

LIVING & WORKING IN AN AGE OF LONGEVITY

<i>See also facts on longevity on the next page</i>	
I am in my fifties and I thought I was working towards retirement, but that seems less clear now.	✓
I am beginning to realise just how much longevity is going impact my life and I need to reflect on what that means for me.	
I am quite tired with what I am doing, but I can't say that.	
I've noticed that my employer is beginning to treat me differently. It's happened gradually, but I just don't get invited to somethings now.	
I am looking forward to a change, but I am also worried about finding some meaning or purpose to this next stage.	
If I am going to live longer than I thought, what will I do, what I be? And, what does it mean that I will have to work longer? Will I have start again?	
I am facing a big transition in my life and I am not sure how prepared I am for it. I've been so busy.	
I have gone as far as I can; I could do with some assistance in addressing the issues that are arising.	
I think I would benefit from being with others going through a similar transition process.	
What kind of activities, relationships and personal practices will underpin this next stage of my life? That's a good question.	
Looking around, there are no development programmes designed for employees in their fifties.	

If two or more of the following statements resonate with you, then the chances are that the EXPANDING HORIZONS programme will be of benefit to you.

Longevity & The Facts

- We are currently living 25-30 years longer than our great-grandparents, the equivalent of a whole new adult lifetime.ⁱ
- Advances in human longevity have been described as the greatest social achievement of the past 100 yearsⁱⁱ.
- More years have been added to life expectancy in the last 100 years than all of the previous millennia of mankind combinedⁱⁱⁱ.
- We are currently adding two and half years in longevity per decade, that's three months a year or six hours a day^{iv}.
- 'Average' life expectancy in the developed world is now 80 years; 81 years in Ireland^v and forecast to rise at current rates to over 90 by 2050.
- Most children born today in the developed world can expect to celebrate their 100th birthdays^{vi}.
- If you are 60 today you have a 50% chance of living to 90^{vii}.
- Third-actors are now the fastest growing segment of the population.
- By 2050 there will be 2 billion people over 60, that's 22% of the population. In Japan 40% of the population will be over 60.
- 70% of retirees say they want to continue working; 50% to re-invent themselves and the other 50% want to stay in their chosen field but work more flexibly^{viii}.
- In the US at least, there are now more entrepreneurs coming from the 55-65 age bracket than from the 25-35 age bracket^{ix}.
- Older entrepreneurs (55+) have a 70% success rate compared to younger entrepreneurs (under 30) with a 28% success rate^x.
- Over 55's working longer could increase Ireland's GDP by €15b.^{xi}
- The gap in retirement in savings, due to increases in longevity, is reaching crisis point and has been described as the financial equivalent of climate change (Michael Dresler, WEF)^{xii}

ⁱ Ted Talk. Jane Fonda. The Third Act In Life. 2011

ⁱⁱ World Health Organisation

ⁱⁱⁱ Stanford University professor Laura Carstensen

^{iv} Broken Limits to Life Expectancy, James W. Vaupel and Kristín G. v. Kistowski, 2005

^v ERSI Report Ireland, March 2015

^{vi} Most Babies Born Today Will Live 100 Years, Scientists Say. Bloomberg.com 1/10/09

^{vii} Gratton & Scott. *Living and Working in an age of Longevity (2016)*

^{viii} American's perspectives on new Retirement Realities. Merrill Lynch Age Wave Report, 2013

^{ix} The Coming Entrepreneurship Boom. The Kaufman Foundation, June 2009

^x [Paul Tasner Ted Talk](#) on Youtube. How I became an entrepreneur at 66.

^{xi} PWC Golden age Index. Irish Times, 19/10/2017

^{xii} BBC. Call to raise retirement age to 70 (2017)