

Category	Shakai Hoken (Employees' Pension)	Kokumin (National Pension)
Structure	<ol style="list-style-type: none"> <li>1. Basic Pension (国民年金, Kokumin Nenkin)</li> <li>2. Earnings-related component (厚生年金, Kosei Nenkin)</li> </ol>	Basic Pension (国民年金, Kokumin Nenkin) only
Contributions	Employee pays 9.5% of monthly salary with employer making a matching contribution.	Flat 16,980 per month.
Contribution Period	Minimum 10 years	Minimum 10 years
Benefit Calculation	<ol style="list-style-type: none"> <li>1. Basic Pension: 816,000 yen/year (40 years of contributions).</li> <li>2. Earnings-related component: based on average salary and months contributed.</li> </ol>	Basic Pension prorated for contributions less than 40 years
Disability Pension	<ol style="list-style-type: none"> <li>1. Basic disability pension</li> <li>2. earnings-related component.</li> </ol> <p>Three grades of disability with varying benefits.</p>	Basic disability pension only. Two grades of disability with lower benefits.
Survivor's Pension	<ol style="list-style-type: none"> <li>1. Basic survivor's pension</li> <li>2. Earnings-related component.</li> </ol> <p>Generally higher benefits.</p>	Basic survivor's pension only.
Early Retirement Options	Reduced benefits from age 60	Limited options
Pension Split in Divorce	Allows splitting of earnings-related portion	No splitting; basic pension only
International Aspects	Social security agreements with several countries	Limited benefits from agreements
Pension for Dependents	Additional amounts for dependents	No additional amounts
Advantages	Higher benefits, better disability coverage, improved survivor benefits, flexibility, fairness in divorce, international compatibility, family support, inflation protection, lower individual contributions, higher returns on contributions	-

