

# Women and super

There's no doubt women have a much bigger task when it comes to saving for their retirement.

## There's a gender gap when it comes to super

- About 90% of women will retire with inadequate savings to fund a comfortable lifestyle
- 1 in 3 women will retire with no super at all

Your retirement is one of the biggest "purchases" you'll ever make.



Your super savings are there to pay for your retirement.



### Why does this happen?

There are a number of reasons why this is the case.

For example, many women take time out of the workforce to have children or care for family members, and as a result, no employer contributions are paid into super. In addition, women are more likely to be in part-time or lower paid employment. All these factors play a role in impacting super balance.

No matter what the reason is, there's no doubt women have a much bigger task when it comes to saving for their retirement.



...the gender gap in retirement savings is not the result of a single event or experience.

It is the **cumulative** product of decisions, events and experiences over the lifecycle. For example, career decisions, inequality in pay, difficulties balancing paid work and caring responsibilities, experiences of violence, divorce and separation.

There is no one single point where the gap begins and ends."

**Elizabeth Broderick**, Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination, Accumulating poverty? Women's experiences of inequality over the lifecycle. An issues paper examining the gender gap in retirement savings, September 2009

## What retirement can look like

According to the Association of Superannuation Funds of Australia's Retirement Standard, to have a 'comfortable' retirement, single people will need \$545,000 in retirement savings, and couples will need \$640,000.

Take a look at ASFA's guide to estimate how much money you'll need to have a 'comfortable' or 'modest' retirement.

	Comfortable retirement	Modest retirement	Age Pension
Single	\$42,962 a year	\$23,695 a year	\$20,555 a year*
Couple	\$58,915 a year	\$34,090 a year	\$30,989 a year*
	One annual holiday in Australia	One or two short breaks in Australia near where you live each year	Even shorter breaks or day trips in your own city
	Regularly eat out at restaurants. Good range and quality of food	Infrequently eat out at restaurants that have cheap food. Cheaper and less food than a 'comfortable' lifestyle standard	Only club special meals or inexpensive takeaway
	Owning a reasonable car	Owning an older, less reliable car	No car or, if you have a car, it will be a struggle to afford repairs
	Afford bottled wine	Afford cask wine	Home brew beer or no alcohol at all
	Good clothes	Reasonable clothes	Basic clothes
	Afford regular hair cuts at a good hairdresser	Afford regular hair cuts only at a basic salon or pensioner special day	Less frequent hair cuts or getting a friend to cut your hair
	Take part in a range of regular leisure activities	Take part in one paid leisure activity infrequently. Some trips to the cinema	Only taking part in no cost or very low cost leisure activities. Rare trips to the cinema
	A range of electronic equipment	Not much scope to run air conditioner	Less heating in winter
	Replace kitchen and bathroom over 20 years	No budget for home improvements. Can do repairs, but can't replace kitchen or bathroom	No budget to fix home problems like a leaky roof
	Private health insurance	Private health insurance	No private health insurance

Source: The Association of Superannuation Funds of Australia (ASFA). Figures from September quarter 2015.

\* Base rate before payment of supplements

## We're living longer

Life expectancies in Australia for men and women are among the highest in the world

Australian women can expect to live 24.2 years in retirement

Many of us will spend more than a quarter of our life retired:

- average age of 86 years for men, and
- 89 years for women

Life expectancy is expected to rise to **91** for men, and **93** for women, by 2050.

So you might need a lot more money for your retirement than you think.

Source: The Association of Superannuation Funds of Australia (ASFA).

## Steps that may help with retirement savings

- 1 Check your super savings**  
Get to know your super better by checking your balance regularly, as well as the insurance and investment options you have to make sure they are the best fit for your circumstances
- 2 Simplify your super by rolling all your super accounts into one**  
Consolidating your accounts and/or tracking down your lost or unclaimed super could save you thousands of dollars in unnecessary super fund administration fees, which over time can make a massive difference to your retirement savings.  
But remember, it's always important to check with your other super funds before transferring out to ask if you lose any benefits that might be important to you, like insurance cover.
- 3 Plan to save more**  
Even small additional contributions to your super over time can help boost your retirement savings by thousands of dollars.  
These extra contributions can help you catch up on the savings time you missed, for example when you take time out to have a baby.

Source: The Association of Superannuation Funds Australia (ASFA).



For more tips, read the Super checklist fact sheet, available from our website.

## Resources that may help

 Qantas Super Helpline 1300 362 967

Visit [www.qantassuper.com.au](http://www.qantassuper.com.au) for:

 Fact sheets

 Information about member education seminars

 Access to online calculators

## The Qantas Super retirement income simulator

With our retirement income simulator, you can:

- Work out how much super you could have and how long it will last in retirement
- Estimate your total income in retirement – from your super, the government Age Pension and your other assets
- Compare the estimated income with what you might need...there's even a budget planner to help you calculate what you might need
- Enter your partner's details to see an indication of how much you'll have as a couple
- Create and compare different scenarios – vary your super contributions, change investment returns, change your retirement date and more



 Visit our website to access the calculator.

## Consider getting financial advice

We provide members with access to financial advice, on the phone and face-to-face. This advice is provided by licenced Mercer financial advisers who are familiar with Qantas Super.

 Call the Qantas Super Helpline on 1300 362 967 to find out what types of advice are available.



An independent licensed financial adviser, Karoline Besser, from Mercer Financial Advice, is located at the Qantas campus at Mascot and is very familiar with the Qantas Super plan. Her role is to advise members on how to achieve the best outcome for them, even if that means recommending a product outside of Qantas Super. Although your initial discussion with Karoline will be free, there will be a fee if you choose to move forward with comprehensive advice. In many cases, the cost of advice relating to your account in Qantas Super can be paid from your super. She can help with wealth building strategies, effectively transitioning to retirement, managing your money if you're moving overseas or about to receive a payment due to suffering from total and permanent disablement (TPD) or a Terminal Illness, or help you if you're about to receive a redundancy payment.

Financial advisers are also based in other key cities across Australia.

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