

# PRESS RELEASE

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PENSIONS POLICY INSTITUTE

# PPI

## “Unique financial pressures threaten Gen Z’s retirement prospects.” says Pensions Policy Institute

On Wednesday 26<sup>th</sup> February, **The Pensions Policy Institute (PPI)** published **The Concerns of Gen Z**, a new report sponsored by the Institute and Faculty of Actuaries (IFoA). The report examines the unique financial challenges facing Gen Z and how these will shape their ability to achieve financial security in retirement. Using case study profiles, it explores how different career paths affect pension savings. As the first generation to benefit universally from automatic enrolment, Gen Z has early access to workplace pensions. However, their ability to save is constrained by economic uncertainty, high student debt, unaffordable housing, and changing employment patterns. Those that are working in gig economy roles lack access to employer pension provision. The report analyses these challenges and considers potential policy measures to improve retirement outcomes for Gen Z and future generations.



**Shantel Okello, Policy Researcher at the PPI** said “Gen Z’s retirement prospects will have long-term implications for pensions policy, economic stability, and social equity. While automatic enrolment has expanded pension participation, rising living costs and insecure work make it harder for many young people to save enough for later life. If these issues are left unaddressed, we risk a future where more people reach retirement without adequate savings. This report highlights the key barriers and potential levers for building a pensions system that better reflects the realities of modern working lives.

As Gen Z progresses in their careers, tackling these issues is critical—not just for their financial security, but for the long-term viability of the pensions system. Policymakers and industry leaders have a chance to adapt pension policies to better support younger savers and build a more resilient system for the future.”

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**For further information please contact -**

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## Notes for editors:

1. **The Pensions Policy Institute (PPI)** is an independent educational research Institute: We do not lobby for any particular solution, and we are not a think-tank taking politically influenced views. The PPI have been providing non-political, independent comment and analysis on pensions policy and retirement income provision in the UK for nearly 25 years. Our aim is to improve information and understanding about pensions policy and retirement income provision through research and analysis, discussion, and publication. For news and other information about The PPI please visit [www.pensionspolicyinstitute.org.uk](http://www.pensionspolicyinstitute.org.uk) or follow us on [LinkedIn](https://www.linkedin.com/company/pensions-policy-institute).
2. **This report is kindly sponsored by the Institute and Faculty of Actuaries.** Sponsorship has been given to help fund the research, and does not necessarily imply agreement with, or support for, the analysis or findings from the project.

The cover features a purple background with a geometric pattern. On the left, the title 'The Concerns of Gen Z' is written in white inside a blue-outlined speech bubble. Below the title are four small icons representing diverse people. On the right, the text reads: 'An Independent report by the Pensions Policy Institute PPI kindly sponsored by Institute and Faculty of Actuaries'. The PPI logo is in white, and the Institute and Faculty of Actuaries logo is in gold.

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