

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

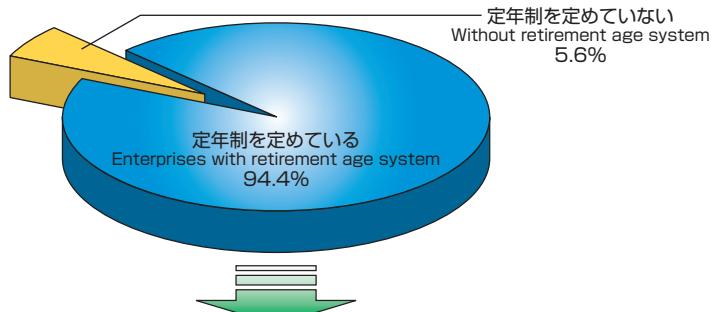
More than 90% of enterprises which have uniform retirement age system have systems after retirement

定年制を定めている企業割合及び一律定年制を定めている企業における
定年年齢階級別、定年後の措置別企業割合 一令和4年-

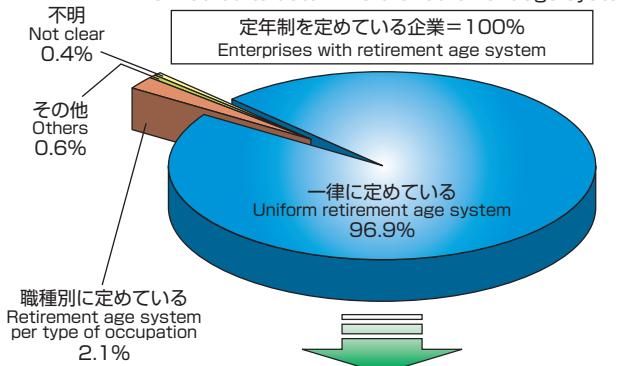
Ratio of enterprises with retirement age system, enterprises by age group of retirement and
systems after retirement among enterprises with uniform retirement age system, 2022

定年制を定めている企業割合

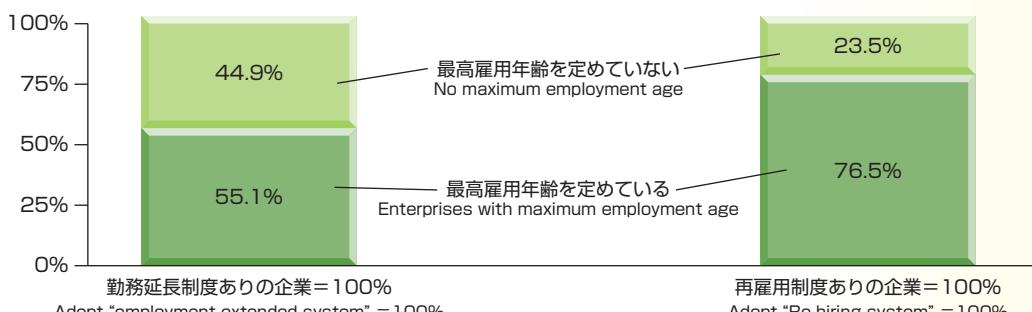
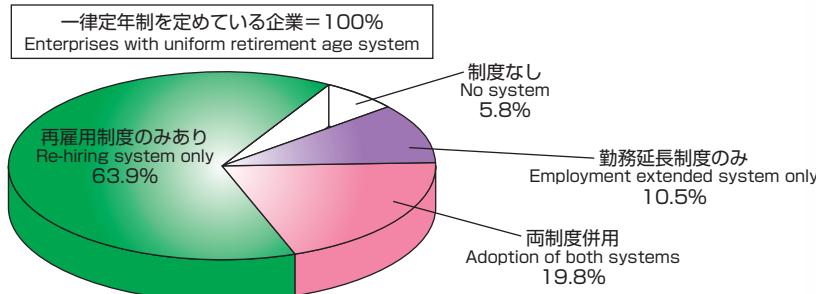
Ratio of enterprises with retirement age system



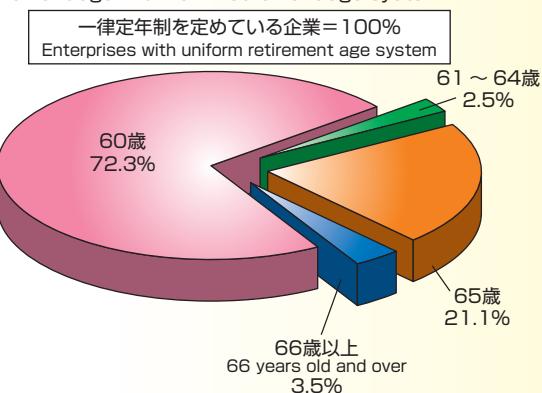
定年制を定めている企業における制度の定め方
The method to determine the retirement age system



一律定年制を定めている企業における定年後の措置
Enterprises with systems after retirement
in uniform retirement age system



一律定年制を定めている企業における定年年齢階級
Retirement age in uniform retirement age system



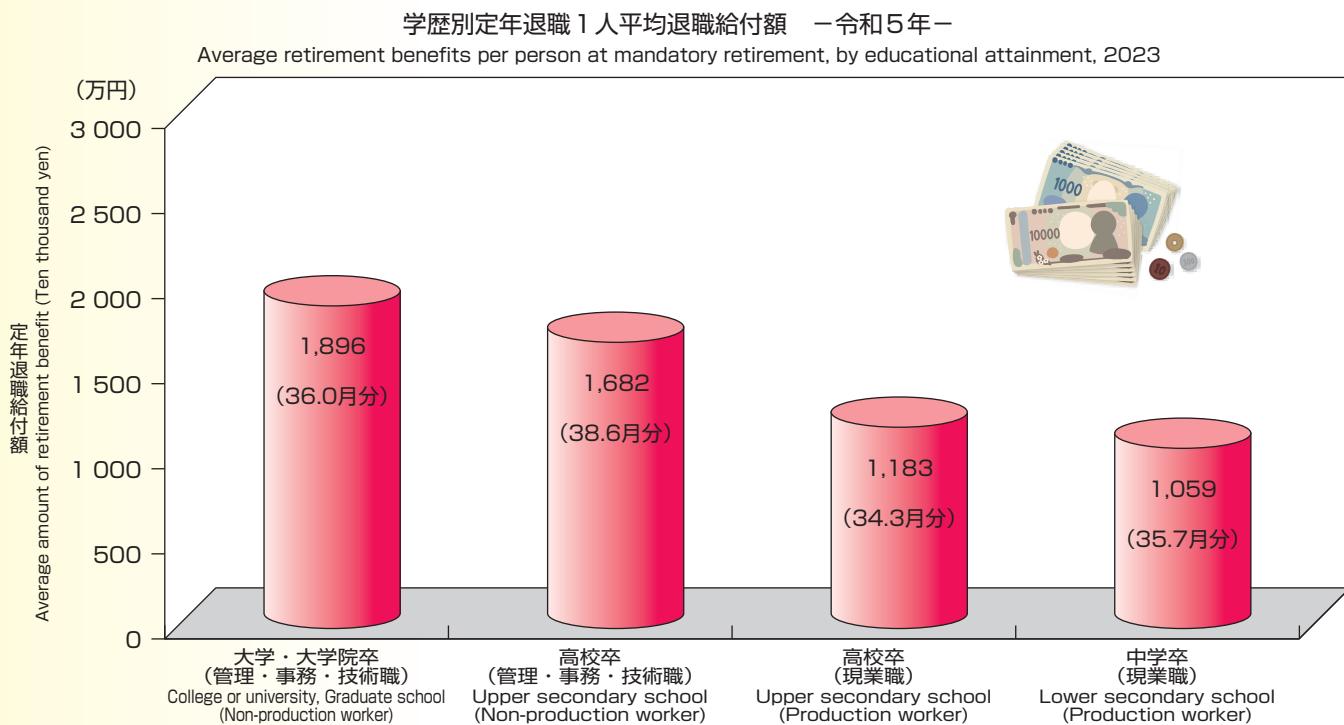
注：勤務延長制度ありの企業を100%とした数値及び再雇用制度ありの企業を100%とした数値は、「両制度併用」と回答した企業を含む割合である。
Note : Figures taking enterprises with employment extended system as 100% and enterprises with re-hiring system as 100% are percentage including enterprises
that responded "with both systems".

資料「就労条件総合調査」

Source : "General Survey on Working Conditions"

◇退職給付は、月給の約34～39ヵ月分

Retirement benefit equals to about 34-39 month of salary



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。

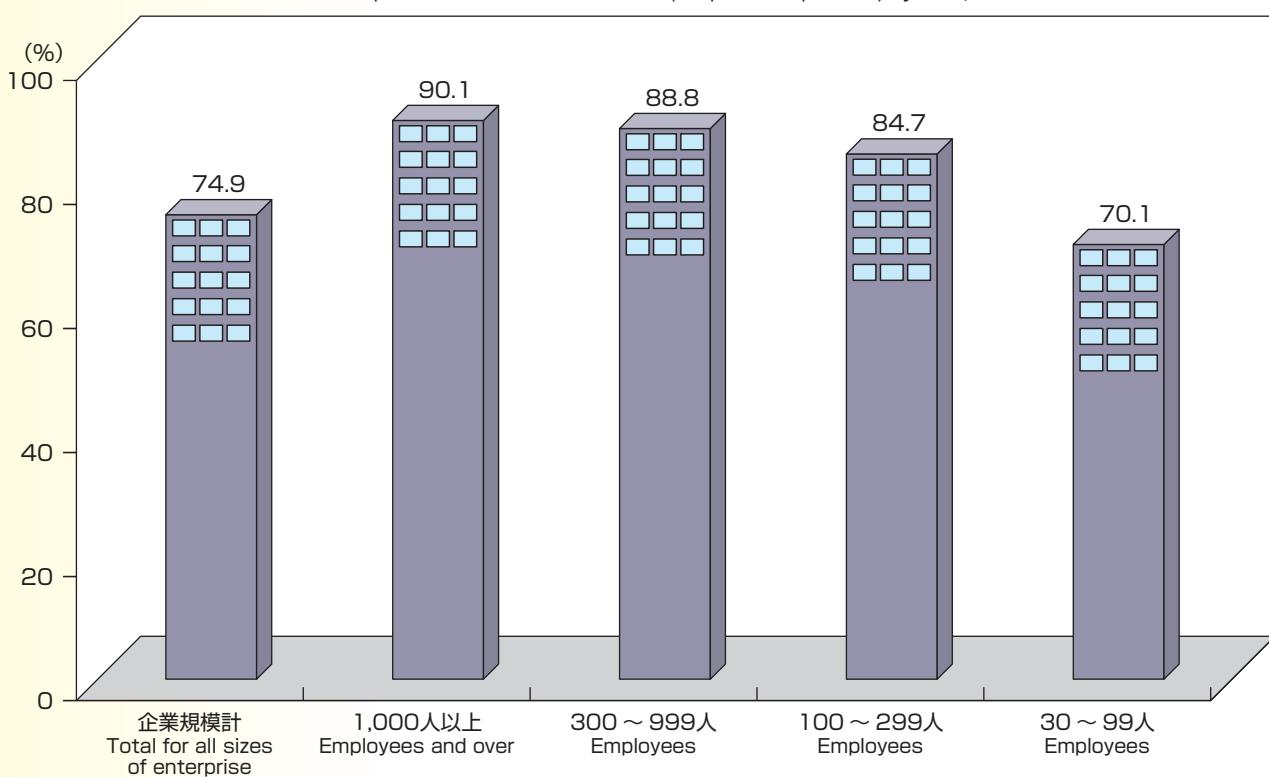
Note : "Amount of retirement benefit" means total of the lump-sum payment and the present value of the retirement pension. In addition, in case of the Employees' Pension Fund, it means only the topping-up benefit (additional portion) excluding the substitutional benefit paid by the Employees' Pension Fund.

資料「就労条件総合調査」
Source : "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 一令和5年－
Ratio of enterprises with retirement benefit (lump sum or pension) system, 2023



資料「就労条件総合調査」

Source : "General Survey on Working Conditions"