Parents' Golden Years on Hold – One in Three Delay Retirement Due to Out-of-Work Children

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New research released by Invicta Vita, a women-led career advancement and conflict resolution company, reveals a stark trend: one in three UK parents are delaying retirement because their adult children are unemployed. One in five (20%) have abandoned retirement plans altogether, forced to financially support children still living at home.

The findings paint a picture of a generation in limbo, parents unable to move forward, and adult children unable to begin. Over half (52%) of parents have taken matters into their own hands, actively searching for jobs on their children's behalf. Nearly a third (31%) have issued ultimatums like "just get any job," and one in six admit to 'pulling strings' to secure employment for their children.

This growing crisis of career inertia inspired former banker Georgina Badine to launch Invicta Vita. After more than a decade in finance, witnessing workplace bullying and systemic inequality firsthand, Georgina often found herself supporting friends, colleagues, and even clients' children as they navigated career uncertainty. That blend of personal insight and professional experience became the foundation for Invicta Vita, a mission-driven organisation helping individuals at every stage of life rewrite their career stories.

"It's heartbreaking that both parents and their adult children are stuck, one

unable to retire, the other unable to launch a career," said Badine. "These were meant to be defining years for both generations, yet so many are standing still."

In today's challenging job market, young people are often struggling to land even entry-level roles, and their parents are left carrying the emotional and financial burden. As Badine notes, "This isn't about laziness; it's about a broken system. Parents have become job scouts, financial backers, emotional safety nets, and now, reluctant recruiters."

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