



AMERICANS' VIEWS OF SOCIAL SECURITY

By Tyler Bond and Kelly Kenneally

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NATIONAL INSTITUTE ON
Retirement Security

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ABOUT THE AUTHORS

Tyler Bond is the research director for the National Institute on Retirement Security (NIRS). He works with the executive director to plan all the organization's research products. Since joining NIRS, Bond has authored or co-authored numerous research reports, issue briefs, and fact sheets on a wide range of topics relating to retirement security. He regularly speaks at conferences about NIRS research and testifies before policymakers. Previously, Bond spent four years at the National Public Pension Coalition where he directed the research program and authored six original research reports. He has held positions on Capitol Hill and at the Center on Budget and Policy Priorities. Bond holds a B.A. in political science and philosophy from Indiana University and an M.A. in public policy from The George Washington University. He is a member of the National Academy of Social Insurance.

Kelly Kenneally has provided communications counsel to the National Institute on Retirement Security since its founding in February 2007. She implements communications programs that provide accurate data and information on retirement policy issues and has authored the NIRS biennial public opinion research studies. Kenneally has more than 25 years of public affairs experience with corporations, government, and non-profit organizations. Previously, she served in the White House as associate director of the President's Commission on White House Fellowships. She has held communications positions at Micron Electronics and MCI WorldCom, and she began her career at the Maryland General Assembly. She holds a B.A. in government and politics from the University of Maryland.

ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

Social Security over the decades has grown to become the backbone of the U.S. retirement savings system, particularly for middle-class Americans, and often is referred to as one of the nation's most popular government programs. Nearly all workers participate in Social Security, which means nearly all retirees receive at least some income from Social Security each month.

Today, the program is funded by a payroll tax of 12.4 percent on wages, with employees paying 6.2 percent and employers paying the remaining 6.2 percent. Self-employed workers pay the full 12.4 percent. These rates were set in the early 1980s based upon financial projections conducted at that time. While those projections kept the program on a sound footing for five decades, some unforeseen economic changes mean that the current financing structure will not be adequate to pay full scheduled benefits beyond 2033.

Despite the popularity of Social Security, federal policymakers have yet to craft a long-term Social Security funding fix to address the impending depletion of the trust fund. In the coming decade, the funding challenges will force the nation into a debate and decisions about the future of Social Security.

In anticipation of this coming debate, the National Institute on Retirement Security surveyed Americans on their views regarding the Social Security program. The survey asked Americans what they think of the program generally and what are their views about specific ideas on how to reform the program and shore up its financing. This report finds:

- **Americans overwhelmingly support Social Security.** Some 87 percent of Americans agree that Social Security should remain a priority for the nation no matter the state of budget deficits. This support is strong across the board regardless of gender, age, employer, income, or party affiliation. Americans also support increasing employer and employee contributions to ensure the long-term sustainability of Social Security.
- **Most Americans understand when they can start receiving Social Security benefits, but are less sure of their own benefit levels.** Among those who are not retired, most provided accurate responses about when they can start claiming Social Security income and the full retirement age. However, Americans are not clear on their own benefits levels even though this information is readily available from SSA.
- **Americans have mixed views on adjusting Social Security benefit levels, but most say their retirement security hinges on sustained Social Security benefit levels.** When it comes to expanding Social Security, slightly more than half of Americans (52 percent) agree with this concept. Some 47 percent disagree with raising the retirement age, which is a benefit cut. Nearly three-fourths of those who aren't retired indicate that a financially secure retirement is contingent upon future benefits at least equal to those provided to current retirees. But more than half of those who aren't retired (53 percent) aren't confident they'll have the same Social Security benefits as current retirees, with women and Gen Xers the least confident.
- **Americans want action now on Social Security.** When asked about when Congress should act to address Social Security's funding shortfall, Americans don't want leaders to kick the can down the road. Eighty-seven percent say Congress should act now rather than waiting another ten years to find a solution. This sentiment holds strong across gender, age, and party affiliation.

INTRODUCTION

Retirement is a relatively recent invention. One hundred years ago, most people either died while working or, if they became too ill or physically or mentally incapable of continuing to work, they were either cared for by family or became indigent. When the Great Depression shattered the economy and forced millions of Americans into poverty, President Franklin Roosevelt, as part of the New Deal, signed the Social Security Act of 1935, creating the Social Security Administration and the Old Age and Survivors' Insurance (OASI) program. The goal of Social Security was to insure against the risks of economic insecurity in old age and to provide some measure of support to older Americans who were no longer able to work.¹

Social Security has become the backbone of the U.S. retirement savings system, particularly for middle-class Americans, and often is referred to as one of the nation's most popular government programs. Nearly all workers participate in Social Security, which means nearly all retirees receive at least some income from Social Security each month.² For some retirees, nearly 90 percent of their income in retirement will come from Social Security.³

More specifically, SSA data indicate that 97 percent of older adults (aged 60 to 89) either receive Social Security or will receive it. These benefits are modest. The average Social Security retirement benefit in February 2023 was approximately \$1,782 per month, or \$21,384 annually. For someone who worked a full career with average earnings and retired at age 65 in 2022, Social Security benefits replaced about 37 percent of past earnings. This replacement rate fell as the program's full retirement age gradually rose from 65 in 2000 to 67 in 2022.⁴

Today, the program is funded by a payroll tax of 12.4 percent on wages, with employees paying 6.2 percent and employers paying the remaining 6.2 percent. Self-employed workers pay the full 12.4 percent. These rates were set in the early 1980s based upon financial projections conducted at that time. While those projections kept the program on a sound footing for five decades, some unforeseen economic changes mean that the current financing structure will not be adequate to pay full scheduled benefits beyond 2033.⁵

The money paid in today covers current benefits, with any excess going into the Social Security trust fund. Since

Congress initiated annual cost-of-living adjustments (COLA) to the program in 1975 to protect benefits from rising costs, there only have been three years in which benefits didn't increase. The single biggest increase of 14.3 percent went into effect in January 1981. For 2024, the Social Security Administration (SSA) announced that the annual COLA will be 3.2 percent, which represents an average increase to retirement benefits of about \$50 per month for individuals.⁶

Despite its overwhelming popularity, Social Security faces looming financial challenges. The last major legislation enacted to reform Social Security was in 1983, which established a trust fund into which surplus revenues would be deposited. So long as revenues from the payroll tax that funds Social Security exceeded benefit payments, the surplus revenues were deposited in the trust fund to pay future benefits should benefit payments begin to exceed revenues. In 2010, the Social Security trust fund began running a cash flow deficit, meaning more was being taken out to pay benefits than was being contributed through surplus revenues. However, interest income from the trust fund remained in surplus until 2021, when the trust fund began running an annual deficit, not just a cash flow deficit.⁷ The trust fund, as this illustrates, is a finite amount.

The latest forecasts from the Social Security trustees estimate that the trust fund will be depleted in 2033. At that point, Social Security will still be able to pay benefits (it is not possible for Social Security to go bankrupt), but benefits will be limited to the amount covered by payroll tax revenues. This would mean an across-the-board benefit cut of approximately 20 percent for all current and future beneficiaries at that time.⁸

It's important to note that retirees already are feeling the pain of changes to Social Security implemented in 1983 to raise the retirement age. Workers can receive Social Security at 62, but benefits are substantially reduced for those who begin collecting benefits before the full retirement age. The Normal Retirement Age (NRA) for Social Security purposes is set to increase by two months each year until it hits 67. Once fully phased in for Americans born in 1960 and later, the full benefit amount (at age 67) will be reduced by 30 percent for those choosing to draw

benefits at age 62. For those who retire at age 65 (the prior NRA for those born before 1938), benefits will be reduced by 13 1/3 percent.⁹

Even as benefits erode, federal policymakers have yet to craft a long-term Social Security funding fix to address the impending depletion of the trust fund. During the recent presidential debate, Social Security was a heated topic with both President Joe Biden and former President Donald Trump accusing one another of undermining the program.¹⁰ To date, Trump hasn't put forward detailed plans to stabilize the program. As for Biden, during the 2020 presidential campaign he proposed increasing Social Security payroll taxes for people making more than \$400,000 a year in a bid to bolster the program. But that proposal hasn't been included in any of Biden's budget proposals since he's been in office.

Action also is absent in Congress. While members from both parties have introduced legislation that would reform Social Security in various ways, the measures haven't been subject to a vote by either chamber of Congress. Some Democratic lawmakers – Senators Warren and Sanders and Congressman Larson — also have proposed expansion plans.¹¹ Republican Senator Bill Cassidy has teamed up with Independent Senator Angus King to develop a bipartisan Social Security “big idea.” Their plan would create a fund outside of Social Security that would invest in equities, and the fund's earnings would help pay promised benefits. Critics say the problem is that the current trust fund isn't sizable enough.¹²

In the coming decade, the funding challenges will force the nation into a debate and decisions about the future of Social Security. Whether this policy discussion happens sooner or later is unclear. But it is clear that the longer it takes to enact legislation, the more expensive and financially painful the solution becomes.

In anticipation of this coming debate, the National Institute on Retirement Security (NIRS) surveyed Americans on their views regarding the Social Security program. The survey asked Americans what they think of the program generally and what are their views about specific ideas on how to reform the program and shore up its financing.

This report finds:

- **Americans overwhelmingly support Social Security.** Some 87 percent of Americans agree that Social Security should remain a priority for the nation no matter the state of budget deficits. This support is strong across the board regardless of gender, age, employer, income, or party affiliation. Americans also support increasing employer and employee contributions to ensure the long-term sustainability of Social Security.
- **Most Americans understand when they can start receiving Social Security benefits, but are less sure of their own benefit levels.** Among those who are not retired, most provided accurate responses about when they can start claiming Social Security income and the full retirement age. However, Americans are not clear on their own benefits levels even though this information is readily available from SSA.
- **Americans have mixed views on adjusting Social Security benefit levels, but most say their retirement security hinges on sustained Social Security benefit levels.** When it comes to expanding Social Security, slightly more than half of Americans (52 percent) agree with this concept. Some 47 percent disagree with raising the retirement age, which is a benefit cut. Nearly three-fourths of those who aren't retired indicate that a financially secure retirement is contingent upon future benefits at least equal to those provided to current retirees. But more than half of those who aren't retired (53 percent) aren't confident they'll have the same Social Security benefits as current retirees, with women and Gen Xers the least confident.
- **Americans want action now on Social Security.** When asked about when Congress should act to address Social Security's funding shortfall, Americans don't want leaders to kick the can down the road. Eighty-seven percent say Congress should act now rather than waiting another ten years to find a solution. This sentiment holds strong across gender, age, and party affiliation.

I. AMERICANS OVERWHELMINGLY SUPPORT SOCIAL SECURITY

The vast majority of Americans (87 percent) increasingly agree that Social Security should remain a priority for the nation no matter the state of budget deficits, with more than half (55 percent) in strong agreement (Figure 1).

This sentiment that Social Security must remain a priority for the nation is consistently high across key demographics – gender (Figure 2), income (Figure 3), employer (Figure 4), age (Figure 5), and party affiliation (Figures 6).

Figure 1: 87% of Americans agree that Social Security must remain a priority.

Social Security should remain a priority for our country no matter how bad budget deficits get.

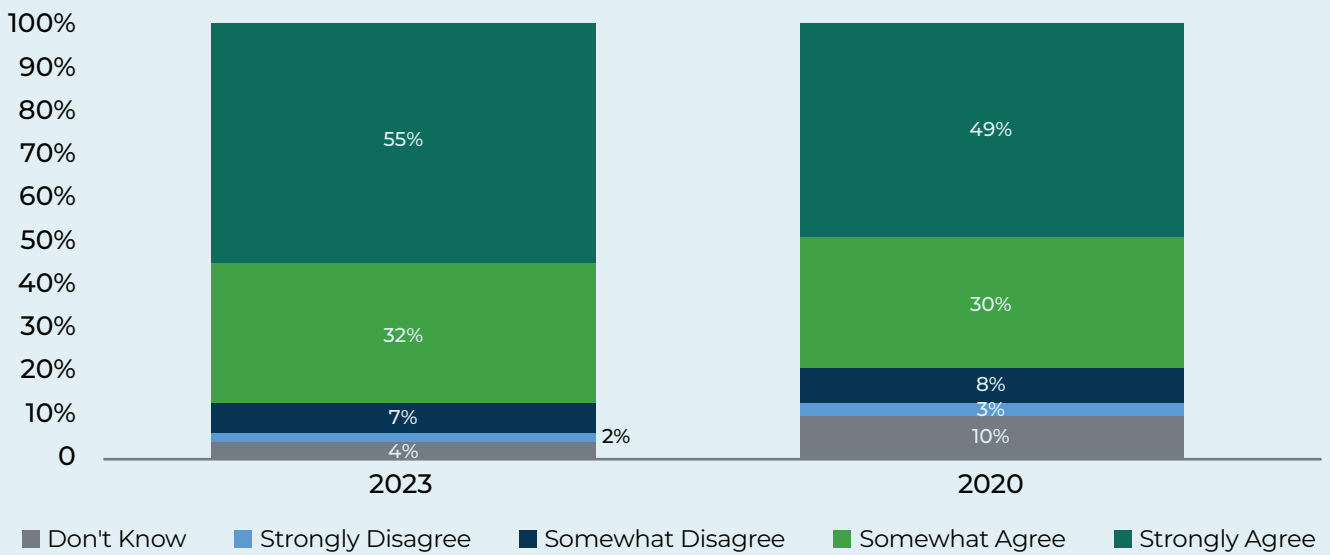


Figure 2: Both American men and women agree that Social Security must remain a priority.

Social Security should remain a priority for our country no matter how bad budget deficits get.

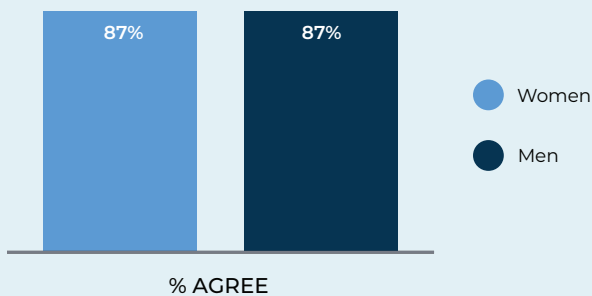


Figure 3: Across income levels, Americans are highly supportive of Social Security as a priority.

Social Security should remain a priority for our country no matter how bad budget deficits get.

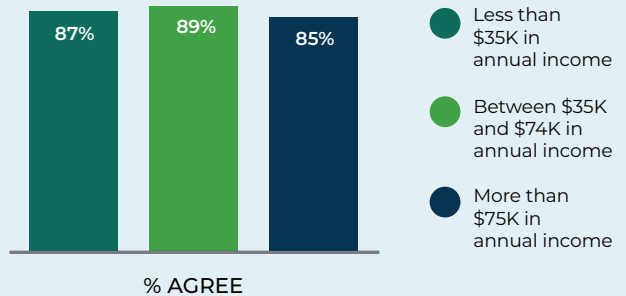


Figure 4: Both U.S. public and private sector workers say it is important that Social Security remain a priority.

Social Security should remain a priority for our country no matter how bad budget deficits get.

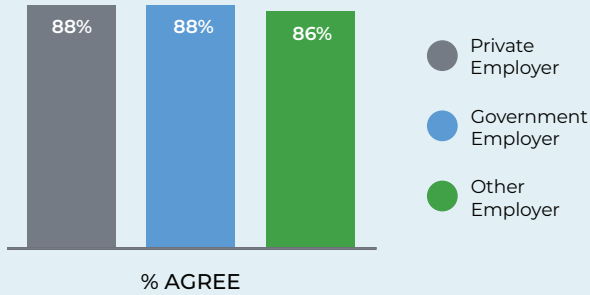


Figure 6: Despite claims of deep polarization, there is significant bipartisan agreement that Social Security must remain a priority in the U.S.

Social Security should remain a priority for our country no matter how bad budget deficits get.

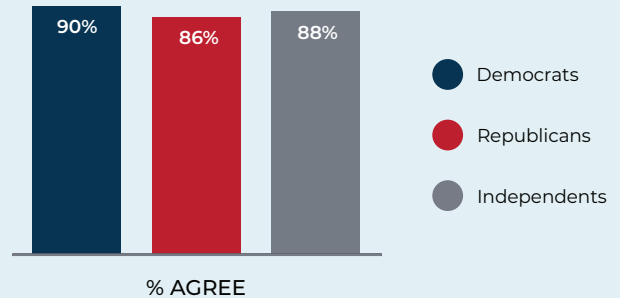
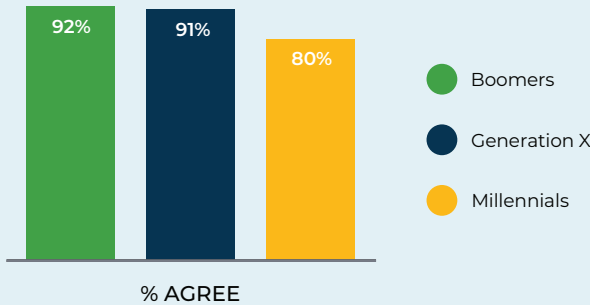


Figure 5: Across generations, Americans strongly agree that Social Security must remain a priority.

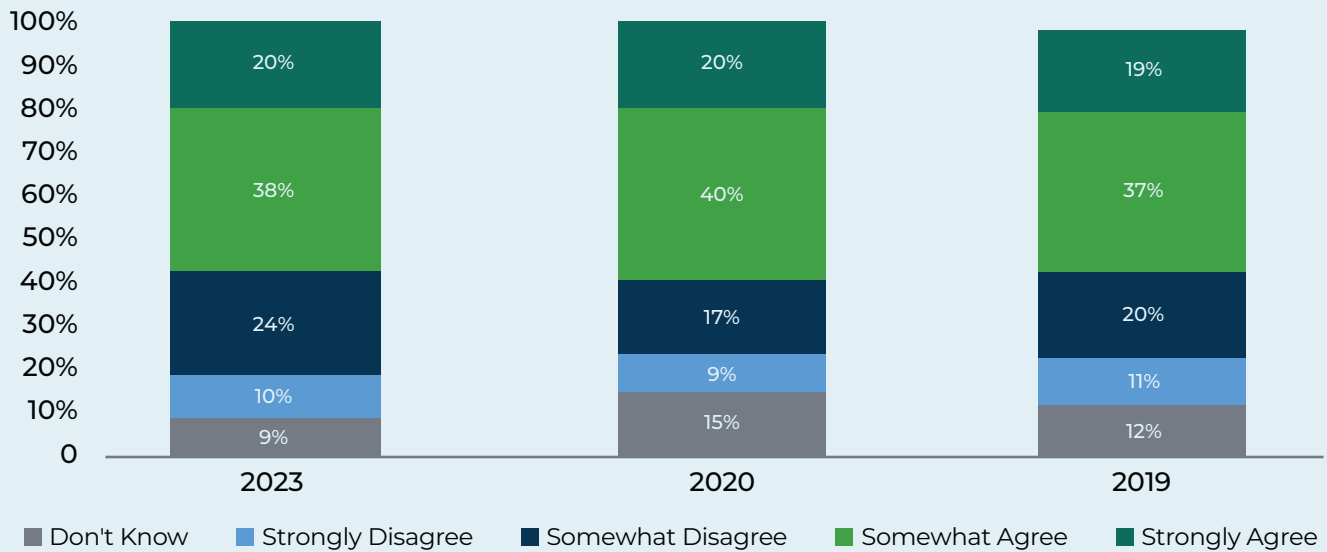
Social Security should remain a priority for our country no matter how bad budget deficits get.



There's also growing support for the notion that the government should increase the amount that workers and employers contribute to Social Security to ensure the program is available to future generations (**Figure 7**).

Figure 7: Most Americans are in agreement that government should increase the amount that workers and employers contribute to Social Security.

To what extent do you agree or disagree: To ensure that Social Security will be around for future generations, the government needs to increase the amount that workers and employers must contribute to Social Security.



II. MOST AMERICANS UNDERSTAND WHEN THEY CAN START RECEIVING SOCIAL SECURITY BENEFITS, BUT ARE LESS SURE OF THEIR BENEFIT LEVELS

Social Security has different options for claiming benefits. How much one receives from Social Security is based on a formula that considers the highest-earning years of a career and the age when benefits start. A worker can start collecting Social Security as early as 62. However, claiming earlier than what is considered the full retirement age (between 66 and 67 for most workers today) means the monthly benefit is permanently reduced. Delaying Social Security, to the oldest age of 70, means the monthly income is higher. The Social Security Administration reduces benefits by 30 percent for people who claim benefits at 62, meaning they receive just 70 percent of their full retirement benefit each month for life.¹³

This research finds that among those who are not retired, most provided accurate responses about when they can start claiming Social Security income. Sixty-nine percent of Americans accurately responded that age 60-64 is the early claiming age. Regarding the full retirement, 67 percent of Americans accurately responded that the age range is 65-69. Regarding the oldest age for starting Social Security, only 35 percent selected the correct age range of 70-74, but 30 percent were close in selecting the 65-69 age range (Figure 8).

Figure 8: Among Americans who are not retired, most responded accurately about the various Social Security claiming ages, but were less knowledgeable of the highest claiming age.

To the best of your knowledge, at what age does Social Security...? (highlight correct answer)

	60-64	65-69	70-74	75-80	DON'T KNOW	MEAN
Allow you to start receiving Social Security benefits early	69%	25%	3%	*	4%	63%
Consider to be full retirement age	16%	67%	13%	1%	3%	66%
Allow you to delay starting your benefits up to	17%	30%	35%	4%	14%	67%

Correct Answer

Figure 9: Only 11 percent Americans who aren't retired know their precise estimated Social Security benefits.

How knowledgeable are you regarding the amount of monthly income you will eventually receive from Social Security when you retire?

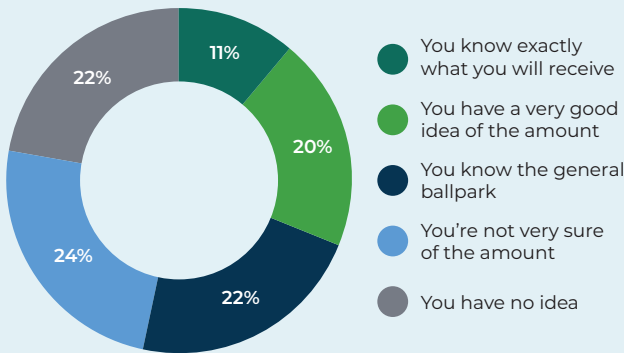
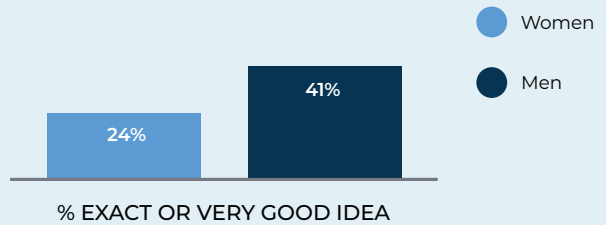


Figure 10: As compared to women, men who aren't retired were substantially more likely to know their anticipated Social Security income.

How knowledgeable are you regarding the amount of monthly income you will eventually receive from Social Security when you retire?



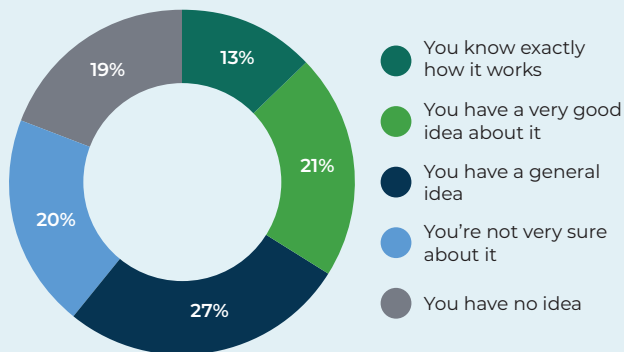
Despite most workers providing these accurate responses, most don't feel confident in the knowledge of their future benefits. It's important to note that the Social Security Administration provides regular statements with detailed information on expected benefits levels and historic earnings records. Even though individualized and precise information is readily available, when asked about their knowledge of the amount of monthly income Social

Security will provide, most Americans are unsure. Only 11 percent said they know exactly what amount of Social Security benefits they will receive. Twenty four percent are not very sure, and 22 percent have no idea (Figure 9).

Interestingly, men were far more likely than women to know exactly or have a very good idea of their precise estimated Social Security benefits (Figure 10).

Figure 11: Only 13 percent of Americans who aren't retired know exactly how taking Social Security benefits early impacts their monthly income.

How knowledgeable are you about what happens to the amount of monthly income you receive from Social Security if you choose to start receiving your benefits early?



When it comes to how Americans feel about their understanding of the financial impacts of when Social Security benefits are taken early, few Americans (13 percent) say they know the exact implications (Figure 11). It's important to note that SSA provides detailed and individualized information on the precise financial implications of early benefits for workers.

Again, men have a better idea than women on the financial impacts of taking Social Security early (Figure 12), as do those who are 65 and older (Figure 13).

Figure 12: Substantially more men than women who aren't retired know exactly or have a very good idea how taking Social Security benefits early impacts their monthly income.

How knowledgeable are you about what happens to the amount of monthly income you receive from Social Security if you choose to start receiving your benefits early?

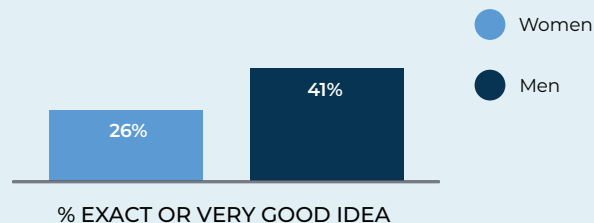
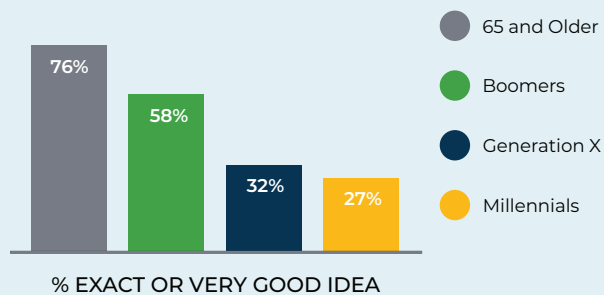


Figure 13: Workers aged 65 and older who aren't retired are far more likely to have an exact or very good idea how taking Social Security benefits early impacts their monthly income.

How knowledgeable are you about what happens to the amount of monthly income you receive from Social Security if you choose to start receiving your benefits early?



III. AMERICANS HAVE MIXED VIEWS ON ADJUSTING SOCIAL SECURITY BENEFIT LEVELS, BUT MOST SAY THEIR OWN RETIREMENT SECURITY HINGES ON SUSTAINED SOCIAL SECURITY BENEFITS

When it comes to expanding Social Security, slightly more than half of Americans (52 percent) agree with this concept. More specifically in 2023, 25 percent agree benefits should be expanded for all Americans while 27 percent say they should be expanded except for wealthier

households. Twenty-eight percent support the status quo, while ten percent say benefits should be reduced for wealthier households. There's little support (two percent) for reducing benefits across the board (Figure 14).

Figure 14: 52% of Americans support an expansion of Social Security benefits.

Would you support an expansion of Social Security benefits, a reduction of benefits, or should it be kept as is?

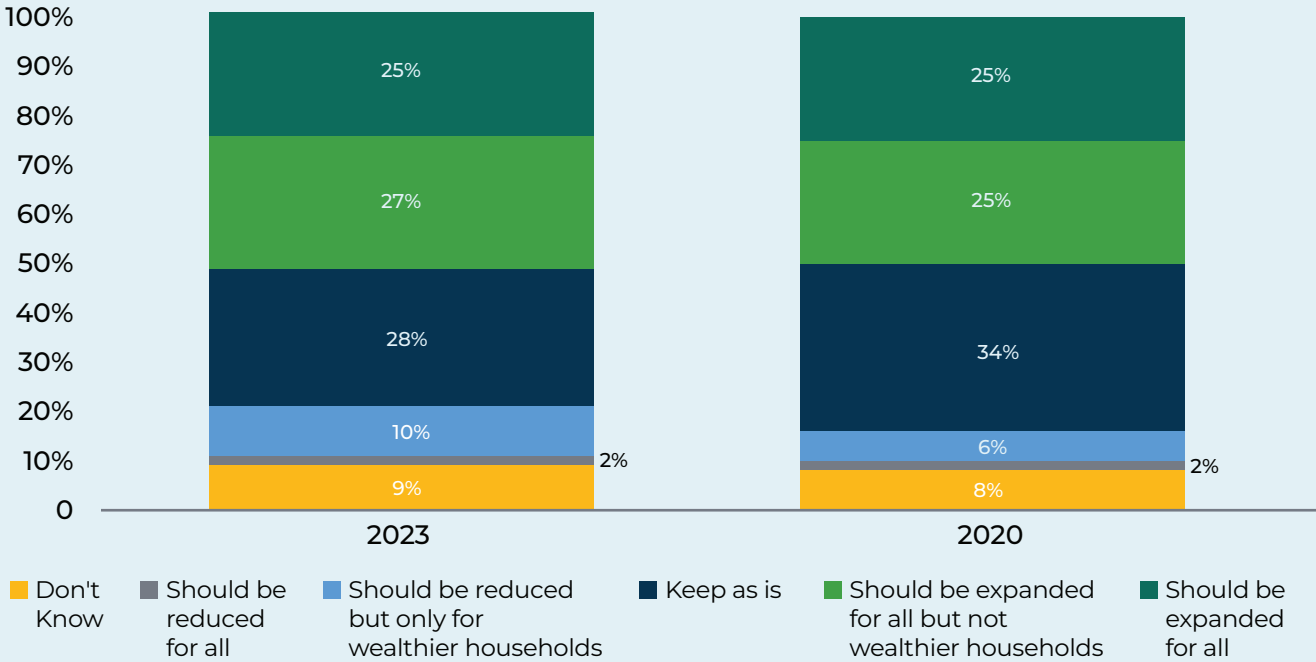
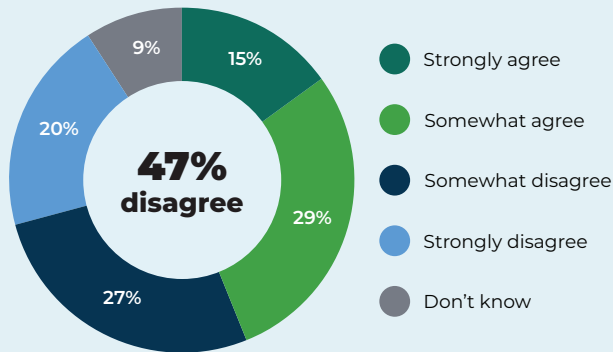


Figure 15: 47 percent of Americans disagree with notion of raising the Social Security retirement age.

To ensure that Social Security will be around for future generations, the government needs to raise the retirement age that Americans qualify for full Social Security benefits.



The research also finds that Americans are split on whether or not to raise the Social Security retirement age – which essentially is a benefit cut – as a means of ensuring the program remains available in the future (Figure 15).

When Americans who are not retired were asked about the importance of their Social Security benefits, nearly three fourths (72 percent) indicated that a financially secure retirement is contingent upon future benefits at least equal to those provided to current retirees (Figure 16).

This strong sentiment about the importance of sustaining Social Security benefits as a contributing factor in retirement security holds steady across gender (Figure 17), income (Figure 18), age (Figure 19), and party affiliation (Figure 20).

Figure 16: 72 percent of Americans who are not retired say they need Social Security benefits at the same level as current retirees to ensure a secure retirement.

To what degree do you believe that your ability to achieve a financially secure retirement depends on Social Security continuing to provide benefits of at least equal value to the benefits received by retirees today?

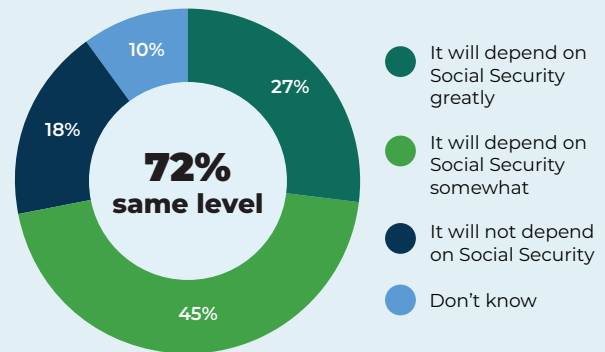


Figure 17: Both men and women who are not retired say they need Social Security benefits at the same level as current retirees to ensure a secure retirement.

To what degree do you believe that your ability to achieve a financially secure retirement depends on Social Security continuing to provide benefits of at least equal value to the benefits received by retirees today?

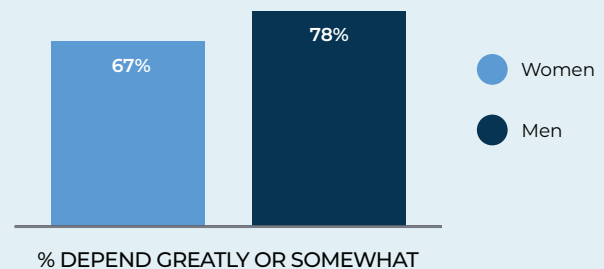


Figure 18: Across income, Americans who aren't retired say they need Social Security benefits at the same level as current retirees to ensure a secure retirement.

To what degree do you believe that your ability to achieve a financially secure retirement depends on Social Security continuing to provide benefits of at least equal value to the benefits received by retirees today?

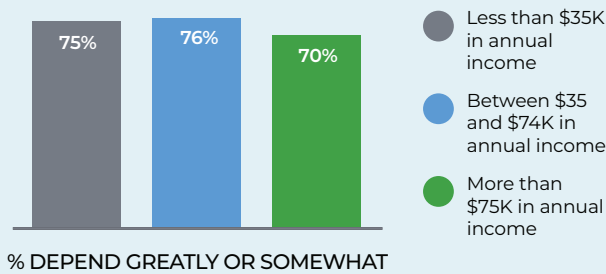


Figure 20: Across party lines, Americans who aren't retired say they need Social Security benefits at the same level as current retirees to ensure a secure retirement.

To what degree do you believe that your ability to achieve a financially secure retirement depends on Social Security continuing to provide benefits of at least equal value to the benefits received by retirees today?

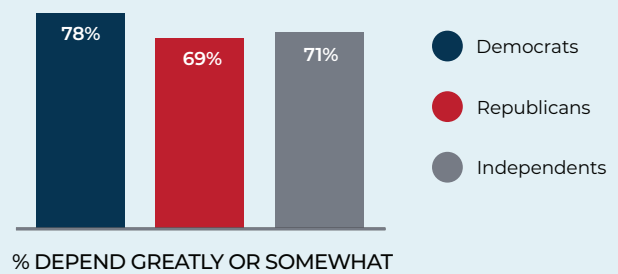


Figure 19: Across generations, Americans who aren't yet retired say they need Social Security benefits at the same level as current retirees to ensure a secure retirement.

To what degree do you believe that your ability to achieve a financially secure retirement depends on Social Security continuing to provide benefits of at least equal value to the benefits received by retirees today?

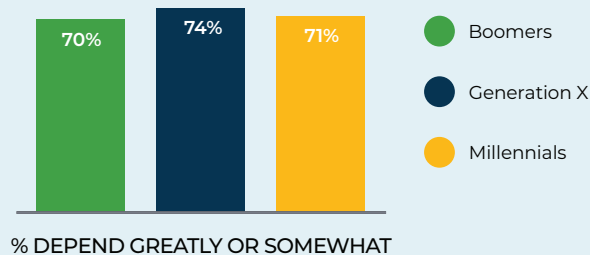
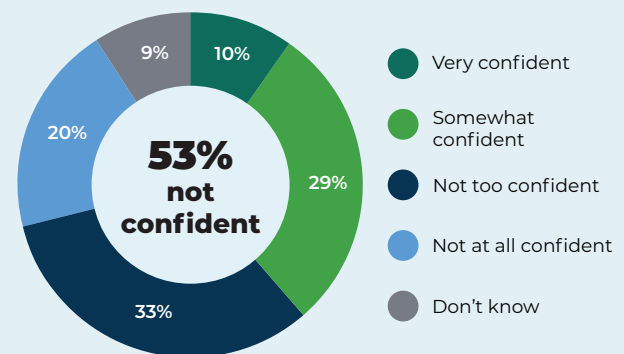


Figure 21: 53 percent of Americans who aren't retired are not confident they'll have the same Social Security benefits as current retirees.

How confident are you that when you retire Social Security will provide you with benefits of at least equal value to the benefits received by retirees today?



And even though maintaining Social Security benefit levels is critical to the financial security of most working Americans, more than half (53 percent) aren't confident benefit levels will be sustained (Figure 21).

Figure 22: Only 28 percent of women who haven't retired are confident they'll have the same Social Security benefits as current retirees.

How confident are you that when you retire Social Security will provide you with benefits of at least equal value to the benefits received by retirees today?

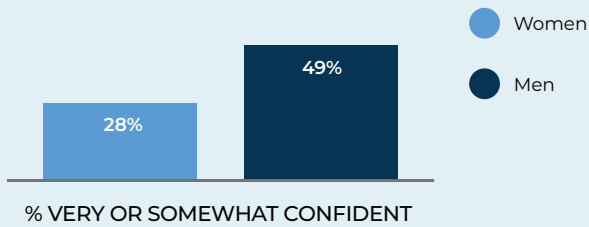
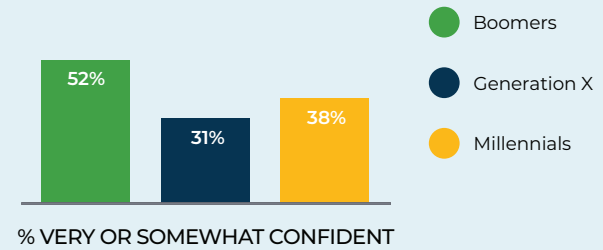


Figure 23: Only 31 percent of Gen Xers who aren't yet retired are confident they'll have the same Social Security benefits as current retirees.

How confident are you that when you retire Social Security will provide you with benefits of at least equal value to the benefits received by retirees today?



Women (Figure 22) and Generation X (Figure 23) Americans who aren't retired are substantially less confident they'll have the same Social Security benefits as current retirees.

IV. AMERICANS WANT ACTION NOW ON SOCIAL SECURITY

When asked about when Congress should act to address Social Security's funding shortfall, Americans don't want leaders to kick the can down the road. Eighty-seven percent say Congress should act now rather than waiting another ten years to find a solution (Figure 24).

This sentiment about action on Social Security is consistently high across multiple demographic groups – gender (Figure 25), age (Figure 26), income (Figure 27), and party affiliation (Figure 28).

Figure 24: Nearly all Americans want Congress to shore up Social Security now.

To what extent do you agree or disagree: Congress should act now to shore up Social Security funding rather than waiting another 10 years.

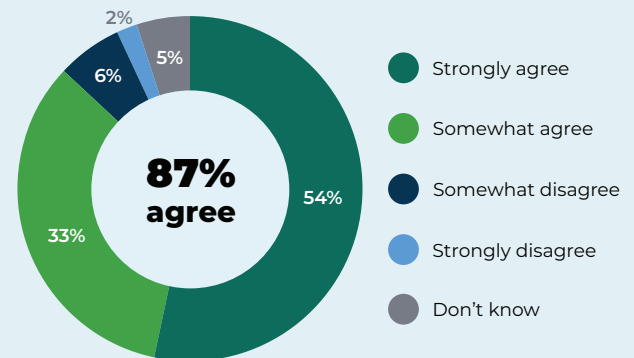


Figure 25: Both men and women overwhelmingly agree that Congress should act now to shore up Social Security funding.

To what extent do you agree or disagree that Congress should act now to shore up Social Security funding rather than waiting another 10 years.

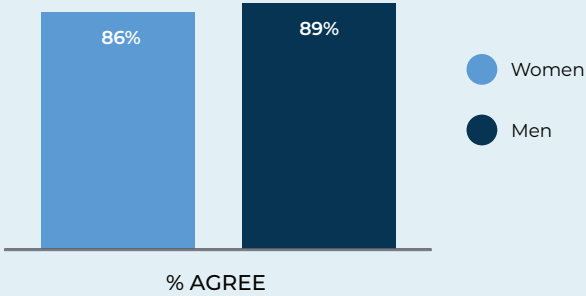


Figure 27: Across income levels, working age Americans strongly agree that Congress should act now to shore up Social Security funding.

To what extent do you agree or disagree that Congress should act now to shore up Social Security funding rather than waiting another 10 years.

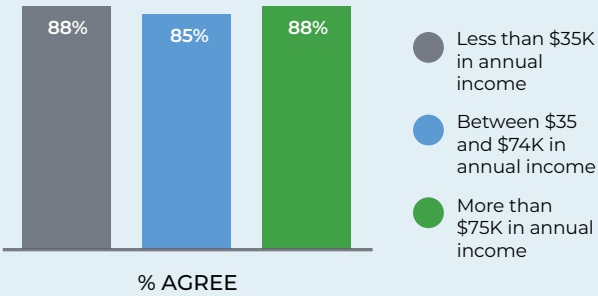


Figure 26: Across generations, working age Americans are in strong support of Congress acting now to shore up Social Security funding.

To what extent do you agree or disagree that Congress should act now to shore up Social Security funding rather than waiting another 10 years.

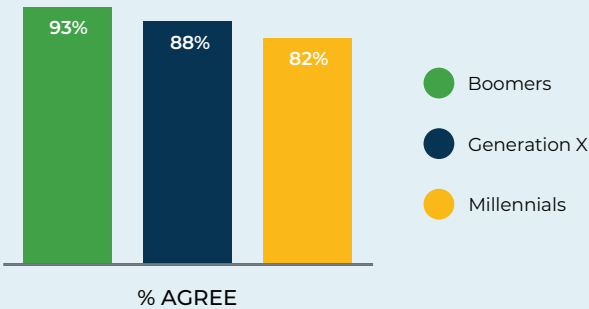


Figure 28: Across party lines, Americans agree that Congress should act now to shore up Social Security funding.

To what extent do you agree or disagree that Congress should act now to shore up Social Security funding rather than waiting another 10 years.

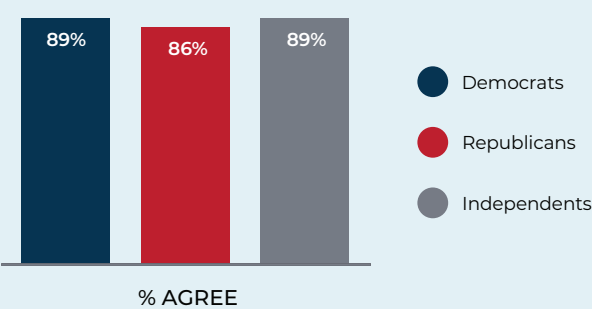
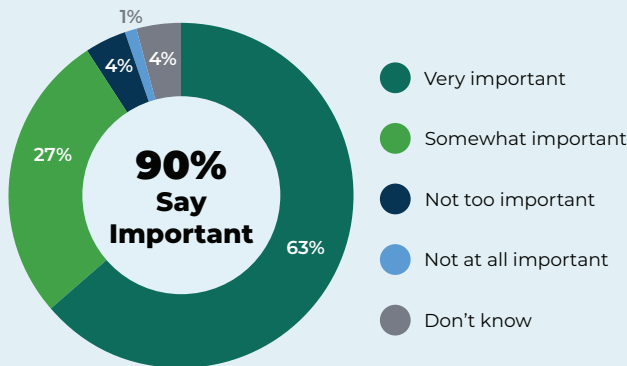


Figure 29: Nearly all Americans say it is important for the next Administration and Congress to solve the Social Security financial shortfall.

Social Security is currently facing a long-term financial shortfall that equals about 1.7% of the country's GDP. How important do you believe it is for the next administration to work with Congress to develop a solution to this financial shortfall?



And finally, nearly all Americans (90 percent) say it should be a priority for the next president and Congress to tackle Social Security's funding shortfall (Figure 29).

CONCLUSION

Social Security is the backbone of the U.S. retirement savings system, particularly for middle-class Americans. Nearly all workers participate in Social Security, which means nearly all retirees receive at least some income from Social Security each month.

Today, Social Security is considered one of the nation's most popular government programs. It is funded by a payroll tax of 12.4 percent on wages, with employees paying 6.2 percent and employers paying the remaining 6.2 percent. Self-employed workers pay the full 12.4 percent. These rates were set in the early 1980s based upon financial projections conducted at that time. While those projections kept the program on a sound footing for five decades, some unforeseen economic changes mean that the current financing structure will not be adequate to pay full scheduled benefits beyond 2033.

Despite the popularity of Social Security, federal policymakers have yet to craft a long-term Social Security funding fix to address the impending depletion of the trust fund. In the coming decade, the funding challenges will force the nation into a debate and decisions about the future of Social Security. In anticipation of this coming debate, NIRS surveyed Americans on their views regarding the Social Security program. This report finds:

- **Americans overwhelmingly support Social Security.** Some 87 percent of Americans agree that Social Security should remain a priority for the nation no matter the state of budget deficits.
- **Most Americans understand when they can start receiving Social Security benefits, but are less sure of their own benefit levels.** Among those who are not retired, most provided accurate responses about

when they can start claiming Social Security income and the full retirement age. However, Americans are not clear on their own benefits levels even though this information is readily available from SSA.

- **Americans have mixed views on adjusting Social Security benefit levels, but most say their retirement security hinges on sustained Social Security benefit levels.** When it comes to expanding Social Security, slightly more than half of Americans (52 percent) agree with this concept. Some 47 percent disagree with raising the retirement age, which is a benefit cut. Nearly three-fourths of those who aren't retired indicate that a financially secure retirement is contingent upon future benefits at least equal to those provided to current retirees.

- **Americans want action now on Social Security.** When asked about when Congress should act to address Social Security's funding shortfall, Americans don't want leaders to kick the can down the road. Eighty-seven percent say Congress should act now rather than waiting another ten years to find a solution. This sentiment holds strong across gender, age, and party affiliation.

METHODOLOGY

Conducted by Greenwald Research, information for this study was collected from online interviews between October 10-25, 2023. A total of 1208 individuals aged 25 and older completed the survey. The final data were weighted by age, gender, and income to reflect the demographics of Americans aged 25 and older. The sample was selected using Dynata, an online sample provider. Tabulations in some of the charts may not add up to 100, due to rounding.

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The National Institute on Retirement Security is a non-profit research and education organization established to contribute to informed policymaking by fostering a deep understanding of the value of retirement security to employees, employers, and the economy as a whole.

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