

#### Key results

The average effective age of labour market exit was 64.2 for men and 63.1 for women across OECD countries in 2012. The effective age of labour market exit is lower than the official retirement age in 22 OECD countries for both men and women. For 2012 the lowest effective exit age is found for men in Luxembourg and for women in Belgium and the Slovak Republic at 57.6 and 58.7 years respectively. The highest figures for men are found in Mexico, at 72.3 years, with the highest for women in Chile, at 70.4 years.

The effective age of labour market exit is lower than official retirement age in the majority of OECD countries. It is lower for both men and women in 19 of the 34 OECD countries. There are an additional three countries with lower figures for men and three different countries have lower ages for women.

On average the official retirement age is 0.8 years higher for men and 0.4 years higher for women than the effective age of labour market exit. However there is considerable variation between the OECD countries. The effective age of exit is 7.4 years lower for men in Luxembourg and is over five years in both Belgium and France. All three of these countries have pension systems that permit lower retirement ages for long careers, though this system is being tightened. The figures for women are also highest in these three countries, ranging from 5.0 years in France to 6.3 years in Belgium.

In contrast the effective labour market exit age is considerably higher than the official retirement age in a number of countries. The highest difference is found in Korea for men at 11.1 years and in Chile for women at 10.4 years. For women, Korea also has a higher effective exit age of around ten years, whilst the second highest for men is 7.3 years in Mexico.

In the United Kingdom the effective exit age is 63.7 years for men and 63.2 years for women. However for men this is 1.3 years below official retirement age whereas it is 2.0 years above for women because of the current disparity in retirement age. As the retirement age for women continues to align with that for men then this position should change. The same is true for Poland, which currently has a five year differ-

ence in retirement age between men and women. In contrast the effective exit age is above the official retirement age for men and below for women in Switzerland, despite the official retirement age for men being one year higher.

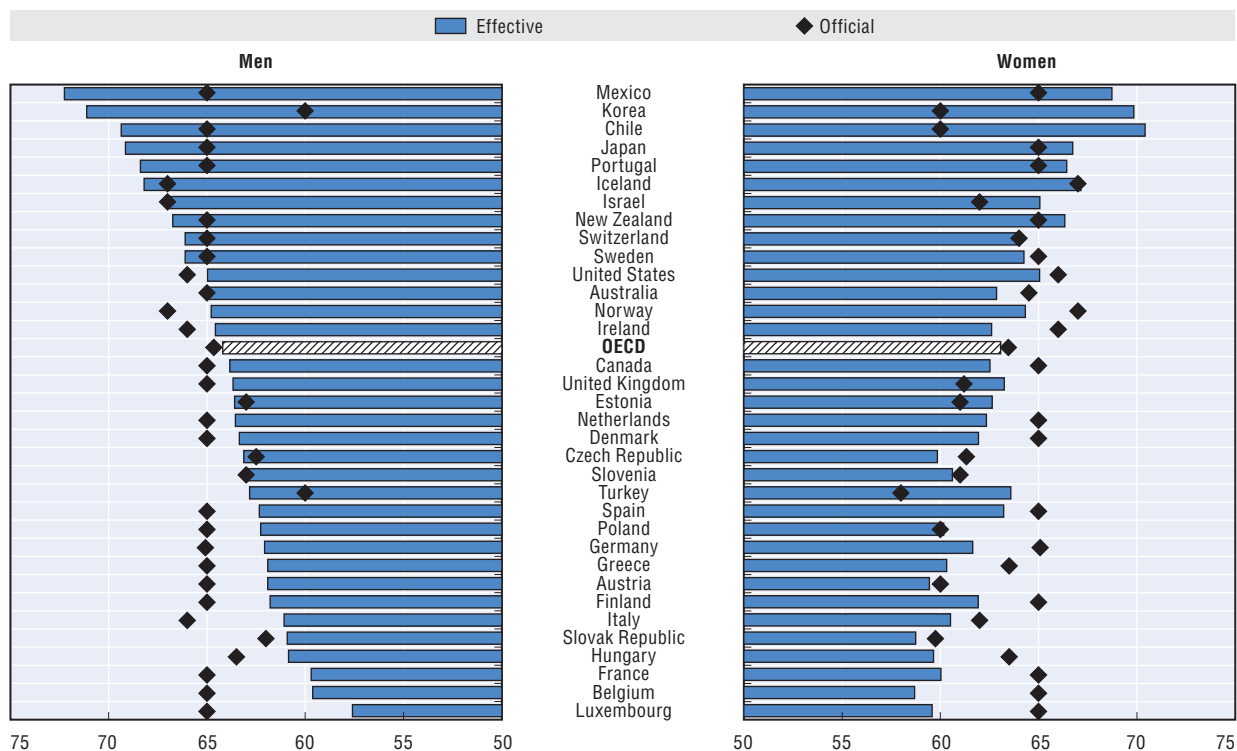
Only six of the 34 countries have a higher effective exit age for women than men but in two of these countries – Finland and France – the difference is 0.3 years at most. Chile and Spain have a difference of about one year, with Luxembourg at two years and Turkey highest at 9.4 years.

Over time there was a downward trend to effective exit age until the early 2000s. In 1970 the effective exit age was 68.4 years for men and 66.4 years for women. In contrast by 2000 the averages were 63.2 years for men and 61.1 years for women. However there is considerable variation between country with a low for men in 2000 of 58.3 years in Hungary and a high of 75.0 years in Mexico. For women the range was 55.8 years to 69.8 years with the same countries being at the extremes.

#### Definition and measurement

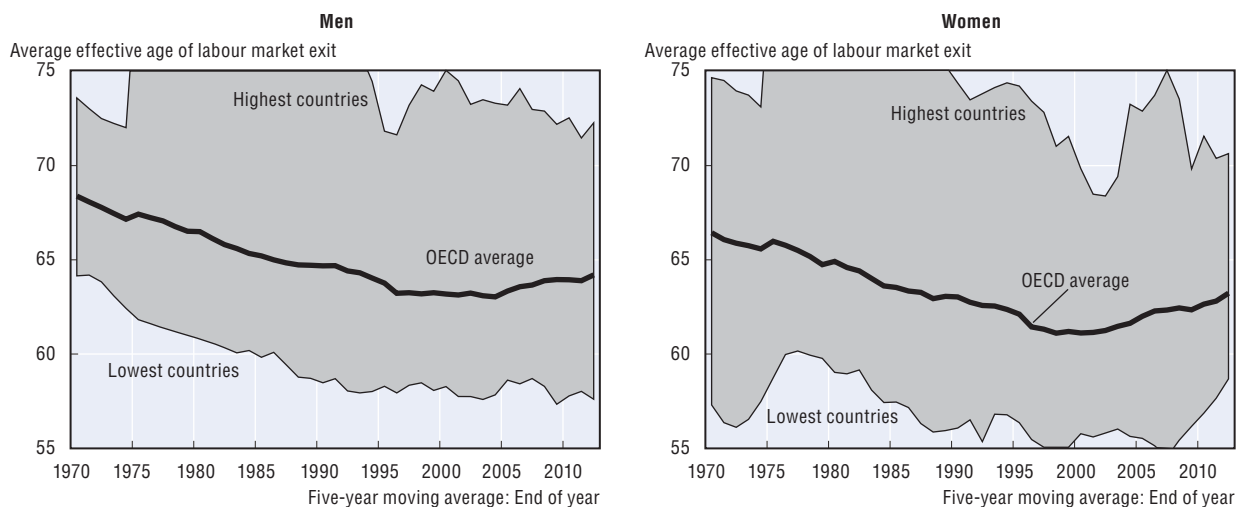
The average effective age of retirement is defined as the average age of exit from the labour force during a five-year period for workers initially aged 40 and over. In order to abstract from compositional effects in the age structure of the population, labour force withdrawals are estimated based on changes in labour force participation rates rather than labour force levels. These changes are calculated for each (synthetic) cohort divided into five-year age groups.

### 3.8. Average effective age of labour market exit and normal pensionable age



Note: Effective retirement age shown is for five year period 2007-12. Pensionable age is shown for 2012.  
 Source: OECD estimates based on the results of national labour force surveys and the European Union Labour Force Survey.  
 StatLink <http://dx.doi.org/10.1787/888932907186>

### 3.9. Average labour market exit age in OECD countries, 1970-2012



Source: OECD estimates based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses.

StatLink <http://dx.doi.org/10.1787/888932907205>



**From:**  
**Pensions at a Glance 2013**  
OECD and G20 Indicators

**Access the complete publication at:**  
[https://doi.org/10.1787/pension\\_glance-2013-en](https://doi.org/10.1787/pension_glance-2013-en)

**Please cite this chapter as:**

OECD (2013), "Effective age of labour market exit", in *Pensions at a Glance 2013: OECD and G20 Indicators*, OECD Publishing, Paris.

DOI: [https://doi.org/10.1787/pension\\_glance-2013-10-en](https://doi.org/10.1787/pension_glance-2013-10-en)

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