

Average Retirement Age by ANZSCO Occupation:
Methodology and Comparative Aggregative Estimates
– *Job Markets Australia* database on www.jobmarkets.com.au –

The *Job Markets Australia* database's 2019-2020 issue included the first published estimates of average retirement age for more than 1,000 ANZSCO occupation. Beginning with the 2023-2024 issue, the updated average retirement age estimates have been derived from the 2021 *Population Census*'s most detailed employment statistics.

Of the 1,063 ANZSCO occupations now in the database, 938 (or about 88%) have their own specific average retirement age and 121 occupations the average retirement age calculated for the unit group occupation to which they are classified. No reliable figure was available for four occupations. The 125 occupations without their own average retirement age figure are listed on pages 2 to 5. They are either too small, have few older workers, have unusual features (such as delayed retirement in the Farmers group), or show a baby-boomer bulge that hinders the estimation methodology. The last-mentioned factor was less in evidence when the average retirement age calculations were done using 2016 employment statistics.

The methodology for determining average retirement age by occupation and occupational unit group requires single-year-of-age employment statistics and uses a form of static estimation. It compares, as at August, 2021, the number employed (whether full-time or part-time) in an occupation or group in consecutive five-year age-groups, beginning with the 50 to 54 age-group and continuing to the 75 to 79 age-group, whose comparator is the 80 plus age-group. Net falls are deemed net withdrawals from employment and thus into retirement from the specific occupation or group. The single-year-of-age statistics ensure greater exactness in the estimates.

For further information about using static estimation to estimate average retirement ages, refer to:

Scherer, P. (2002), "Age of Withdrawal from the Labour Force in OECD Countries", OECD Labour Market and Social Policy Occasional Papers, No. 49, OECD Publishing, Paris. Accessed on 17 July, 2023 at <http://dx.doi.org/10.1787/327074367476>.

Mark Keese's short paper, "A method for calculating the average effective age of retirement", was accessed on 17 July, 2023 at <https://www.oecd.org/els/emp/39371923.pdf>.

The Australian Bureau of Statistics last carried out its *Retirement and Retirement Intentions* survey (catalogue no. 6238.0) in 2020-2021, when the sample size was approximately 8,000 people. Most of the published (aggregate) statistics showing the average age at retirement from the labour force by selected age-groups of retirees have low or quite low relative standard errors. The average retirement age of these retirees who retired after the age of 45 was 47.0 years for those aged 55 to 59, 54.2 years for those aged 60 to 64, 57.7 years for those aged 65 to 69, and 59.0 years for those aged 70 and over [source: catalogue no. 6238.0, table 3.1].

The overall average retirement age in Australia has been increasing; it was 53.3 years in 2010-2011, 54.4 years in 2014-2015, 55.4 years in 2018-2019 and 56.7 years in 2020-21. These figures apply to those who ceased work after the age of 45 and within the previous 20 years. However, for those who left the labour force after the age of 45 and within the previous five years the Bureau's average retirement age for was 61.5 years in 2012-2013 and in 2014-2015, 62.9 years in 2016-2017, 62.7 years in 2018-2019, and 63.5 years in 2020-21 [see preceding source].

As estimated by the *Job Markets Australia* methodology, the overall average retirement age for the employed labour force who left after the age of 50 was 62.4 years, as at August, 2021.

Occupations with Average Retirement Age for the Relevant Unit Group

Actuaries ANZSCO code 224111

Agricultural Engineers ANZSCO code 233912

Aircraft Baggage Handlers and Airline Ground Crew ANZSCO code 721911

Aircraft Maintenance Engineers (Structures) ANZSCO code 323113

Aquaculture or Fisheries Technicians ANZSCO code 311114

Aquaculture Supervisors ANZSCO code 363111

Aquaculture Workers ANZSCO code 842111

Artistic Directors ANZSCO code 212111

Autoglaziers ANZSCO code 899412

Baking Factory Workers ANZSCO code 831111

Bar Usefuls or Bussers ANZSCO code 431911

Biotechnologists ANZSCO code 234514

Bookmakers ANZSCO code 552311

Bookmaker's Clerks ANZSCO code 561112

Brewery Workers ANZSCO code 831112

Building Insulation Installers ANZSCO code 821411

Bungy Jump Masters ANZSCO code 452211

Business Brokers ANZSCO code 612111

Cattle and Sheep Farm Workers ANZSCO code 842312

Cement and Concrete Plant Workers ANZSCO code 839911

Chemical Plant Workers ANZSCO code 839912

Clerks of Court ANZSCO code 599211

Clinical Haematologists ANZSCO code 253313

Concrete Batching Plant Operators ANZSCO code 712914

Concrete Pump Operators ANZSCO code 712915

Conservators ANZSCO code 234911

Content Creators (Marketing) ANZSCO code 225114

Cotton Farm Workers ANZSCO code 842211

Cotton Growers ANZSCO code 121511

Court Bailiffs or Sheriffs ANZSCO code 599212

Crane Chasers ANZSCO code 821911

Occupations with Average Retirement Age for the Relevant Unit Group

Crossing Supervisors ANZSCO code 899913
Customs Officers ANZSCO code 599511
Dancers or Choreographers ANZSCO code 211112
Deer Farmers ANZSCO code 121314
Drama Teachers (Private Tuition) ANZSCO code 249213
Driller's Assistants ANZSCO code 821912
Electricians (Special Class) ANZSCO code 341112
Electronic Engineering Draftspersons ANZSCO code 312411
Endocrinologists ANZSCO code 253315
Engineering Technologists ANZSCO code 233914
Factory Process Workers nec ANZSCO code 839999
Fishing Guides ANZSCO code 452212
Food and Drink Factory Workers nec ANZSCO code 831199
Food Trades Assistants nec ANZSCO code 851299
Footwear Factory Workers ANZSCO code 839915
Gallery or Museum Technicians ANZSCO code 399311
Goat Farmers ANZSCO code 121315
Grain Mill Workers ANZSCO code 831116
Hunter-Trappers ANZSCO code 843911
Hunting Guides ANZSCO code 452213
Hydrogeologists ANZSCO code 234413
Immigration Officers ANZSCO code 599512
Insurance Risk Surveyors ANZSCO code 599613
Irrigation Designers ANZSCO code 311115
Laggers ANZSCO code 821913
Legislators nec ANZSCO code 111399
Livestock Husbandry Workers ANZSCO code 842314
Local Government Legislators ANZSCO code 111311
Logging Plant Operators ANZSCO code 721112
Meat Boners and Slicers ANZSCO code 831211
Meat Packers ANZSCO code 832114

Occupations with Average Retirement Age for the Relevant Unit Group

Mining Support Workers ANZSCO code 821914
Mobile Plant Operators nec ANZSCO code 721999
Money Market Clerks ANZSCO code 552313
Motion Picture Projectionists ANZSCO code 711912
Mountain or Glacier Guides ANZSCO code 452214
Mushroom Pickers ANZSCO code 842215
Music Professionals nec ANZSCO code 211299
Nuclear Medicine Technologists ANZSCO code 251213
Other Sports Officials ANZSCO code 452323
Outdoor Adventure Guides nec ANZSCO code 452299
Outdoor Adventure Instructors ANZSCO code 452215
Paediatric Surgeons ANZSCO code 253516
Paper and Pulp Mill Workers ANZSCO code 839411
Penetration Testers ANZSCO code 261317
Piggery Farm Workers ANZSCO code 842315
Plumber's Assistants ANZSCO code 821114
Poultry Process Workers ANZSCO code 831312
Printing Table Workers ANZSCO code 899512
Production Assistants (Film, Television, Radio or Stage) ANZSCO code 599912
Proof Readers ANZSCO code 599913
Railway Signal Operators ANZSCO code 712917
Recreation Officers ANZSCO code 272612
Recycling Workers ANZSCO code 839918
Registered Nurses (Developmental Disability) ANZSCO code 254416
Renal Medicine Specialists ANZSCO code 253322
Rheumatologists ANZSCO code 253323
Rubber Factory Workers ANZSCO code 839212
Sand Blasters ANZSCO code 711913
Scaffolders ANZSCO code 821712
Seafood Packers ANZSCO code 832115
Senior Aquaculture, Crop and Forestry Workers nec ANZSCO code 363199

Occupations with Average Retirement Age for the Relevant Unit Group

Senior Broadacre Crop and Livestock Farm Workers ANZSCO code 363115
Senior Piggery Stockpersons ANZSCO code 363214
Sheep Farm Workers ANZSCO code 842317
Shot Firers ANZSCO code 712213
Specialist Physicians (General Medicine) ANZSCO code 253311
Sports Development Officers ANZSCO code 452321
Sports Umpires ANZSCO code 452322
Sportspersons nec ANZSCO code 452499
Stage Managers ANZSCO code 212316
Street Vendors ANZSCO code 621713
Telephone Betting Clerks ANZSCO code 561113
Television Equipment Operators ANZSCO code 399517
Textile and Footwear Production Machine Operators nec ANZSCO code 711799
Textile Dyeing and Finishing Machine Operators ANZSCO code 711714
Thoracic Medicine Specialists ANZSCO code 253324
Train Controllers ANZSCO code 712918
Transport Conductors ANZSCO code 639412
Tree Fallers ANZSCO code 843113
Trekking Guides ANZSCO code 452216
Tribunal Members ANZSCO code 271213
Truck Driver's Offsiders ANZSCO code 891112
Vegetable Picker ANZSCO code 842218
Whitewater Rafting Guides ANZSCO code 452217
Winery Cellar Hands ANZSCO code 831118
Wood Turners ANZSCO code 394214
Wool Buyers ANZSCO code 639212
Wool Handlers ANZSCO code 842321
Yarn Carding and Spinning Machine Operators ANZSCO code 711716

The Occupations Without Average Retirement Age figures: Defence Force Senior Officers ANZSCO code 111212; Sex Workers or Escorts ANZSCO code 451813; Footballers ANZSCO code 452411; Models ANZSCO code 639911.