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Partial retirement information sheet

1. What is partial retirement and from when is it possible?

If the degree of employment is reduced by at least 10%, partial retirement can be claimed from age 58 up to age 70. In this process, part of the retirement assets up to a maximum corresponding to the reduction can be drawn as a pension or as a lump sum. The retirement assets not drawn remain in the pension fund and continue to increase through the savings contributions and interest due.

2. Under what conditions is partial retirement possible?

Partial retirement may be taken from the age of 58. The reduction in workload and the associated partial retirement percentage must amount to at least 10%. The proportion of retirement benefits taken cannot be greater than the proportion of the reduction in salary resulting from the reduction in the degree of employment. Any subsequent increase in the degree of employment does not affect the partial retirement already implemented. If the reduction in salary and degree of employment is only temporary, this does not constitute partial retirement. The relevant annual salary must be reduced by at least the retirement percentage and, after the reduction, must still reach or exceed the applicable OPA entry threshold. A maximum of five partial retirement stages is permitted in total with no more than three partial retirements allowed per calendar year. Partial retirement is not possible in the case of voluntary continued insurance in accordance with Article 47a OPA (external insured person). However, insured persons already partially retired according to Article 47a OPA may continue pension provision for the active portion.

3. What withdrawal options do I have?

For each partial retirement stage, a new choice option applies. For each stage, either a pension or a lump-sum withdrawal or a mixed form can be chosen. A fixed pension amount or a fixed capital amount must always be stated. The stated amount may not exceed the actual entitlement. A maximum of three partial capital withdrawals is permitted. In the event of further withdrawals, only a pension withdrawal is possible.

4. Can I increase my workload or my annual salary again after partial retirement?

An increase in the degree of employment after partial retirement has taken place has no effect on the partial retirement already implemented. Salary increases after partial retirement are not generally excluded. Such situations may arise if a person enters partial retirement and receives a salary increase in the following year as a result of inflation adjustment or if they take on a new role with a correspondingly higher salary or are promoted despite a lower degree of employment. It is important to note that the annual salary reported under the OPA must correspond to that reported to the OASI. If a reduction in salary and/or degree of employment is only temporary or if an increase is foreseeable, partial retirement is not possible.

Please refer to the following page.

5. What are the tax aspects?

If you opt for a lump-sum withdrawal, we will report the amount of the paid out capital benefit to the Swiss Federal Tax Administration if you are resident in Switzerland. If you are resident abroad, we will deduct withholding tax directly on behalf of the relevant tax authority. We are unable to provide information on tax rates; please directly contact the relevant tax office regarding this and any tax consequences. The general clarification of tax deductibility is the responsibility of the insured person.

6. How do I report partial retirement?

Partial retirement must be reported by the employer using the notification of changes for partial retirement. You can find the form on our website at www.asga.ch under Forms.

7. How is the capital protection calculated in the case of partial retirement?

If the person receiving a pension dies within the first five years after partial retirement, an additional lump-sum death benefit becomes payable in respect of the partial retirement stage taken. The calculation is carried out separately for each partial retirement stage.

Calculation of capital protection.

Death of a partially retired person 14 February 2026.	
Total capital protection five years (five years at CHF 12,350.00).	CHF 61,750.00
Benefits already drawn 1 June 2025 – 28 February 2026 (nine months).	CHF 9,262.35
Capital protection lump-sum death benefit relating to the partially retired portion.	CHF 52,487.65

8. Example

Partial retirement at age 62	31 May 2025
Degree of employment before partial retirement	100 %
Extent of the reduction in the degree of employment.	40 %
Annual salary at 100% degree of employment.	CHF 86,000.00
Existing retirement assets as at 31 May 2024	CHF 650,000.00
New degree of employment after partial retirement.	60 %
New annual salary after partial retirement.	CHF 51,600.00

Entitlement arising from partial retirement

Retirement capital (withdrawal of 40% of the existing retirement assets).	CHF 260,000.00
or	
Retirement pension	CHF 12,350.00 per year CHF 1,029.15 per month
Valid conversion rate as at 31 May 2025.	4,75 %
Calculation method for the retirement pension.	CHF 260,000.00 × 4.75% CR

There is a choice between withdrawal of the retirement capital, a monthly retirement pension, or a combination (part capital, part pension).

The current conversion rates can be found in the updated Fund Regulations.

This information sheet only provides an overview, and the information contained herein does not constitute a legal claim. The legal and regulatory provisions are exclusively authoritative for the assessment of individual cases.

▸ *If you have any questions, please do not hesitate to contact us: T +41 71 228 52 52, info@asga.ch*