

The 2012 Issues in the Japanese Corporate Pension Plans

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Abstract

The 2012 might be one of turning points in the Japanese corporate pension plan history.

The Japanese corporate pension plans started by the introductions of the Tax Qualified Pension Plans and the Employees' Pension Funds in 1960s. And the Defined Benefit Corporate Pension Plans and the Defined Contribution Pension Plans were introduced in 2001-2. The Tax Qualified Pension Plans were decided to be expired in March 2012 then. Therefore the 2012 is an important year in the Japanese corporate pension history because the Tax Qualified Pension Plans, which continued to be managed for more than 40 years, have to be changed to other pension plans or terminated. But the year 2012 might have the more importance than that in the Japanese corporate pension plan history.

This paper verifies the features of Japanese corporate pension plans as compared with US and UK corporate pension plans, and discusses the future development of Japanese corporate pension plans.

Keywords: The Defined Benefit Pension Plans, The Defined Contribution Pension Plans, The Tax Qualified Pension Plans, The 2012 Problem