

## “Collective action could help many members of Generation X to achieve a suitable retirement income” says Pensions Policy Institute

The Pensions Policy Institute (PPI) is today publishing *Generation veXed: solving the retirement puzzle*. This report, sponsored by **Phoenix Group**, explores the financial wellness of Baby Boomers, Generation X and Millennials, the risks they face in later life and how policy, industry and employer interventions could mitigate risk.

<b>Baby Boomers</b>	<b>Generation X</b>	<b>Millennials</b>
Born between 1946-1965 aged between 54 and 73 in 2019	Born between 1966-1980 aged between 39 and 53 in 2019	Born between 1981-2000 aged between 19 and 38 in 2019



**Daniela Silcock, Head of Policy Research at the PPI** said “The decline in Defined Benefit provision, reductions to the proportion of State Pension people will receive, and an increased likelihood of renting, indebtedness and giving or receiving care in retirement mean members of Generation X are at greater risk of reaching retirement with an income that is not adequate, or sufficiently sustainable or flexible.”

“While Generation X, will be reaching State Pension age over the next 12 to 28 years, there is still scope for Government, industry and employers to take collective action to help mitigate risks. The Government could consider whether benefits could be restructured to ensure that those renting in retirement don’t lose out on means-tested benefits, such as Housing Benefit, reducing both the incentive to save and disposable income in retirement.”

“Industry could help mitigate the risk of reaching retirement with less income that increases with an inflationary index and pays out until death. Products which combine sustainability and flexibility (which appeals to consumers) such as a drawdown and annuity hybrid product, could reduce the sustainable retirement income gap.”

“Employers could support those who need to provide care, or develop health problems, to continue working and contributing to their pensions by allowing flexible working, encouraging shared parental leave, and providing retraining opportunities for workers who need a more sedentary position as they age.”

# PRESS RELEASE

EMBARGOED UNTIL 0001 THURSDAY 7<sup>TH</sup> NOVEMBER 2019

PENSIONS POLICY INSTITUTE

# PPI

“While individuals may need to take more responsibility for ensuring that they are fully prepared for retirement, Government, industry and employers will each play a critical role in ensuring that the future system provides individuals with all of the tools they need to secure a suitable retirement income.”

~~ ENDS ~~

## For further information please contact -

Danielle Baker, Head of Membership & External Engagement (PPI)  
020 7848 4467 or 07714250910, email: [press@pensionspolicyinstitute.org.uk](mailto:press@pensionspolicyinstitute.org.uk)

Daniela Silcock, Head of Policy Research (PPI)  
020 7848 4404, 07795 438 455, email: [daniela@pensionspolicyinstitute.org.uk](mailto:daniela@pensionspolicyinstitute.org.uk)

## Notes for editors

1. **We are an independent educational research charity: The Pensions Policy Institute (PPI)** does not lobby for any particular solution and we are not a think-tank taking politically influenced views. The PPI is an educational research charity, which provides non-political, independent comment and analysis on policy on pensions and retirement income provision in the UK. Its aim is to improve the information and understanding about pensions policy and retirement income provision through research and analysis, discussion and publication. Further information on the PPI is available on our website [www.pensionspolicyinstitute.org.uk](http://www.pensionspolicyinstitute.org.uk).
2. This report has been kindly sponsored by **Phoenix Group**, Gold Supporting members of the PPI. Sponsorship has been given to help fund the research, and does not necessarily imply agreement with, or support for, the analysis or findings from the project.

# PRESS RELEASE

EMBARGOED UNTIL 0001 THURSDAY 7<sup>TH</sup> NOVEMBER 2019

PENSIONS POLICY INSTITUTE

# PPI

A Pensions Policy Institute report

PENSIONS POLICY INSTITUTE

# PPI

Kindly sponsored by...



PHOENIX GROUP

EMBARGOED

Date of Issue: Wednesday 6<sup>th</sup> November 2019

Twitter: @PPI\_Research