063	0.34	0.734	-.2036857	.2885652

Source: **Researcher's Analysis**

4.7 Discussion of the study

A correlation of gender and saving for retirement showed that women lagged behind in matters regarding saving for retirement. This was in line with (Bonner, 2015) who in his conclusion said that women cannot save as much for retirement as men. It is also supported by the (Financial Finesse report, 2015) which stated that women were less likely to be saving for retirement. A research by (Lee & Law, 2004) proved that age influenced one's behaviour towards saving for retirement, however the reverse was true for the researcher with the linear regression showing no significant relationships between the two. It should be noted that (Lee & Law, 2004) used correlation to prove his hypothesis, whereas I used linear regression, which could be the reason for the difference. The effect of education on women's retirement makes women to be having less knowledge and less financial literature on retirement and also retirement planning (Lusardi, 2004; Lusardi & Mitchell, 2008), this was confirmed by the researcher, as there was a significant relationship between gender and education level, on top of having more men saving for retirement than the females. There was a significant relationship between Marital Status and saving for retirement. This was because people's marital status determined the number of dependents and in the end influenced their ability to save.

The research concluded that people's Attitudes towards saving for retirement actually had no influence on their ability and willingness to save for their retirement. This contradicted with other researchers like Ajzen & Fishbein, who after their research stated that individuals who held favourable attitudes were likely to notice, attend and process primarily the object's (which object is saving for retirement in this case) positive attributes whereas individuals with unfavourable attitudes towards an object were likely to direct attention to its negative qualities. However, the results were in line with (Kotler & Armstrong, 2010) who concluded that people's beliefs would differ depending on the person or the situations they are in. This came to the notice of the researcher who then concluded that the situations people are in had a greater influence on their ability and willingness to save for retirement. The respondents were pulled back by the high costs of living and struggles to meet their day-to-day needs, support their families, etc. Thus, wouldn't save for retirement even if they were positive about it i.e., 64.2% didn't find pensions boring and 96.99% found it worth saving for retirement.

The researcher found a positive and significant relationship between one's knowledge on saving for retirement and their ability and willingness to actually save for retirement. This relationship was based on knowledge variables i.e. knowing one will have enough for retirement and knowledge of the existence of an authority to protect the interests of members and beneficiaries of retirement benefits schemes which definitely resulted into the lack of confidence in the sector. This finding was similar to Moore & Mitchell who stated that one reason individuals failed to plan and save for their retirement was because they lacked sufficient domain specific knowledge. They therefore emphasized the importance of retirement education as their study found that voluntary retirement savings rates of individuals in the United States increased after employers started educating staff about retirement saving and planning. (Millar et.al, 2009). It's on the same basis that the researcher also puts emphasis on knowledge and awareness as a means to improve retirement savings amongst the informal sector in Uganda.

Interpretations:

P > 0.05, Accept the null hypothesis of no relationship.

There is no significant evidence of a relationship between the Respondents' Age and Saving for Retirement.

There is no significant evidence of a relationship between the Respondents' Gender and saving for Retirement.

There is no significant evidence of a relationship between the level of education attained by the respondents and saving for retirement.

There is no significant evidence of a relationship between the respondents' religions and saving for retirement.

There is no significant evidence of a relationship between Respondents' family size and their saving for Retirement.

There is no significant evidence of a relationship between marital status and saving for retirement.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter provides the summary of the findings from the previous chapter, the conclusions drawn from these findings, the researcher's recommendations and finally the suggestions for further research.

5.2 Summary of findings

Majority of the respondents (96.99%) found it worth saving for their retirement despite a large number of them (33.9%) not knowing (having no idea) what their monthly retirement incomes will be.

Savings and Investments stood out as the assets most respondents had/expected to have in place to find their retirement (79.2%). 67% of those who counted on inheritance as the asset to fund their retirement were youths aged 21 – 25 years.

Televisions were the most common source of information about retirement savings to the respondents. Followed were the radios and newspapers respectively. However, there was a positive relationship between the use of newspapers and saving for retirement.

75.4% of the respondents thought they would have enough for retirement. However, a higher number of these expected a monthly retirement income below 500,000 Uganda shillings. Most of these people (40%) who expected incomes below 500,000 shillings were aged 26 – 35 years whereas most of the outstanding few (53.9%) that expected monthly retirement incomes above 2 million were aged 21 – 25 years.

Majority of the respondents (55.1%) were not aware of the presence and use of annuities to manage their retirement risks.

Of the 75.1% respondents that knew there was an authority with the duty of protecting the interests of members and beneficiaries of retirement benefits schemes, 76.23% ticked this authority to be NSSF while 22.13% ticked URBRA.

Majority of the people (69.8%) in this sector didn't know yet about the proposed Retirement Benefits Appeals Tribunal and liberalisation bill by URBRA that await funding and being passed by the government of Uganda respectively.

The results also showed that 47% of the respondents thought about their retirement always, 45.2 rarely thought about it whereas 7.8% totally never thought about their retirement.

According to the people in this sector, pensions were actually not a boring subject for them not to get involved in (64.2%), but they were rather complicated and difficult for them to understand (64.6%). Additionally, they considered saving into a private pension a less secure route for saving for their retirement (59.26%), with the majority (72.2%) convinced that financial companies, banks and building societies acted with competence in matters regarding saving for retirement.

Approximately 20% of the respondents were totally unconfident in retirement saving schemes delivering an income for retirement (i.e. value for their money).

The Pearson correlation tests for relationships between saving for retirement and each of the other variables confirmed some strong relationships. There were significant relationships between peoples' marital status, respondents' knowledge on whether they will have enough for retirement, and also their knowledge on the authority that protects the interests of members and beneficiaries of retirement benefit schemes. These were confirmed at a 5% level of significance.

The researcher also ran a linear regression model which involved most of the independent variables and the dependent (saving for retirement). The results showed one significant variable and that was the respondents' knowledge on having enough for their retirement. The researcher therefore concluded that respondents' knowledge on various issues concerning saving for retirement was more likely to affect peoples' ability and willingness to save for their retirement.

5.3 Conclusions

This research was aimed at examining the informal sector peoples' knowledge and attitude towards saving for retirement. From the results, the researcher can confirm and conclude that these peoples' attitude towards saving for their retirement is actually not negative as expected and therefore contributes little to the low retirement savings as seen in the URBRA Annual report. This conclusion is backed up by the analysis and results of the responses got from people in Section C (Attitude) of the questionnaire.

On the other hand, the respondents' knowledge has an effect on the respondents' ability and willingness to save for their retirement. This research confirmed significant relationship between various variables under Section B "Knowledge" of the questionnaire. These included peoples' knowledge on whether they'll have enough for retirement and also their knowledge of the presence of an Authority that protects the interests of members and beneficiaries of retirement benefits schemes in Uganda.

Demographic factors hardly have an effect on the peoples' ability and willingness to save for their retirement. There was no effect/ relationship discovered in any of the variables under this, except one which strongly had an impact on saving for retirement. This was one's marital status. The married, separated, cohabiting and widowed tend to have many dependents and therefore less likely to save for their retirement compared to the singles.

Knowledge on saving for retirement is most likely to affect peoples' ability and willingness to save for retirement.

5.4 Recommendations

There is a need to create and instil confidence it the retirement benefits sector and this can only be achieved by ensuring people know basic things in this sector, such as the regulation Authority where they can complain of faults within their schemes. The government of Uganda, through the Uganda Retirement Benefits Authority should facilitate and start the Retirement Benefits Appeals Tribunal which is going to bring about transparency and accountability in this sector hence increasing national coverage of retirement savings.

The youth should be sensitized to stop counting too much on inheritance as the major asset to fund their retirement. Retirement Benefits Schemes should be brought closer to the youth, may be to begin with at university level. More retirement benefits schemes should be encouraged and licenced to operate.

Attitudinal and knowledge-based research on saving for retirement should be carried out regularly (annually) by the regulatory organisation of the retirement benefits sector as the results give a basis for effective policy formulation, taking note of improvements, deteriorations and areas of urgency.

Majority of the people understand the value and need of saving for retirement despite not doing so. The retirement Benefits Sector should copy from the newly introduced Bancassurance where by insurance is being done at bank level, designing various products to suit different people based on the amounts in their accounts. Voluntary retirement products can be introduced and be an addition on the possibilities one can use their money for, the various amounts can be cashed to the fund managers' accounts who will invest the money and be able to deliver an income for the various customers.

The government and the various bodies and authorities in the retirement benefits sector should make good use of Televisions and Newspapers to market their products and the sector, because these were found to be the most common and effective sources of information to the people respectively. Basic and very relevant information can be passed over to the public through this means, such as awareness of the low taxation of schemes, understanding of charges involved in schemes, an explanation and recognition of both the voluntary and compulsory contributions, and most importantly the use of annuities at retirement.

The government should liberalise the retirement benefits sector which will create competition and transparency in the sector. There is also need for mandatory contractual saving plans for Ugandans based on their family sizes.

The government should also boost up the tax incentives on peoples' money saved into various schemes for the future. These incentives can be two way i.e. tax incentives on people's contributions and benefits from schemes. Plus incentives on investors and experts to start operations in the country. These include life insurance providers that are carried limited in the country and also fund management firms.

The government should sponsor university graduates to go undertake further studies in pension analysis and saving for retirement, who will then be able to design effective retirement saving products that will suit every one including the informal sector.

The authorities should boost up their awareness strategies and deliver them around the country in order to improve financial knowledge. This should be through various education programs which in the end will facilitate individuals' retirement saving behaviours and attitudes.

5.5 Suggestions for further research/study.

A similar but fully government funded and facilitated research should be carried out with field experts who have the ability to use the different local languages that were dominant in this study and this will give more reliable information and conclusions.

A similar study should be carried out in various areas in the country rather than basing on the results from Kamwokya market to conclude on the whole country. It should be able to capture a variety of the different variables such as age groups, marital status, education levels and family sizes of respondents.

Further research should be done on other factors that seem to have a bigger influence on saving for retirement but weren't actually considered by the researcher, such as the current costs of living and incomes of the people. These could have a bigger impact.

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APPENDIX A

Research Questionnaire on Retirement Saving Knowledge and Attitude amongst informal sector workers.

Confidential

RETIREMENT SAVINGS KNOWLEDGE AND ATTITUDE AMONGST INFORMAL WORKERS / SELF-EMPLOYED PERSONS IN UGANDA.

A case study of Kamwokya market.

Hello, am Lara Mbiri, a final year Bachelor of Science in Actuarial Science student at the School of Statistics and Planning (Makerere University). As a requirement for my university degree, I am doing study/research on the above topic. Please note that this study is strictly for academic purposes and therefore information you give will be handled with utmost confidentiality. Nothing will be used beyond this.

I therefore kindly request you to voluntarily participate and contribute to this cause.

SECTION A: DEMOGRAPHICS

Questionnaire Identification Number ☐

Age: Below 20 ☐ 21-25 ☐ 26-35 ☐ 36-45 ☐ 46-60 ☐ Above 60 ☐

SEX: Male ☐ Female ☐

MARITAL STATUS: Married ☐ Separated ☐ Cohabiting ☐ Widowed ☐ Single ☐

EDUCATION LEVEL: below High school ☐ High school ☐ Past High school ☐

RELIGION: Moslem ☐ Anglican ☐ Catholic ☐ Pentecostal ☐ Others ☐

SIZE OF FAMILY: Less than 5 ☐ 5-10 ☐ Above 10 ☐

SECTION B: KNOWLEDGE

1. Is it worth saving for retirement?

Yes ☐ No ☐

2. Which of the following sources do you get information on retirement savings?

☐ Radio ☐ T.V ☐ Posters ☐ Newspapers ☐ Others

3. Which of the following four assets do you have (expect to have) in place for funding your retirement?

A home ☐ savings ☐ investment ☐ inheritance ☐ none ☐

4. Do you have an idea of what your retirement income will be?

I have a good idea of what my income in retirement will be ☐

I have a reasonable idea of what my income in retirement will be ☐

I know vaguely whether I will have enough to live on or not ☐

I have no idea of what my income in retirement will be ☐

5. Do you think you'll have enough for retirement?

Yes ☐ No ☐

(b) If yes (monthly income after retirement):

Below 500, 000 ☐ 500,000 – 2,000,000 ☐ 2,000,000- 5,000,000 ☐

Above 5,000,000 ☐

6. One feature of a personal pension is that, by the age of 75, you have used most of the money you have saved in the pension to buy an 'annuity', meaning that you get a regular income until you die. Were you aware of this before now?

Yes ☐ ☐ No

7. a) Is there an authority that protects the interests of members and beneficiaries of retirement benefits schemes? YES ☐ NO ☐

If yes;

b) This Authority is: URA ☐ NSSF ☐ UNRA ☐ URBRA ☐

c) Have you heard of the Retirement Benefits Appeals Tribunal? Yes ☐ No ☐

SECTION C: ATTITUDE:

1. How much have you thought about retirement?

   Always ☐ Rarely ☐ Never ☐

2. Pensions are boring
   True ☐ False ☐
3. Pensions are so complicated, it's difficult to understand the basics.
   True ☐ false ☐
4. Saving into a private pension is a ______ secure route for saving for retirement.
   More ☐ Less ☐
5. Financial companies, banks and building societies act with competence in matters regarding to saving for retirement.
   Yes ☐ No ☐

6. How confident are you in retirement saving schemes delivering an income for retirement (value for money).
   Confident ☐
   Neither confident or unconfident ☐
   Unconfident ☐

Thank you very much for your time and contribution.