WHY SAVING FOR RETIREMENT FROM A YOUNG AGE MATTERS

Retirement planning is not only for people who are close to retirement, it begins the moment you start earning. The earlier you start saving, the more time your money has to grow, and the more manageable your contributions can be.

When retirement savings start early, you can benefit from longer investment horizons. Over time, consistent contributions can help build a retirement nest egg that supports your lifestyle when regular income stops. This approach reduces the pressure to ‘catch-up’ late in working life, when the ability to save may be limited by other responsibilities such as raising children, paying school fees, or caring for parents.

Early savings supports peace of mind. Knowing you are preparing for the future helps you make better financial decisions today, because retirement is treated as a planned goal- not a last-minute solution.

The reality for people who retire without a retirement fund

The statistics and lived experiences of many people retiring without a retirement fund are clear: retirement years can become a time of financial stress instead of rest and fulfillment. Without structured savings, many rely on informal support from family members, one-off employment income, or government grants.

This often leads to several common challenges:

- Low or no steady income during retirement years
- Increased dependence on children or relatives for basic needs
- Difficulty covering medical costs and long-term health expenses
- Reduced quality of life and stress related to daily survival expenses
- Emotional and financial burden as people struggle to maintain dignity and stability

Most importantly, the burden does not stay with the individual. When retirees have no financial cushion, families feel the strain too- especially adult children who are still in their working years. That reality is a key reason why retirement savings must become a priority for you and the coming generation.

Ending “black tax” through retirement savings and financial empowerment

Many working adults experience what is commonly described as “black tax”- the financial pressure of helping older relatives and covering family responsibilities that can become ongoing and unpredictable. While supporting family is often done out of love and duty, it can become overwhelming when there is no retirement provision to cushion the future.

Retirement savings help shift the burden away from constant family dependency. When older generations have their own retirement income, adult children can focus on building their own futures. Saving early creates dignity for retirees and reduces the cycle of financial pressure across generations.

By encouraging retirement savings from a young age, employers and employees also strengthen financial literacy. The result is a more financially savvy workforce, people who plan ahead, understand the value of long-term saving, and build stability rather than waiting for crisis moments.

How Bokamoso Retirement Fund supports long-term wellbeing

Bokamoso Retirement Fund provides a practical pathway for employees to save for retirement in a structured and sustainable way. With participating employers, employees can contribute during their working lives, helping them prepare for a future where retirement income is planned, not accidental.

The Fund aims to strengthen financial security, enabling members to look forward to retirement with confidence and a sense of control over their future.

Why companies should join Bokamoso Retirement Fund as participating employers

Companies play a powerful role in improving employee well-being and financial stability. When employers participate in a retirement fund, they create additional layer of security for employees- one that protects workers beyond today's paycheck.

Employers who join Bokamoso Retirement Fund help:

- Build a culture of long-term planning
- Support employees' financial well-being and peace of mind
- Increase employee loyalty and retention through improved benefits
- Empower employees to prepare for retirement early in their working lives
- Reduce future financial stress for employees and their families

A retirement fund is also an employee benefit that grows in value over time, because contributions made today can support retirement outcomes years later.

We invite companies to join as participating employers. Your participation can help employees save consistently and confidently- so retirement becomes a planned life stage, not a period of hardship.

Together, we can build financial security, strengthen wellbeing in the workplace, and empower the next generation to begin saving on a good financial note, without long-term stress of financial dependency for older parents.

Start saving early. Join Bokamoso Retirement Fund and help your employees build a retirement future they can trust.