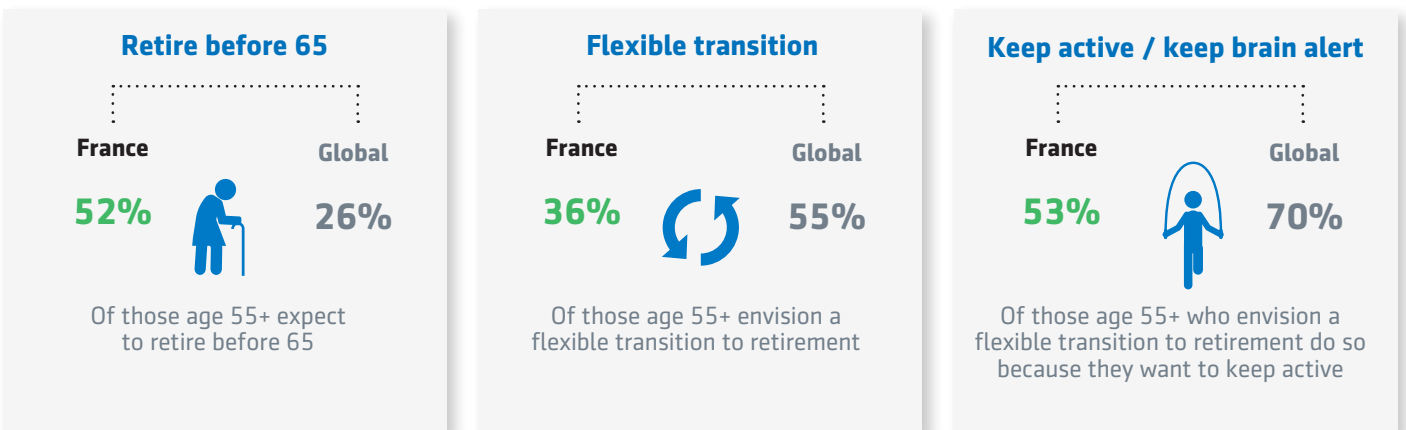


## How is flexible retirement viewed in France?

Limited steps have been taken to date to encourage flexible retirement. It was not until 2004 that France introduced defined contribution personal pension products under the Fillon Law. While there have been attempts to increase the state pension age, these have proven to be controversial with criticisms that extending the working lives of older people would deprive younger workers of employment opportunities (France's youth unemployment remains at 25 percent and finding work for this young demographic remains a greater priority). Yet France is one of Europe's oldest societies; by 2020 it will have 20 million people over the age of 60. Often deprived of opportunities to keep working, an increasing number of these people are starting their own business or getting involved in volunteer work.

## How do workers envision their retirement?



## Are employers supporting a flexible retirement?



## Key country indicators



This country profile is part of the report “*The New Flexible Retirement*” and contains research findings from the fourth annual Aegon Retirement Readiness Survey.

**Sources of the key country indicators included in this country profile:**

- Life expectancy at age 60: World Health Organization, Global Health Observatory Data Repository
- Health life expectancy at age 60: The Institute for Health Metrics and Evaluation, Global Burden of Disease Study, 2010
- Percentage of population age 65 plus: World Bank
- Official retirement age (when full entitlements are payable): OECD Pensions at a Glance 2015\*
- Effective retirement age (actual age of labor market exit): OECD Society at a Glance 2014\*
- Labor market engagement of older people (employment rate): International Labour Organisation, Employment-to-population ratio by sex and age

\* where the official and effective retirement age is different for men and women, we have calculated an average

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