



4 Medical and pensions (please refer to [F Medical](#), [G Pensions](#))

4-2 Pensions

Foreigners living in Japan are applicable for the employee's pension plan and national pension plan.

(1) Employee's pension plan

As in the case of health insurance, as long as he or she is constantly employed at a company employing five or more employees, a foreigner is applicable for the employee's pension plan, and must enter into this insurance system. Part-time employees are also required to enter into this insurance system if they work more than three-quarters of the working hours or working days of the regular workers of their company. The responsibility for paying the insurance fees is split 50-50 between the worker and the place of work, but the amount will vary depending on the amount of the worker's monthly salary and bonuses. The payment of the insurance fees is done through the place of work.

(2) National pension plan

Persons who have not entered into the employee's pension plan are entered into the national pension plan (please refer to [G Pensions 1 National pension plan](#)).

(3) Lump-sum withdrawal refund system

If a foreigner who has entered into the employee's pension plan/national pension plan leave Japan, he or she can receive a lump-sum withdrawal refund by carrying out the procedures for requesting this (for details, please refer to [G Pensions 1-2 \(4\)](#) and [2-2 \(4\) Lump-sum withdrawal refund \(upon leaving Japan\)](#)).