

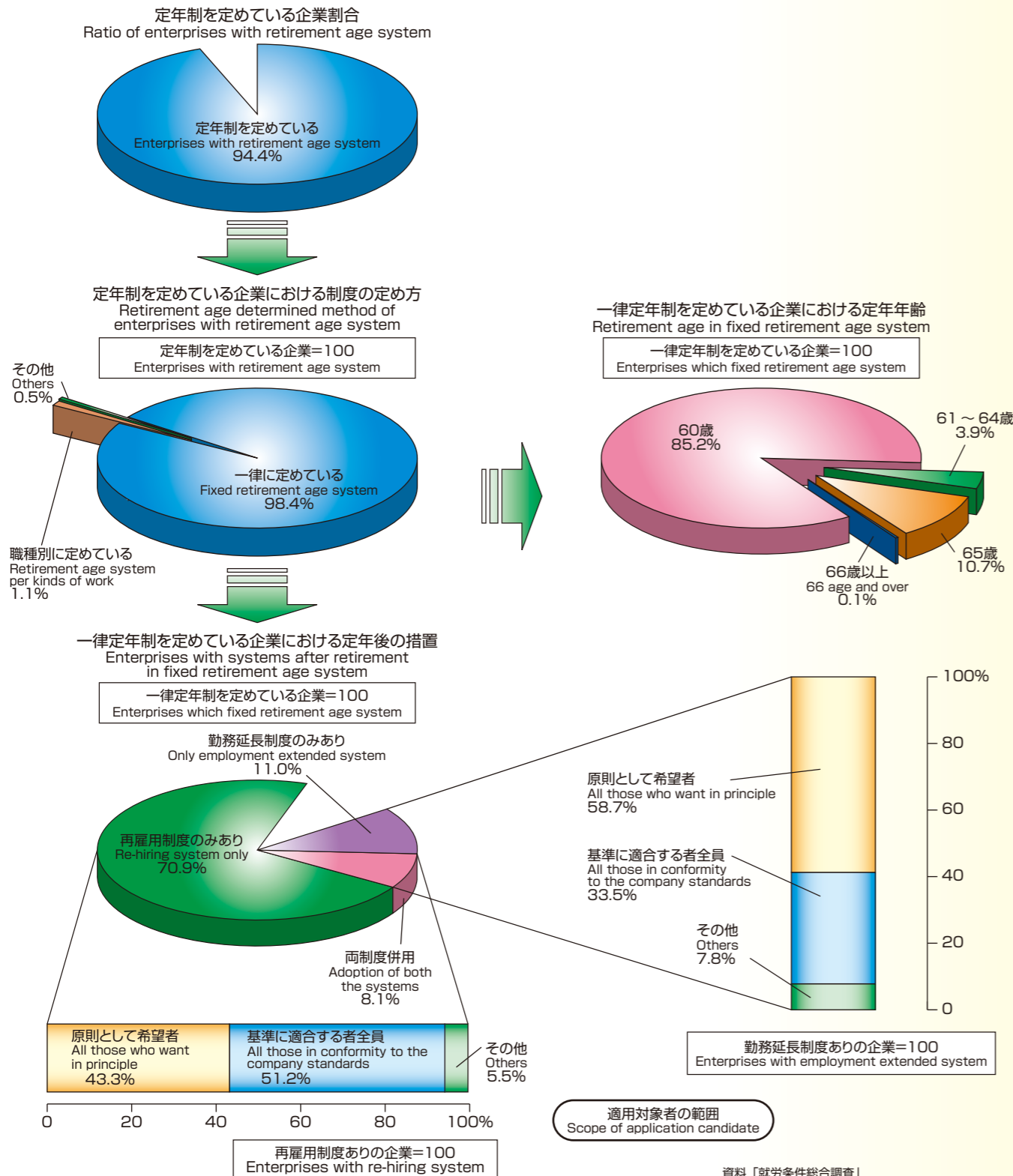
退職 Retirement

◇一律定年制を定めている企業の9割強に、定年後の措置あり

More than 90% of enterprises which have fixed retirement age system have systems after retirement

定年制を定めている企業の割合及び一律定年制を定めている企業における定年年齢別、定年後の措置別企業の割合（産業計）—平成20年—

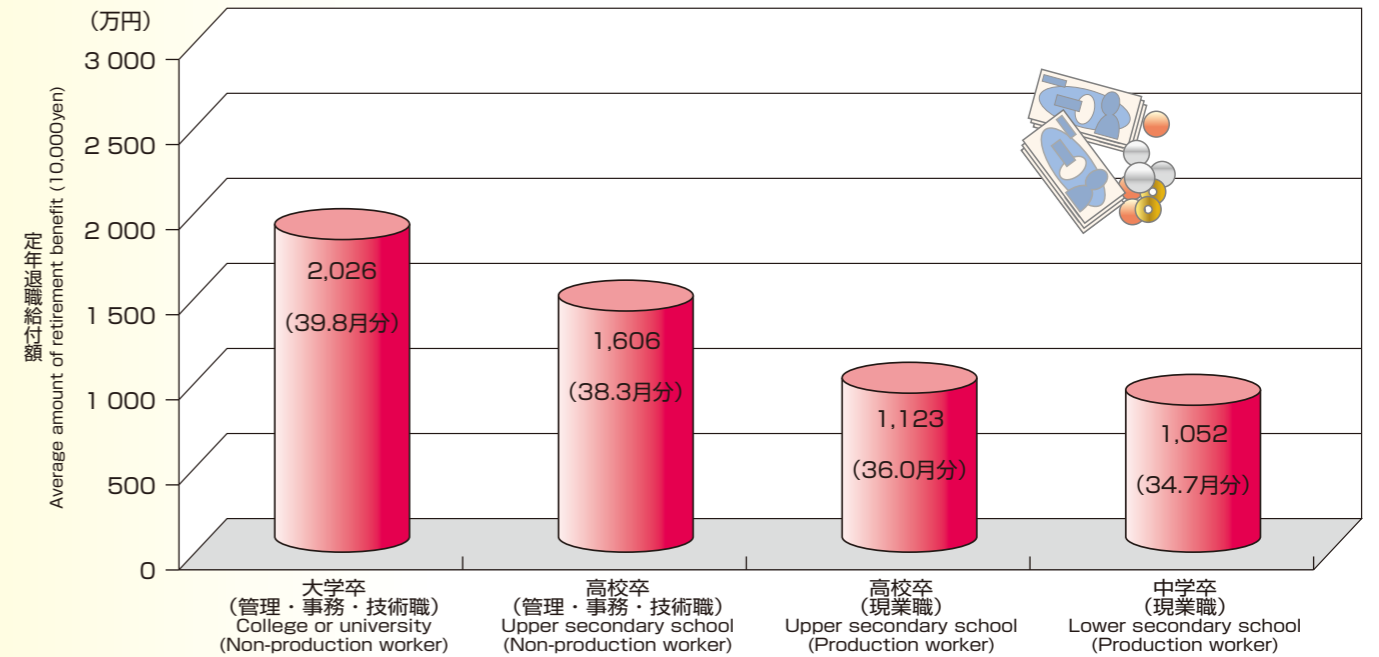
Ratio of enterprises with retirement age system, ratio of retirement age in fixed retirement age system, ratio of enterprises with system after retirement in fixed retirement age system (industries covered), 2008



◇退職給付は、月給の約35～40ヶ月分

Retirement benefit is about 35-40 month minutes of a salary

学歴別定年退職給付額（企業規模計）—平成20年—
Average amount of retirement benefit by academic career (Total for all sizes of enterprise), 2008



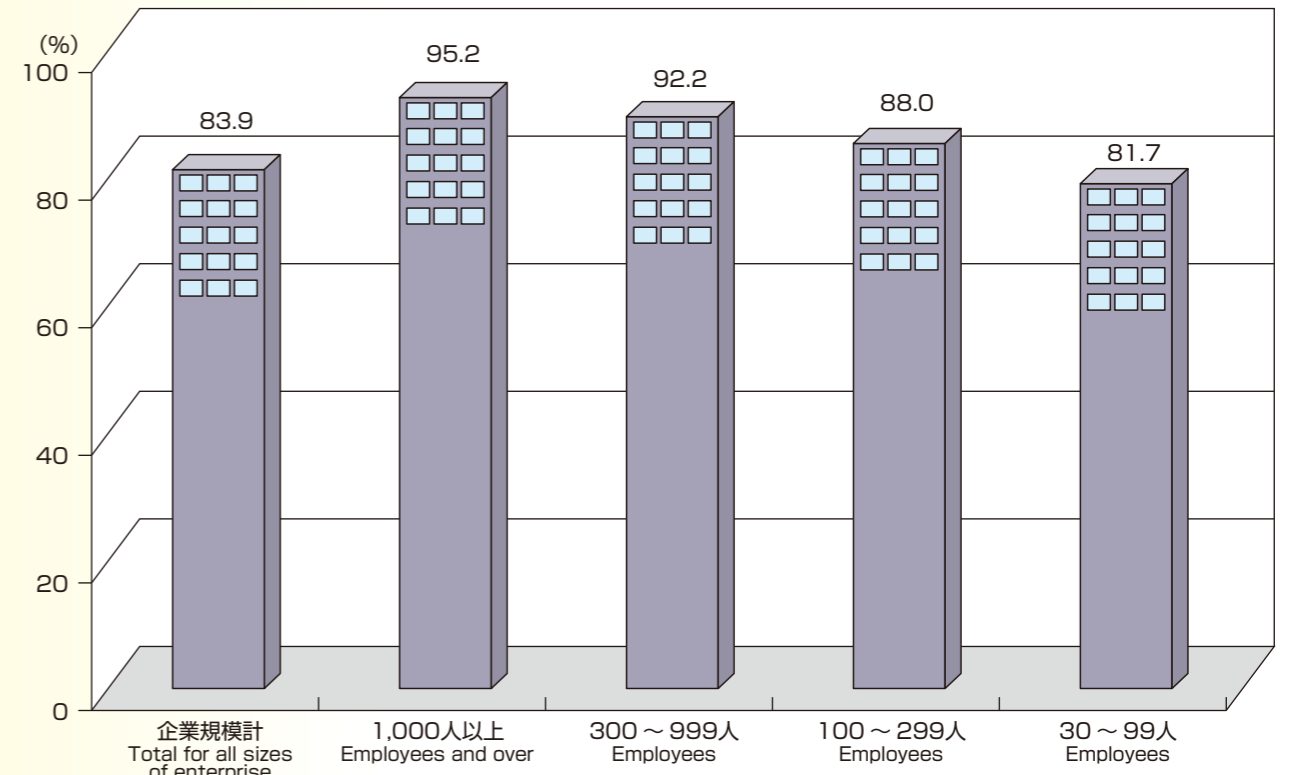
注：「退職給付額」とは、退職一時金額と年金原価額の計である。なお、厚生年金基金の場合、厚生年金基金の代行部分を除く上乗せ給付（プラス・アルファ部分）のみの額である。
Note: Total of the lump-sum payment and the present value of the retirement pension. In addition, in case of the Welfare Pension Fund, it means only the topping-up benefit (additional portion) excluding the substitutional benefit paid by the Welfare Pension Fund.

資料「就労条件総合調査」
Data: "General Survey on Working Conditions"

◇退職給付制度のある企業は、全体の約8割

About 80% of enterprises have retirement benefit system

退職給付（一時金・年金）制度のある企業数割合 —平成20年—
Ratio of enterprises have retirement benefit (lump sum or pension) system, 2008



資料「就労条件総合調査」
Data: "General Survey on Working Conditions"