

50. Amount of Accrued Benefit Payment at Retirement by Educational Attainment and Type of Workers (2008)

学歴、労働者の種類別定年退職者の退職給付額 (2008年)

Size of enterprise 企業規模	Educational background & duration of service 学歴及び勤続年数	College or university graduates (Administrative, clerical & technical workers) 大学卒 (管理・事務・技術職)				Upper secondary school graduates (Administrative, clerical & technical workers) 高校卒 (管理・事務・技術職)					
		20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上	20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上		
1,000 employees or more 1,000人以上	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,497	1,318	2,257	2,389	2,572	2,252	1,252	1,321	1,806	2,382
	Rate of payment to monthly regular pay 月収換算 (月分)	45.0	23.7	38.5	42.1	46.7	48.7	36.4	30.9	43.5	50.3
300-999 employees 300-999人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,053	965	1,374	1,852	2,238	1,673	695	1,041	1,394	1,836
	Rate of payment to monthly regular pay 月収換算 (月分)	39.7	20.1	26.1	36.2	43.0	38.8	19.0	25.4	37.7	41.0
100-299 employees 100-299人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,793	775	1,350	1,442	2,094	1,429	501	907	1,132	1,753
	Rate of payment to monthly regular pay 月収換算 (月分)	37.8	17.3	26.3	30.5	44.3	33.4	16.3	25.7	31.1	36.8
30-99 employees 30-99人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,369	986	658	1,750	1,687	1,268	618	723	834	1,723
	Rate of payment to monthly regular pay 月収換算 (月分)	30.3	22.3	19.0	34.6	35.7	33.7	19.7	23.1	25.3	40.4

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2008**

Notes: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

2) "The amount of compensation at retirement" is retirement allowance in case of retirement allowance system, current amount of retirement pension in case of retirement pension system, and total of retirement allowance and current amount of retirement pension in case of retirement allowance and pension system. Welfare pension funds were considered in terms of the extra portion beyond the regular amount.

3) The rate of payment to monthly regular pay is the ratio of the amount of retirement allowance to scheduled cash earnings at the time of retirement.