CONTENTS

PREFACE ix

Introduction 1
William G. Gale, Claire Haldeman, David C. John, and J. Mark Iwry

ONE How Will Retirement Saving Change by 2050? 11
PROSPECTS FOR THE MILLENNIAL GENERATION
William G. Gale, Hilary Gelfond, and Jason J. Fichtner

TWO Changing Wealth Accumulation Patterns 47
EVIDENCE AND DETERMINANTS
William G. Gale and Benjamin H. Harris

THREE How Does Gender Equality Affect Women in Retirement? 73
Grace Enda and William G. Gale
FOUR
A Retirement Dashboard for the United States
David C. John, Grace Enda, William G. Gale, and J. Mark Iwry

FIVE
Retirement Plans for Contingent Workers
ISSUES AND OPTIONS
William G. Gale, Sarah Holmes Berk, and David C. John

SIX
Supplemental Transition Accounts for Retirement
A PROPOSAL TO INCREASE RETIREMENT INCOME SECURITY AND REFORM SOCIAL SECURITY
Gary Koenig, Jason J. Fichtner, and William G. Gale

SEVEN
State-Sponsored Retirement Saving Plans
NEW APPROACHES TO BOOST RETIREMENT PLAN COVERAGE
William G. Gale and David C. John

EIGHT
Structuring State Retirement Saving Plans
A GUIDE TO POLICY DESIGN AND MANAGEMENT ISSUES
David C. John and William G. Gale

NINE
Public Pensions in Flux
HOW THE FEDERAL GOVERNMENT’S EXPERIENCE CAN INFORM STATE RESPONSES
William G. Gale, Sarah Holmes Berk, and David C. John

TEN
You Get What You Pay For
GUARANTEED RETURNS IN RETIREMENT SAVING ACCOUNTS
William G. Gale, David C. John, and Bryan Kim