Recommendations

Research findings	Implications	Recommendations
Loss of financial independence Homemakers' income is on average one-fifth of their total household incomes, leading to an increased dependency on spouse's income.	- A partner's/spouse's income may become unavailable due to unforeseen circumstances such as job loss, divorce, or untimely passing. - A homemaker's income may not be adequate to independently support themselves or their families.	- By working at least part-time in some capacity, homemakers can provide supplementary income that can be put toward living expenses and retirement savings. - Homemakers and their spouses/partners should consider working with a financial advisor to develop a plan that provides for both partners and will help ensure that the homemaker will have an income to live on in the case of unforeseen circumstances. - Families should have their legal affairs in order (e.g., a will, trust, or other documents) in the event of a spouse or partner's passing. - Before marrying, future homemakers should consider a prenuptial agreement to financially protect themselves in the event of a divorce or separation.
Lack of adequate financial planning More than half of homemakers have no retirement strategy and less than one-fourth have a backup plan.	- Insecurity and poverty are the two greatest concerns homemakers have about retirement. - Forty-six percent of homemakers do not know if they will achieve the income they will need in retirement.	- Homemakers should become personally involved in their families' financial and planning activities – for themselves and to set a good example for their children. - Homemakers should consider writing a financial plan for their family and help find ways to manage household expenses and save on a regular basis. The survey found that habitual retirement savers scored the highest on the Aegon Retirement Readiness Index. - Governments should consider the creation of credits for homemakers and caregivers who are unable to pay into the social security system in recognition of their unpaid work and contribution to society.
Access to the job market Homemakers generally work outside the traditional labor market or in part-time and lower paid jobs.	- Workplace retirement programs provide one of the most common ways for people to save for retirement. They often offer features like automatic enrollment and employer matching contributions. Part-time workers are less likely than full-time workers to have access to such benefits. - Payroll deductions offer employees the mechanism to participate in government retirement programs, such as social security, which provide retirement benefits.	- Homemakers should also consider seeking some form of employment as a way of keeping job skills up-to-date thereby increasing their chances of getting and maintaining higher paid employment. - Employers should consider offering part-time and contract workers the opportunity to participate in workplace retirement plans. - Companies providing retirement benefits should consider offering portable pension products that can be transferred with an employee as they change jobs.
Childcare responsibilities The majority of homemakers have responsibility for one or more children.	- Homemakers with children are saving less than the general working population (29 percent compared with 39 percent). - The costs associated with raising children can put a strain on family budgets making it at times more difficult to save for retirement.	- Employers can offer flexible schedules. This could provide option for homemakers who want to work. - Governments can provide tax incentives to encourage homemakers to save for retirement through individual savings programs.
Longevity risk The majority of homemakers (86 percent) are women and women have a longer life expectancy than men.	- There is a greater chance that a homemaker will live in poverty in retirement than other demographic groups. Homemakers' incomes are a fraction of their total household incomes and they may not have retirement income from workplace retirement plans	- In working with a financial advisor, individuals should try to ensure that adequate provision is made available for the surviving spouse, often the homemaker. - When one becomes a widow(er) the reduction in living expenses may not be as great as the reduction in government retirement benefits. Governments should assess the effect of such reductions on living standards to determine if adjustments should be made. - Providers of defined benefit pensions should consider offering participants the opportunity to make additional voluntary contributions to their plan to ensure that retirement benefits do not decrease on the passing of the first spouse. - Governments should offer programs to raise awareness about poverty in retirement coupled with free advice for homemakers about ways to manage their finances.