

[HOME\(English\)](#)[Japan Pension Service
and Its Operation\(PDF\)](#)[JPS Branch Offices](#)[Lump-sum Withdrawal
Payments](#)[Pensioners and
Survivors Need to Report Us](#)[International Social
Security Agreement](#)[Pamphlets in Various
Languages](#)[International Social
Security Association](#)

Employees' Pension Insurance

[Home](#) > [English](#) > [Employees' Pension Insurance](#) > Employees' Pension Insurance

Last updated date : Tuesday, 3 19 2013

The Employees' Pension Insurance (EPI) system provides the "earning-related pension" on top of the Basic Pension provided by the National Pension system.

Compulsory Coverage

You must be covered by the EPI system if you work for a company or a factory which regularly employs 5 workers or more, or if you work for a HOJIN corporation. A company or a factory here means one in business specified by law, such as manufacture. You must be covered if you are younger than age 70, irrespective of your free will or nationality.

Please note that a part time worker shall be covered if he/she is considered to be a regularly employed worker as the result of overall assessment of work arrangements and contents of work.

How to Enroll in the System

Your employer is responsible for enrolling you in the system by submitting the "[Application to Enroll in Employees' Health Insurance / Employees' Pension Insurance](#)" (SHIKAKU SHUTOKU TODOKE - KENKO HOKEN / KOSEI NENKIN) within 5 days after your employment, to the [Japan Pension Service Branch Office \(JPS Branch Office\)](#) which covers your company.

Voluntary Coverage

Even if you are not subject to compulsory coverage, you can enroll in the system on a voluntary basis under certain conditions with employers' cooperation or enroll in the system as a voluntary individual. For example, you can apply to enroll in the EPI if you are an employee aged 70 or older and have not been covered long enough to be eligible for the old-age benefits such as the Old-age Basic Pension. Please contact the JPS Branch Office for details.

How to Enroll in the System

If you wish to enroll in the system on a voluntary basis, you need to submit the "Application to Enroll in Employees' Pension Insurance: Senior Person's Voluntary Coverage" (KOSEI NENKIN HOKEN - KOREI NIN-I KANYU HIHOKENSHA SHIKAKU SHUTOKU TODOKEDDE / MOSHIDESHU) or the "Application to Enroll in Employees' Pension Insurance: Individual Voluntary Coverage" (KOSEI NENKIN HOKEN - NIN-I TANDOKU HIHOKENSHA SHIKAKU SHUTOKU SHINSEISHO) depending on your purpose. You need to submit the application, your Pension Handbook and other necessary documents to the [JPS Branch Office](#) which

covers your company. Please ask at the JPS Branch Office about specific documents, which may vary depending on your conditions.

Benefits

Old-age Employees' Pension for age 60-64

If you have one year or more of EPI coverage periods and if you satisfy the [contribution requirement](#) to qualify for the Old-age Basic Pension under the National Pension system, you can receive the specially-provided Old-age Employees' Pension from your pensionable age to 65. Currently, the pensionable age for this pension is 60 but this age is being raised in stages. Your pensionable age is determined according to your date of birth.

Benefit Amount

Annual amount of your specially-provided Old-age Employees' Pension = (A) + (B) + (C)
payable between age 60-64

(A) Fixed Amount Portion

¥ 1,676 ** × Number of your covered months × 0.978
(up to 480 months)

* The pensionable age for the fixed amount portion is being raised in stages.

Your pensionable age is determined according to your date of birth.

** This amount varies depending on your date of birth.

(B) Remuneration-related Portion

((a) + (b)) × 1.031 × 0.978

Your Average
(a) Standard × Number of your
Monthly 7.5/1,000 × covered months
= Remuneration** (March 2003 and
* earlier)

Your Average
(b) Standard × 5.769/1,000 × Number of your covered
= Remuneration ** × months
*** (April 2003 and later)

* Your Average Standard Monthly Remunerations of March 2003 and earlier, reassessed to the current value

** This amount varies depending on your date of birth.

*** Total of your Average Standard Monthly Remunerations and Standard Bonuses in April 2003 and later, reassessed to the current value and divided by the number of your covered months including April 2003 and later.

(C) Additional annual benefits

If you have 20 years of EPI coverage periods in total or 15 years after age 40 (age 35 for women) and if you have dependent family member when you reach pensionable age of the Fixed Amount Portion ((A) above), you can receive additional annual benefits. Dependent family members include;

(1) your dependent spouse younger than age 65

(2) your dependent child(ren) who has not yet reached first

March 31 since his/her 18th birthday (20th if with certain grade of disability specified by law)

¥ 226,300 for your spouse*

¥ 226,300 each for your first and second child

¥ 75,400 each for your third and subsequent child(ren)

* Depending on your date of birth, special supplement for your dependent spouse may be added to this additional annual benefit.

How to Claim Your Benefit

To claim your benefit, you need to file the "Application for Pension : Old-age Benefits under National Pension / Employees' Pension Insurance" (NENKIN SEIKYUSHO : KOKUMIN NENKIN / KOSEI NENKIN HOKEN ROREI KYUFU) at the [JPS Branch Office or Pension Consultation Center\(PCC\)](#). You need to attach your Pension Handbook, a certified extract copy of your Family Registry and other necessary documents. Please contact the JPS Branch Office about specific documents, which may vary depending on your conditions.

Old-age Employees' Pension for age 60-64 and Early Payment of Old-age Basic Pension

If you were born between April 2, 1941 and April 1, 1949 (for women, between April 2, 1946 and April 1, 1954), and if you are eligible for the specially-provided Old-age Employees' Pension for age 60-64, you may opt for the early payment of the Old-age Basic Pension (either partial or whole amount).

Old-age Employees' Pension for age 60-64 while you work

While you work, your specially-provided Old-age Employees' Pension for age 60-64 will be either reduced or suspended if the total of your monthly Pension payable and your monthly remuneration from your work is more than ¥ 280,000.

Old-age Employees' Pension for age 60-64 and Employment Insurance benefits

While you receive the Unemployment Basic Allowance paid under the Employment Insurance Act, your specially-provided Old-age Employees' Pension for age 60-64 will be suspended.

While you work and receive the Older Workers' Employment Continuation Benefits paid under the Employment Insurance Act, your Old-age Employees' Pension amount is adjusted by considering your Benefits in addition to adjustment considering your salary. In both cases, you need to submit the "[Report of Reasons for Suspending Old-age Employees' Pension](#)" (ROREI KOSEI NENKIN JUKYU KENSHA SHIKYU TEISHI JIYU GAITO TODOKE) at the [JPS Branch Office or PCC](#). You need to attach the "Entitlement Notice of the Employment Continuation Benefits for Older Workers (KONENREI KOYO KEIZOKU KYUFU SHIKYU KETTEI TSUCHISHO)" issued by the Public Employment Security Office.

Old-age Employees' Pension after age 65

You can receive the Old-age Employees' Pension on top of your Old-age Basic Pension at the age of 65, if you have a coverage period under the EPI system and if you satisfy [contribution](#)

[requirements](#) to qualify for the Old-age Basic Pension under the National Pension system.

Benefit Amount

Your annual Old-age Pension after age 65 = Remuneration-related portion * Transitional benefits ** + Additional annual benefits* + Transitional benefits ** + Additional annual benefits*

* Same formula as the specially-provided Old-age Employees' Pension for age 60-64

** Equivalent to the difference, if any, between your "Fixed Amount Portion of the specially-provided Old-age Employees' Pension for age 60-64" and your "Old-age Basic Pension amount"

How to Claim Your Benefit

To claim your benefit, you need to file the "Application for Pension (the Old-age Benefits under National Pension / Employees' Pension Insurance)" (NENKIN SEIKYUSHO - KOKUMIN NENKIN / KOSEI NENKIN HOKEN ROREI KYUFU) at [JPS Branch Office or PCC](#). You need to attach your Pension Handbook, a certified extract copy of your Family Registry and other necessary documents. Please contact JPS Branch Office about specific documents, which may vary depending on your conditions. When you reach age 65, while receiving the specially-provided Old-age Employees' Pension for age 60-64, you only need to fill in a postcard version of the same claim form and send it to the JPS Headquarters (Tokyo).

Old-age Employees' Pension after age 65 while you work

Your Old-age Employees' Pension after age 65 will be either reduced or suspended while you are covered under the EPI system and the total of your monthly Pension payable and your monthly remuneration from your work is more than ¥460,000.

Disability Employees' Pension and Disability Allowance

You can receive the Disability Employees' Pension or Disability Allowance (lump-sum payment) when you have a certain level of disability specified by law. To be eligible, you must be covered by the EPI system on the date of your first medical examination on the sickness or injury which caused above-mentioned disability. In addition, you need to satisfy [contribution requirements](#) to qualify for the Disability Basic Pension under the National Pension system. The eligible disability level ranges from Grade 1 to Grade 3 in the order of seriousness. In principle, if your disability level is assessed as Grade 1 or 2, you can receive both Disability Basic Pension and Disability Employees' Pension. If your disability level is assessed as Grade 3, you can receive only the Disability Employees' Pension. If your disability level is lighter than Grade 3, you still may be eligible for the Disability Allowance (lump-sum payments).

Benefit Amount

Disability Pension

Grade 1 Disability Pension =

$((a) + (b)) \times 1.031 \times 0.978 \times 1.25 + (c) + \text{Disability Basic Pension}$

Grade 2 Disability Pension =

$((a) + (b)) \times 1.031 \times 0.978 + (c) + \text{Disability Basic Pension}$

Grade 3 Disability Pension = $((a) + (b)) \times 1.031 \times 0.978$

(Guaranteed minimum benefit is ¥ 589,900)

Your Average
(a) Standard $\times 7.5/1,000$ Number of your covered months
= Monthly Remuneration \times (March 2003 and earlier)
(b) Your Average \times Number of your covered months
= Standard $7.5/1,000$ (April 2003 and later)
Remuneration \times
(c) Additional annual benefits: ¥ 226,300
= Payable when you are eligible for the Disability Employees' Pension and your dependent spouse is younger than 65

Disability Allowance (lump-sum payment)

Disability Allowance = $((a) + (b)) \times 2$

(Guaranteed minimum benefit is ¥ 1,150,200)

(a) Your Average Standard \times Number of your covered months
= Monthly Remuneration $7.125/1,000$ (March 2003 and earlier)
(b) Your Average Standard \times Number of your covered months
= Remuneration $5.481/1,000$ (April 2003 and later)

Note: When the total number of your covered months (referred in (a) and (b) above) is actually less than 300 (25 years), 300 is used as guaranteed minimum.

How to Claim Your Disability Employees' Pension

To claim your benefit, you need to file the "Application for Pension : Disability Benefits under National Pension / Employees' Pension Insurance" (NENKIN SEIKYUSHO - KOKUMIN NENKIN / KOSEI NENKIN HOKEN - SHOGAI KYUFU) at [JPS Branch Office or PCC](#). You need to attach your Pension Handbook, a certified extract copy of your Family Registry, the certificate of diagnoses issued by your doctor, your report on your medical history and on how your disability affect your work / everyday life as well as other necessary documents. Please contact JPS Branch Office about specific documents, which may vary depending on your conditions.

Survivors' Employees' Pension

The deceased person's survivors can receive the Survivors' Employees' Pension if they are financially dependent on a deceased person before his/her death and if one of the following applies at the time of his/her death:

The deceased person is an insured person or is a previously insured person who dies within 5 years of his/her first medical examination of the sickness or injury. When he/she started suffering from the above- mentioned sickness or injury causing

his/her death, he/she must be covered under the EPI system;
The deceased person needs to satisfy [contribution requirements](#) to qualify for the Survivors' Basic Pension.

The deceased person is eligible for the Old-age Employees' Pension.

The deceased person is eligible for the Disability Employees' Pension (Grade1 or 2).

The deceased person's wife who takes care of his dependent child(ren) or his child(ren) can receive the Survivors' Employees' Pension in addition to the Survivors' Basic Pension.

The benefit is awarded to the following survivors and the priority for payment is the same order:

- (1) The deceased person's wife
- (2) The deceased person's child(ren) under age 18* (20 if with certain grade of disability specified by law)
- (3) The deceased person's husband aged 55 or older
- (4) The deceased person's father or mother aged 55 or older
- (5) The deceased person's grandchild(ren) under age 18* (20 if with certain grade of disability specified by law)
- (6) The deceased person's grandfather or grandmother aged 55 or older

* The benefit is paid until the first March 31 since his/her 18th birthday.

Benefit Amount

The deceased person's wife taking care of his child(ren) * or his child(ren):

$(a) + (b) \times 3/4 \times 1.031 \times 0.978 + \text{Survivors' Basic Pension}$

* She needs to live with his child(ren) who is eligible for the Survivors' Basic Pension.

Other eligible survivors :

$(a) + (b) \times 3/4 \times 1.031 \times 0.978$

The deceased person's		Number of his/her
(a) Average	$\times 7.5/1,000$	covered months
= Standard	**	\times (March 2003 and earlier)
Monthly		***
Remuneration		
The deceased person's	\times	Number of his/her covered
(b) Average	$5.769/1,000$	\times months
= Standard	**	(April 2003 and later)***
Remuneration		

** The ratio varies according to the deceased person's date of birth if the deceased person is eligible for the Old-age Employees' Pension before his/her death.

*** Different formula is used when the total number of the deceased person's covered months $(a) + (b)$ is actually less than 300 (25 years).

How to Claim Your Survivors' Employees' Pension

To claim your benefit, you need to file the "Application for Pension : Survivors' Benefits under National Pension / Employees' Pension Insurance" (NENKIN SEIKYUSHO - KOKUMIN

NENKIN / KOSEI NENKIN HOKEN - IZOKU KYUFU) at [JPS Branch Office or PCC](#). You need to attach the deceased person's Pension Handbook, a certified copy of his/her Family Registry, the medical certificate on death issued by the doctor and other necessary documents. Please contact JPS Branch Office about specific documents, which may vary depending on each situation.

Lump-sum Withdrawal Payments (Exclusively for Non-Japanese Citizens)

If you are not a Japanese citizen and you had worked in Japan and been covered by EPI system for a short period, you can claim the Payments within two years after your departure from Japan. You can claim the Payments if you have at least 6 months of coverage periods under the EPI system and you are not eligible for pension benefits. Please refer to the "[Lump-sum Withdrawal Payments](#)" details / [application form](#) in English, Chinese, Korean, Portuguese, Spanish, Indonesian, Pilipino, Thai and Vietnamese.

Contribution

Your contribution is collected on monthly bases while you are covered and the contribution amount is shared by you and your employer equally. Your employer is responsible for paying your share of contribution and the employer's share of contribution.

Contribution for regular months (without bonus payment)

Contribution amount = Your Standard Monthly Remuneration**
× Contribution rate *

Contribution for bonus months (regular salary + bonus)

Contribution amount = Your Standard Monthly Remuneration**
× Contribution rate *

+ Your Standard Bonus Amount*** (up to ¥1.5 million) ×
Contribution rate*

* The contribution rate will be raised every September until 2017 in accordance with Law amendment in 2004. Please refer to JPS Homepage for details. For example, the rate for general employees between September 2010 and August 2011 is 16.058%.

Exemption during your childcare leave

While you take childcare leave, both you and your employer may be exempt from contribution payments upon application. Your employer needs to file the application at the [JPS Branch Office](#) which covers your company.

** Standard Monthly Remuneration (monthly amount of pensionable remuneration) The Standard Monthly Remuneration (SMR) serves as the basis for calculating the benefits and insurance contributions for Employees' Health Insurance and the Employees' Pension Insurance. Your actual remuneration paid from the employer is classified into the prescribed remuneration table, and your Standard Monthly Remuneration is determined. Your remuneration includes every payment such as salary, wage and any allowance which you receive from your employer in return of your service performed. However, the bonus and such received at intervals of more than 3 months are excluded.

*** Standard Bonus Amount

The Standard Bonus Amount is the amount of bonus you receive from your employer at intervals of more than 3 months, rounded down to the nearest ¥1,000. The maximum of the Standard Bonus Amount for the purpose of contribution calculation is ¥1.5 million per month.

[About This Site](#) [Related site](#) [Links](#) · [About copyright](#)

日本年金機構

3-5-24, Takaido nishi, Suginami-ku, Tokyo 168-8505

Copyright © 2012 Japan Pension Service All Rights Reserved.