

5. requiring pension plans to allow contributors to accrue pension benefits for as long as they continue to work, subject only to the reasonable limits that Revenue Canada may see fit to impose in registering pension plans under the *Income Tax Act*;
6. requiring pension plans to provide for the commencement of actuarially adjusted pensions at any time during a specified range of years beginning before and ending after the normal pensionable age; and
7. requiring pension plans to offer a contributor the option of drawing a partial pension, if the contributor is of pensionable age, to compensate for a reduction in income as a result of the contributor assuming a reduced workload or responsibilities as part of a phased retirement process.

This list is not exhaustive; there may be additional initiatives that could be taken to help realize the objective of maximizing choice in retirement decisions. However, we would not wish to suggest any change in the age at which an individual becomes eligible for Old Age Security benefits — that is, age 65.

9. **We recommend that Parliament and the government of Canada adopt measures to facilitate flexible retirement, so that individuals will have a greater degree of choice in the timing of their retirement, to complement the abolition of mandatory retirement.**