

A stylized globe on the left side of the page, featuring a pattern of white and blue stripes and a white sun-like emblem, reminiscent of the Japanese flag. The globe is set against a background of light blue diagonal lines and a grid of small white circles.

The Japan Institute for Labour Policy and Training

Japanese Working Life Profile 2005/2006
— Labour Statistics

Japanese Working Life Profile 2005/2006 – Labour Statistics

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The aim of this booklet is to present a profile of the average Japanese worker through selected statistical figures.

It contains labour statistics relevant to successive stages of a worker's life from school graduation and entering an enterprise to reaching his/her retirement age and receiving a retirement allowances. Almost all the statistics are based upon official sources. The statistics on employment, wages and working hours constitute the core of this booklet.

As it is a matter of great concern presently, the booklet also contains statistics on the increase of female and non-regular workers, as well as changes in the employment structure.

Diagrams and graphs are utilized for aiding visual understanding, and statistics of major countries are included to enable international comparisons to be made.

The Japan Institute for Labour Policy and Training

Japanese Working Life Profile

2005/2006 – Labour Statistics

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(* means international comparisons)

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1.

Gross Domestic Product and Real Economic Growth Rates

国内総生産と実質経済成長率

	GDP (at current prices) 国内総生産 (經常価格評価)				Population 人口	Real Economic Growth Rate 実質経済成長率 (%)		
	2002 (US\$billion)	Per Capita National Income 一人当たりの国民所得 (US\$)				2000	2001	2002
		2000	2001	2002	2004 (million)			
Japan	3,972.4	27,493	23,840	22,836	127.8	2.8	0.4	-0.4
United States	10,083.2	27,946	28,175	28,686	297.0	3.8	0.3	2.4
France	1,431.2	16,071	16,223	17,377	60.4	3.8	2.1	1.2
Germany	1,984.0	16,838	16,576	17,921	82.5	2.9	0.6	0.2
Italy	1,184.2	13,486	13,817	14,878	57.3	3.1	1.8	0.4
United Kingdom	1,566.8	18,728	18,779	20,610	59.4	3.1	2.1	1.8
China	1,237.1	—	—	—	1,313.3	8.0	—	—
Indonesia	—	—	—	—	222.6	4.9	3.3	—
Malaysia	94.9	3,517	—	—	24.9	8.3	0.4	-0.7
Singapore	87.0	—	—	—	4.3	10.3	-2.0	—
Thailand	126.5	—	—	—	63.5	4.6	1.8	5.4

Sources: OECD, *National Account Vol.1, 2004*. Economic Social Research Institute Cabinet Office Government of Japan, National Accounts for FY2004.

IMF, *International Financial Statistics June 2003*.

IMF, *International Financial Statistics Yearbook 2003*.

UNIFPA, *State of World Population Report 2004*.

Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

2. Gross Domestic Product (2003)

国内総生産の構成 (2003年)

(trillion yen)

		Output Approach to GDP 生産面から捉えたGDP	A rate of increase over the preceding year 対前年増加率 (%)
1. Industries	産業	514.1	2.7
Agriculture, forestry & fisheries	農林水産業	7.6	-8.9
Mining	鉱業	1.0	2.5
Manufacturing	製造業	130.6	9.6
Construction	建設業	34.6	-2.0
Electricity, gas and water supply	電気・ガス・水道業	16.1	0.4
Wholesale and retail trade	卸売・小売業	71.7	-1.5
Finance and insurance	金融・保険業	36.7	3.4
Real estate	不動産業	67.5	1.4
Transport and communication	運輸・通信業	40.6	1.6
Services activities	サービス業	107.4	1.7
2. Producers of Government Services	政府サービス生産者	47.5	1.2
Electricity, gas and water supply			
	電気・ガス・水道業	5.6	3.2
Services activities	サービス業	13.8	0.2
Government	公務	28.1	1.3
3. Producers of Private Non-Profit Services for Households	対家計民間非営利サービス生産者	10.1	2.4
Education	教育	4.8	1.4
Others	その他	5.2	3.3
Total	小計	571.7	2.6
Import Duties, Imputed Interest, Discrepancies, Etc.		-25.8	-
	輸入税、帰属利子、不突合等		
Gross Domestic Product	国内総生産 (GDP)	545.9	2.5

(trillion yen)

		Expenditure Approach to GDP 支出面から捉えたGDP	A rate of increase over the preceding year 対前年増加率 (%)
Private Final Consumption Expenditure	民間最終消費支出	291	0.2
Government Final Consumption Expenditure	政府最終消費支出	89.9	1.1
Gross Domestic Fixed Capital Formation	国内総固定資本形成	126.2	0.8
Changes in inventories	在庫品増加	-0.2	-
Exports of Goods and Services	財貨・サービスの輸出	60.7	9.1
(Less) Imports of Goods and Services	(控除) 財貨・サービスの輸入	50.1	3.9
Gross Domestic Expenditure (GDE)	国内総支出 (GDE)	517.7	1.3

Source: Economic and Social Research Institute, *Cabinet Office Annual Report on National Accounts, 2005*.

3. Mining and Manufacturing Production Index 鉱工業生産性指数

(1995 = 100)

	1985	1990	1995	2000	2001	2002
Japan	84.6	105.3	100.0	104.4	97.6	96.2
United States	77.0	86.5	100.0	129.1	124.6	123.6
France	87.9	100.4	100.0	115.5	117.1	115.9
Germany ¹⁾	88.1	103.2	100.0	113.4	113.3	111.8
Italy	79.4	93.5	100.0	108.2	—	—
United Kingdom	82.8	94.1	100.0	105.9	103.6	100.0
Malaysia	75.3	59.6	100.0	148.2	142.0	147.9
Singapore ²⁾	36.9	67.4	100.0	141.4	125.0	135.7

Source: IMF, *International Financial Statistics Yearbook 2003*.

Notes: 1) Data prior to 1990 refer to former F.R. of Germany. Data after 1995 refer to all Germany.

2) Manufacturing only.

4. Consumer Price Index 消費者物価指数

	Index 指数 (1995 year = 100)					Rate of increase 上昇率				
	1985	1990	1995	2001	2002	1986-1990	1990	1995	2001	2002
Japan	87.4	93.5	100	100.8	99.8	1.2	3.1	-0.1	-0.7	-0.9
United States	70.6	85.7	100	116.2	118.0	3.6	5.4	2.8	2.8	1.6
France	77.0	89.6	100	108.0	110.1	2.6	3.4	1.8	1.6	1.9
Germany ¹⁾	80.1	85.7	100	109.6	111.0	1.4	2.7	1.7	2.5	1.3
Italy	59.4	78.3	100	115.9	118.8	4.5	6.5	5.2	2.8	2.5
United Kingdom	63.5	84.6	100	116.3	118.2	5.2	9.5	3.4	1.8	1.6
Indonesia	45.5	65.3	100	255.9	285.2	6.3	7.8	9.4	12.0	11.5
Malaysia	75.3	82.3	100	118.3	120.5	1.6	2.6	3.4	1.4	1.8
Singapore	82.7	88.1	100	105.6	105.2	1.6	3.5	1.7	1.0	-0.4
Thailand	65.4	79.1	100	125.1	125.8	3.5	6.0	5.8	1.7	0.6

Source: IMF, *International Financial Statistics Yearbook 2003*.

Note: 1) Data prior to 1990 refer to former F.R. of Germany. Data after 1995 refer to all Germany.

5. Total and Economically Active Population (2003)

総人口、経済活動人口 (2003年)

(1,000 persons, %)

	Total population	Active population	Activity rates (%)	Number of Unemployed	Unemployment rate (%)
	総人口	経済活動人口	活動率	失業者数	失業率
Japan ¹⁾	127,580	66,660	52.2	3,500	5.3
United States ²⁾	—	146,510	—	8,774	6.0
France ¹⁾	59,900	27,125	45.3	2,656	9.7
Germany ^{1), 3)}	82,502	40,195	48.7	4,023	10.0
Italy ¹⁾	57,478	24,229	42.2	2,096	8.7
United Kingdom ⁴⁾	58,337	29,235	50.1	1,414	4.8
Korea ⁵⁾	—	22,916	—	777	3.4
Singapore ⁶⁾	—	2,150	—	116	5.4

Source: ILO, **LABORSTA**

Notes: 1) Persons aged 15 years and over.

2) Persons aged 16 years and over. Excluding armed forces.

3) May of each year.

4) Economically active populations figures are those excluding persons aged under 16 years. March - May of each year.

5) Persons aged 15 years and over. Excluding armed forces.

6) Persons aged 15 years and over. June of each year.

6. Growth of Population

人口の推移

	1950	1960	1970	1980	1990	2001	2002	2003	2004
Total population (1,000 persons) ^{1), 2)} 人口総数 (千人)	84,115	94,302	104,665	117,060	123,611	127,291	127,435	127,619	127,687
Births (per 1,000 persons) ³⁾ 出生率 (人口千対)	28.1	17.2	18.8	13.6	10.0	9.3	9.2	8.9	8.8
Deaths (per 1,000 persons) ³⁾ 死亡率 (人口千対)	10.9	7.6	6.9	6.2	6.7	7.7	7.8	8.0	8.1
Life expectancy at birth (year) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	78.07	78.32	78.36	—
Female 女	62.97	70.19	74.66	78.76	81.90	84.93	85.23	85.33	—

Sources: Ministry of Health, Labour and Welfare, **Overview of Health and Welfare Statistic**. Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, **Report on the National Census**.

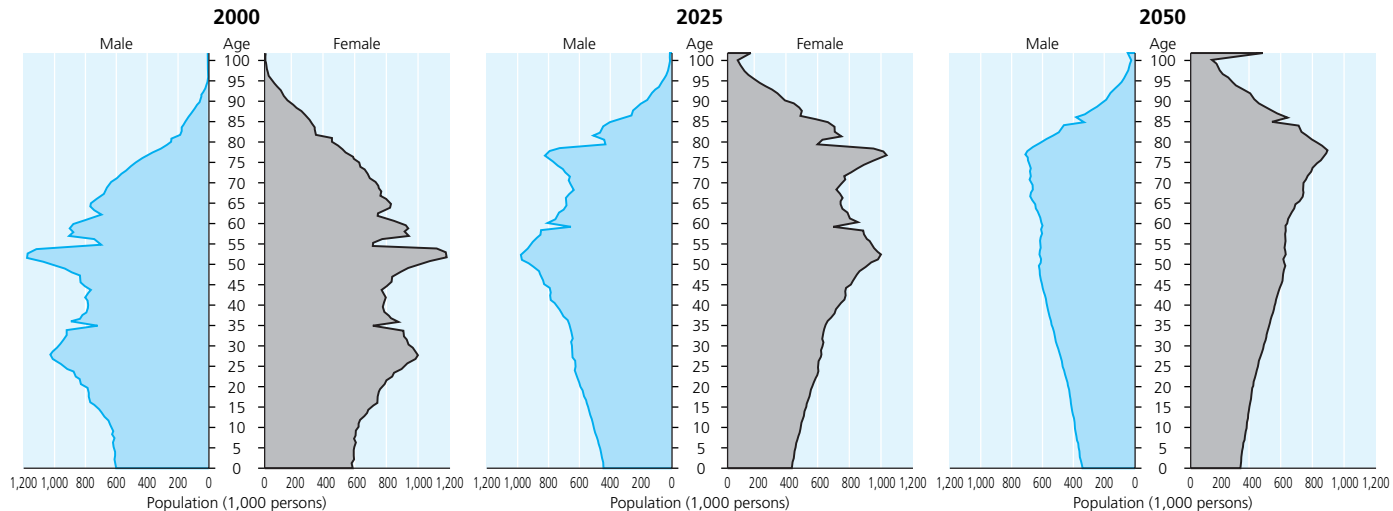
Notes: 1) Population figures from 1950 to 1990 are from national census.

2) Totals for 1980 and after include population of unknown age.

3) This is for Japanese nationals and does not include foreign nationals in Japan. From 1980, Okinawa is also included.

7. Changes in Population Pyramids: Medium Population Growth

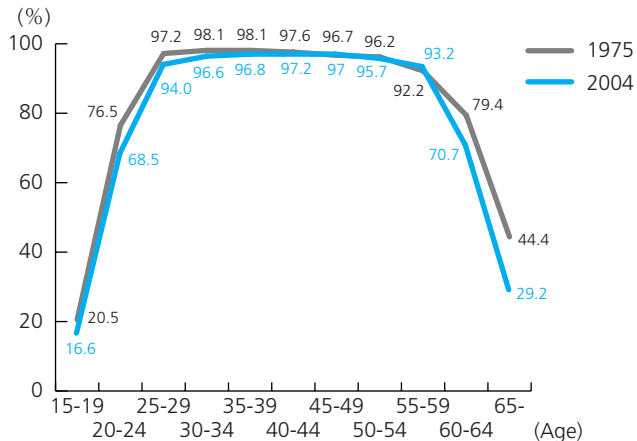
人口ピラミッド（中位推計）



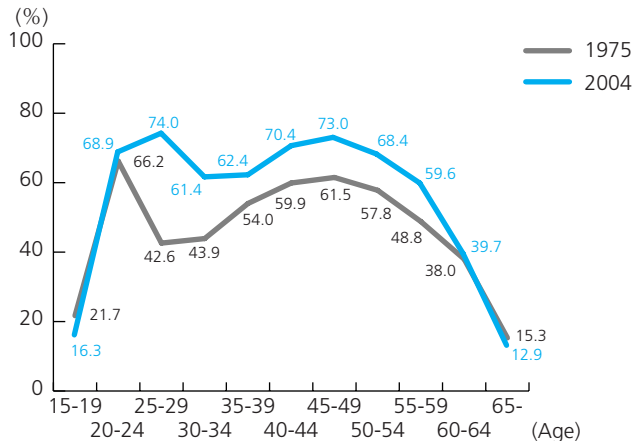
Source: National Institute of Population and Social Security Research, January 2002, *Population Projections for Japan*.

8. Labour Force Participation Rate by Sex and Age Group

性・年齢階級別労働力率の推移



Male



Female



Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, *Labour Force Survey*.

9. Ratio and Labour Force Participation Rate of Persons 65 Years Old and Over

高齢者（65歳以上）の割合・労働力率

(%)

	Ratio to Total Population 対全人口比率							Participation Rate 労働力率		
	1980	1990	1995	2000	2010	2025	2050	Male	Female	
Japan	9.0	12.0	14.6	17.2	22.4	29.2	36.5	31.1	13.2	(2002)
United States	11.2	12.2	12.3	12.3	12.8	17.8	20.0	17.8	9.9	(2002)
France	14.0	14.0	15.1	16.0	16.5	22.0	26.4	3.3	2.5	(2002)
Germany	15.6	15.0	15.5	16.3	20.2	23.8	28.0	4.5	1.7	(2001)
Italy	13.1	15.3	16.6	18.1	20.6	25.5	34.4	6.1	1.6	(2001)
United Kingdom	15.1	15.9	16.0	15.9	16.4	19.6	23.3	7.8	9.3*	(2002)

Sources: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Director-General's Secretariat, *Annual Report on the labour Survey*.

UN, *World Population Prospects : The 2002 Revision*.

Notes: Ratio of elderly to population was calculated by dividing population 65 years old and over by the total population.

* Figures include persons aged 60 and over.

10. Employment Service (Excluding New Graduates)

一般職業紹介状況（新規学卒を除く）

		1965	1970	1980	1992	1993	1994	1995	1996
New opening rate (A)	新規求人倍率	0.88	1.61	1.07	1.61	1.20	1.08	1.06	1.19
Active opening rate (B)	有効求人倍率	0.64	1.41	0.75	1.08	0.76	0.64	0.63	0.70
Proportion of placements to applications (C)	就職率 (%)	11.8	14.8	7.9	7.6	6.7	6.5	6.5	6.5
Job orders filling rate (D)	充足率 (%)	18.6	10.5	10.5	7.0	8.8	10.2	10.3	9.2
		1997	1998	1999	2000	2001	2002	2003	2004
New opening rate (A)	新規求人倍率	1.20	0.92	0.87	1.05	1.01	0.93	1.07	1.29
Active opening rate (B)	有効求人倍率	0.72	0.53	0.48	0.59	0.59	0.54	0.64	0.83
Proportion of placements to applications (C)	就職率 (%)	6.4	5.7	5.7	6.2	6.1	6.1	6.8	7.5
Job orders filling rate (D)	充足率 (%)	8.9	10.9	11.9	10.6	10.2	11.3	10.5	9.1

Source: Employment Security Bureau, Ministry of Health, Labour and Welfare, Report on Employment Service.

Notes: 1) Monthly average.

$$2) \quad A = \frac{\text{New openings}}{\text{New applications}} \quad C = \frac{\text{Placements}}{\text{Active applications}} \times 100$$

$$B = \frac{\text{Active openings}}{\text{Active applications}} \quad D = \frac{\text{Placements}}{\text{Active openings}} \times 100$$

11. Labour Force Status 労働力状態

Male and Female	男女計	(10,000 persons)										
		1965	1970	1980	1990	1998	1999	2000	2001	2002	2003	2004
Total employed	就業者計	4,730	5,094	5,536	6,249	6,514	6,462	6,446	6,412	6,330	6,316	6,329
Self-employed workers	自営業主	939	977	951	878	761	754	731	693	670	660	656
Family workers	家族従業者	915	805	603	517	367	356	340	325	305	296	290
Employees	雇用者	2,876	3,306	3,971	4,835	5,368	5,331	5,356	5,369	5,331	5,335	5,355
Unemployed	完全失業者	57	59	114	134	279	317	320	340	359	350	313
Labour Force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	63.3	62.9	62.4	62.0	61.2	60.8	60.4
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	4.1	4.7	4.7	5.0	5.4	5.3	4.7

Male	男性											
		1965	1970	1980	1990	1998	1999	2000	2001	2002	2003	2004
Total employed	就業者計	2,852	3,091	3,394	3,713	3,858	3,831	3,817	3,783	3,736	3,719	3,713
Self-employed workers	自営業主	666	692	658	607	537	538	527	506	495	488	487
Family workers	家族従業者	223	186	112	93	66	66	63	60	58	58	58
Employees	雇用者	1,963	2,210	2,617	3,001	3,243	3,215	3,216	3,201	3,170	3,158	3,152
Unemployed	完全失業者	32	38	71	77	168	194	196	209	219	215	192
Labour Force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	77.3	76.9	76.4	75.7	74.7	74.1	73.4
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	4.2	4.8	4.9	5.2	5.5	5.5	4.9

Female	女性	1965	1970	1980	1990	1998	1999	2000	2001	2002	2003	2004
Total employed	就業者計	1,878	2,003	2,142	2,536	2,656	2,632	2,629	2,629	2,594	2,597	2,616
Self-employed workers	自営業主	273	285	293	271	224	217	204	187	175	172	169
Family workers	家族従業者	692	619	491	424	301	291	278	265	247	238	232
Employees	雇用者	913	1,096	1,354	1,834	2,124	2,116	2,140	2,168	2,161	2,177	2,203
Unemployed	完全失業者	25	21	43	57	111	123	123	131	140	135	121
Labour Force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	50.1	49.6	49.3	49.2	48.5	48.3	48.3
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	4.0	4.5	4.5	4.7	5.1	4.9	4.4

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

12. Number of Establishments and Number of Persons Engaged by Size of Employment

従業者規模別事業所数、従業者数

Size of establishment 事業所規模		Number of establishments 事業所数	Number of employed 従業者数	Trends in numbers of employed 従業者数の推移		
				1991	1996	2001
All sizes	全規模	5,729,209	52,159,347	60,019,163	62,781,253	60,158,044
1-4 persons	1-4人	3,526,725	7,594,776	9,356,339	9,012,155	8,422,537
5-29 persons	5-29人	1,912,072	20,161,597	22,260,846	23,469,773	22,538,629
30-99 persons	30-99人	230,413	11,343,947	12,958,398	13,858,140	13,433,701
100-299 persons	100-299人	42,981	6,793,309	7,573,137	8,166,003	7,973,693
300 persons and over	300人以上	9,720	6,265,718	7,870,443	8,275,182	7,789,484

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Establishment and Enterprise Census of Japan, 2004*.

13. Number of Employees by Industry 産業別雇用者数

(10,000 persons)

		1950	1960	1970	1980	1990	1999	2000	2001	2002	2003	2004	Male	Female
		Total	計	1,265	2,370	3,306	3,971	4,835	5,331	5,356	5,369	5,331	5,335	5,355
Agriculture and forestry ²⁾	農林業	56	94	29	30	29	33	34	38	39	39	36	20	16
Non-agricultural industries ²⁾	非農林業	1,208	2,276	3,277	3,941	4,806	5,298	5,322	5,331	5,292	5,296	5,319	3,132	2,187
Fisheries	漁業	22	26	18	15	13	7	8	9	9	9	7	6	1
Mining ²⁾	鉱業	48	42	18	10	6	6	5	5	5	5	4	3	1
Construction	建設業	88	198	305	427	462	544	539	520	504	493	476	404	72
Manufacturing ²⁾	製造業	451	799	1,144	1,135	1,306	1,223	1,205	1,185	1,131	1,091	1,066	728	338
Wholesale and retail trade; financing and insurance; and real estate 卸売・小売業、金融・保険業、不動産業 ²⁾		162	449	731	1,003	1,288	1,428	1,426	1,423	1,408	1,189	1,180	591	589
Transport and communication and electricity, gas, water and heat supply 運輸・通信業、電気・ガス・水道・熱供給		161	237	340	362	384	423	427	421	415	503	502	404	98
Services activities ²⁾	サービス業	175	388	558	788	1,142	1,434	1,478	1,536	1,570	682	716	404	312
Government	公務	120	—	161	199	195	214	214	211	217	227	233	185	48

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Annual Report on the Labour Force Survey 2004**.

Notes: 1) Figures for 1980 and thereafter include those for Okinawa prefecture.

2) As a result of the revision of the Japan Standard Industry Classification, there are discrepancies between the figures before 2002 and after 2003.

14. Number of Employees by Occupation

職業別雇用者数

Employees 雇用者		1970	1980	1990	2000	2001	2002	2003	(10,000 persons)	
									2004 (Ratio 構成比 %)	
Professional and technical workers	専門的・技術的職業従事者	246	364	594	754	770	785	802	814	(15.3)
Managers and officials	管理的職業従事者	131	217	234	200	198	183	182	186	(3.5)
Clerical and related workers	事務従事者	723	867	1,088	1,233	1,198	1,177	1,182	1,197	(22.5)
Sales workers	販売従事者	344	497	680	736	794	776	769	757	(14.2)
Agricultural, forestry, and fisheries workers	農林・漁業作業者	42	40	39	38	43	45	45	42	(0.8)
Mining workers ¹⁾	採掘作業者	10	4	2	3	3	3	4	3	(0.1)
Workers in transport and communications occupations	運輸・通信従事者	219	229	216	207	201	198	196	188	(3.5)
Craftsmen, manufacturing and construction workers	技能工・製造・建設作業者	1,123	1,260	1,342	1,318	1,265	1,231	1,205	1,189	(22.4)
Labourers ²⁾	労務作業者	199	148	245	315	320	318	322	329	(6.2)
Protective service workers and service workers ³⁾	保安職業・サービス職業従事者	267	342	384	532	559	584	596	615	(11.6)

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, **Labour Force Survey**.

Notes: Occupational categories were revised in the 1980 national census, and Labour Force Survey accordingly changed as follows from January 1981:

1) Previous "mining and quarrying workers" were renamed "mining workers".

2) Previous "unskilled workers" were renamed "labourers".

3) Previous "sanitation workers" included in the "protective service workers and service workers" category were included among "labourers".

4) From 1980 and thereafter, Okinawa is also included.

15. Number of Employees by Sex and Education

性・学歴別雇用者数

		1997	2002	(1,000 persons) Ratio: 2002 (%) 2002年の割合
Total	男女計	53,390	53,180	
Male Total	男子計	32,256	31,392	100.0
Primary school and lower secondary school	小・中学	5,285	4,398	14.0
Upper secondary school	高校	15,221	14,217	45.3
Junior college and higher professional schools	短大・高専	2,511	2,858	9.1
College or university, including graduate school	大学・大学院	9,213	9,900	31.5
Female Total	女子計	21,134	21,788	100.0
Primary school and lower secondary school	小・中学	3,228	2,679	12.3
Upper secondary school	高校	10,979	10,542	48.4
Junior college and higher professional schools	短大・高専	4,927	5,865	26.9
College or university, including graduate school	大学・大学院	1,979	2,684	12.3

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Employment Status Survey*.

16. Ratio of Older Employed Persons by Sex, Age, and Employment Contracts

性、年齢階級、勤務形態別高年齢雇用者の割合

(%)

Sex and employment contracts 性・勤務の形態		55-69 years old total 55-69歳合計	55-59歳	60-64歳	65-69歳
Male	男	100.0	100.0	100.0	100.0
Full-time ¹⁾	普通勤務	84.7	96.9	72.6	60.2
Short-time ²⁾	短時間勤務	14.5	2.5	26.5	38.5
Short working hours in a day	一日の労働時間が短い	4.0	0.8	7.0	10.5
Short working days	勤務日数が短い	6.6	1.3	12.5	15.9
Short working hours in a day and working days	一日の労働時間が短く、勤務日数も短い	3.9	0.4	7.0	12.0
Female	女	100.0	100.0	100.0	100.0
Full-time ¹⁾	普通勤務	56.7	64.7	46.4	39.5
Short-time ²⁾	短時間勤務	42.7	34.6	53.1	60.2
Short working hours in a day	一日の労働時間が短い	20.7	16.3	28.1	26.1
Short working days	勤務日数が短い	6.6	6.2	6.4	8.8
Short working hours in a day and working days	一日の労働時間が短く、勤務日数も短い	15.4	12.0	18.6	25.3

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2000*.

Notes: 1) Full-time workers refer to people who were holding full-time employment.

2) Short-time workers refer to part-time workers who have short daily working hours or short weekly working days.

17. Ratio of Older Employed Persons by Reason for Holding a Job (By Sex and Age Group)

就業理由別高年齢就業者の割合（性・年齢階級別）

(%)

Reasons for holding a job 就業理由	Male 男				Female 女			
	55-69 years old total 55-69歳合計	55-59歳	60-64歳	65-69歳	55-69 years old total 55-69歳合計	55-59歳	60-64歳	65-69歳
Total 計	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
To get income 経済上の理由	81.5	93.9	76.1	61.8	67.2	74.6	65.3	51.8
To earn a livelihood 自分と家族の生活を維持するため	77.2	91.0	70.7	55.9	58.6	64.5	57.6	45.5
To supplement a livelihood 生活水準を上げるため	3.4	2.3	4.2	4.7	6.9	8.4	5.9	4.7
Others その他	0.7	0.6	0.9	0.9	1.4	1.4	1.4	1.4
For health 健康上の理由(健康に良いからなど)	4.1	0.3	5.7	10.2	5.5	2.7	6.0	11.6
To enrich life or participate in society 生きがい、社会参加のため	5.7	2.5	7.3	10.7	11.4	10.5	11.6	13.3
For being asked or free 頼まれたから、時間に余裕があるから	4.9	0.5	6.9	12.0	9.1	6.6	9.8	14.5
Others その他	3.1	2.4	3.3	4.3	6.1	5.3	6.5	7.5

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2000*.

18. Ratio of Enterprises by Industry, Size of Enterprise, and Retirement Age in the Future with Fixed Retirement Age System (2004)

産業、企業規模、一律定年制における定年年齢別企業数割合（2004年）

（%）

Industry, size of enterprise 産業、企業規模		Enterprises which have a uniform retirement age system 一律定年制を 定めている企業	59 age and under 59歳以下	60 age 60歳	61-64 age 61-64歳	65 age 65歳	66 age and over 66歳以上	60 age and over 60歳以上	61 age and over 61歳以上	65 age and over 65歳以上	
Total	計										
Industries covered	産業計	[96.8]	100.0	0.7	90.5	2.4	6.1	0.4	99.3	8.9	6.5
Mining	鉱業	[100.0]	100.0	1.9	94.4	—	3.7	—	98.1	3.7	3.7
Construction	建設業	[92.6]	100.0	0.8	87.5	1.3	10.5	—	99.2	11.7	10.5
Manufacturing	製造業	[99.6]	100.0	0.3	94.3	1.2	4.2	—	99.7	5.4	4.2
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	[96.2]	100.0	—	96.0	1.7	2.3	—	100.0	4.0	2.3
Information and communication	情報通信業	[99.1]	100.0	1.9	95.9	1.0	1.3	—	98.1	2.3	1.3
Transport	運輸業	[95.8]	100.0	1.1	87.6	4.8	6.4	—	98.9	11.3	6.4
Wholesale and retail trade	卸売・小売業	[97.0]	100.0	0.2	93.9	1.2	4.3	0.4	99.8	5.9	4.7
Finance, insurance	金融・保険業	[97.0]	100.0	0.6	96.8	2.0	0.6	—	99.4	2.6	0.6
Real estate	不動産業	[90.3]	100.0	—	93.3	2.5	4.2	—	100.0	6.7	4.2
Restaurant, lodging	飲食店、宿泊業	[97.7]	100.0	—	89.4	3.8	6.7	—	100.0	10.6	6.7
Healthcare, welfare	医療、福祉	[94.6]	100.0	—	85.2	3.3	11.5	—	100.0	14.8	11.5
Education, learning assistance	教育、学習支援業	[95.6]	100.0	4.6	90.5	1.1	3.8	—	95.4	5.0	3.8
Services activities (not elsewhere classified)	サービス業（他に分類されないもの）	[93.9]	100.0	1.2	79.5	5.9	11.2	2.1	98.8	19.3	13.3
Over 5,000 employees	5,000人以上	[98.2]	100.0	—	98.2	0.9	0.9	—	100.0	1.8	0.9
1,000-4,999 employees	1,000-4,999人	[98.1]	100.0	0.2	95.8	2.6	1.4	—	99.8	3.9	1.4
300-999 employees	300-999人	[98.0]	100.0	0.3	95.4	1.7	2.6	—	99.7	4.3	2.6
100-299 employees	100-299人	[97.4]	100.0	0.3	92.9	3.3	3.4	0.1	99.7	6.8	3.5
30-99 employees	30-99人	[96.4]	100.0	0.8	89.0	2.2	7.5	0.5	99.2	10.2	8.1

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Management 2004*.

Note: Figures in [] show the ratio of enterprises which adopt fixed retirement age system among the enterprises that adopt retirement age system.

19. Ratio of Enterprises by Industry, Size of Enterprise, Retirement Age Class in Fixed Retirement Age System, Presence and Absence of Employment Expansion System, Re-Hiring System, and Future Adoption (2004)

産業・企業規模、一律定年制における定年年齢階級、勤務延長制度、再雇用制度の有無、今後の設定予定別企業数割合（2004年）

(%)

Industry, Size of enterprise, retirement age 産業・企業規模、定年年齢	Enterprises which have a uniform retirement age system 一律定年制を定めている企業	Enterprises with the system 制度がある企業						Enterprises without the system 制度がない企業					
		Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	Adoption of both the systems 両制度併用	Total 計	Planning to introduce system 設定予定がある企業				No plans to introduce system 設定予定がない企業		
							Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	With both re-hiring and extended employment 両制度併用			
Uniform retirement age	一律定年制の企業												
Industries covered	産業計 [96.8]	100.0	73.8	13.2	47.6	13.1	26.2	6.8	0.8	2.8	3.1	19.4	
Over 5,000 employees	5,000人以上 [98.2]	100.0	78.2	5.1	69.3	3.9	21.8	7.2	—	5.1	2.1	14.6	
1,000-4,999 employees	1,000-4,999人 [98.1]	100.0	70.2	4.4	59.6	6.3	29.8	7.7	0.7	5.2	1.7	22.1	
300-999 employees	300-999人 [98.0]	100.0	71.3	8.4	54.8	8.1	28.7	5.8	0.4	3.0	2.4	22.9	
100-299 employees	100-299人 [97.4]	100.0	77.6	10.7	54.0	12.9	22.4	5.1	0.7	2.4	2.0	17.2	
30-99 employees	30-99人 [96.4]	100.0	72.9	14.8	44.1	13.9	27.1	7.4	0.9	2.8	3.7	19.7	
Mining	鉱業 [100.0]	100.0	75.9	20.4	38.9	16.7	24.1	—	—	—	—	24.1	
Construction	建設業 [92.6]	100.0	79.7	19.0	44.4	16.3	20.3	6.3	0.8	2.1	3.4	14.0	
Manufacturing	製造業 [99.6]	100.0	76.8	13.3	52.2	11.3	23.2	7.0	1.3	2.5	3.2	16.2	
Electricity, gas, heat supply and water 電気・ガス・熱供給・水道業	[96.2]	100.0	81.9	2.3	76.3	3.4	18.1	3.4	—	3.4	—	14.7	
Information and communication 情報通信業	[99.1]		52.2	7.5	37.4	7.3	47.8	8.0	0.3	2.7	5.0	39.8	

(%)

Industry, Size of enterprise, retirement age 産業・企業規模、定年年齢				Enterprises with the system 制度がある企業				Enterprises without system 制度がない企業				No plans to introduce system 設定予定がない企業	
				Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	Adoption of both the systems 両制度併用	Total 計	Planning to introduce system 設定予定がある企業				With both re-hiring and extended employment 両制度併用
									Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ		
Transport	運輸業	[95.8]	100.0	78.4	15.6	48.2	14.6	21.6	4.8	—	2.0	2.8	16.7
Wholesale and retail trade	卸売・小売業	[97.0]	100.0	73.1	10.0	49.9	13.1	26.9	6.8	0.1	4.0	2.6	20.1
Finance and insurance	金融・保険業	[97.0]	100.0	58.6	5.0	48.6	4.9	41.4	4.0	0.4	2.5	1.1	37.5
Real estate	不動産業	[90.3]	100.0	71.2	9.0	51.9	10.3	28.8	9.8	2.4	3.7	3.7	19.0
Eating and drinking place, accomodations	飲食店、宿泊業	[97.7]	100.0	70.9	16.8	35.2	18.9	29.1	9.0	1.2	4.3	3.5	20.1
Medical, health care and welfare	医療、福祉	[94.6]	100.0	64.6	17.0	29.2	18.4	35.4	15.6	1.4	3.8	10.3	19.9
Education, learning support	教育、学習支援業	[95.6]	100.0	64.7	15.6	42.6	6.5	35.3	13.4	1.1	5.1	7.2	21.8
Services activities (not elsewhere classified)	サービス業（他に分類されないもの）	[93.9]	100.0	69.4	12.4	42.0	15.0	30.6	6.1	1.2	2.3	2.6	24.5
Retirement age 60	定年年齢60歳計	[90.5]	100.0	74.0	12.4	49.3	12.3	26.0	6.5	0.9	2.6	3.0	19.5
Retirement age 61-64 age	定年年齢61～64歳	[2.4]	100.0	82.6	23.2	37.1	22.2	17.4	11.1	0.2	10.9	—	6.3

Source: Ministry of Health, Labour and Welfare, **Year Book of Labour Statistics 2004**.

Note: Figures in [] show the ratio of enterprises which adopt fixed retirement age system and retirement age class among the enterprises that adopt retirement age system.

20. Companies with or without Maximum Employment Ages, and Proportion of Companies by Maximum Employment Age (Where Applicable)

最高雇用年齢の有無、最高雇用年齢別企業数割合

(%)

Division 区分	Enterprises which have a uniform retirement age system 一律定年制を 定めている企業	With an oldest hiring age 最高雇用年齢を定めている								With no oldest hiring age 最高雇用年 齢を定めて いない
		Total 計	60 age and under 60歳以下	61 age 61歳	62 age 62歳	63 age 63歳	64 age 64歳	65 age 65歳	66 age and over 66歳以上	
Employment expansion system 勤務延長制度	[26.3] 100.0	43.9 (100.0)	(2.9)	(2.0)	(3.6)	(4.2)	(0.8)	(75.2)	(11.3)	56.1
Re-hiring system 再雇用制度	[60.6] 100.0	48.2 (100.0)	(2.2)	(2.3)	(8.6)	(8.1)	(0.9)	(69.6)	(8.3)	51.8

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Management 2004*.

Note: The numbers in [] are the rates of enterprises that have the service extension system or the re-employment system (including a combined use of the two systems).

21. Ratio of Enterprises by Size of Enterprise, Range of Objective Employees of Employment Expansion System and Re-Hiring System

勤務延長制度、再雇用制度の適用対象者の範囲別企業数割合

(%)

Such system, size of enterprise 制度、企業規模		Enterprises with such systems 制度がある企業	All those who want in principle 原則として希望者全員	All those in conformity to the company standards 会社が定めた基準に 適合する者全員	Limited to those necessary for the company 会社が特に必要と 認めた者に限る	Others その他
Expansion system	勤務延長制度					
Total for all sizes of enterprise	企業規模計	[26.3] 100.0	24.8	14.0	58.2	1.1
5,000 employees and over	5,000人以上	[9.0] 100.0	6.7	30.0	56.7	6.7
1,000-4,999 employees	1,000-4,999人	[10.7] 100.0	19.1	18.2	60.0	0.5
300-999 employees	300-999人	[16.5] 100.0	16.5	14.7	63.6	2.8
100-299 employees	100-299人	[23.7] 100.0	19.8	13.8	64.1	0.8
30-99 employees	30-99人	[28.8] 100.0	26.8	13.9	56.2	1.0
Re-hiring system	再雇用制度					
Total for all sizes of enterprise	企業規模計	[60.6] 100.0	20.6	15.9	59.8	1.7
5,000 employees and over	5,000人以上	[73.1] 100.0	13.5	30.2	49.0	6.5
1,000-4,999 employees	1,000-4,999人	[65.9] 100.0	13.0	24.7	59.8	2.3
300-999 employees	300-999人	[62.9] 100.0	10.0	19.8	67.8	1.3
100-299 employees	100-299人	[66.9] 100.0	18.5	15.6	63.7	0.9
30-99 employees	30-99人	[58.1] 100.0	23.0	15.2	57.5	1.9

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Management 2004*.

Note: Figures in [] show the ratio of enterprises which adopt system (including adoption of both the systems) among the enterprises that adopt retirement age system.

22. Number of Regular and Non-Regular Staff (2004)

正規・非正規従業員別従業者数（2004年）

	Employees excluding executives 役員を除く雇用者	Regular Staff 正規の従業員	Non-regular Staff 非正規の従業員	
			Part-time workers パート	Others 嘱託、その他
Number (10,000 persons) 人数				
Total 計	4,975	3,410	1,096	468
Male 男	2,851	2,385	236	230
Female 女	2,124	1,025	860	238

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Report on the Labour Force Survey, 2004**.

Note: Regular staff refer to persons who are classified as ordinary members or regular members.

23. Number of Short-Time Employees and Their Share in Total Number of Employees (Non-Agricultural Industries)

短時間雇用者及び短時間雇用者比率（非農林業）

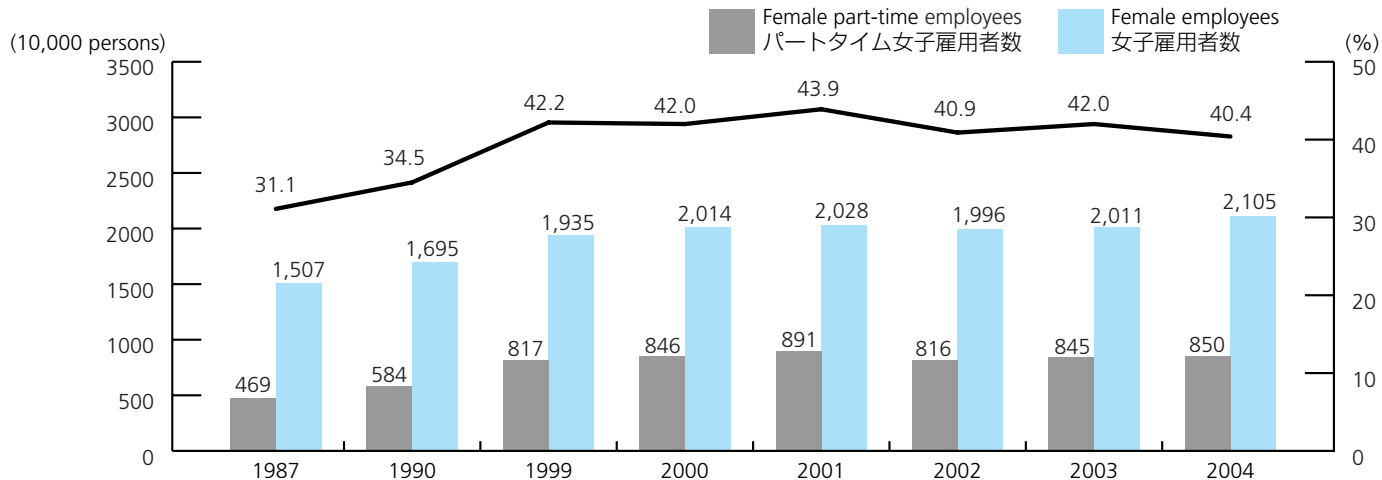
		1980	1990	1995	2002	2003	2004
Number (10,000 persons) 人数							
Total	計	390	722	896	1,211	1,258	1,237
Male	男	134	221	264	376	397	380
Female	女	256	501	632	835	861	857
Share (%) 比率							
Total	計	10.0	15.2	17.4	23.2	24.1	23.6
Male	男	5.2	7.5	8.4	12.1	12.8	12.3
Female	女	19.3	27.9	31.6	39.7	40.7	39.9

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Report on the Labour Force Survey**.

Notes: 1) Short-time employees are people who worked less than 35 hours during the reference week.

2) Share of short-time employees = $\frac{\text{Number of short-time employees}}{\text{Number of employees (excluding temporary disability)}} \times 100$

24. Number of Female Part-Time Employees and Their Ratio to the Total Number of Female Employees パートタイム女子雇用者数及びその女子雇用者総数に占める割合



Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Labour Force Survey*.

25. Part-Time Workers as a Proportion of Employees in Different Countries

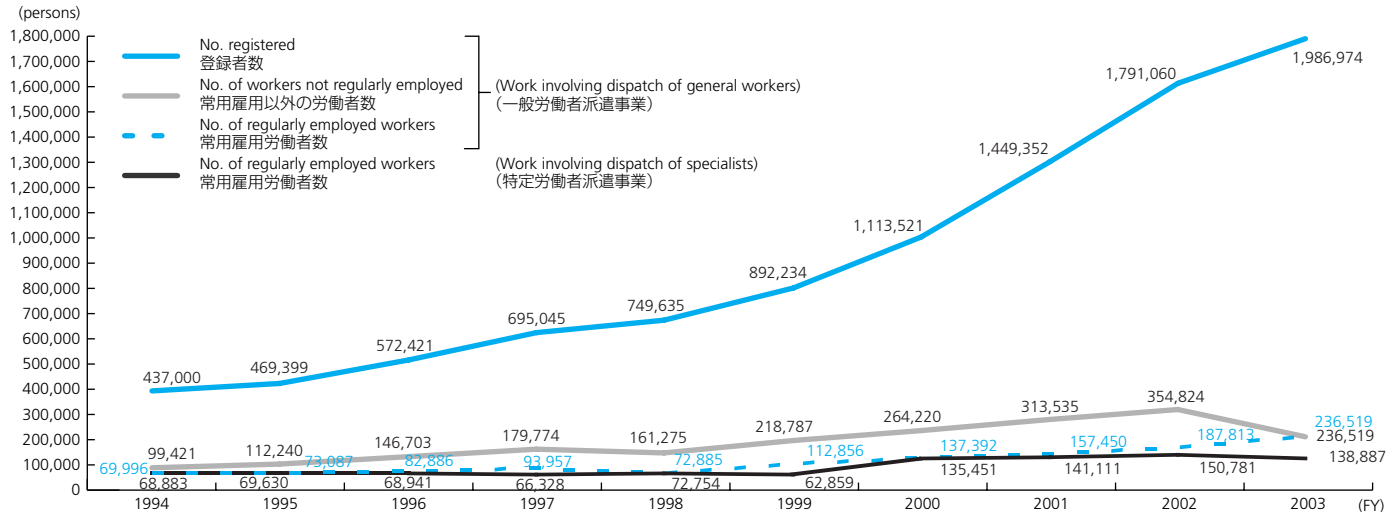
各国の就業者に占めるパートタイマーの比率

		Japan	United States	United Kingdom	Germany	France	Italy
		(%)					
Ratio of part-time employment (Male) 就業者に占めるパートタイマーの比率 (男)	1990	9.5	8.3	5.3	2.3	4.4	3.9
	1995	10.0	8.4	7.3	3.4	5.6	4.8
	1997	12.9	8.3	8.2	4.1	5.9	5.1
	2002	14.0	8.3	8.9	5.5	5.2	4.9
Ratio of part-time employment (Female) 就業者に占めるパートタイマーの比率 (女)	1990	33.4	20.0	—	29.8	21.7	18.2
	1995	34.9	20.3	40.7	29.1	24.3	21.1
	1997	38.3	19.5	40.9	31.4	25.2	22.2
	2002	41.2	18.8	40.1	35.3	24.1	23.5
Women's share in part-time employment 全パートタイム労働者に占める女子の比率	1990	70.5	68.2	85.1	89.7	79.8	70.8
	1995	70.2	68.7	81.8	86.3	79.1	70.8
	1997	67.0	68.4	80.4	85.1	78.8	71.0
	2002	67.0	68.2	78.8	83.7	79.5	74.4

Source: OECD, *Labour Force Statistics 2003*.

26. Trends in Number of Dispatched Workers

派遣労働者数の推移



Source: Ministry of Health, Labour and Welfare

Note: Data for the number of workers not regularly employed is converted for comparison with regular employment data. (Total annual working hours by all workers not regularly employed are divided by total annual working hours per regularly employed worker.)

27. Inflows of Foreign Workers

新規に許可された外国人労働者

(1,000 persons)

	1985	1990	1994	1995	1996	1997	1998	1999	2000	2001
Japan ¹⁾	44.0	94.9	111.7	81.5	78.5	93.9	101.9	108.0	129.9	142.0
United Kingdom ²⁾	16.6	34.6	33.2	37.8	40.8	43.7	48.2	53.4	66.9	81.1
Germany ³⁾	33.4	138.6	221.2	270.8	262.5	285.4	275.5	304.9	333.8	373.8
France ⁴⁾	10.9	26.2	22.4	17.6	16.3	15.7	14.6	22.9	25.9	31.8

Sources: OECD, *Trends in International Migration, 1997, 2000, 2003*.

Notes: 1) New immigrants in working visa status, excluding temporary residents and re-entrants.

2) Persons with work permission.

3) The numbers of newly issued work permits. The data are basically of new immigrant foreign workers, contract workers and seasonal workers. The numbers cover the former West German territory in all of these years. Citizens of EU nations are excluded.

4) Aggregates of permanent workers and temporary workers staying for less than 6 months. Family members living with foreign workers entering the labour market for the first time are excluded.

28. Stocks of Foreign and Foreign-born Labour Force

外国人労働力人口

(1,000 persons)

	1985	1990	1994	1995	1996	1997	1998	1999	2000	2001
Japan ¹⁾	—	—	105.6	88.0	98.3	107.3	119.0	125.7	154.7	168.8
United Kingdom ²⁾	808	882	864	862	865	949	1,039	1,005	1,107	1,229
Germany ³⁾	1,823.4	2,025.1	2,559.6	2,569.2	2,559.3	3,575.0	—	3,545.0	3,546.0	3,616.0
France ⁴⁾	1,649.2	1,549.5	1,593.9	1,573.3	1,604.7	1,569.8	1,586.7	1,593.8	1,577.6	1,617.6

Sources: OECD, *Trends in International Migration, 1997, 2000, 2003*. Ministry of Justice Immigration Bureau's materials

Notes: The unemployed included in other countries than the U.K. In principle, cross-border workers and seasonal workers are excluded.

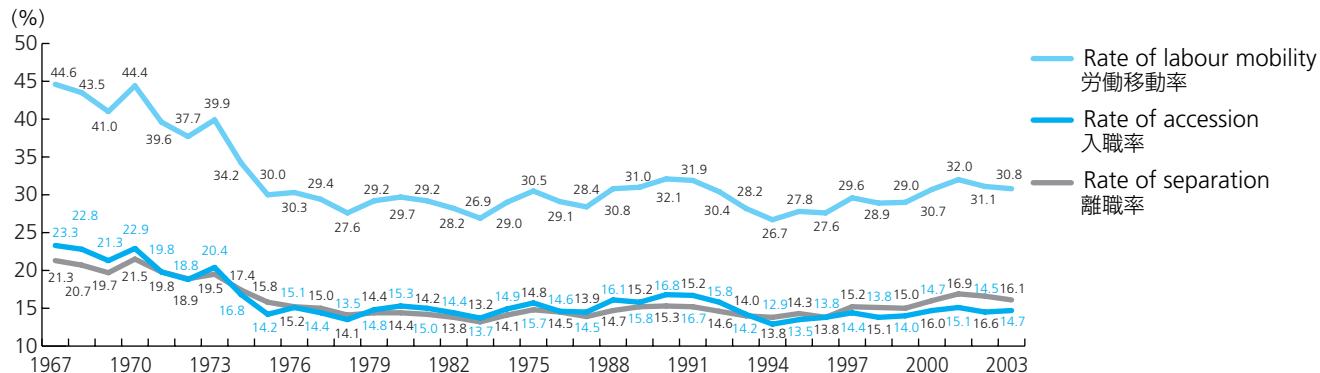
1) For the numbers in parentheses, The Ministry of Justice Immigration Bureau's materials were referred to. Estimated values including those who continued staying illegally.

2) The estimates are based on labour force surveys. Excluding the unemployed.

3) Including the unemployed and the self-employed.

4) The data are based on a labour force survey, as in March each year.

29. Trends in Labour Mobility 労働移動の推移



Source: Ministry of Health, Labour and Welfare, **Survey on Employment Trend**.

Notes: 1) Rate of accessions = $\frac{\text{Number of hired employees}}{\text{Number of regular employees}}$ (A) (as of July 1)

Rate of Separation = $\frac{\text{Number of separated employees}}{\text{Number of regular employees}}$ (B) (as of July 1)

Rate of labour mobility = (A) + (B)

2) From 1991, Construction is included.

30. Trends in Number of Unemployed Persons by Reason for Job Seeking

理由別完全失業者数の推移（割合）

(in 10 thousand) (%)

Reason for job seeking 求職理由	1980	1990	1997	1998	1999	2000	2001	2002	2003	2004
Total 総数	124	134	230	279	317	320	340	359	350	313
Quitted job by involuntary reason 非自発的な離職による者	34 (27.4)	33 (24.6)	54 (23.5)	85 (30.5)	102 (32.2)	102 (31.9)	106 (31.2)	151 (42.1)	146 (41.7)	118 (37.7)
Quitted job by voluntary reason 自発的な離職による者	41 (30.3)	52 (38.8)	95 (41.3)	101 (36.2)	109 (34.4)	109 (34.1)	118 (34.7)	115 (32)	113 (32.3)	106 (33.9)
Left school 学卒未就職者	8 (6.5)	6 (4.5)	12 (5.2)	15 (5.38)	17 (5.4)	18 (8.8)	17 (5)	18 (5.0)	20 (5.7)	18 (5.8)
Like to newly take up job for reasons other than leaving school その他の者	11 (8.9)	36 (26.9)	59 (25.6)	68 (24.4)	77 (24.3)	80 (25)	85 (25)	70 (19.5)	69 (19.7)	68 (21.7)

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Labour Force Survey*.

31. Unemployment Rate by Age and Sex

性・年齢階級別失業率

		(%)							
		1980	1990	2000	2001	2002	2003	2004	
Total	計	2.0	2.1	4.7	5.0	5.4	5.3	4.7	
Male	男								
Total	小計	2.0	2.0	4.9	5.2	5.5	5.5	4.9	
15-24	15-24歳	4.0	4.5	10.4	10.4	11.1	11.6	10.9	
25-34	25-34歳	1.9	1.8	5.0	5.5	5.9	5.9	5.7	
35-44	35-44歳	1.2	1.2	2.9	3.4	3.7	3.6	3.6	
45-54	45-54歳	1.4	1.1	3.5	3.7	4.3	4.0	3.6	
55-64	55-64歳	4.0	3.4	6.8	7.0	7.1	6.8	5.5	
65 and over	65歳以上	2.2	1.4	3.2	3.2	2.9	3.3	2.6	
Female	女								
Total	小計	2.0	2.2	4.5	4.7	5.1	4.9	4.4	
15-24	15-24歳	3.2	4.1	7.9	8.7	8.7	8.6	8.3	
25-34	25-34歳	2.9	3.1	6.4	6.9	7.3	6.8	5.8	
35-44	35-44歳	1.7	1.8	3.7	4.1	4.6	4.8	4.4	
45-54	45-54歳	1.5	1.5	3.1	3.2	3.6	3.2	3.1	
55-64	55-64歳	1.2	1.4	3.6	3.7	3.8	3.9	3.0	
65 and over	65歳以上	0.0	0.0	1.1	1.1	1.1	1.1	1.1	

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

32. Ratio of Active Openings to Applicants¹⁾ by Age (Regular Employees)

年齡階級別有效求人倍率（常用労働者）

		(times)							
		1980	1990	2000	2001	2002	2003	2004	
Total	計	0.77	1.51	0.64	0.55	0.56	0.70	0.88	
19 or under	19歳以下	2.60	4.32	2.31	1.92	2.20	2.74	3.72	
20-24	20-24歳	1.12	1.58	0.87	0.73	0.78	0.97	1.15	
25-29	25-29歳	0.88	1.55	0.73	0.58	0.58	0.73	0.87	
30-34	30-34歳	0.91	2.59	0.99	0.73	0.72	0.86	0.99	
35-39	35-39歳	1.01	2.56	1.17	0.91	0.87	1.03	1.19	
40-44	40-44歳	0.93	2.01	1.04	0.83	0.79	0.94	1.13	
45-49	45-49歳	0.64	1.71	0.56	0.52	0.50	0.64	0.83	
50-54	50-54歳	0.51	1.27	0.32	0.29	0.26	0.34	0.48	
55-59	55-59歳	0.26	0.55	0.18	0.21	0.19	0.23	0.31	
60-64	60-64歳	0.16	0.25	0.08	0.11	0.15	0.19	0.29	
65 and over	65歳以上	0.06	0.67	0.24	0.52	0.62	0.75	1.09	

Source: Ministry of Health, Labour and Welfare, Employment Security Bureau, **Report on Employment Service (October, each year)**.

Notes: 1) Ratio of Active Openings to Applicants

$$= \frac{\text{Active job openings}}{\text{Active job applications}}$$

2) New graduates are excluded, and part-time workers are included.

33. Definitions of Unemployment in Different Countries

各国における失業者の定義

Supplementary Information: National Definitions of Unemployment for Statistical Purposes

	Definition of unemployment 失業者の定義	Definition of the unemployment rate 失業率の定義
Japan	Labour force survey. Persons above 15 years of age who were jobless, engaging in job-seeking activities and possible to be employed in the week of survey. Including those who are waiting for results of their job-seeking activities.	$\frac{\text{Number of unemployed}}{\text{Total labour force}}$
United States	Labour force survey. Persons above 16 years of age who were jobless, engaged in job-seeking activities and were possible to be employed (excluding reasonably quickly recoverable sickness) in past 4 weeks including the week of survey. Including those who had been laid off and were waiting to return to former positions.	$\frac{\text{Number of unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
France	The number of the unemployed announced by the Ministry of Employment usually includes Category 1 (or Category 1+6) job seekers. Category 1 job seekers are those who register with ANPE (employment security offices) as job seekers hoping for indefinite contract/full time employment and are presently working for 0 to 78 hours/month (more than 78 hours/month in the case of Category 6). At the same time, an estimated number of the unemployed, calculated by using an economic model as defined by ILO, is also announced. The unemployment rate to be announced is calculated in accordance with the computation method of ILO.	$\frac{\text{Estimated number of the unemployed}}{\text{Total labour force}}$
Germany	Employment security agency's business statistics. Persons who were older than 15 years and younger than 65 years, registered with Employment Security Offices, were seeking employment of more than 18 hours/week or more than 3 months, and were possible to be employed as of the date of survey.	$\frac{\text{Number of the registered unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
Italy	Labour force surveys. Persons above 15 years of age, who were jobless and engaged in job seeking activities within 4 weeks preceding the week of survey.	$\frac{\text{Number of unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
United Kingdom	Labour force survey. Of persons who were completely out of work during a survey period, those who were possible to be employed within 2 weeks and engaged in job-seeking activities within 4 weeks, or those who obtained jobs and were waiting to commence working. (The unemployed as defined by ILO)	$\frac{\text{Number of unemployed}}{\text{Total labour force}}$

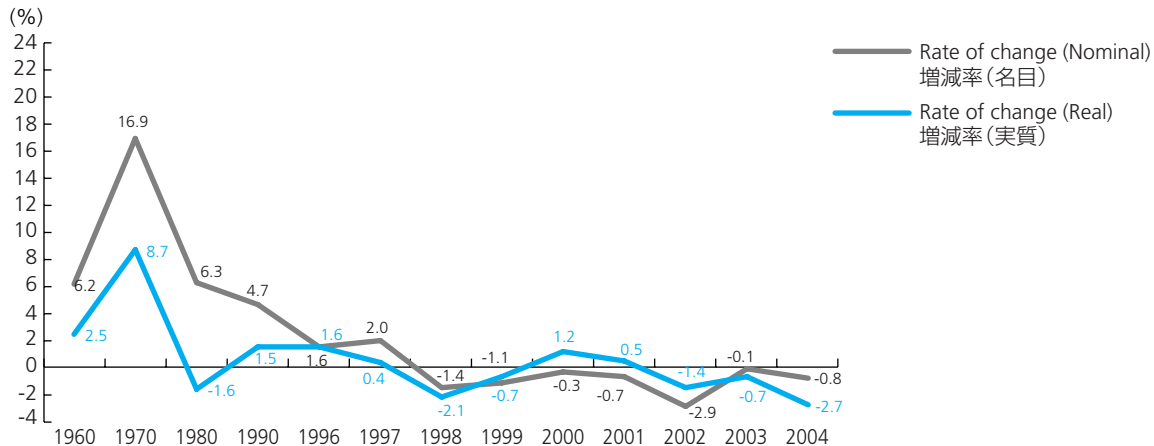
Sources: ILO, *Statistical Sources and Methods Vol. 10, 2000*. The Japan Institute of Labour, *The Labour Situation in Russia* (1999), Eurostat, *THE EUROPEAN UNION LABOUR FORCE SURVEY Methods and definitions, 2003 edition*. and materials of the countries concerned.

Notes: 1) Total labour force includes military personnel (Self-Defense Force personnel in the case of Japan).

2) The method of handling foreign workers in statistics differs from country to country but those who are regular immigrants and have work permits are included in labour force.

3) EU follows the Eurostat's definition.

34. Rate of Change in Monthly Cash Payment 賃金の伸び率



Source: Ministry of Health, Labour and Welfare, *Monthly Labour Survey*.

Notes: "Total amount of salary in cash" is a combined amount of "salary paid regularly" and "salary paid specially", before deducting income tax, social insurance premium, union dues, payment for purchases, etc.

35. Trends in Wage Levels

賃金水準の推移

(1,000 yen)

		1970			1980			1990		
		All employees 全労働者	Male 男性 労働者	Female 女性 労働者	All employees 全労働者	Male 男性 労働者	Female 女性 労働者	All employees 全労働者	Male 男性 労働者	Female 女性 労働者
Contractual cash earnings きまって支給する現金給与額	Total 計	58.4	68.4	35.2	190.7	221.7	122.5	282.8	326.2	176.1
	Scheduled 所定内給与額	52.1	60.1	33.7	173.1	198.6	116.9	254.7	290.5	175.0
Annual special earnings 年間賞与 その他特別給与額		171.1	206.4	90.1	628.8	748.4	364.8	972.2	1,154.2	567.1
		1995			2002			2003		
		All employees 全労働者	Male 男性 労働者	Female 女性 労働者	All employees 全労働者	Male 男性 労働者	Female 女性 労働者	All employees 全労働者	Male 男性 労働者	Female 女性 労働者
Contractual cash earnings きまって支給する現金給与額	Total 計	316.4	361.3	217.5	329.2	367.7	238.8	329.8	368.6	239.4
	Scheduled 所定内給与額	291.3	330.0	206.2	302.6	336.2	223.6	302.1	335.5	224.2
Annual special earnings 年間賞与 その他特別給与額		1,082.9	1,264.2	684.2	995.9	1,142.2	652.6	923.5	1,054.9	617.5

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure 2004*.

36. General Worker Wages by Education and Age Group, Age Group Wage Differentials (Industry Totals, Enterprise Size Totals)

一般労働者の学歴、年齢階級別賃金及び年齢間賃金格差（産業計、企業規模計）

	Graduates of universities 大卒								Graduates of higher professional schools or junior colleges 高専・短大卒								Graduates of senior high schools 高卒							
	Wages 賃金 (thousand yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (thousand yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (thousand yen) (千円)				Age differential 年齢間格差 (20-24=100)			
	Male 男		Female 女		Male 男		Female 女		Male 男		Female 女		Male 男		Female 女		Male 男		Female 女		Male 男		Female 女	
	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004	1975	2004
Total計	169.9	400.3	124.9	276.1	177	184	134	135	178.2	303.2	111.8	237.9	196	155	131	125	133.0	301.8	87.0	205.5	145	157	110	122
20-24歳	95.8	217.4	93.0	204.3	100	100	100	100	90.7	195.3	85.2	190.2	100	100	100	100	92.4	192.4	79.4	168.8	100	100	100	100
25-29歳	121.4	255.2	110.0	231.5	127	117	118	113	115.8	232.2	98.4	213.5	128	119	115	112	115.0	229.1	86.7	189.6	125	119	109	112
30-34歳	161.1	318.5	136.6	280.6	168	147	147	137	148.4	275.7	118.9	238.0	164	141	140	125	141.4	264.9	92.2	205.3	153	138	116	122
35-39歳	203.1	403.9	160.8	338.0	212	186	173	165	171.8	326.6	142.9	261.0	189	167	168	137	157.8	299.0	94.0	211.4	171	155	118	125
40-44歳	232.4	461.0	182.3	368.3	243	212	196	180	196.6	365.6	167.5	270.2	217	187	197	142	170.2	330.3	100.5	214.7	184	172	127	127
45-49歳	267.4	502.3	202.0	370.2	279	231	217	181	234.8	390.2	183.6	278.4	259	200	215	146	178.4	351.5	112.7	219.3	193	183	142	130
50-54歳	285.3	532.7	217.7	412.1	298	245	234	202	252.3	426.1	188.4	290.2	278	218	221	153	190.6	369.1	117.6	219.4	206	192	148	130
55-59歳	268.3	543.5	207.6	433.5	280	250	223	212	240.9	405.4	178.1	293.6	266	208	209	154	163.5	361.2	111.8	224.2	177	188	141	133
60-64歳	204.4	476.1	181.1	429.3	213	219	195	210	165.9	313.7	142.8	260.6	183	161	168	137	132.8	267.8	101.5	197.9	144	139	128	117

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2004*.

37. Trends in Enterprise Wage Differentials by Enterprise Size and Sex (Industry Totals)

企業規模、性別にみた企業規模間賃金格差の推移（産業計）

(1,000 or more=100)

Total 合計				1997				2003			
				Male 男		Female 女		Male 男		Female 女	
	1970	1980	1990	Contractual cash earnings 決まって 支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって 支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって 支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって 支給する 現金給与額	Scheduled cash earnings 所定内 給与額
1,000 or more 1,000人以上	100	100	100	100	100	100	100	100	100	100	100
100-999 100-999人	89.8	86.3	84.6	83.0	83.8	89.1	88.8	81.3	82.6	88.7	89.4
10-99 10-99人	86.8	81.2	79.3	75.4	77.9	79.9	81.3	71.3	74.2	77.9	80.6

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure*.

Notes: 1) For 1996 and earlier, differential of scheduled cash earnings as of June for each year.

2) For 1970 and earlier, services are excluded.

3) From 1980 and thereafter, results are for private enterprises.

38. Wage Differentials by Class of Position

職階別賃金格差

(1,000 yen)

			1980	1990	1995	2001	2002	2003	2004
Director 部長									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	629.2	636.3	636.9	631.3	637.6
決まって支給する現金給与額	Differential	格差	100	100	100	100	100	100	100
Annual special cash earnings	Actual earnings	実額	2,153.0	3,051.1	3,109.7	2,843.9	2,762.1	2,511.7	2,448.6
年間賞与其他特別給与額	Differential	格差	100	100	100	100	100	100	100
Section chief 課長									
Contractual cash earnings	Actual earnings	実額	320.6	463.8	515.6	526.2	518.5	514.0	517.5
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.9	82.7	81.4	81.4	81.1
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,529.5	2,349.5	2,296.8	2,101.5	2,136.1
年間賞与其他特別給与額	Differential	格差	76.4	79.7	81.3	82.6	83.2	83.7	87.2
Chief clerk 係長									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	420.2	436.6	428.9	430.8	424.9
決まって支給する現金給与額	Differential	格差	67.8	67.8	66.8	68.6	67.3	68.2	66.6
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,809.8	1,729.9	1,697.9	1,556.5	1,472.5
年間賞与其他特別給与額	Differential	格差	55.1	56.1	58.2	60.8	61.5	62.0	60.1
Non position 非職階									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	297.7	318.7	316.5	356.2	318.0
決まって支給する現金給与額	Differential	格差	45.4	46.6	47.3	50.1	49.7	56.4	49.9
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,050.7	1,024.6	1,006.1	1,068.1	911.3
年間賞与其他特別給与額	Differential	格差	28.3	30.1	33.8	36.0	36.4	42.5	37.2

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure*.

Note: Enterprises surveyed have 100 employees or more. Differentials were calculated on the basis of director = 100.

39. Wage Increase Trends Determined by Spring Labour Offensive and Bonus Payments (Summer and Year-End)

春季賃上げ額及び一時金（夏季・年末）の推移

		1960	1970	1980	1990	2001	2002	2003	2004
Wage increase at Spring Labour Offensive	春季賃上げ								
Major enterprises	(主要企業)								
Amount (yen)	額 (円)	1,792	9,166	11,679	15,026	6,328	5,265	5,233	5,348
Ratio (%)	賃上率 (%)	8.7	18.5	6.74	5.94	2.01	1.66	1.63	1.67
Small and medium scale enterprises	中小企業								
Amount (yen)	額 (円)	—	7,390	10,069	11,050	3,775	2,913	2,860	3,048
Ratio (%)	賃上率 (%)	—	19.9	7.38	5.53	1.54	1.19	1.17	1.26
Bonus payment (Major enterprises)	一時金 (主要企業)								
Summer	夏季								
Agreed amount (yen)	妥結額 (円)	—	138,892	447,985	697,946	783,113	749,803	781,930	810,052
Increase rate (%)	伸び率 (%)	—	22.2	10.3	8.0	2.86	-4.30	3.00	3.53
Year-end	年末								
Agreed amount (yen)	妥結額 (円)	—	160,202	482,672	765,542	812,934	755,551	771,540	811,082
Increase rate (%)	伸び率 (%)	—	19.2	8.7	6.8	1.76	-5.88	1.97	3.87

Source: Ministry of Health, Labour and Welfare, *Studies by Labour Relations Bureau*.

Notes: 1) The major enterprises surveyed are, as a rule, those listed in the First Section of the Tokyo Stock Exchange or Osaka Stock Exchange that are capitalized at 2 billion yen or more, have 1,000 or more employees, and have labour unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labour unions.

2) Figures for major enterprises for 1979 and earlier are simple averages per enterprise, and from 1980 they are weighted averages based on union membership per enterprise. All figures for small and medium scale enterprises are simple averages per enterprise.

3) Annual increase rates in lump-sum payments over the previous year were calculated from the increase rates for enterprises for which the figures from the previous year for the same enterprise could be compared. Increase rates are not determined by comparison of the agreed increase for the current year with that of the previous year.

4) Compilations include NTT and Japan Tobacco Incorporated, construction and services from 1987, and the seven JR corporations from 1988.

40. Summer and Year-End Bonus Payments

夏季及び年末賞与

		Industry, Size of Enterprise, Year 産業・事業所規模・年					
		Totals for Industries Surveyed ⁵⁾ 調査産業計					
		5 or more 5人以上			30 or more 30人以上		
		2002	2003	2004	2002	2003	2004
Summer	夏季						
Actual amount (thousand yen)	実額 (千円)	412.9	418.8	405.5	474.1	482.6	465.8
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	-5.9	1.4	-1.2	-7.4	1.8	-1.0
Pay ratio ³⁾ (month)	支給率 (月)	1.04	1.05	1.22	1.19	1.22	1.22
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	72.7	68.7	89.2	90.3	90.8	89.2
Year-end	年末						
Actual amount (thousand yen)	実額 (千円)	432.3	428.5	—	506.7	501.3	—
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	-5.4	-1.3	—	-5.6	-1.6	—
Pay ratio ³⁾ (month)	支給率 (月)	1.10	1.10	—	1.28	1.28	—
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	76.5	74.8	—	93.4	91.4	—

Source: Ministry of Health, Labour and Welfare, **Monthly Labour Survey**.

Notes: 1) Special earnings figures are compiled by specially extracting lump-sum payments and special earnings from payments by the establishments concerned in the summer between June and August and in the year-end in November or December, or in January of the following year.

2) Adjusted for discrepancies in survey results due to change of establishments surveyed.

3) Ratio of special earnings to contractual cash earnings.

4) Ratio of establishments that paid special earnings to total number of establishments.

5) Includes real estate industry.

41. Wages (Manufacturing, Total of Male and Female) 賃金（製造業、男女計）の国際比較

			1980	1990	2000	2001	2002
Japan (E)	(yen/month) ²⁾	(円/月)	244,571	352,020	406,707	406,089	401,469
	(yen/day)	(円/日)	11,482	17,006	20,645	20,719	20,483
	(yen/hour)	(円/時間)	1,373	1,909	2,469	2,493	2,451
United States (E)	(\$/hour) ³⁾	(ドル/時間)	7.27	10.83	14.38	14.83	15.30
France (E)	(euro/hour) ⁴⁾	(ユーロ/時間)	22.72	45.46	1,477	1,507	1,563
Germany (E)	(euro/hour) ⁵⁾	(ユーロ/時間)	13.18	20.07	27.78	14.42	14.72
Italy (R)	(Dec 2000=100) ⁶⁾	(2000年12月=100)	—	100.0	113.1	115.2	104.2
United Kingdom (E)	(pound/hour) ⁷⁾	(ポンド/時間)	—	6.05	9.72	10.49	11.08
China (E)	(yuan/month)	(元/月)	65.33	172.25	729.17	814.50	916.75
Singapore (E)	(\$/month) ⁸⁾	(ドル/月)	—	1,395.0	3,036	3,117	3,054
Thailand (R)	(baht/month) ⁹⁾	(バーツ/月)	1,264 (E)	3,357	5,839	6,065	—

Sources: ILO, *Yearbook of Labour Statistics 2003*. Ministry of Health, Labour and Welfare, *Annual Report on Monthly Labour Surveys 2003*.

Notes: 1) (E) = Earnings (R) = Wage rate

2) Regular workers of business places that employ 30 or more persons in monthly labour statistical survey. Including bonuses and other specially paid wages. Work hours are total actual working hours.

3) For private-sector manufacturing and construction workers, non-supervisory workers (since 1985); industrial classifications changed from 1988 onward.

4) Values are as of October each year. The objects of survey changed in and after 1998. The unit before 1999 is francs/hour. Euro.

5) Former West German territory before 1998. Including family allowances directly paid by employers. On a mark basis before 2000. 1 euro = 1.95583 marks

6) Index set as 1990=100, and from 1996, 1995=100.

7) Figures for April every year, excluding Northern Ireland, including wage rates of adult full-time workers, and including quarry workers (1985).

8) Industrial classification changed in and after 1998.

9) Figures for March every year, excluding public enterprises (from 1994), wage rates for scheduled hours worked.

42. Trends in Labour Cost Components (Manufacturing Industries)

労働費用構成の推移（製造業）

			1988	1991	1995	1998	2002	
Japan	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	83.7	83.0	82.3	81.2	80.3	
	Non-wage costs	現金給与以外	16.3	17.0	17.7	18.8	19.7	
		Statutory welfare costs	法定福利費	7.9	8.5	8.9	9.5	9.3
		Voluntary social benefits	法定外福利費	2.8	3.1	3.1	2.9	2.9
		Retirement allowance ²⁾	退職金等	4.3	4.1	4.9	5.5	6.8
		Others ³⁾	その他	1.3	1.4	0.9	0.7	0.8
			1977	1987 ⁴⁾	1992 ⁴⁾	1995 ⁴⁾	2002 ⁴⁾	
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	82.6	80.7	71.8	71.6	72.6	
	Non-wage costs	現金給与以外	17.4	19.4	28.2	28.4	23.1	
		Statutory welfare costs	法定福利費	6.6	8.5	9.1	8.5	8.6
		Voluntary social benefits	法定外福利費	5.7	10.6	16.1	15.8	14.5
		Retirement allowance ²⁾	退職金等	4.9	—	2.9	4.0	—
		Others ³⁾	その他	—	0.3	0.1	0.1	—
			1981	1988	1992	1996	2000	
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	81.6	86.0	85.1	83.8	76.8	
	Non-wage costs	現金給与以外	18.4	14.0	15.0	16.2	23.2	
		Statutory welfare costs	法定福利費	9.4	7.3	7.5	8.5	8.3
		Voluntary social benefits	法定外福利費	6.3	4.2	4.7	5.0	8.7
		Retirement allowance ²⁾	退職金等				0.0	1.0
		Others ³⁾	その他	2.7	2.5	2.9	2.8	4.7

		1981	1988	1992	1996	2000
France	Total 計	100.0	100.0	100.0	100.0	100.0
	Cash wages ¹⁾ 現金給与	69.9	69.0	68.1	65.2	64.8
	Non-wage costs 現金給与以外	30.1	31.0	32.0	35.0	58.4
	Statutory welfare costs 法定福利費	18.9	19.2	21.8	21.8	35.2
	Voluntary social benefits 法定外福利費	3.1	4.5	7.0	7.4	8.9
	Retirement allowance ²⁾ 退職金等	3.7	4.0		1.8	2.2
	Others ³⁾ その他	4.4	3.5	3.3	4.2	3.7
		1981	1988)	1992	1996	2000
Germany	Total 計	100.0	100.0	100.0	100.0	100.0
	Cash wages ¹⁾ 現金給与	78.2	77.0	78.8	73.8	75.8
	Non-wage costs 現金給与以外	21.9	23.0	21.6	26.3	24.2
	Statutory welfare costs 法定福利費	16.1	16.5	15.3	15.9	15.7
	Voluntary social benefits 法定外福利費	0.2	0.1	3.1	7.6	7.0
	Retirement allowance ²⁾ 退職金等	3.4	4.2		0.6	0.6
	Others ³⁾ その他	2.2	2.2	3.2	2.2	1.2

Sources: Eurostat, *Labour Costs Survey 2000 (2003 release)*. Ministry of Health, Labour and Welfare, *General Survey on Working Conditions*. Bureau of Labor Statistics, *Employer Costs for Employee Compensation, March 2004*.

Notes: 1) A total on an enterprise basis in the case of Japan; all workers of enterprises employing more than one person for the U.S. and those with more than ten persons for EU.

2) The numbers in () are numbers included in the larger figures.

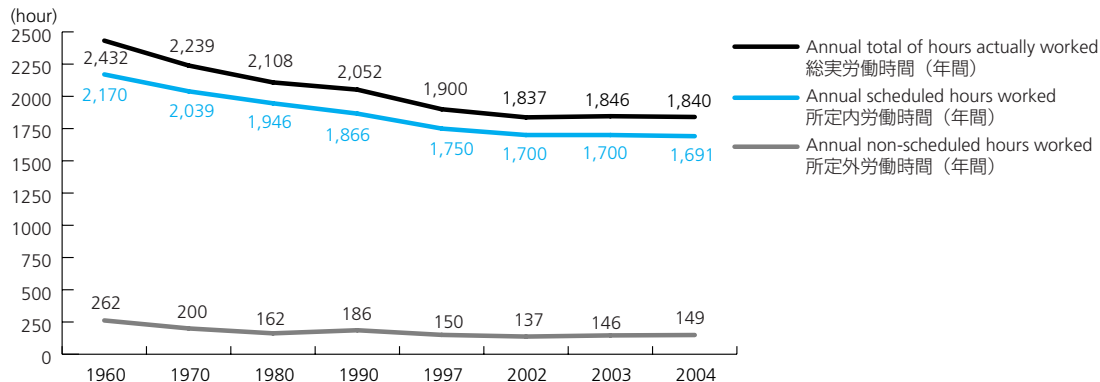
3) Including apprentices' welfare expenses for the U.K., Germany and France.

The U.S. data are broken down as follows.

- Insurance:9.1%
- Retirement and savings:4.9%
- Other benefits:0.5%

43. Trend in Hours Actually Worked and Non-Scheduled Hours Worked

実労働時間数及び所定外労働時間数の推移



Source: Ministry of Health, Labour and Welfare, *Monthly Labour Survey*.

- Notes:
- 1) The total of hours actually worked is the sum of scheduled hours worked and non-scheduled hours worked. The scheduled hours worked is the number of hours actually worked between the start and close of working hours according to the employment regulations of an establishment, and the non-scheduled hours worked is the number of hours actually worked when starting work early, working overtime, being summoned for unscheduled work, working on holidays, etc.
 - 2) Annual hours worked were estimated from hours worked per month using the following formula:
Annual total (scheduled) hours worked = Total (scheduled) hours worked per month x 12 months
 - 3) Establishments selected for survey were switched in January of 1961, 1964, 1967, 1970, 1988, 1991, 1993 and 1996, and in April of 1973, 1976, 1979, 1982, and 1985. However, actual numbers have not been corrected to reflect gaps in the time series, so care is required in comparing time series by actual numbers.

44. Ratio of Number of Enterprises and Employees by Main Type of Weekly Days Off 週休制の形態別企業数・適用労働者数の割合

	1970	1980	1990	1997	2003	2004
Ratio of enterprises 適用企業数の割合						
Some type of weekly two days off 何らかの週休2日制	4.4	47.6	66.9	90.0	88.4	89.7
Perfect weekly two days off 完全週休2日制	0.3	5.4	11.5	33.6	35.9	39.0
Other weekly two days off ²⁾ その他の週休2日制	4.1	42.2	55.4	56.3	52.5	50.7
Ratio of employees 適用労働者数の割合						
Some type of weekly two days off 何らかの週休2日制	1.8	74.1	86.4	95.4	91.3	89.8
Perfect weekly two days off 完全週休2日制	0.5	23.0	39.2	60.9	57.1	56.7
Other weekly two days off ²⁾ その他の週休2日制	1.3	51.1	47.2	34.5	34.2	33.1

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions (until 1999, General Survey on Wage and Working Hours System)*.

Notes: 1) Enterprises with 30 employees or more were surveyed.

2) "Other than full two days off" shows various weekly two days off types such as "three times a month", "every two weeks", "twice a month" or "once a month".

45. Average Number of Paid Holidays, Average Number of Days Taken and Average Rate of Acquisition per Employee by Size of Enterprise

企業規模別労働者1人平均年次有給休暇の付与日数、取得（消化）日数及び取得（消化）率

Size of enterprise 企業規模		2001	2002	2003	2004
Total	計				
Average grant day ¹⁾	平均付与日数	18.0	18.1	18.2	18.0
Average acquired day	平均取得（消化）日数	8.9	8.8	8.8	8.5
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	49.5	48.4	48.1	47.4
1,000 employees or more	1,000人以上				
Average grant day ¹⁾	平均付与日数	19.4	19.5	19.5	19.2
Average acquired day	平均取得（消化）日数	10.6	10.1	10.4	10.4
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	54.6	51.7	53.1	53.9
300-999 employees	300-999人				
Average grant day ¹⁾	平均付与日数	18.2	18.0	18.1	17.9
Average acquired day	平均取得（消化）日数	8.7	8.3	8.2	7.6
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	47.6	46.2	45.2	42.3
100-299 employees	100-299人				
Average grant day ¹⁾	平均付与日数	17.1	17.4	17.2	17.3
Average acquired day	平均取得（消化）日数	7.7	8.0	7.9	7.5
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	45.4	46.1	45.8	43.6
30-99 employees	30-99人				
Average grant day ¹⁾	平均付与日数	16.4	16.4	17.0	16.6
Average acquired day	平均取得（消化）日数	7.3	7.5	7.3	7.2
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	44.6	45.6	43.1	43.3

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions**.

Notes: 1) Average grant day excludes transferred days.

2) Average rate of gain = $\frac{\text{gained day}}{\text{offered day}} \times 100$

46. Adoption of Variable Working Hour System and Judged Working Hour System (by Enterprise Size) 変形労働時間制及びみなし労働時間制の採用状況（企業規模別）

Adoption of Variable Working Hour System 変形労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by variable working hour system.) 企業数割合(かっこ内は適用労働者数割合) (%)

	1990	1996	2004	Size of enterprise 企業規模		
				1,000 employees or more	100-999人	30-99人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting variable working hour system (workers applied under the variable working hour system) 変形労働時間制を採用している企業 (M.A.) (適用を受ける労働者)	13.2 (23.2)	40.5 (44.1)	54.8 (48.7)	70.0 (48.2)	58.5 (49.2)	52.8 (48.8)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	0.6* (0.5*)	8.7 (9.5)	36.9 (23.7)	23.8 (12.5)	36.0 (27.6)	37.7 (36.5)
Variable working hour system on a monthly basis 1ヵ月単位の変形労働時間制	10.7 (17.9)	18.3 (21.1)	14.3 (16.1)	33.2 (20.7)	17.8 (15.1)	12.3 (9.8)
Flexible working hour system フレックスタイム制	2.2 (4.8)	4.8 (9.8)	5.9 (8.9)	31.6 (15.0)	9.3 (6.5)	3.7 (2.4)
Enterprises not adopting variable working hour system (workers not applied under the variable working hour system) 変形労働時間制を採用していない企業 (適用を受けていない労働者)	93.0 (84.7)	59.5 (55.9)	45.2 (51.3)	30.0 (51.8)	41.5 (50.8)	47.2 (51.2)

Source: Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Hours System 2004.**

Note: About the ratio of enterprises:

1) Ratio of enterprises adopting variable working hours system to all or part of the workers.

Adoption of Judged Working Hour System みなし労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by judged working hour system) 企業数割合 (かつこ内は適用労働者数割合) (%)

	1990		1996		2004		Size of enterprise 企業規模		
	合計						1,000 employees or more	100-999人	30-99人
Total	合計	100.0 (100.0)	100.0 (100.0)		100.0 (100.0)		100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting judged working hour system (workers applied under judged working hour system) みなし労働時間制を採用している企業 (M.A.) (適用を受ける労働者)		4.5 (3.2)	6.1 (3.8)		9.8 (7.2)		23.2 (10.8)	13.1 (5.8)	8.1 (3.1)
Judged working hour system for job outside of the office うち、事業場外労働のみなし労働時間制		4.4 (3.1)	5.8 (3.6)		8.6 (6.2)		20.3 (9.7)	11.8 (5.0)	6.9 (2.4)
Judged working hour system for discretion labour うち、裁量労働のみなし労働時間制		0.6 (0.1)	0.5 (0.2)		3.0 (1.0)		9.2 (1.1)	4.0 (0.9)	2.5 (0.8)
Enterprises not adopting judged working hour system (Workers not applied under judged working hour system) みなし労働時間制を採用していない企業 (適用を受けない労働者)		95.5 (96.8)	93.9 (96.2)		90.2 (92.8)		76.8 (89.2)	86.9 (94.2)	91.9 (96.9)

Source: Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Hours System**.

47. Annual Total Hours Actually Worked (Manufacturing Industry, Production Workers)

年間総実労働時間（製造業・生産労働者）

	1980	1990	1999	2000	2001	2002	(hour)
Japan	2,162 (209)	2,124 (219)	1,942 (155)	1,970 (175)	1,948 (159)	1,954 (171)	
United States	1,893 (146)	1,948 (192)	1,991 (239)	1,986 (239)	1,943 (203)	1,952 (213)	
France	1,759	1,683	1,650	1,589	1,554	1,539	
Germany	1,719 (104)	1,598 (99)	1,525 (57)	—	—	1,525	
United Kingdom	1,883 (125)	1,953 (187)	1,902 (151)	1,902 (151)	1,888 (135)	1,888 (135)	

Sources: Estimates from Working Hours Division, Wages and Working Hours Department, Ministry of Health, Labour and Welfare, and EU and national data.

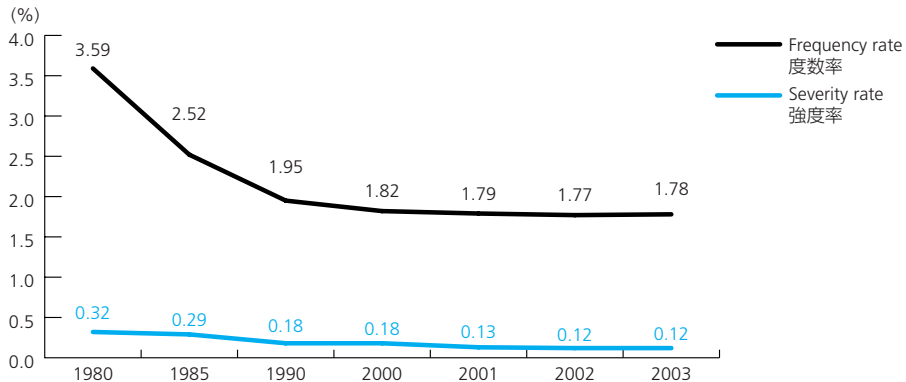
Notes: 1) Figures in parentheses are non-scheduled hours worked. However, figures for France and Germany (from 2000 on) are not available.

2) Establishment size for Japan is 5 or more employees, for the U.S. is all sizes, and for other countries is 10 or more employees.

48. Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates)

労働災害発生率の推移（度数率、強度率）

Establishments with 100 employees and more



Source: Ministry of Health, Labour and Welfare, *Survey on Industrial Accidents*.

Notes: 1) Frequency rate = Number of deaths and injuries from industrial accident / Aggregate man-hours actually worked x 1,000,000.

2) Severity rate = Number of working days lost / Aggregate man-hours actually worked x 1,000.

49. Trends in Deaths and Injuries by Industry (Absences of Four or More Days from Work)

産業別死傷者数の推移（休業4日以上）

By Industry 産業別	1980	1985	1990	1999	2000	2001	2002	2003
All Industries	335,706	257,240	210,108	130,100	133,948	127,080	125,918	125,750
全産業	(3,009)	(2,572)	(2,550)	(1,992)	(1,889)	(1,790)	(1,658)	(1,628)
Manufacturing	106,481	80,401	62,404	37,000	37,753	34,751	32,921	32,518
製造業	(589)	(475)	(447)	(344)	(323)	(326)	(275)	(293)
Mining	8,477	4,642	1,230	800	760	673	628	669
鉱業	(105)	(137)	(44)	(24)	(26)	(24)	(17)	(14)
Construction	112,786	73,595	60,900	33,400	33,599	31,053	30,650	29,263
建設業	(1,374)	(960)	(1,075)	(794)	(731)	(644)	(607)	(548)
Transportation	4,626	3,643	2,935	1,800	1,872	1,796	1,880	1,963
交通運輸業	(52)	(53)	(64)	(29)	(29)	(32)	(35)	(32)
Overland Freight Transport	21,807	18,444	16,831	13,800	14,653	14,289	13,858	13,991
陸上貨物運送業	(261)	(259)	(311)	(270)	(271)	(241)	(234)	(241)
Harbor Cargo Handling	4,108	2,095	1,103	400	388	392	389	348
港湾荷役業	(55)	(42)	(28)	(10)	(11)	(18)	(15)	(12)
Forestry	12,490	8,498	5,069	2,800	2,773	2,550	2,531	2,572
林業	(117)	(122)	(89)	(71)	(53)	(54)	(49)	(61)
Others	64,931	65,922	59,636	40,100	42,150	41,576	43,061	44,426
その他	(456)	(524)	(492)	(450)	(445)	(451)	(426)	(427)

Source: Japan Industrial Safety and Health Association (JISHA), *General Guidebook on Industrial Safety*.

50. Amount of Accrued Benefit Payment at Time of Retirement by Educational Attainment and Type of Worker (2003) 学歴、労働者の種類別定年退職者の退職給付額 (2003年)

Size of Enterpris 企業規模	Educational background & duration of Service 学歴及び勤続年数	College or university graduates (Administrative, clerical & technical workers) 大学卒 (管理・事務・技術職)				Upper secondary school graduates (Administrative, clerical & technical workers) 高校卒 (管理・事務・技術職)					
		20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上	20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上		
		1,000 employees or more 1,000人以上	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,779	1,298	2,699	2,841	2,808	2,434	1,167	1,718
	Rate of payment to monthly regular pay 月収換算 (月分)	44.9	25.0	41.0	45.0	45.8	48.2	30.0	41.1	46.8	49.0
300-999 employees 300-999人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,329	1,314	2,118	2,054	2,566	2,139	454	1,206	1,534	2,321
	Rate of payment to monthly regular pay 月収換算 (月分)	41.7	27.8	40.2	39.8	43.4	45.5	15.9	31.5	37.5	47.5
100-299 employees 100-299人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,795	1,276	1,321	1,693	1,954	1,552	608	975	1,354	1,743
	Rate of payment to monthly regular pay 月収換算 (月分)	36.7	23.2	31.4	32.7	39.8	37.8	17.2	26.9	32.5	41.6
30-99 employees 30-99人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,290	821	1,452	1,408	1,445	1,164	464	813	1,054	1,585
	Rate of payment to monthly regular pay 月収換算 (月分)	28.5	23.4	39.4	30.1	28.2	28.5	12.8	19.9	26.0	37.2

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions.**

Note: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

2) "The amount of compensation at retirement" is retirement allowance in case of retirement allowance system, current amount of retirement pension in case of retirement pension system, and total of retirement allowance and current amount of retirement pension in case of retirement allowance and pension system. Welfare pension funds were considered in terms of the extra portion beyond the regular amount.

3) The rate of payment to monthly regular pay is the ratio of the amount of retirement allowance to scheduled cash earnings at the time of retirement.

4) Caution is required because the margin of error is great when the number of retired workers is small.

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Status of Implementation of Accrued Benefit System (Lump Sum/Pension)

退職給付（一時金・年金）制度の実施状況

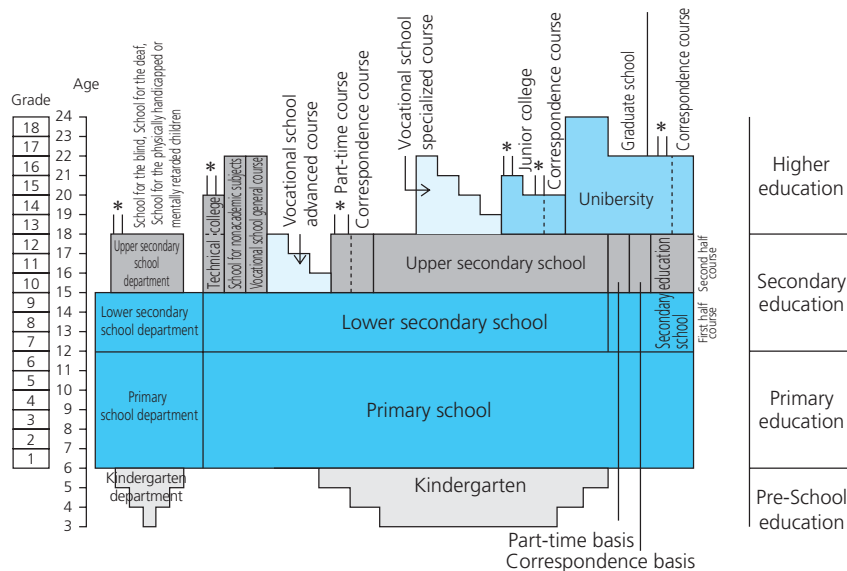
Size of enterprise 企業規模		1989	1993	1997	2003	(%)
All sizes	企業規模計					
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(88.9) 100	(92.0) 100	(88.9) 100	(86.7) 100	
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	49.3	47.0	47.5	46.5	
Enterprises having pension method	退職給付（年金）制度がある企業	50.7	53.0	52.5	53.5	
Only pension method	退職給付（年金）制度のみ	11.3	18.6	20.3	19.6	
Combination of both method	退職一時金制度との併用	39.3	34.5	32.2	33.9	
1,000 employees or more	1,000人以上					
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(99.5) 100	(99.7) 100	(99.5) 100	(97.1) 100	
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	13.6	10.6	9.6	11.0	
Enterprises having pension method	退職給付（年金）制度がある企業	86.4	89.4	90.4	89.0	
Only pension method	退職給付（年金）制度のみ	12.5	19.8	22.7	19.1	
Combination of both method	退職一時金制度との併用	73.9	69.6	67.7	69.9	
300-999 employees	300-999人					
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(98.6) 100	(98.7) 100	(97.7) 100	(95.7) 100	
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	26.9	19.4	17.6	22.7	
Enterprises having pension method	退職給付（年金）制度がある企業	73.1	80.6	82.4	77.3	
Only pension method	退職給付（年金）制度のみ	16.4	26.4	31.2	26.4	
Combination of both method	退職一時金制度との併用	56.7	54.2	51.3	50.9	

Size of enterprise 企業規模		1989	1993	1997	2003
100-299 employees	100-299人				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(94.1) 100	(95.2) 100	(95.9) 100	(89.5) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	40.8	37.7	35.2	34.7
Enterprises having pension method	退職給付（年金）制度がある企業	59.2	62.3	64.8	65.3
Only pension method	退職給付（年金）制度のみ	13.0	21.6	23.1	21.6
Combination of both method	退職一時金制度との併用	46.2	40.7	41.7	43.7
30-99 employees	30-99人				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(86.1) 100	(90.1) 100	(85.7) 100	(84.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	55.7	54.3	56.1	54.1
Enterprises having pension method	退職給付（年金）制度がある企業	44.3	45.7	43.9	45.9
Only pension method	退職給付（年金）制度のみ	10.2	16.7	18.2	18.3
Combination of both method	退職一時金制度との併用	34.0	29.0	25.8	27.7

Source: Ministry of Health, Labour and Welfare, **Survey on Retirement Allowance System and Payments**.

Note: Numbers in [] are ratios to all enterprises counted as 100.0.

52. Education System 教育制度



Source: The Ministry of Culture, Sports, Science and Technology, *International Comparison of 2004 Educational Indicators*.

- Notes:
- 1) The shadowed sections mean compulsory education.
 - 2) * Represents a major course.
 - 3) In upper secondary schools, secondary education school second half courses, universities, junior colleges, and the upper secondary school departments of schools for the blind, schools for the deaf and schools for the physically handicapped or the mentally retarded children, separate courses of study requiring one or more years for graduation may be provided.

53. Number of New Graduates, Ratio of Enrolled Students Entering Higher Institutions, Number of New Graduates Entering the Labour Market and Its Ratio

新規学卒者数、進学率、就職者数及び就職率

		1960	1970	1980	1990	2001	2002	2003	2004
		(1,000 persons, %)							
Lower secondary School	中学校								
New graduates entering the labour market	就職者	633	214	44	40	13	11	9	9
Ratio of those entering higher institutions ²⁾	進学率 (%)	57.7	82.1	94.2	94.4	95.8	95.8	96.1	96.3
Ratio of new graduates entering the labour market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	0.9	0.8	0.7
Upper secondary school	高等学校								
New graduates	新規学卒者	934	1,403	1,399	1,767	1,327	1,315	1,281	1,235
New graduates entering the labour market	就職者	567	803	581	608	240	221	210	206
Ratio of those entering higher institutions	進学率 (%)	17.2	24.2	31.9	30.5	45.1	44.8	44.6	45.3
Ratio of new graduates entering the labour market	就職率 (%)	61.3	58.2	42.9	35.2	18.4	17.1	16.6	16.9
Junior College	短大								
New graduates	新規学卒者	30	115	170	208	157	131	119	112
New graduates entering the labour market	就職者	18	80	129	181	93	79	71	69
Ratio of those entering higher institutions	進学率 (%)	8.6	3.8	3.2	3.4	10.2	10.2	11.1	11.2
Ratio of new graduates entering the labour market	就職率 (%)	58.9	70.3	76.0	87.0	59.1	60.3	59.7	61.6

University	大学								
New graduates	新規学卒者	120	241	379	400	546	548	545	549
New graduates entering the labour market	就職者	100	188	285	324	312	311	300	306
Ratio of those entering higher institutions ³⁾	進学率 (%)	3.8	5.2	4.4	6.8	10.8	10.9	11.4	11.8
Ratio of new graduates entering the labour market	就職率 (%)	83.2	78.1	75.3	81.0	57.3	56.9	55.1	55.8

Source: Ministry of Education, Culture, Sports, Science and Technology, **Basic Statistical Survey on School. Report on Basic Survey of Schools.**

Notes: 1) Proportion of persons entering the Labour market is calculated as follows:

Proportion = (Persons entering the Labour market + Persons working and going to higher grade schools, special training schools, etc.) / Total school leavers.

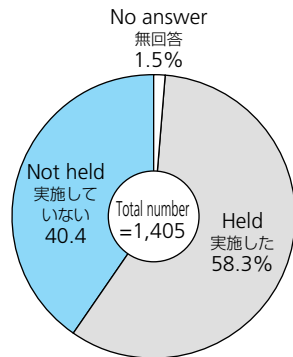
2) Indicates the ratio of those entering upper secondary schools and technical colleges.

3) Indicates the ratio of those entering graduate schools.

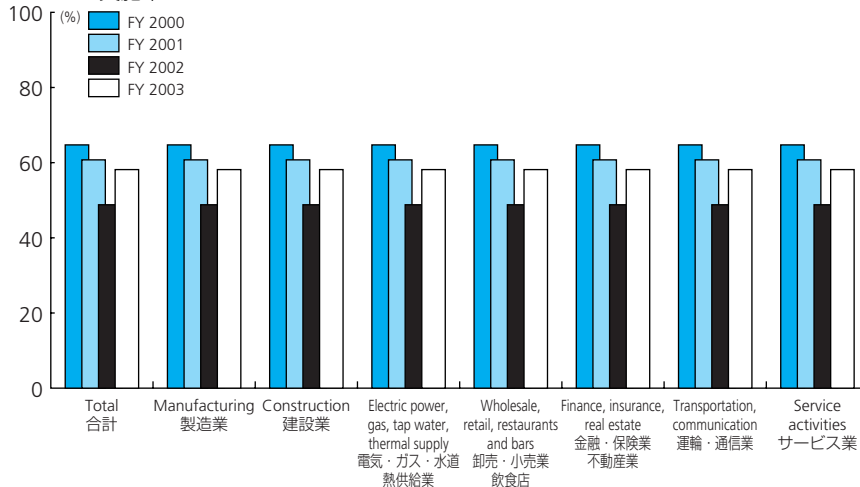
4) From 1980 and thereafter, Okinawa is also included.

54. Holding of Off-the-job Training Off-JTの実施状況

Holding of off-the-job training
Off-JTの実施状況



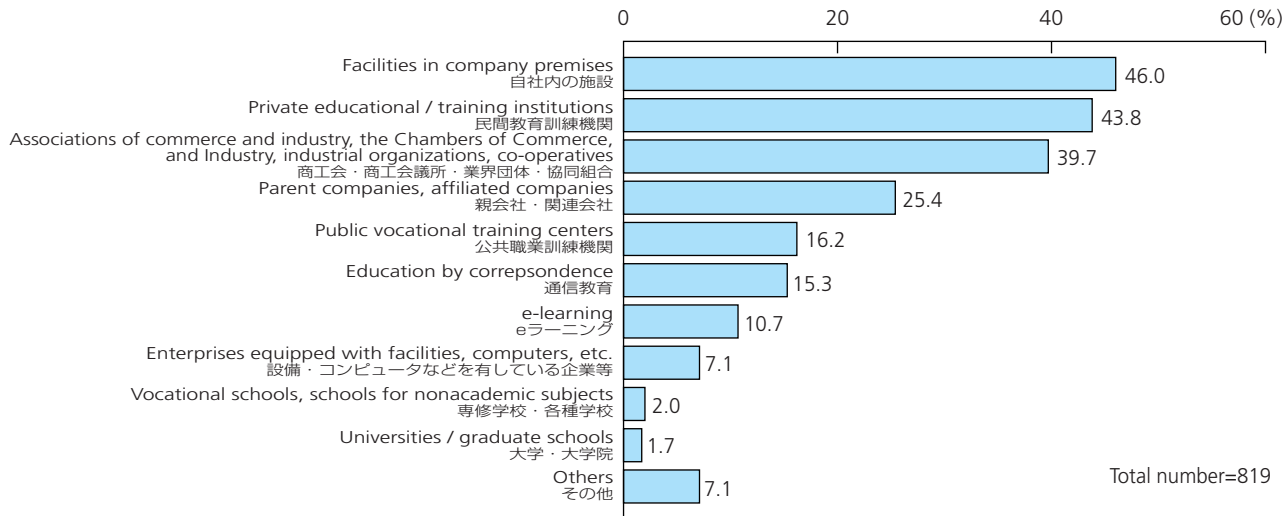
Rate of companies holding off-the-job training (by the type of business)
Off-JTの実施率



Source: Ministry of Health, Labour and Welfare, *Basic Human Resource Development Survey, 2004*.

55. Educational and Training Installations and Institutions Used for Off-the-job Training

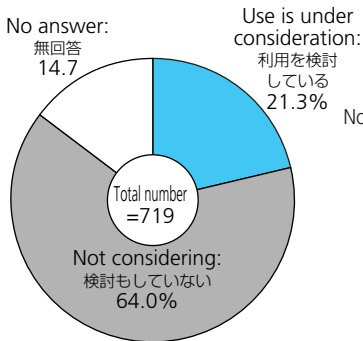
Off-JTで利用した教育訓練（教育訓練機関）



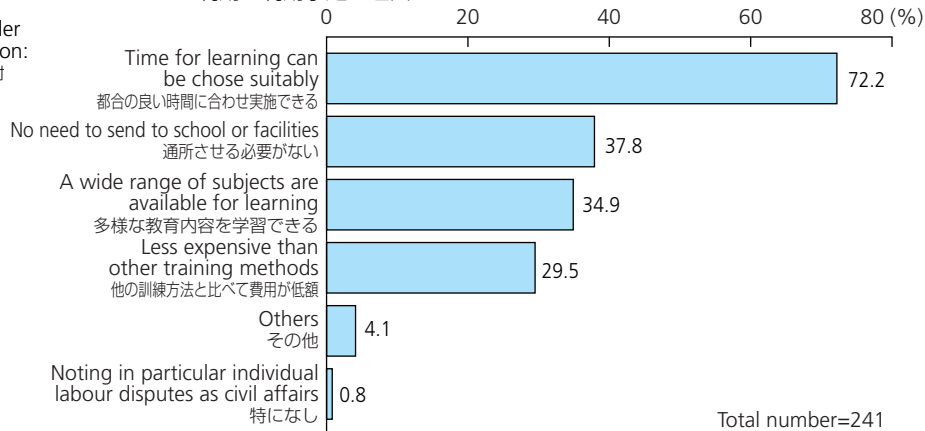
Source: Ministry of Health, Labour and Welfare, *Basic Human Resource Development Survey, 2004*

56. e-learning eラーニング

Plan to use e-learning
eラーニング利用



Reasons for using or planning to use e-learning
eラーニングを利用・利用予定の理由



Source: Ministry of Health, Labour and Welfare, *Basic Human Resource Development Survey, 2004.*

57. Trends in Number of Labour Unions and Members

労働組合数及び組合員数の推移

(As of June 30)

	1950	1960	1970	1980	1990	2000	2001	2002	2003	2004
Labour Unions ¹⁾ 労働組合数	29,144	41,561	60,954	72,693	72,202	68,737	67,706	65,642	63,955	62,805
Members ¹⁾ (1,000 persons) 労働組合員数 (千人)	5,774	7,662	11,605	12,369	12,265	11,539	11,212	10,801	10,531	10,309
Estimated Unionization Rate ²⁾ 推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	21.5	20.7	20.2	19.6	19.2

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions (as of June 30 each year)*.

Notes: 1) The number of labour unions is a totaled result of local trade unions and the number of union members is a totaled result of members of individual trade unions. Local trade unions comprise locally organized unions (unions having no organizations of lower levels) and those which are the lowest-level organizations of individually organized unions (unions having organizations at lower levels) and are treated as local unions, each counted as one union. Individual trade unions comprise locally organized unions and the headquarters of the individually organized unions, each counted as one union.

2) These numbers are calculated by dividing the number of union members by the number of employees ("Labour Force Survey" of June each year by the Statistic Bureau of the Ministry of Public Management, Home Affairs, Posts and Telecommunications).

58. Trends in Number of Labour Union Members of Private Enterprises by Size of Establishment (in Labour Union Unit)

企業規模別民間企業の労働組合員数の推移（単位労働組合）

		1990	1997	2001	2002	2003	2004
Total 計							
Members (1,000 persons)	労働組合員数 (千人)	9,515	9,610	8,694	8,359	8,151	8,016
Estimated Unionization rate (%)	推定組織率	21.9	19.8	18.0	17.5	17.1	16.8
1,000 or more 1,000人以上							
Members (1,000 persons)	労働組合員数 (千人)	5,635	5,697	5,079	4,835	4,696	4,615
Estimated Unionization rate (%)	推定組織率	61.0	58.4	53.5	54.8	51.9	50.6
100-999 100-999人							
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,408	2,194	2,101	2,039	1,987
Estimated Unionization rate (%)	推定組織率	24.0	20.1	17.7	16.8	16.6	15.8
99 or less 99人以下							
Members (1,000 persons)	労働組合員数 (千人)	463	400	346	330	319	310
Estimated Unionization rate (%)	推定組織率	2.0	1.5	1.3	1.3	1.2	1.2

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions 2004*.

Note: The estimated unionization rate was calculated by dividing the number of labour union members by the number of employees.

59. Ratio of Labour Union by Existence of Labour Management Consultation Organization

労使協議機関の有無

(Total of labour unions=100) (%)

Division 区分	Labour management consultation organization 労使協議機関		
	Present あり	Absent なし	
2002	計	80.6	19.4
Number of labour union members	労働組合員数規模		
5,000 or more	5,000人以上	98.3	1.7
1,000-4,999	1,000-4,999人	97.4	2.6
500-999	500-999人	94.3	5.7
300-499	300-499人	92.3	7.7
100-299	100-299人	86.5	13.5
30-99	30-99人	72.6	27.4
1997	計	78.1	21.9

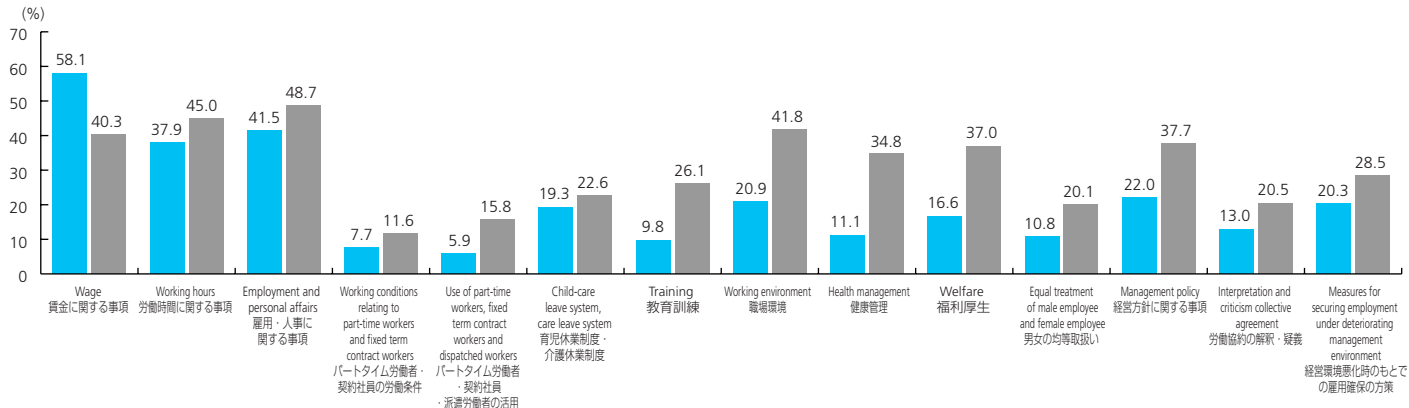
Source: Ministry of Health, Labour and Welfare, *Survey on Collective Bargaining and Labour Disputes, 2002*.

Note: 2007 is the next survey year.

60. Ratio of labour Unions by Items Discussed between Labour and Management, and Platform Where the Talks Were Held(in the past 3 years)

過去3年間における労使間の話し合い事項、労働組合の割合

■ Session through collective bargaining 団体交渉
■ Session through labour management consultation organization 労使協議機関



Source: Ministry of Health, Labour and Welfare, *Survey on Collective Bargaining and Labour Disputes, 2002*.

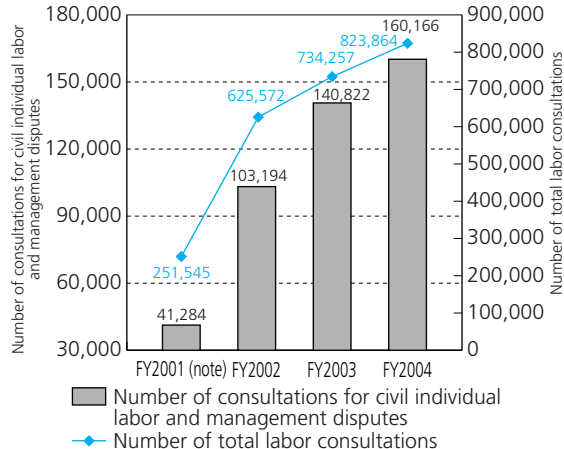
Note: 2007 is the next survey year.

61.

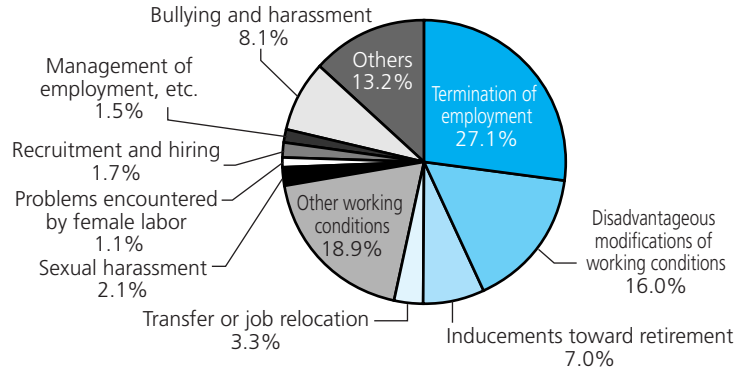
The number of consultations about individual labour disputes as civil affairs

民事上の個別労働紛争相談件数

Shift in the number of consultations
相談件数の推移



Breakdown of consultations for civil individual labor and management disputes
民事上の個別労働紛争相談の内訳



Source: Ministry of Health, Labour and Welfare (announcement of finding in newspapers on May 23, 2005).

Note: The number of instances for Fiscal Year 2001 are for the bottom-half of that fiscal year (October 1, 2001 to March 31, 2002).

Source: Ministry of Health, Labour and Welfare (announcement of finding in newspapers on May 23, 2005).

62. Number of Labour Disputes by Principal Demands

主要要求事項別労働争議件数

		1950	1960	1970	1980	1990	1999	2000	2001	2002	2003
Total Disputes	労働争議件数	1,487	2,222	4,511	4,376	2,071	1,102	958	884	1,002	872
Wage increase	賃金増額	—	805	2,131	3,236	954	385	310	235	270	179
Temporary allowance	臨時給与金	—	638	1,260	722	1,123	212	224	176	147	125
Revision of working hours	労働時間の変更	—	16	16	48	39	12	7	35	18	5
Objection to discharge or issues of reinstatement	解雇反対・被解雇者の復職	—	93	137	112	40	208	147	151	171	174
Objection to discontinuance / shutdown / contraction of business	事業の休廃止・合理化	—	15	28	26	16	23	32	26	22	21

Source: Ministry of Health, Labour and Welfare, *Survey on Labour Disputes Statistics*.

Note: Number of cases does not meet the total of Classification because some cases carry more than one demand.

63. Worker's Household Income and Expenditure (2003)

勤労者世帯の家計収支動向 (2003年)

(1,000 yen)

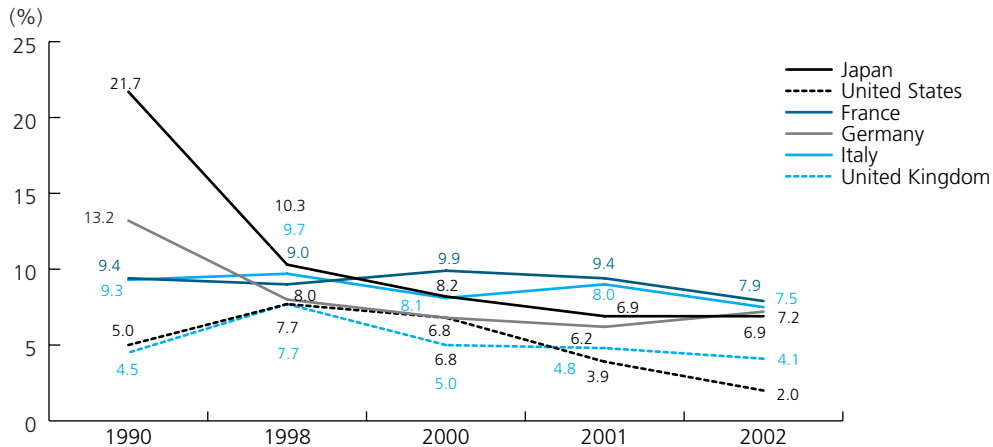
Monthly income (Average) 毎月の平均実収入		Fiscal year	
		1980 (%)	2003 (%)
Income	実収入	350 (100.0)	525 (100.0)
Wages and salaries	勤め先収入	331 (94.6)	494 (94.1)
Household head	世帯主収入	293 (83.7)	432 (82.3)
Regular	定期収入	226 (64.6)	363 (69.1)
Temporary and bonuses	臨時収入・賞与	67 (19.1)	69 (13.1)
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	53 (10.1)
Other household members	他の世帯員収入	13 (3.7)	9 (1.7)
Business and homework	事業・内職収入	6 (1.7)	3 (0.6)
Other current income	他の経常収入	5 (1.4)	18 (3.4)
Non-current income	特別収入	8 (2.3)	10 (1.9)
Persons per household	世帯人員数	3.83	3.49
Earners per household	有業人員数	1.50	1.63
Age of head	世帯主年齢	41.7	46.3

(1,000 yen)

Monthly expenditure (Average) 毎月の平均支出		Fiscal year	
		1980 (%)	2003 (%)
Total	支出計	282 (100.0)	410 (100.0)
Living Expenditure	消費支出	238 (84.3)	326 (79.5)
Food	食料	66 (23.0)	72 (17.6)
Housing	住居	11 (3.9)	22 (5.3)
Fuel, light and water charges	光熱・水道	13 (4.6)	21 (5.4)
Furniture and household utensils	家具・家事用品	10 (3.5)	10 (2.4)
Clothes and footwear	被服及び履物	18 (6.4)	15 (3.7)
Medical care	保険医療	6 (2.1)	11 (2.7)
Transportation and communication	交通・通信	20 (7.1)	45 (11.0)
Education	教育	9 (3.2)	18 (4.1)
Reading and recreation	教養娯楽	20 (7.1)	32 (7.9)
Other living expenditure	その他の消費支出	65 (23.0)	79 (25.0)
Non-living expenditure	非消費支出	44 (15.6)	84 (20.5)
Earned income tax	勤労所得税	13 (4.6)	16 (3.9)
Other taxes	他の税	11 (3.9)	7 (1.7)
Social insurance premiums	社会保険料	20 (7.1)	49 (12.0)

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Family Income and Expenditure Survey*.

64. Trends in National Savings Rate 貯蓄率の推移



Sources: OECD, *National Account Vol. 1, 2004*. Economic Social Research Institute Cabinet Office Government of Japan, *Cabinet office Annual Report on National Accounts, 2004*. IMF, *International Financial Statistics Yearbook 2003*. UN, *National Accounts 2000*.

- Notes:
- 1) National savings rate = $\frac{\text{net saving}}{\text{net national disposable income}} \times 100$
 - 2) Data prior to 1990 to former F.R. of Germany

65. Trends in Ratios of House Ownership

持家率の推移

		(%)				
		1980	1985	1990	1995	2000
Private households living in dwelling	住宅に住む一般世帯	100.0	100.0	100.0	100.0	100.0
Principal households	主世帯	98.4	99.1	99.2	98.9	98.9
Owned houses	持家	60.7	61.7	61.2	61.0	61.9
Rented houses owned by local government	公営の借家	5.1	5.3	5.1	5.0	4.7
Rented houses owned by public corporation	公団・公社の借家	2.3	2.3	2.2	2.1	2.0
Rented houses owned privately	民営の借家	24.5	24.5	26.0	26.2	26.5
Issued houses	給与住宅	5.9	5.3	4.7	4.6	3.7
Rented rooms ²⁾	間借り	1.6	0.9	0.8	1.1	1.1

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *The 2000 Population Census*.

Notes: 1) Includes "Rented rooms" of Okinawa Prefecture.

2) Excludes Okinawa Prefecture.

3) 2005 is the next survey year.

66. National Medical Expense

国民医療費

		(trillion yen, %)										
		1985	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
National Medical Expense	国民医療費	16.0	24.4	25.8	27.0	28.5	29.1	29.8	30.9	30.4	31.3	31.0
Ratio of National Medical Expense to National Income	国民医療費の国民所得に対する割合	6.2	6.6	6.9	7.1	7.3	7.4	7.8	8.1	8.0	8.5	8.5
Medical Expense for the Elderly	老人医療費	4.1	7.5	8.2	8.9	9.7	10.3	10.9	11.8	11.2	11.7	11.7
Ratio of Medical Expense for the Elderly to National Medical Expense	老人医療費の国民医療費に対する割合	25.4	30.6	31.6	33.1	34.1	35.4	36.5	38.2	36.9	37.2	37.9

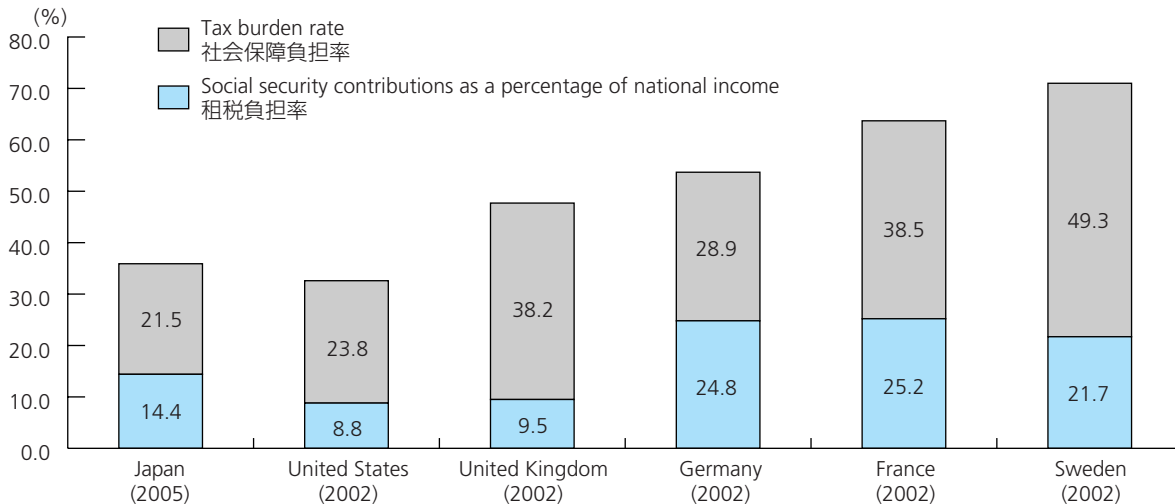
Source: Ministry of Health, Labour and Welfare, **Annual Report on Health and Welfare 2002**.

Note: Since Nursing Care Insurance System was created in FY 2000, part of the Medical Expense was transferred to the System.

67.

Ratio of Taxation and Social Security Spending to National Income

租税及び社会保障支出の国民所得に対する割合

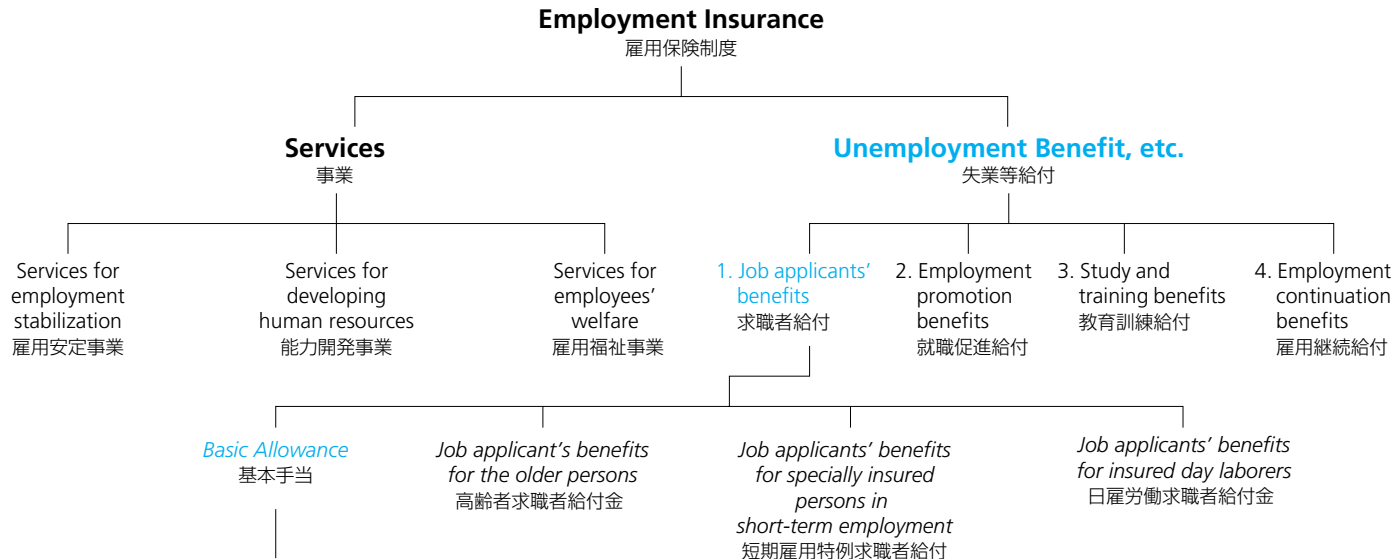


Source: National Institute of Population and Social Security Research, **Annual Report on Social Security Statistics, International Comparison of Rate of Public Share, 2004.**

Note: Figures for Japan are the outlook for financial year. Other country figures use calendar years and actual results.

68. Employment Insurance System

雇用保険制度の概要



Benefits System for Qualified Workers 受給資格者における給付体系

Term of insurance coverage 被保険者であった期間	Age 年齢	(1) Duration of benefits for separated ¹⁾ workers having specified recipient qualification. (category (3) excluded) 特定受給資格者に対する給付日数 (3)を除く)					(2) Duration of benefits for separated workers not falling under category (1). (category (3) excluded) 特定受給資格者以外のものに対する給付日数 (3)を除く)	(3) Duration of benefits for separated workers having difficulty finding a job 就職困難な受給資格者に対する給付日数	
		Under 30 30歳未満	30-44 30-44歳	35-44 35-44歳	45-59 45-59歳	60-64 60-64歳	All ages 全年齢	Under 45 45歳未満	45-64 45-64歳
Less than 1 Year	1年未満	90 days	90 days	90 days	90 days	90 days	90 days	150 days	150 days
1-4 Years	1-4年	90 days	90 days	90 days	180 days	150 days	90 days	300 days	360 days
5-9 Years	5-9年	120 days	180 days	180 days	240 days	180 days	90 days	300 days	360 days
10-19Years	10-19年	180 days	210 days	240 days	270 days	210 days	120 days	300 days	360 days
20+Years	20年以上	—	240 days	270 days	330 days	240 days	150 days	300 days	360 days

Notes: 1) Workers having specified recipient qualification are those who were obliged to be separated through bankruptcy, dismissal, etc.

2) 1/4 form Government Treasury.

3) 1/3 is broad, extended benefits.

Contribution Rate 保険料率

		General Services 一般の事業	Agriculture, forestry & fisheries, Sake Brewing Industry 農林水産業、清酒製造業	Construction 建設業
Insured person	被保険者	8/1000	9/1000	9/1000
Employer	事業主	11.5/1000	12.5/1000	13.5/1000
Total	計	19.5/1000	21.5/1000	22.5/1000

Source: Ministry of Health, Labour and Welfare.

69. Employment Insurance Statistics¹⁾

雇用保険事業統計

	1960	1970	1980	1990	2001	2002	2003
General Employment Insurance 一般雇用保険							
Applied establishment (1,000) 適用事業所数 (千)	361	692	1,313	1,734	2,028	2,023	2,009
Insured worker (1,000 workers) 被保険者数 (千人)	12,735	21,118	25,339	31,569	34,111	33,962	34,132
Recipients (1,000 workers) 受給者実人員 (千人)	375	499	663	482	1,106	1,048	839
Total basic allowance ²⁾ (billion yen) 基本手当支給額 (十億円)	35.4	147.3	731.1	668.5	2,013.6	1,938.1	1,448.1
Rate of beneficiary (%) 基本受給率	2.9	2.3	2.6	1.6	3.2	3.0	2.4

Source: Ministry of Health, Labour and Welfare, *Annual Report on Employment Insurance Activities*.

Notes: 1) Monthly averages are calculated by dividing the annual figure by twelve months.

2) The annual figure

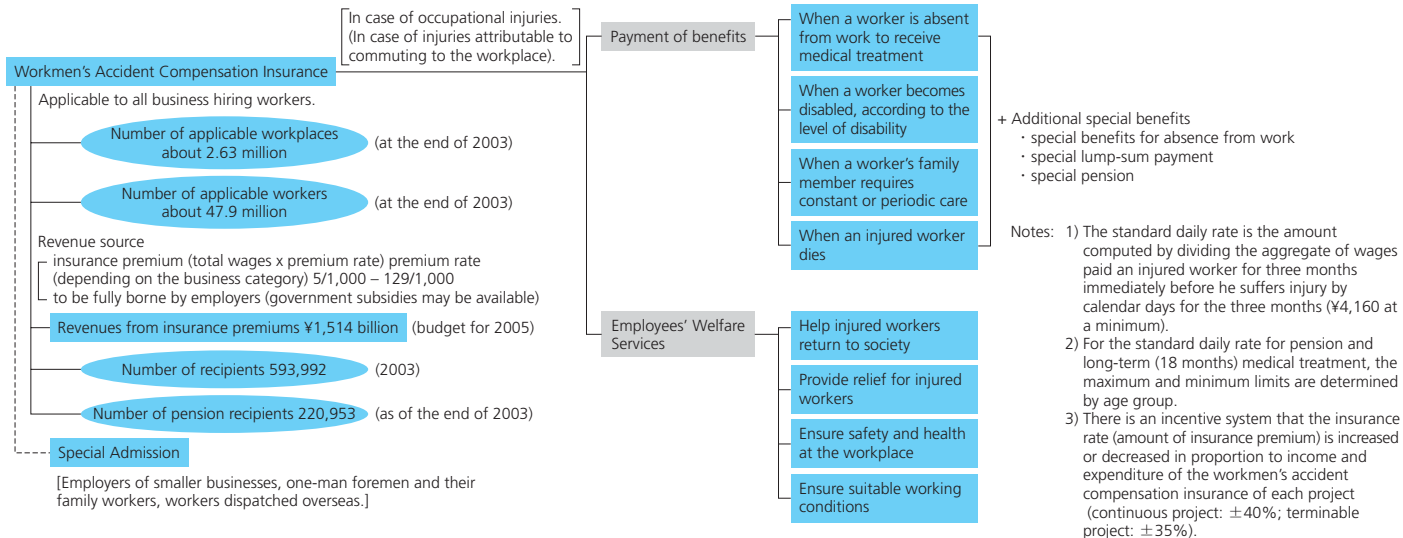
3) Rate of beneficiary is calculated as follows:

$$\text{Rate of beneficiary} = \frac{\text{Recipients of basic allowance}}{(\text{Insured worker} + \text{Recipients of basic allowance})} \times 100 (\%)$$

70.

Workmen's Accident Compensation Insurance System

労働者災害補償保険制度の概要

Source: Ministry of Health, Labour and Welfare, *White paper on Health and Welfare, 2005*.

71. Workmen's Accident Compensation Insurance Statistics

労働者災害補償保険事業統計

		1970	1980	1990	2001	2002	2003
Applied establishment	適用事業場数	1,202,447	1,839,673	2,421,318	2,692,395	2,646,286	2,632,411
Insured person	適用労働者数	26,530,326	31,839,595	43,222,324	48,578,841	48,194,704	47,922,373
Received insured amount (million yen)	保険料収納済額 (百万円)	152,036	823,021	1,515,078	1,272,931	1,218,545	1,040,725
Benefit case	保険料給付件数	4,861,903	5,414,975	5,166,480	5,394,339	5,326,800	5,360,775
Benefit amount (million yen)	保険料給付金額 (百万円)	122,019	567,288	753,128	818,620	794,167	787,034

Source: Ministry of Health, Labour and Welfare, *Annual Report on the Industrial Accident Statistics*.

72. Public Pension System¹⁾ 公的年金制度の概要

Employee Pension Schemes 被用者年金制度

(As of the end of March 2004)

Kind of Schemes 制度名	Responsible body 保険者	Insured person (10,000 persons) 被保険者 (万人)	Contribution Rate 保険料率 (As of April 2005)
Employees' Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises 3,212	13.93%
National Public Service Employees, etc. Mutual Aid Associations 国家公務員共済組合	National Public Service Employees Mutual Aid Association	National Public Service Employees 109	14.51%
Local Public Services Mutual Aid Associations 地方公務員共済組合	Local Public Services Mutual Aid Association	Local Public Services Employees 315	13.38%
Private School Teachers and Employees Mutual Aid Association 私立学校教職員共済	Private School Teachers and Employees Mutual Aid Association	Private School Teachers and Employees 43	10.81%

Source: Ministry of Health, Labour and Welfare, *White Paper on Health and Welfare, 2005*.

Notes: 1) National Government subsidy for all public pensions is one third of benefits payable under the Basic Pension. But for Local Public Service Mutual Aid Association, it is by Local Government.

2) Contribution rate is calculated as follows:

Monthly standard remuneration x Contribution rate = Premium (for one month)

The contribution rate of employees pension is 50% for the employer and 50% for the insured employee.

The rate is based on standard remuneration and twice the contribution made by the beneficiary.

3) Qualified recipients of old-age (retirement) pension and average monthly benefits under the employees' pension insurance system includes those who had been qualified to receive benefit at each of the former mutual aid associations of Japan Railways Group, Telegraph and Telephone Corporation, Japan Tobacco Inc. and the Mutual Aid Association for Agricultural, Forestry and Fishery Organization Personnel, prior to their integration to employees' pension insurance system.

4) The number of qualified recipients of old-age (retirement) pension under the mutual aid association includes those with a reduced retirement pension. (this is the same for the mutual aid associations of the three former public corporations and for the former Mutual Aid Association for Agricultural, Forestry and Fishery Organization Personnel, both included in the employee' pension insurance system).

National Pension Schemes 国民年金制度

(As of the end of March 2004)

Insured person (10,000 persons) 被保険者 (万人)	Responsible body 保険者	Premium 保険料 (As of April 2005)
The self-employed and so forth (Class 1)	(2,240)	¥ 13,580 per month (Class 1)
Persons covered by Employees' Person Insurance and Mutual Aid Association (Class 2)	(3,625)	For Persons in Class 2 and Class 3, the pension insurance schemes covering those in Class 2 pay a lump sum contribution to the National Pension of their premiums.
Dependent spouses of those in Class (Class 3)	(1,109)	
Total 計	6,974	

Source: Ministry of Health, Labour and Welfare, *White Paper on Health and Welfare, 2005*.

73. Medical Insurance System

医療保険制度の概要

(As of April 2005)

Schemes 制度名	Insuring party 保険者 (End of March 2004)	Membership [the insured family members of the insured] (1,000 persons) 加入者数 [本人家族] (千人) (End of March 2004)	Financial resources 財源		Ratio of persons covered by health and medical care service for the elderly 老人保険医療対象者 の割合 (%) (End of March 2003)	
			Insurance premiums 保険料率	Governmental subsidies 国庫負担・補助		
Health Insurance General employees	Managed by the government	State	35,522 [18,815 16,707]	8.2%	13.0% of benefits (16.4% of insurance benefits for the elderly)	5.0
	Managed by an association	Health insurance associations 1,622	30,126 [14,648 15,478]	—	Fixed rate (Subsidized from the national coffers)	2.3
	The insured, as provided in Paragraph 7 of Article 69 of Health Insurance Law	State	31 [19 11]	Daily rate (1st grade) ¥130 Daily rate (13th grade) ¥2,640	13.0% of benefits (16.4% of insurance benefits for the elderly)	5.6
Seamen's insurance		State	185 [69 116]	9.1%	Fixed rate	7.3
National aid insurance	National government employees	21 mutual aid associations	9,739 [4,431 5,308]	—	None	4.0
	Local government employees	54 mutual aid associations				
	Private school personnel	1 mutual aid association				

Schemes 制度名		Insuring party 保険者 (End of March 2004)	Membership [the insured family members of the insured] (1,000 persons) 加入者数 [本人家族] (千人) (End of March 2004)	Financial resources 財源		Ratio of persons covered by health and medical care service for the elderly 老人保険医療対象者 の割合 (%) (End of March 2003)
				Insurance premiums 保険料率	Governmental subsidies 国庫負担・補助	
National health insurance	Farmers, self-employed persons, etc.	Municipalities 3,144	51,236 Municipalities 47,200 National health insurance associations 4,036	Each household records appropriate figures according to its ability to bear expenses. Computation methods differ somewhat among insuring parties.	45% benefits	23.9
		Health insurance associations 166			32% to 52% of benefits	
	Retired workers subject to employees' insurance	Municipalities 3,144			None	
Health and medical care for the elderly		[conducting party] Municipality	(End of February 2004) 15,179 Employees' insurance 2,901 National health insurance associations 12,278	[Party bearing the expenses] · Insured person under each system 58% · Public funds 42% (Breakdown of public funds) National : Prefectural : Municipal 4 : 1 : 1 (Effective from October 2004 to end of September 2005)	The ratio of those covered by the medical insurance for the elderly in the total population 総人口に占める老人保健医療 対象者の割合 (%) (End of February 2003)	11.9

Source: Health Insurance Bureau

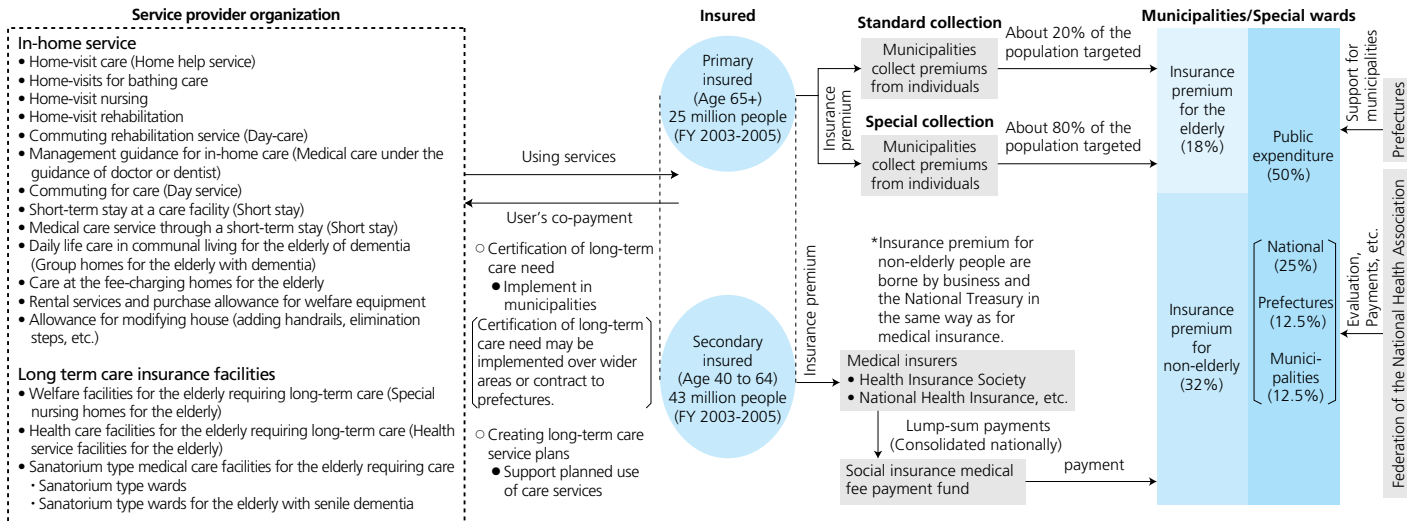
Source: Ministry of Health, Labour and Welfare, **White Paper on Health and Welfare, 2005**.

- Notes: 1) The health and medical care service system for the elderly is applicable to those 75 years old and over who join a medical insurance system (except those belonging to the household subject to the livelihood protection system, from whom the National Health Insurance Law is not applicable) and those between 65 and 74 years old who are bedridden for an extended period of time. The ratio of membership and persons receiving the health and medical care service for the elderly are current figures.
- 2) A fixed rate of government subsidy is received through national health insurance associations for those who have received approval for exception from health insurance and who have become new participants on September 1, 1997 or later, and by their families, at rates equivalent to those of the government health insurance system.

74. Nursing Care Insurance System

介護保険制度の概要

Overview



Source: Ministry of Health, Labour and Welfare, *White Paper on Health and Welfare, 2005*

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