

The MetLife Study of Finances and Female Executives



Overview

A survey of career women 45 to 70 earning \$75,000-plus per year shows that those in this group are highly confident about how to manage money, but continue to work hard to secure their finances for retirement. Many have mixed feelings about the financial advice they've been getting, and a great majority of their families count on their income.

The MetLife Study of Finances and Female Executives (November 2010) finds that 46% of those surveyed have a defined benefit plan (more than double those in the general population) and most have 401(k) plans, IRAs and additional savings, but a majority remain concerned about their retirement income. Sixty-two percent fear they may never have enough money to retire. Their main financial focus at this time is to put more emphasis on guaranteed income for retirement.

The study, produced in cooperation with the Women's Institute for a Secure Retirement (WISER), is accompanied by a booklet, *What Today's Woman Needs to Know and Do: The New Retirement Journey* and planning tips, *Memo to Professional Women: Own Your Retirement Security*, all available free to the public.

Key Findings

- The majority (78%) share responsibility for household finances with someone else in their household.
- Almost all respondents (90%) are confident in their ability to manage household finances; 41% are very confident.
- Forty-six percent of respondents report they have coverage by a traditional defined benefit pension plan. This compares to just 19% of the working population today.
- When asked who has most inspired them in their lives, mothers topped the list, garnering 38% of responses.
- Half report that the "glass ceiling" has at least somewhat affected their careers, resulting in lower salaries (58%) and lack of advancement (50%).
- These women exhibit concern about their financial security in retirement. To address their concerns, 42% are putting more emphasis on guaranteed income for retirement and 27% are saving more. Twenty-five percent aren't sure what they should be doing.



- The top three challenges reported by respondents are saving for retirement (74%), juggling work and family responsibilities (45%), and caring for an elderly parent or relative (30%).

Implications

Executive women are a force in today's economy. They play a significant role in managing family finances, have climbed the organizational ladder despite hitting the constraints of the glass ceiling, and have achieved success in terms of their careers and their income.

The predominant challenge these women face is their feelings of insecurity about retirement. An additional challenge is that they need to address the gaps in their household income that would be created by their inability to work or loss of income. They've earned the degrees, developed the skills, and worked their way to senior roles in businesses and institutions across this country. Many have access to professional advice and the financial wherewithal to create a secure retirement for themselves. Most of these women appear to have the building blocks to retire with financial security.

Yet, they could still use some help from employers and advisors in recognizing that they can achieve retirement security just as they have achieved many of their other goals.

For More Information

The MetLife Study of Finances and Female Executives, the brochure, *What Today's Woman Needs to Know and Do: The New Retirement Journey*, and the accompanying Planning Tips may be downloaded from www.MatureMarketInstitute.com. They can also be ordered by writing to: MetLife Mature Market Institute, 57 Greens Farms Road, Westport, CT 06880.



The MetLife Mature Market Institute®

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The Institute supports MetLife's long-standing commitment to identifying emerging issues and innovative solutions for the challenges of life. MetLife, Inc. is a leading global provider of insurance, annuities and employee benefit programs, serving 90 million customers in over 50 countries. Through its subsidiaries and affiliates, MetLife holds leading market positions in the United States, Japan, Latin America, Asia Pacific, Europe and the Middle East. For more information, please visit: www.MatureMarketInstitute.com

WISER

The Women's Institute for a Secure Retirement works to provide women at all income levels (aged 18 to 70) with basic financial information aimed at helping them take financial control over their lives and to increase awareness of the structural barriers that prevent women's adequate participation in the nation's retirement systems. www.wiserwomen.org

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