## AGEING BRITAIN

People are living longer than ever before, and yet the state pension age has remained stagnant at 65 for men (and lower for women) for years. However, the cost of retirement has surged as pension costs for the Treasury followed the same trajectory as life expectancy, which has increased by more than a decade over the past 50 years.

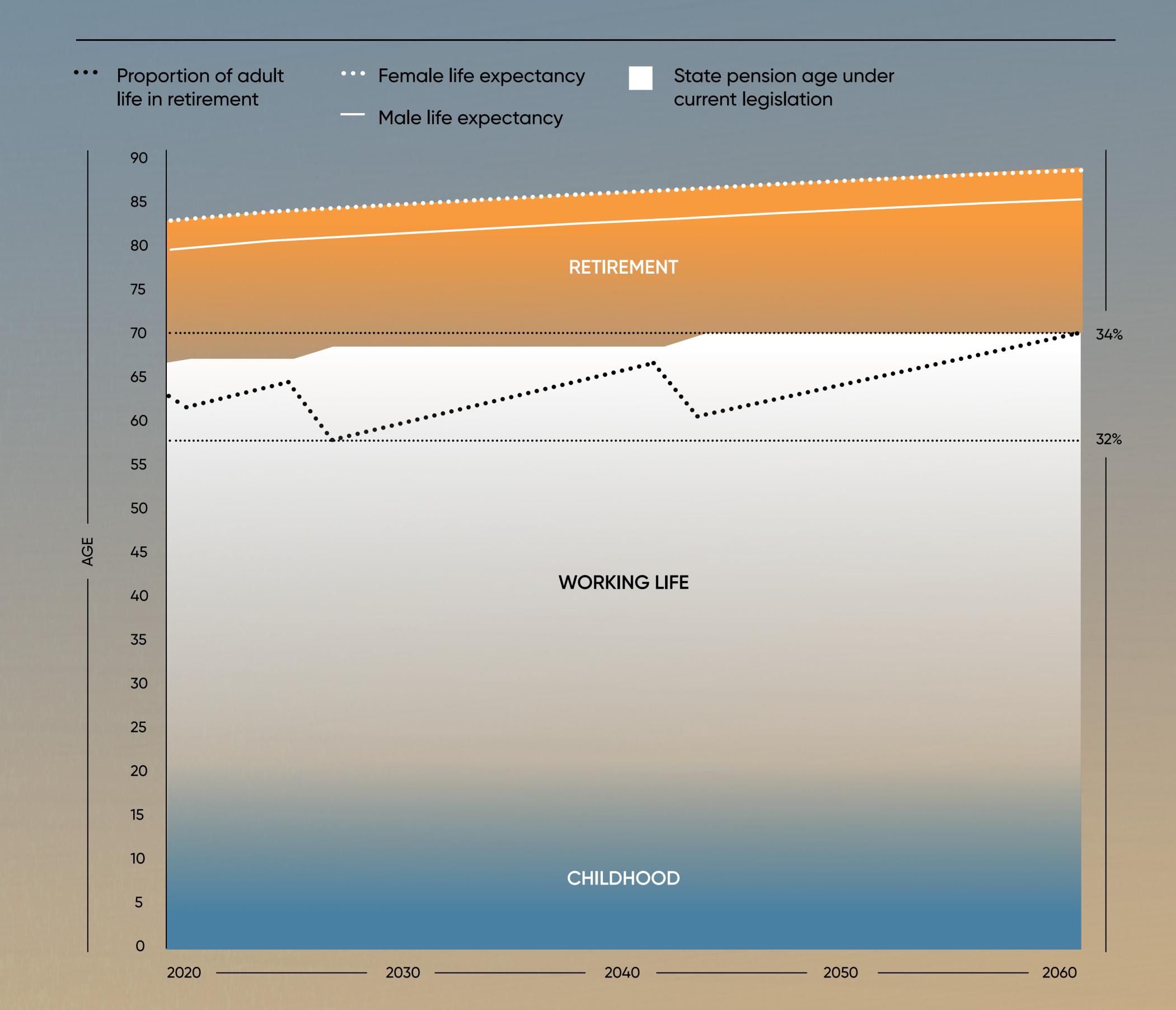
The state pension age for both men and women is set to reach 66 by 2020, rising further to 67 and 68 over the coming decades. The World Economic Forum has even

suggested developed countries should raise their retirement age to at least 70 by 2050 as the number of people over 65 more than triples to 2.1 billion.

And yet, an increasing amount of employees wish to continue employment past the state pension age, with seven out of ten citing income and savings-related concerns. And while data shows that workers want the option of flexible retirement, not all businesses are prepared to offer it.

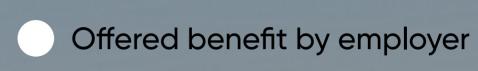
## PATH TO STATE PENSION AGE AND RETIREMENT TIME

Projected state pension age under current legislation and proportion of adult life in retirement

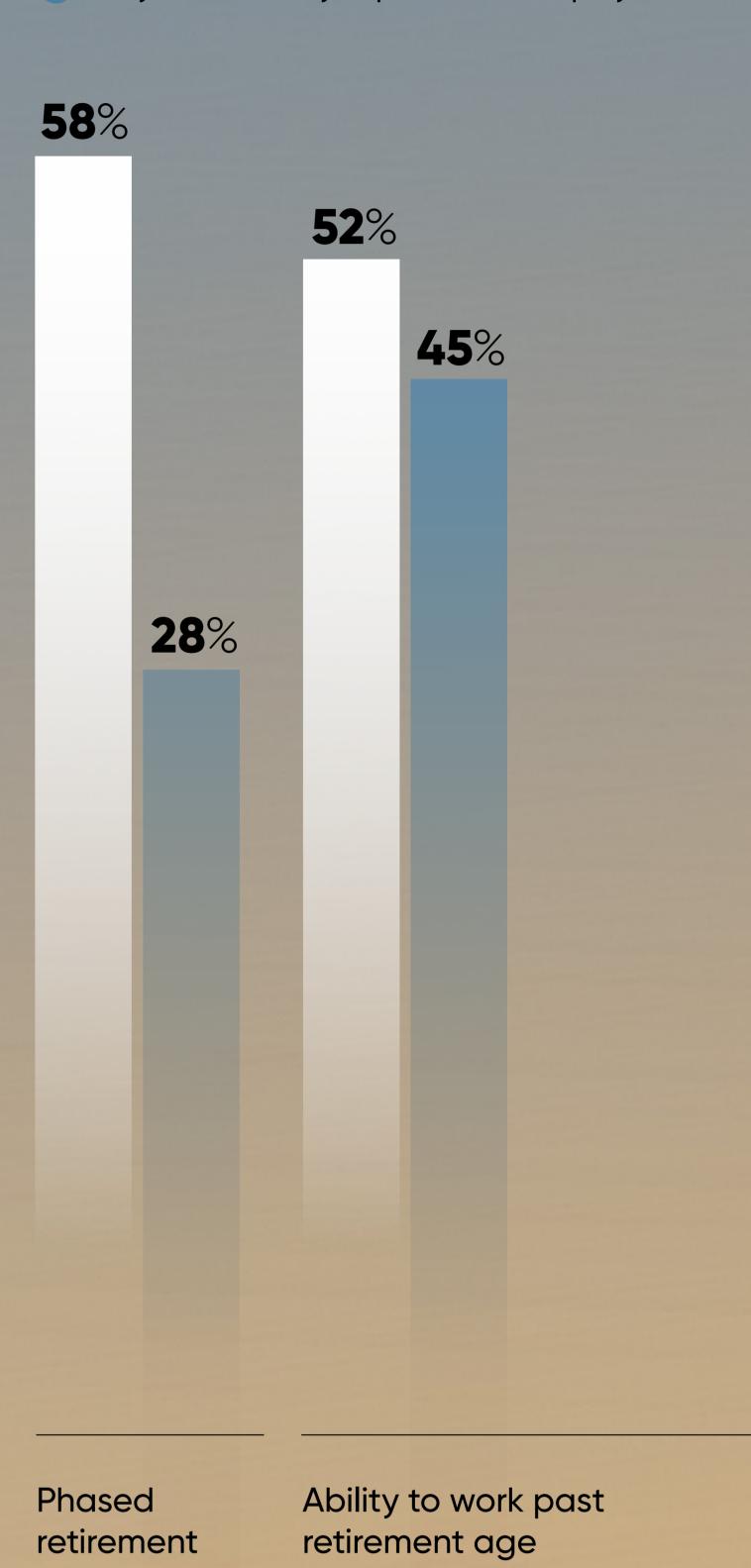


## FLEXIBLE RETIREMENT OPTIONS

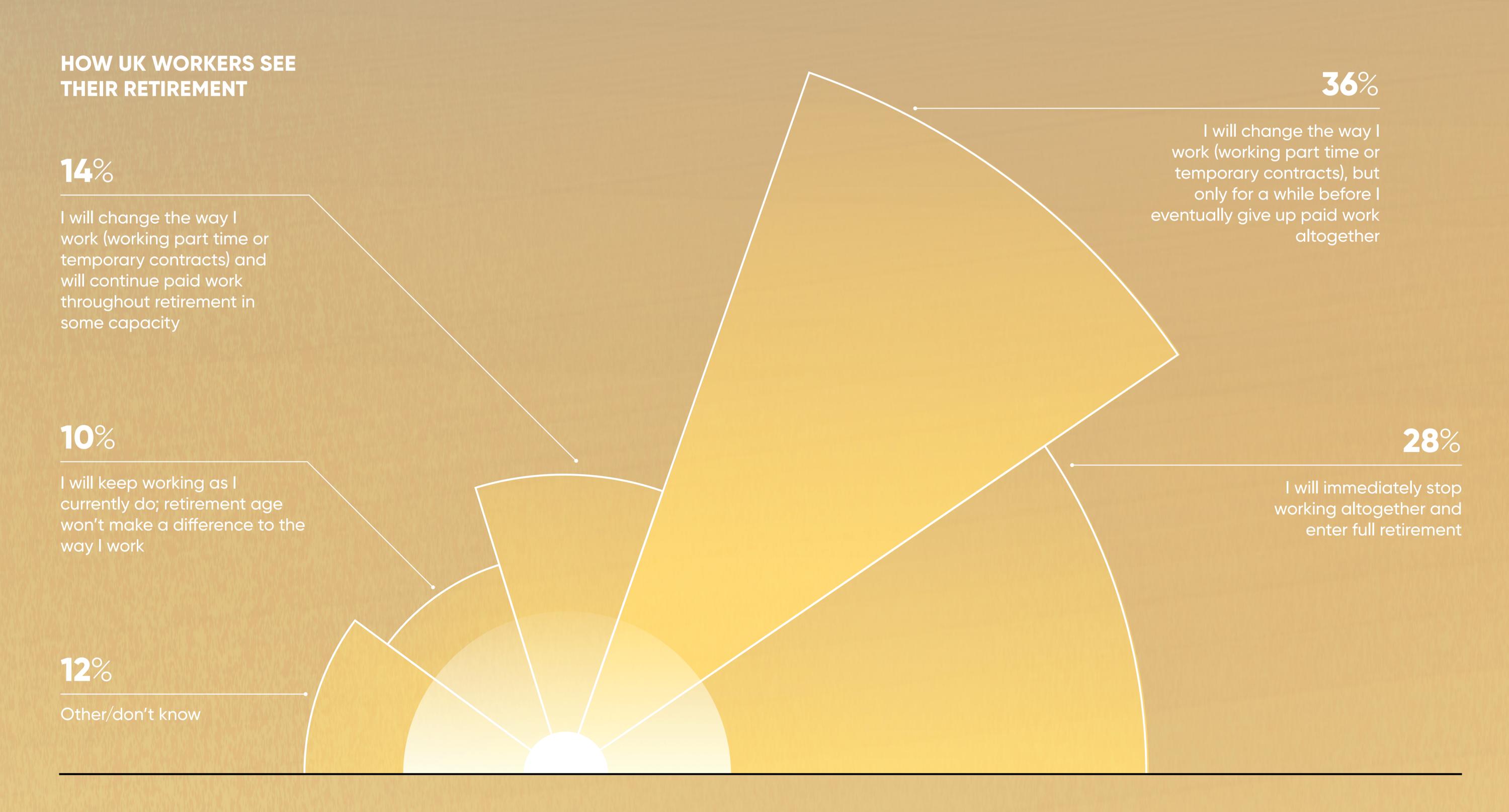
Data shows a gap between what employees want and what is offered by employers



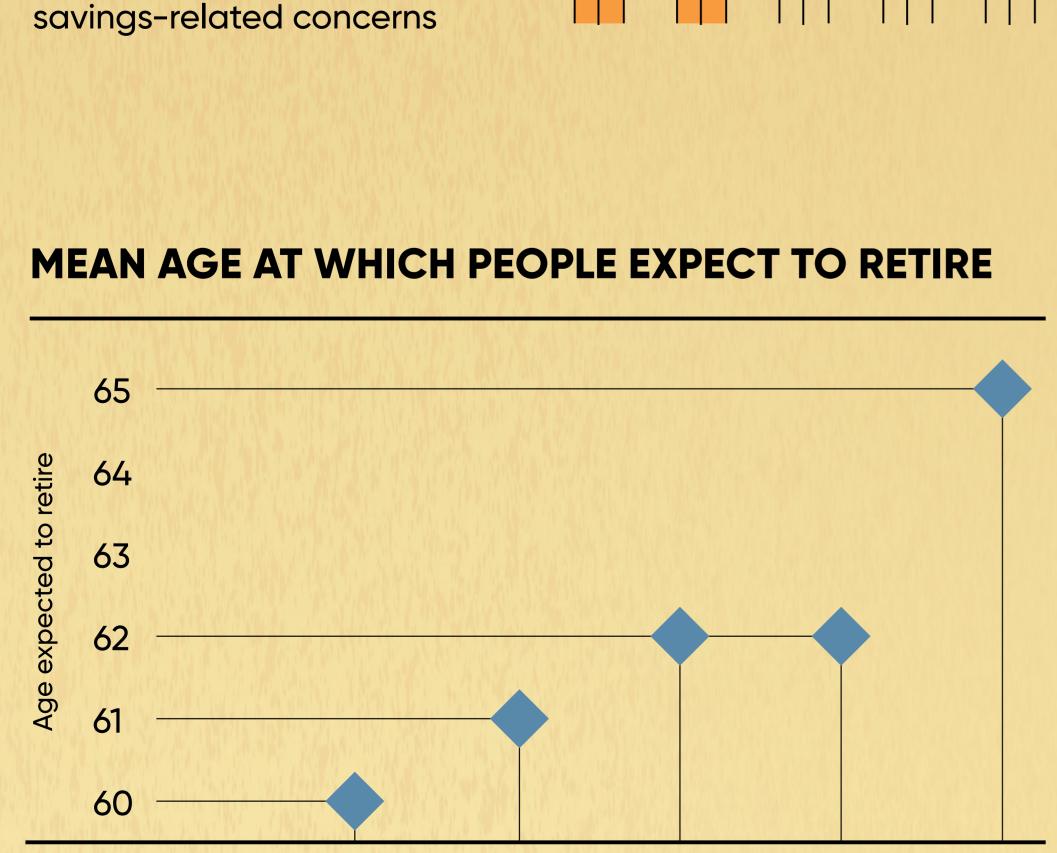
Very or extremely important to employees



Government Actuary's Department/Office for National Statistics 2016



## REASONS PEOPLE WILL CONTINUE WORK AT RETIREMENT AGE



7/10 \*\*\*\*

workers expect to continue

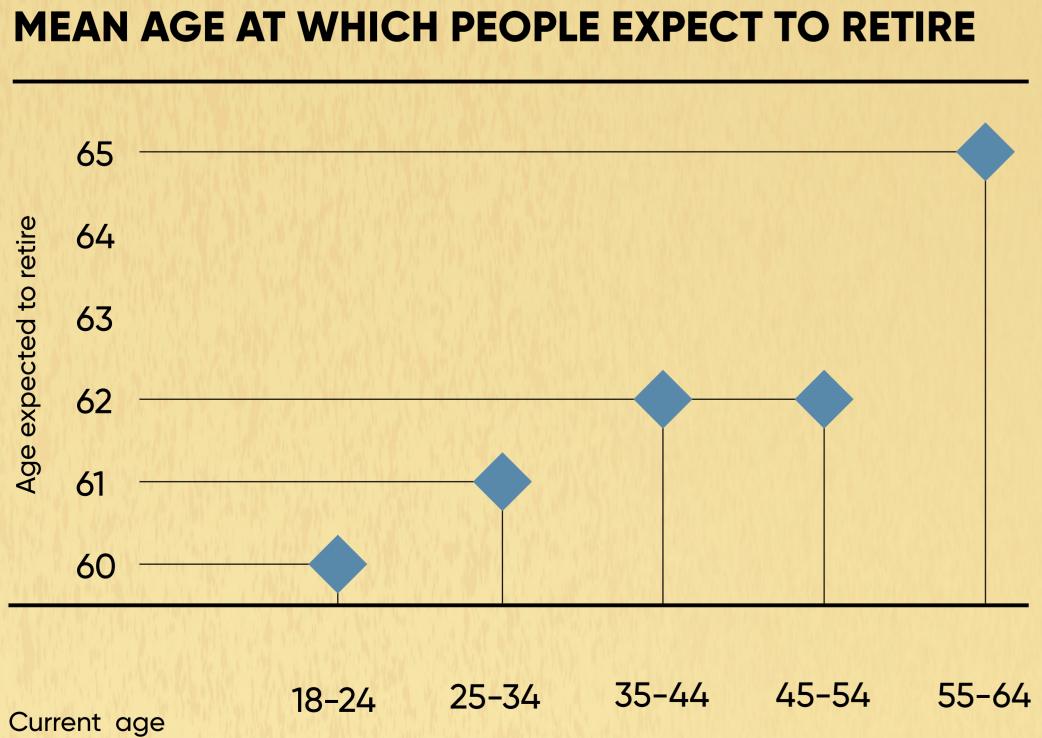
working at retirement age

because of income and

Want to keep active/ brain alert

**37**% Enjoy my work/career

**32**% General anxieties about retirement income and savings



Concerned social security benefits are less than expected

**32**%

21% Expect employment to be my primary income while

transitioning to retirement

24%

Concerned that my retirement plan benefits are less than expected

23% Not saved enough on a consistent basis

20%

Retirement income less than expected due to recession

6% Planning a career

break/time out