

# addressing the retirement savings gap

Findings from the 2nd annual Mercer Retirement Readiness Barometer

The Barometer, which looks to gauge the retirement readiness of different groups in Canadian society, found that women enter retirement with lower retirement savings than men. They also must work longer to achieve retirement readiness.

## Women need more **but retire with less**



Women on average, retire \$30,000 less wealthy than men, who retire with balances of \$100,000.

Women have a lower annual income and lower quality of life at retirement.

Women's overall savings rate is almost 1% lower than men's.

Women must work at least two extra years to be retirement ready.



Despite doing everything right relative to savings, structural factors are preventing the savings gap from closing.

## Prevailing headwinds facing women



Career interruptions



Pay inequity

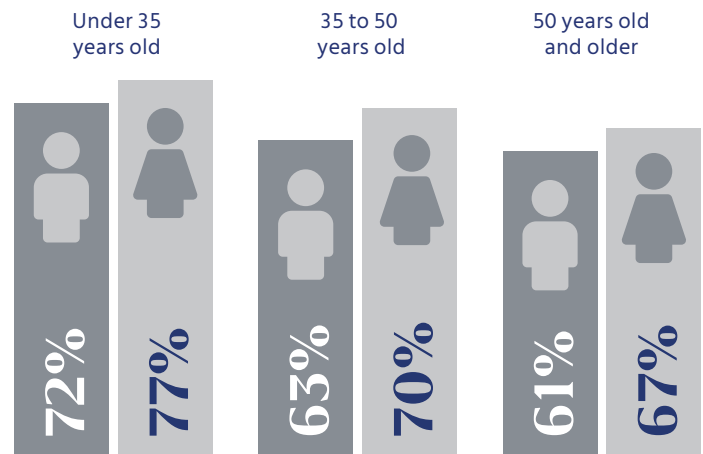


COVID-related impacts

**Women are good, if not better than men, at investing.**

**In every age group, accounts held by women showed slightly higher returns<sup>1</sup>.**

**Women have a greater affinity for diversified solutions.**



Average proportion of participant accounts invested in a diversified fund

**Make a plan to ensure all your employees are retirement-ready.  
Contact your Mercer consultant today.**

<sup>1</sup> Based on a Mercer analysis of 600,000 plan participant accounts in a leading group benefits provider, over a five-year period. This does not contain investment advice relating to an individual's particular circumstances. No investment decision should be made without first obtaining appropriate professional advice and considering individual circumstances. © 2021 Mercer (Canada) Limited. All rights reserved.