

The Workplace – A Natural Home for Financial Capability

**IFIE – IOSCO Global Investor Conference
David Boyle - GM Education
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NZ Ageing population

The population of New Zealand is ageing. Its most known aspect is the growing size of the elderly population and its increasing share of the total population. Population ageing in New Zealand is not new and began more than a 100 years ago, with the transition from relatively large to relatively small families. At the start of the 20th century, NZ was a very young population in demographic terms where half of the NZ population was below 23 years of age.

Dependency ratio

By 2068 there will be 2.5 people under the age of 65 for every person aged 65+



Median age

The median age will go from 36.9 in 2018 to 46 in 2068. This is a direct effect of the ageing population.



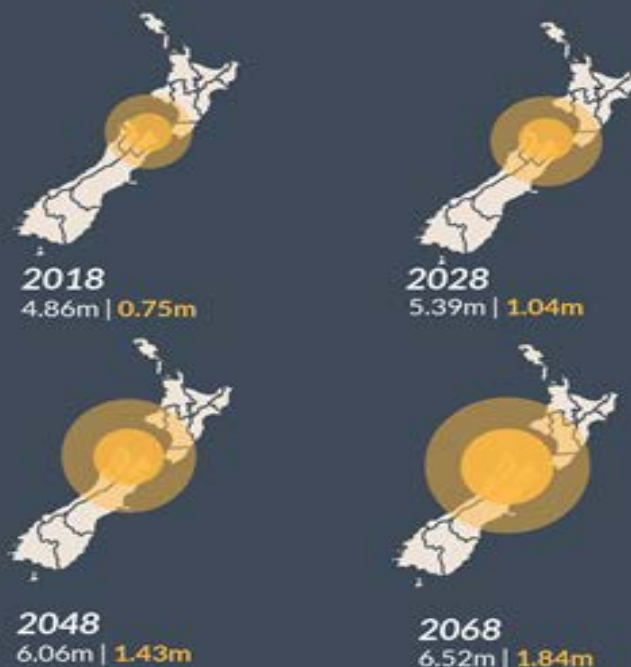
Life expectancy

The life expectancy* of both men and women is expected to increase significantly over the next 50 years.



Growing NZ population

The total NZ population vs 65+ population is changing over the next 50 years



Ratio workers 65+

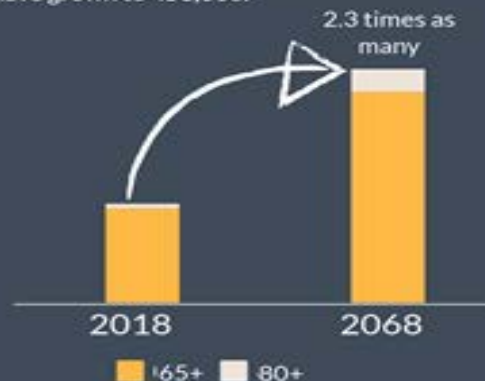
Due to an increase in population we are also seeing an increase in the ageing population. This means that some changes are expected in the workforce.



The ratio of workers (i.e. 15-64) to every person aged 65+ is going to drop significantly. By 2068 there will only be two workers to every person aged 65+

Increase in 65+ workers

The number of workers aged 65+ is going to increase dramatically. In 2018 there are in total 192,000 workers over 65, by 2068 this will have grown to 453,000.

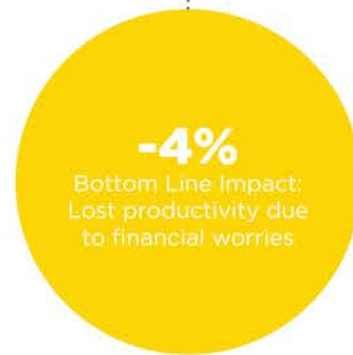
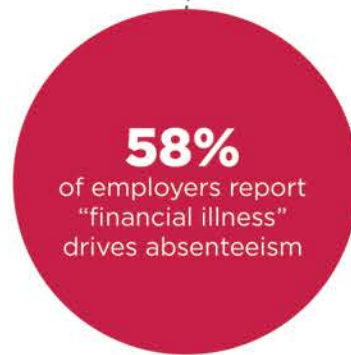


The ageing population as depicted in this infographic shows that over the next 50 years we see a decreasing dependency ratio and an increasing median age. In addition, we see that there is an increase in the life expectancy for both men and women. This means that we are expected to see a significant increase of workers aged 65+. This will be both out of need, as there are less 15-64 workers to support every person aged 65+, but also out of a desire to work longer as the average period of retirement will increase.

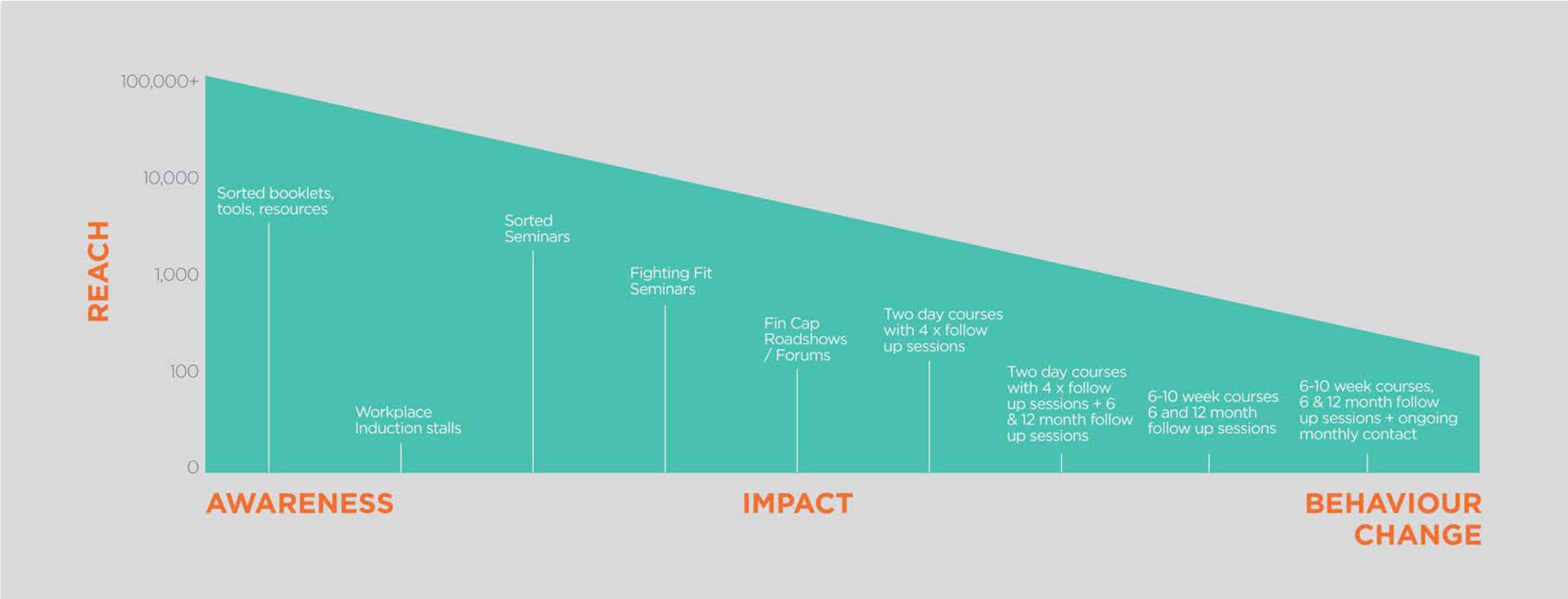
WHY WORKPLACES?

Personal financial
wellbeing
and organisational
performance
are connected

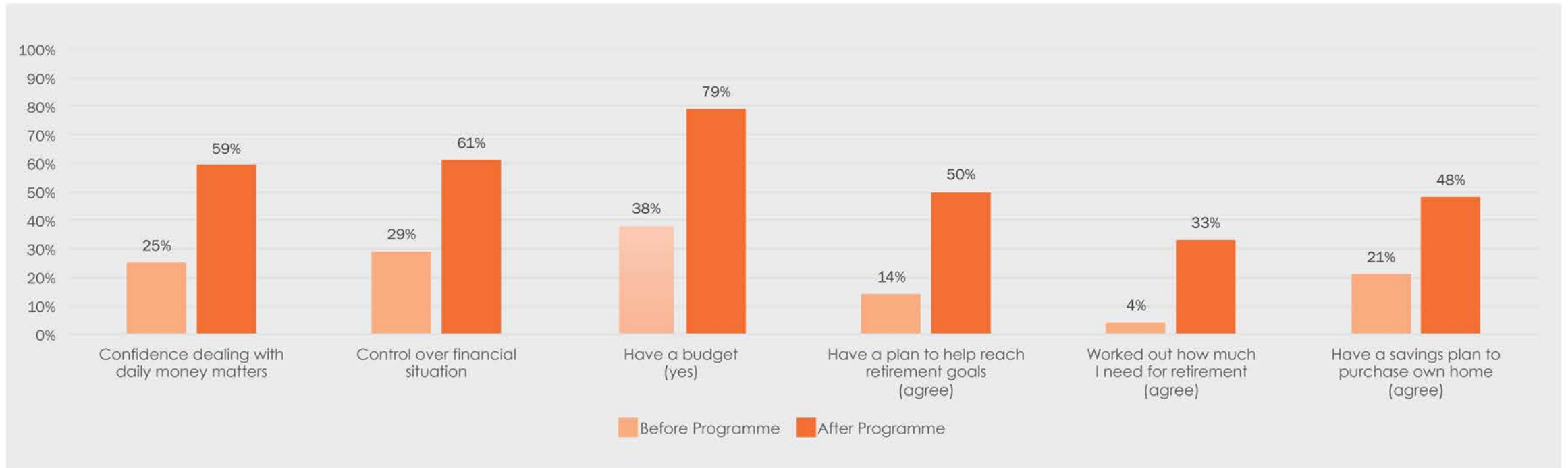
POSITIVE RETURN ON INVESTMENT



SORTED WORKPLACES - FINANCIAL CAPABILITY INTERVENTIONS



BEFORE AND AFTER **SORTED** WORKPLACE OUTCOMES



THE SORTED **WORKPLACE PROGRAMME WORKS**



59%
of participants say they
talk about money with
family more often.



68%
report they have
changed spending
behaviour.



77%
say they now have
a plan to achieve
financial goals



58%
confirm they have
reviewed debt.



71%
claim they have
changed saving
behaviour