

Online Appendix

Exploring the Process of Decision Making on the Use of Pensions for Financing Old Age: Muslim Workers Living in England Alija Avdukic, Faizal Monjoo, Ataollah Rahmani and Ahmed Abdullah

Appendix 1: Table 1

Table 1: Profile of the respondents

Age range	Gender		Academic achievement		Profession		Type of pension		Pension arrangement		
<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>		
Below 20	5	Male	125	No academic qualification	5	Academic	41	Conventional	40	Defined benefit	13
21-30	40	Female	40	High school or below	28	Bankers	10	Private	16	Defined Contribution	49
31-40	66			Undergraduate	75	Merchants/business	16	Sate	25	Defined ambition	1
41-50	37			Masters	52	General public workers	49	Others	9	Other	15
Above 50	17			Ph.D.	5	Managers	20	None	75	None	83
						Self employed	28				

N=165

Appendix 2: Table 2

Table 2: Survey response

<i>N=165</i>	% strongly agree		% strongly disagree			Mean	Median	Variance
	1	2	3	4	5			
Panel A Attitude towards Pension								
You know how your annuity will be calculated after retirement	2	9	46	10	32	2.39	3	1.20
The annuity that you will receive after retirement will be sufficient	4	4	56	16	20	1.71	2	0.33
It is very important to have a pension plan	31	43	15	8	3	3.89	4	1.06
Panel B Islamic Financial Principles								
You are familiar with the term riba	54	36	7	3	4	4.34	5	0.94
Interest based pension schemes are the same as the Islamic pension schemes	2	2	31	31	32	2.10	2	0.94
It is Islamically prohibited to take conventional pension schemes	8	16	59	15	2	3.14	3	0.69
Are you familiar with the term gharar	12	23	16	24	23	2.76	3	1.84
Gharar (speculation) based pension schemes are the same as the IPS	4	4	63	20	9	2.72	3	0.66
Panel C Pension Schemes								
Perceptions on objectives of Islamic pension schemes: prohibition of riba	69	21	9	1	1	4.57	5	0.53
Perceptions on objectives of Islamic pension schemes: prohibition of gharar	29	17	52	1	1	3.72	3	0.87

Perceptions on objectives of Islamic pension schemes: providing Shari'ah compliant products (Pension Schemes)	58	27	12	2	1	4.40	5	0.72
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Panel D Pension Schemes and Empowerment

Islamic pension schemes will contribute to financial inclusion of Muslim employees	32	40	23	2	2	3.98	4	0.84
Introducing Islamic pension schemes will encourage Islamic values at all levels	36	40	15	5	3	4.02	4	0.98
Islamic pension schemes uphold the social justice dimension of Islamic economics	32	37	23	3	4	3.92	4	0.99

Panel E Supply of Islamic Pension Schemes

Islamic pension schemes should be embedded in Islamic finance policy	39	43	12	2	2	4.17	4	0.75
The government should legally enforce Islamic pension schemes through regulation as one of the requirements for developing Islamic community in England	33	35	19	7	4	3.89	4	1.14
Providing Islamic pension schemes is a government concern as it should provide Islamic student loans	31	37	26	2	3	3.91	4	0.93
It is Muslim employers' obligation to provide Islamic pension schemes for Muslim workers	33	38	16	9	3	3.91	4	1.12
Islamic pension schemes should provide security for Muslim employees	38	46	12	2	2	4.16	4	0.71
Encouraging Islamic pension schemes will secure savings for investing in community-based programmes and other social welfare programs	32	43	19	4	2	3.99	4	0.84

Panel F Acceptance of Islamic Pension Schemes

Does it make any difference to you to have an Islamic pension over a conventional pension scheme	43	36	15	2	2	4.15	4	0.87
Having Shari'ah scholars involved in managing and developing the Islamic pension schemes gives you the confidence in buying the product?	50	37	5	4	3	4.27	5	0.92
Would you be ready to pay a premium (extra) for an Islamic pension plan	19	37	26	11	5	3.54	4	1.19
Based on your existing knowledge of Islamic financial products you would be interested in buying the Islamic occupational pension plan	28	40	26	3	3	3.86	4	0.91

Appendix 3: The Survey

Demographic:

1) Age:

Below 20
20 – 30
31 – 40
41 – 50
Above 50

2) Gender:

Male
Female

3) Education:

No academic qualification

High school or below
Undergraduate only
Masters
PhD

4) Profession:

Academic
Bankers
Merchants /Business
General public (workers)
Bureaucrat/manager
Self employed

5) Type of pension

Conventional occupational schemes
Private pension
State Occupational schemes
Others
None

6) Pension arrangement

Defined benefit
Defined contribution
Defined ambition
Other
None

Panel A: Attitude Towards Pension

7) You know how your annuity will be calculated after retirement.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

8) The annuity that you will receive after retirement will be sufficient.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

9) It is very important to have a pension plan.

Strongly agree
Agree
Do not know
Disagree

Strongly disagree

Panel B: Islamic Financial Principles

10) You are familiar with the term *riba* (interest).

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

11) Interest based pension schemes are the same as the Islamic pension schemes.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

12) It is Islamically prohibited to take conventional pension schemes.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

13) Are you familiar with the term *gharar* (speculation)?

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

14) *Gharar* (speculation) based pension schemes are the same as the Islamic pension schemes.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

Panel C: Pension schemes:

15) Perceptions on objectives of Islamic pension schemes: prohibition of *riba*.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

16) Perceptions on objectives of Islamic pension schemes: prohibition of gharar.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

17) Perceptions on objectives of Islamic pension schemes: providing Shari'ah compliant products (Pension Schemes).

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

Panel D: Pension Schemes and Empowerment

18) Islamic pension schemes will contribute to financial inclusion of Muslim employees.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

19) Introducing Islamic pension schemes will encourage Islamic values at all levels.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

20) Islamic pension schemes uphold the social justice dimension of Islamic economics.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

Panel E: Supply of Islamic Pension Schemes

21) Islamic pension schemes should be embedded in Islamic finance policy.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

22) The government should legally enforce Islamic pension schemes through regulation as one of the requirements for developing Islamic community in England.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

23) Providing Islamic pension schemes is a government concern as it provided Islamic student loans.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

24) It is Muslim employers' obligation to provide Islamic pension schemes for Muslim workers.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

25) Islamic pension schemes should provide security for Muslim employees.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

26) Encouraging Islamic pension schemes will secure savings for investing in community-based programmes and other social welfare programs.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

Panel F: Acceptance of Islamic Pension Schemes

27) Does it make any difference to you to have an Islamic pension over a conventional pension schemes?

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

28) Having Shari'ah scholars involved in managing and developing the Islamic pension schemes gives you the confidence in buying the product.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

29) Would you be ready to pay premium (extra) for Islamic pension plan?

Strongly agree
Agree
Do not know
Disagree
Strongly disagree

30) Based on your existing knowledge of Islamic financial products you would be interested in buying the Islamic occupational pension plan.

Strongly agree
Agree
Do not know
Disagree
Strongly disagree