**Share of Workers aged 55-64 in Employment and Population, 1993-2005**

**Sources:**
Labour Force Participation Rate, Employment Rate, Unemployment: OECD statistics, 2006
Share of 55/64, Median Age: Labour Force Sample Survey

**Notes:**
* ratio between the number of persons in the labour force (employed or unemployed) in a given age group and the population in the same age group.
**% of employed individuals on the working age population.
***% of employed persons in a given age group on the population in the same age group.*

**Indicators**

Demographic Indicators
Income and Wealth
Labour Market and Labour Market Participation
Social Protection and Financial Sustainability

© European Centre, Vienna
**Czech Republic**

### Inactivity Rates*

![Graph showing inactivity rates for men and women across different age groups.

### Time Spent in Paid vs. Unpaid Work Activities

![Graph showing time spent in paid vs. unpaid work activities.

### Long-Term Unemployment Rates**

**1993-2005**

- Women 55-64
- Men 55-64
- Women 25-54
- Men 25-54

### Share of Non-Employed Disability Benefit Recipients, 1994-2005

![Graph showing share of non-employed disability benefit recipients.

### Average Effective Labour Market Exit Age*, 2001-2004

- Women 55-64: 60.7 in 2001, 61.3 in 2004
- Men 55-64: 63.6 in 2001, 64.8 in 2004
- Women 25-54: 57.3 in 2001, 58.9 in 2004

### Early / Late Retirement, 2005

- Men: 69.0%
- Women: 57.3%

---

**Sources:**

- *Inactivity Rates and Long-Term Unemployment:*
  OECD statistics, 2006
- *Share of Disability Benefit:*
  Labour Force Sample Survey
- *Age Discrimination:*
  National source
- *Average Effective Exit Age:*
  EUROSTAT/ New Cronos
- *Early/Late Retirement:*
  National source

**Notes:**

* See Notes

---

**Age Discrimination**

Age discrimination is prohibited by law. Retirement is an option not an obligation. No “mandatory” retirement age – only statutory retirement age.

No exclusion from dismissal laws based on age.

No institution or regulation in the Czech law which allows an employer to dismiss an employee because of (retirement) age.

*Statutory retirement age 59 for women with 2 children*
**Flexible Retirement**

**Early retirement**
Conditions: The insured person has been insured for at least 25 years and is less than three years from retirement age. It is voluntary decision. The pension is reduced by 0.9% of the personal assessment base for every 90-day period preceding the statutory retirement.

**Earliest possible retirement age:**
3 years before the statutory retirement age

No upper age limit to withdraw pensions
No special age retirement schemes

---

**Implicit Tax on Continuing Working for a Single Worker***

*With average production worker earnings

---

**Sources:**

*Lifetime Allocation:*
Burniaux et al, OECD, 2003

*Entry into Employment:*
SiLC

*Flexible Retirement: European Commission, Joint report by the Commission and the Council, 2003*