

Current retirement ages

Key results

The rules for eligibility to retire and withdraw a pension benefit are complex and often reflect conflicting objectives. This is all mirrored in the different criteria for pension benefit withdrawal in different schemes. The 2022 average normal retirement age across OECD countries for an individual with a full career and who entered the labour market at age 22 was equal to 63.6 years for women and 64.4 years for men. Türkiye is an outlier with a normal retirement age of 49 and 52 for women and men, respectively. Except for Türkiye, the lowest ages are 57 for women in Colombia and 62 for men in Colombia, Luxembourg and Slovenia. Denmark, Iceland, Norway and, for men only, Israel have the highest normal retirement age of 67. Nine OECD countries have a lower normal retirement age for women than for men with the largest gender difference of 5 years in Austria, Colombia, Israel and Poland.

In many OECD countries, rules differ across pension components. The normal retirement age (NRA) is the eligibility age to pensions without penalty in all schemes combined after a full career from age 22. Where retirement ages differ across schemes the maximum across schemes thus defines the NRA of the country.

Table 3.5 shows the rules for both normal and early retirement for mandatory pension schemes. In some schemes, a pension can be claimed earlier than the normal retirement age, from the “early” retirement age onwards, implying benefit penalties.

Early age

The early retirement age is the first age at which a pension can be claimed (Table 3.5). It is generally not possible to retire before the standard statutory age within residence-based basic pensions or for safety-net benefits.

Most DB and points schemes specify an early retirement age, commonly between two and five years below the normal statutory retirement age. Only in Austria (for women), Colombia, Costa Rica, Hungary (men), Türkiye and the United Kingdom do DB schemes currently not include an early-retirement option, with Costa Rica recently eliminating it for men (Chapter 1). Elsewhere, the future benefit is in general not only lower because of the reduced contribution period, but it also has a further reduction for each year that the pension is taken early. Belgium and Luxembourg do not apply a penalty.

In a few countries early-retirement ages depend on the length of past contributions. Early retirement age is based on having made a given number of years of contributions in Austria (40 years), Germany (35), Greece (40) and Luxembourg (40), while in Belgium, Estonia and Italy there are variable early retirement ages based on some variable numbers of years of contribution. For example, in Estonia, early retirement is possible one year early with 20 years of contribution, increasing to five years with 40 years of contribution.

It is possible to retire at a very early age in a few countries for individuals who started their full career from an early age, as shown in the “early start” column in Table 3.5. For example, retirement is possible without penalty at age 60 with 44 years of contributions in Belgium or at age 57 with 40 years of contributions in Luxembourg. Whilst there are penalties within the earnings-related schemes in the other

countries listed in the “early start” column they do not apply for the early start cases, meaning there is no sustainability factor in Portugal if there are 46 years of contribution by age 60.

For the earnings-related schemes, there are a number of different rules that influence the pensionable age. For example, in the FDC schemes of Chile, Colombia and Mexico and the DB scheme in the Slovak Republic, early retirement requires that the pension entitlements exceed a floor. In the Slovak Republic, this is only possible within two years of the statutory retirement age while no age conditions apply in the others.

Normal retirement age

The OECD defines the NRA in a given country as the age of eligibility of all schemes combined without penalty, based on a full career from age 22. Women in Chile, for example, are eligible for the FDC component at age 60 but they are not eligible to the targeted pension before age 65. The latter is therefore recorded as their NRA in 2022.

In 2022, the OECD average NRA was equal to 64.4 years for men and 63.6 years for women. It ranges from 49 for women and 52 for men in Türkiye to 67 in Denmark, Iceland, Norway and, for men only, Israel. The statutory retirement age in Italy is 67 but if the career length and retirement age combined sum to at least 102 years then retirement is possible without penalty, from age 64. Pension schemes in nine countries still have lower NRA for women (Figure 3.6). The largest gender difference of 5 years are in Austria, Colombia, Israel and Poland – the gap is also 5 years for the DC scheme in Chile but because women as men are only eligible to the targeted scheme at age 65 it is assumed that this difference does not translate in any gender gap for the NRA (Figure 3.6).

In most countries entry age has a limited impact on retirement age and, if career entry had been at age 20 rather than 22 for retirement in 2022, only six countries would have a different NRA (Figure 3.6). In Luxembourg and Slovenia as well as in Hungary for women, 40 years are needed for a full pension, hence the NRAs would all be 60. In Germany retirement is possible at 65 with 45 years of contributions which is possible with entry at age 20 but not at 22. In Portugal the retirement age is reduced by four months for every year of contribution beyond 40 years at age 60.

Table 3.5. Current early and normal retirement ages by type of pension scheme

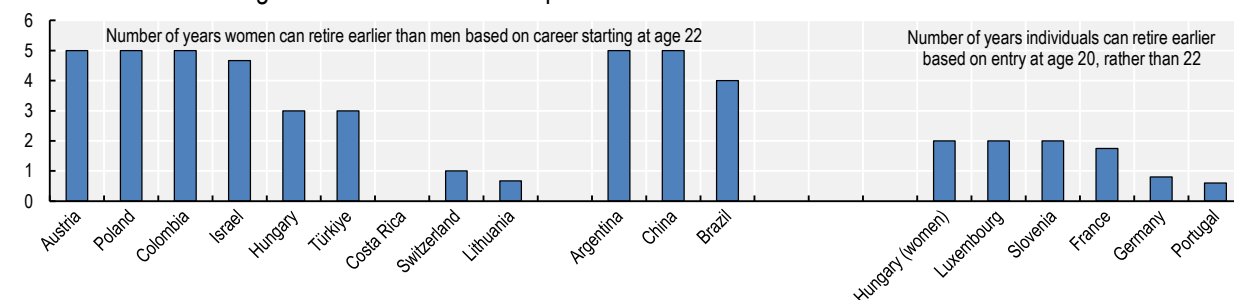
For an individual retiring in 2022 after an uninterrupted career from age 22 except for early starters

		Scheme	Early	Normal	Early start			Scheme	Early	Normal	Early start
Australia		T	n.a.	66.5		Israel (cont)	women	FDC	62	..	
		FDC	55	..		Italy		NDC + DB	64	64	<59***
Austria	men	DB, Min	62	65		Japan		Basic, DB	60	65	
	women	DB, Min	n.a.	60		Korea		Basic, DB	57	62	
Belgium		DB	64*	65	60	Latvia		NDC, Min, FDC	62.3	64.3	
		Min	n.a.	65		Lithuania	men	Basic, points	59.3	64.3	
Canada		Basic, T	n.a.	65			women	Basic, points	58.7	63.7	
		DB	60	65		Luxembourg		Basic, DB, Min	62	62	57
Chile		Min, T	n.a.	65		Mexico		Min	60	65	
	men	FDC	any age & SL	65				Basic	n.a.	65	
	women	FDC	any age & SL	60				DB	60	..	
Colombia	men	DB, Min	n.a.	62				FDC	60 or SL	..	
	men	FDC	any age & SL	62		Netherlands		Basic	n.a.	66.6	
	women	DB, Min	n.a.	57				DB (Occ)	sector-specific	..	
		FDC	any age & SL	57		New Zealand		Basic	n.a.	65	
Costa Rica	men	DB, FDC	n.a.	62		Norway		Basic, T	n.a.	67	
	women	DB, FDC	n.a.	60				DB	62	67	
Czechia		Basic, DB, Min	60.8	63.8				FDC	62		
Denmark		Basic, T	n.a.	67	64	Poland	men	NDC, Min	n.a.	65	
		FDC (ATP)	67	..			women	NDC, Min	n.a.	60	
		FDC (Occ)	64	..		Portugal		DB	62	65.6	60
Estonia		Basic, points	61.3	64.3				Min	n.a.	65.6	
		FDC	62	..		Slovak Republic		Points, Min	60.8 & SL	62.8****	
Finland		DB, T	64	65		Slovenia	men	DB, Min	60	62	58
France		DB, Min	62	63.8	58		women	DB, Min	60	62	57
		Points	55	64.8		Spain		DB, Min	64.2	65	
Germany		Points	63	65.8	**	Sweden		Basic, T	n.a.	65	
		T	n.a.	65.8				DB / NDC, FDC	62	..	
Greece		Basic, DB, NDC	62	62				FDC (Occ)	55	65	
Hungary	men	DB, Min	n.a.	65		Switzerland	men	DB, Min	63	65	
	women	DB, Min	62	62			women	DB, Min	62	64	
Iceland		Basic, T	n.a.	67			men	DB (Occ)	58	65	
		FDC (Occ)	65	67			women	DB (Occ)	58	64	
Ireland		Basic	n.a.	66		Türkiye	men	DB, Min	n.a.	52	
Israel	men	Basic	n.a.	67			women	DB, Min	n.a.	49	
	women	Basic	n.a.	62		United Kingdom		Basic, DB	n.a.	66	
	men	FDC	67	..		United States		DB	62	66	

Note: n.a. = early retirement or deferral of pension is not available; Occ = occupational, Min = minimum pension, SL = subsistence level reached, T = targeted, = no normal retirement age indicated as benefits automatically adjusted to the age of retirement in an actuarially neutral way. * Early retirement is possible at age 63 with 42 years, 61 with 43 years and 60 with 44 years. ** An early starter can retire at age 64 without penalty with 45 years of contribution. *** It is possible to retire in Italy at any age with 41 years of contribution provided 12 months of contribution were made before age 19. **** For women with children the retirement age is reduced dependent on the number of children. Normal and early retirement ages for a scheme describe the ages at which the receipt of a pension, respectively, with and without penalties is first possible, assuming labour market entry at age 22 and an uninterrupted career. Credits for educational periods are not included. Source: OECD based on information provided by countries; see "Country Profiles" available at <http://oe.cd/pag>.

StatLink  <https://stat.link/q1lofr>**Figure 3.6. Difference in the normal retirement age by gender and for earlier career start**

For an individual retiring in 2022 after an uninterrupted career



Note: The retirement age difference for women is based on labour market entry at age 22. There is a five-year gender gap for the DC scheme in Chile but because women are only eligible to the targeted scheme at age 65, whilst the age for all components is 65 for men, it is assumed that this difference does not translate in any gender gap for the normal retirement age. Only countries with a difference for either gender or entry age are shown. For all others see Table 3.5.

Source: OECD based on information provided by countries; see "Country Profiles" available at <http://oe.cd/pag>.StatLink  <https://stat.link/7r4vqf>



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