

**Table 4.3 Old-age pensions: Parametric reforms, selected countries, 2013–17**

Country and year	Measure
Belarus (2016)	Retirement age is raised by six months every year until 63 years for men and 58 years for women.
Brazil (2015)	The formula based on years of contribution plus age 85/95 (women/men) necessary to obtain an old-age pension is gradually increased to 90/100 between 2017 and 2022.
Bulgaria (2015)	Normal retirement age is raised gradually to 65 years for both men and women until 2037. The working period required for eligibility to receive full pension benefits is increased by two months per year, to reach 40 years for men and 37 years for women by 2027.
India (2017)	Karnataka State of India. Retirement age raised from 58 to 60 years in private sector. The measure exempts IT-BT companies and firms with fewer than 50 employees.
Indonesia (2014)	Retirement age for civil servants raised from 56 to 58 years.
Italy (2015)	Retirement age has been raised by four months, according to new life expectancy projections.
Japan (2013)	Mandatory retirement age was raised from 55 to 60 years in 1998. It will go up to 61 and increase gradually at the rate of one year of age every three years until 2025, when the mandatory retirement age will be 65.
Latvia (2014)	Retirement age is gradually raised by three months every year from 2014, reaching 65 years in 2025. In 2025, the minimum contributory period to qualify for an old-age pension will be 20 years.
Malaysia (2013)	Minimum retirement age for private-sector workers is raised from 55 to 60 years.
Moldova, Republic of (2016)	Retirement age is gradually raised to 63 years by 2028, from the previous limit of 57 for women and 62 for men. Miners' right to early retirement at the age of 54 is cut, making them retire with the same conditions as other workers.
Morocco (2016)	Retirement age will increase progressively over a six-year period from 60 to 63 years. Accrued pension rights have decreased from 2.5 to 2 per cent per contribution year. Employee and employer contributions are to increase progressively from 10 to 14 per cent over three years until 2019. The benefit formula is moving from an end-of-career calculation towards a career-average approach, based on the average salary of the last eight years.
Nigeria (2016)	Retirement age for academic and non-academic staff of the state-owned tertiary institutions is raised from 60 to 65 years.
Norway (2015)	Age at which employers can terminate a worker's employment contract has been raised from 70 to 72. New increases are expected.
Rwanda (2015)	Minimum retirement age raised from 55 to 60 years in 2015.
Senegal (2014)	Retirement age in the private sector raised from 55 to 60.
Slovenia (2015)	Statutory retirement age was raised and economic incentives for retiring at a later age were introduced.
Viet Nam (2015)	Retirement age for government officials and members of the armed forces raised to 65 for men and 60 for women in 2015.
Zambia (2015)	Normal retirement age is raised to 60 years, with options of 55 and 65 respectively as early and late retirement, while 60 is normal retirement age.

Source: ILO Social Protection Monitor, 2010–16. Available at: <http://www.social-protection.org/gimi/gess/ShowWiki.action?id=3205>.

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