

# RETIREMENT PLANNING TIPS FOR WOMEN



## Women's Retirement Concerns

Women have different retirement concerns than men, which is understandable when you consider the challenges they face in achieving a financially secure retirement. Income disparities and time out of the workforce are among factors that will reduce retirement savings as well as Social Security and employer-provided retirement benefits. At the same time, longer lifespans will necessitate more savings to produce additional years of retirement income.

**Retirement savings:** The Insured Retirement Institute (IRI) found that 8 in 10 women are concerned about saving enough for retirement. Compared to men, women report greater concerns about financial security and their ability to retire. For example, 54% of women are very concerned about retiring when they want to, and 53% are very concerned about maintaining their desired lifestyle in retirement, compared with 34% and 36% of men, respectively.

Similarly, the Transamerica Center for Retirement Studies (TCRS) found that 77% of women workers worry about Social Security being available at retirement, compared to 71% of men. Additionally, 44% of women fear outliving their savings and investments, versus 38% of men.

**Longer Life and Longer Disability:** The IRI found that women typically outlive men by 3 to 4 years on average, making up the majority of older Americans. In addition, more of their longer life is expected to include some form of disability. Men age 65 are expected to spend 1.5 years with mild or moderate disability and 1.5 years with severe disability, while women of the same age are expected to spend 3.0 years with mild or moderate disability and 2.8 years with severe disability.

According to the TCRS, 41% of working women fear declining health that requires long-term care, compared to 39% of men. Likewise, 37% of women fear cognitive decline, dementia, or Alzheimer's disease, compared to 27% of men.

## Actions Women Can Take Now

To overcome these challenges, women need to channel their concerns into positive actions. Here are some tips for women to better address these issues:

1. If you are married and still working, participate with your partner in employee benefit plan decisions and in elections when there are choices. If you are single, max out your retirement savings to the extent you can, either through work, or on your own, or both.

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2. Think about the retirement security issues that apply when making decisions about leaving or taking a job, and about getting married or getting divorced. Pay particular attention to retirement issues at the time of divorce.
3. If married, build a retirement plan that works not only for you as a couple, but also for both individuals if you are not together someday due to unexpected circumstances.
4. You should also plan for the remaining life of the longer-lived member of the couple; usually the woman. Remember, once one spouse passes, one of the Social Security checks will go away, but the income needed to pay expenses will likely stay the same.
5. Due to longer lifespans, be sure to research ways to generate retirement income that won't run out even if you live to 100.
6. Consider and plan for potential risks and their financial impacts, including the need for long-term care, disability, major health expenses and investment risk planning.

Be sure to talk to your financial professional who can help you and/or your spouse understand the risks women face and plan for a successful financial future.

*Information taken from "[Women's Perspectives on Saving, Investing, and Retirement Planning](#)," a study conducted by the Insured Retirement Institute (IRI), November 2015, and "[24 Facts About Women's Retirement Outlook](#)," a study conducted by the Transamerica Center for Retirement Studies, October 5, 2024. While the data from these sources provide valuable insight into women's retirement concerns, longevity, and financial needs, individual planning needs may differ from reported averages and can vary based on factors such as preexisting health status, family circumstances, and broader demographic trends.*

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