



The Refirement Quarterly Review puts together some interesting articles on developments, trends and facts about the retirement market for your knowledge and enjoyment. Released quarterly, this issue will feature articles on finance, business and local community hero's.



Finance

The Financial needs of the Sandwich Generation

The recent Old Mutual Savings Monitor, a bi-annual survey of metro South Africans' savings behaviour and attitudes, shows that many South Africa are part of the "Sandwich Generation" - the generation squeezed between ageing parents and children, having to support both of them. This is because parents are living longer, families are having children later and children are staying at home longer or even coming back to live with their parents after embarking on their careers. Research shows that about 69% of South Africans between the ages of 18 and 24 live at home, while 45% of those between the ages of 25 and 34 live at home.

In fact, 23% of South Africa's working metro population belongs to this Sandwich Generation - significantly higher than people in First World economies like the US/Canada (around 14%), the UK (10%) and Japan (6%).

[Read more...](#)

Contact Information

Lynda Smith
+27 (0) 82 490 2822

lynda@refirementnetwork.com

Business

Older workers offer better value than younger workers

Just a decade ago, experts warned of labour shortages in the United States and other countries as the baby boomers marched into retirement en masse. But with an aging population facing the prospect of living for decades on shrunken retirement funds, greying individuals plan to keep on working.

This "silver tsunami" as it is being called has received a mixed response in the workplace. On the one hand, many employers have been slow to adapt to the changing needs of older workers and perceive them to be costly and troublesome to hire. Data shows that people over the age of 55 find it harder to land jobs than their younger counterparts, even though age discrimination is illegal in many countries. On the other hand, some far-sighted companies around the world are working to recruit, retrain and otherwise engage older workers.

Such workers bring a lifetime of skills to their jobs and can be highly motivated and productive members of the workplace, according to Wharton professors. Many of the stereotypes that prevent employers from hiring and making good use of older workers are merely myths.

[Read more...](#)

Health and Wellness

Why it's important to handle your stress

Stress is on the rise and can be caused by a number of circumstances. But, what does stress really do to your body and your brain? Stress is real – it is the body's response to a perception that you have, be it real or imagined. We get stressed when we perceive a loss of control over an adverse situation or person. In other words, the stress you experience is always about how you deal with life.

If you allow yourself to experience life as highly stressful, your brain will adapt to that higher stress load. It's called 'allostasis' which means adjusted stability. Your brain literally resets its own stress thermostat, so a higher stress load becomes the new norm. This new norm may manifest as depression, general anxiety disorder, PTSD, and chronic stress disorders.

So why is it important to reduce your stress ?

[Read more...](#)

Community Development

Hero's making a difference in their worlds

In Sub-Saharan Africa, the HIV/AIDS epidemic has left millions of children without parents. To help South African children and teens orphaned by the crisis, New Yorker [Amy Stokes founded Infinite Family](#) , a nonprofit organisation that connects orphans with video mentors in other countries.

Stokes was recently [honored as a CNN Hero](#) for her work helping orphans rebuild their lives."With so many children and so few adults to help them grow up, I knew we had to

find a way to bring new information, resources and the caring, nurturing effect of other adults into the lives of these children," explains Stokes.

[Read more...](#)

Quick Facts

Baby Boomers Outspending Others on Technology

There is a misconception that Baby Boomers are slackers when it comes to their use and interest in technology, when they are actually outspending the younger generations. The annual technology study at Forrester Research shows that Baby Boomers spend more money on technology than any other demographic group. Boomers, those ages 46 to 64, represent 25% of the population but spend 40% of the total dollars used to purchase technology.

Sedgefield SA's new retirement town

Sedgefield, situated between Knysna and George on the Garden Route, is now officially accredited as South Africa's slowest town, and with this new title is consolidating its position as a prime retirement town in the country.

Cittaslow, an international organisation based in Italy, has accepted Sedgefield as the first town in Africa to be part of an illustrious club of slow towns in countries the world over. These are towns which celebrate quality of life and diversity of cultures, conserve and promote the uniqueness of their environment and also seek to uplift the local community. A Cittaslow population cannot be over 50 000 while Sedgefield's hardly exceeds 15 000. Sedgefield is already a popular destination for those who are retiring.

