

# Resignation Agencies Face Growing Pushback from Employers

朝の通勤電車の中で、スマートフォンを握ったまま「今日は会社に行きたくない」と考えている人がいるかもしれません。そんな気持ちを抱える人たちの間で、日本の「退職代行」が話題になっています。仕事を辞める方法まで変わり始めた社会を、あなたはどのように感じますか。



## 1. Article

Read the following article aloud.

Japanese companies are taking a tougher view of [resignation](#) agencies, which act on behalf of workers who want to quit by contacting employers and handling the procedures that follow. A survey released on April 15 by Tokyo Shoko Research found that 30% of companies would refuse to deal with such agencies, while 70% said using one could hurt a job seeker's chances in future hiring.

With the new business year now underway—a period when resignations among new employees typically rise—these services are under increasing scrutiny, including over the legal issues their use may raise.

The survey was conducted online from March 31 to April 7 and analyzed responses from 6,425 companies.

Continued on next page.

Source: Resignation Agencies Face Growing Pushback from Employers

# 1. Article

It found that 8.7% of companies had experienced at least one case since January 2024 in which an employee resigned through a resignation agency. That was up 1.5 percentage points from the previous survey in June 2025.

The gap was especially pronounced by company size. Among large companies, 21.3% reported such cases, compared with 7.8% of small and midsize firms—meaning the rate at large companies was roughly 2.7 times higher.

One likely reason is that large companies tend to have more formalized resignation procedures, which may make employees feel they can use a third-party service to leave without the personal entanglements or [awkwardness](#) that often come with resigning directly.

In February, the president and other executives of Albatross, the operator of the major resignation agency MOMURI, were [indicted](#) for violating the Attorneys Act. Even so, 37.7% of companies said there had been no change in the number of contacts they were receiving from such agencies.

At the same time, companies are becoming more conscious of the need to determine whether the methods used by resignation agencies raise legal concerns. Asked how they respond when approached by such firms, the largest share, 41.3%, said they [proceed](#) with the employee's resignation while dealing through the agency.

That was followed by 30.4%, who said they refuse to engage because the agency's actions may amount to [unauthorized](#) legal practice—that is, performing legal work for payment without a lawyer's license. Another 28.2% said they follow the agency's communications.

Companies are also growing more wary of job seekers who have used resignation agencies. When asked how they would respond if it came to light during recruitment that an applicant had used such a service at a previous job, the largest share —49.3%—said it would make them more cautious about hiring that person. A further 26.0% said they would choose not to hire the applicant at all.

## 2. Key phrases and vocabulary

First repeat after your tutor and then read aloud by yourself.

**1. resignation** 辞職

After months of stress, Maria finally handed in her resignation.

**2. awkwardness** 気まずさ

There was a moment of awkwardness during the family dinner after the argument.

**3. indict** 起訴する

The businessman was indicted for hiding company income from the government.

**4. proceed** 進める

The judge allowed the lawyers to proceed with the next stage of the trial.

**5. unauthorized** 無許可の

The school warned students about unauthorized use of the computer network.

## 3. Questions

Read the questions aloud and answer them.

1. Why do some experts think large companies have more cases involving resignation agencies?
2. What law were executives from Abatross accused of violating?
3. How did companies say they would react to job applicants who had used resignation agencies?
4. Do you think resignation agencies are helpful or harmful for workers? Why?
5. Should companies judge job applicants by how they left a previous job?

## 4. 「退職代行」の連絡、企業の3割が取り合わず、求職者の利用にも厳しく

退職したい従業員の代わりに会社に退職の連絡をし、その後の手続きも行う「退職代行」。東京商工リサーチ（TSR）が4月15日発表した調査によると、企業の3割は業者から連絡があっても「取り合わない」と答え、実に7割が退職代行の利用者はその後の採用活動でもネガティブな影響が出ると答えた。新年度を迎え、新入社員の退職が増える時期だが、利用時に発生する法律的な問題などにも厳しい目が向けられている。

調査は、3月31日～4月7日にインターネットで実施、有効回答6425社の回答を集計、分析した。

2024年1月以降に退職代行サービスを利用した退職事例があった企業は8.7%で、前回調査（2025年6月）から1.5ポイント増加した。規模別で見ると、大企業21.3%に対し、中小企業7.8%となり、大企業は中小企業の2.7倍にのぼった。大企業で利用者が多いのは、企業内の退職手続きが整備されているため、代行を使うことでしがらみなく退職できるとの心理が働くもようだ。

2月に業界大手「退職代行モームリ」の運営会社「アルバトロス」の社長らが弁護士法違反の罪で起訴されたが、その後も37.7%の企業が業者からの連絡に変化はないと回答した。

一方で、企業側では退職代行の手法に法的問題がないか確認が必要との認識が高まっている。業者から連絡があった場合の対応は、「業者を間に挟んで、従業員との退職手続きを進める」が41.3%で最多、次いで、「非弁行為（弁護士資格を持たずに報酬目的で弁護士業務を行うこと）が含まれる可能性があるため取り合わない」が30.4%、「業者からの連絡内容に従う」が28.2%だった。

求職者の退職代行サービスの利用に向ける目も厳しくなった。採用活動中に前職での退職代行の利用が分かった場合、「採用に慎重になる」が49.3%と最多、次いで「採用しない」が26.0%だった。

出典：「退職代行」の連絡、企業の3割が取り合わず、求職者の利用にも厳しく

[Japan Forward](#)