

The Japan Institute for Labour Policy and Training

Japanese Working Life Profile 2008/2009
—Labor Statistics

Japanese Working Life Profile 2008/2009 — Labor Statistics

Edited and published by The Japan Institute for
Labour Policy and Training
4-8-23, Kami-shakujii, Nerima-ku, Tokyo
177-8502, Japan
Tel. +81-3-5903-6316
Fax. +81-3-3594-1113

Copyright ©2008 by The Japan Institute for
Labour Policy and Training

All rights reserved
First printing 2008

Printed in Japan

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 staffs, as well as changes in the employment structure.

Tables 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

2008/2009 – Labor Statistics

Contents (* means international comparisons)

I . Economic Environment

National Income

- * 1. Gross Domestic Product and Real Economic Growth Rates 10
- 2. Gross Domestic Product (2006) 11

Production Index

- * 3. Mining and Manufacturing Production Index 12

Consumer Price

- * 4. Consumer Price Index 13

II . Population / Labor Force

- * 5. Population and Labor Force 14
- 6. Trends of Population 15
- 7. Population Pyramid 16

I . 国民経済の状況

国民所得

- * 1. 国内総生産と実質経済成長率 10
- 2. 国内総生産の構成 (2006年) 11

鉱工業生産

- * 3. 鉱工業生産性指数 12

物価

- * 4. 消費者物価指数 13

II . 人口・労働力

- * 5. 人口、労働力人口 14
- 6. 人口の推移 15
- 7. 人口ピラミッド 16

8. Labor Force Participation Rate by Gender and Age Group	17
*9. Ratio and Labor Force Participation Rate of Persons 65 Years Old and Over	18

III . Employment

Employment Situation

10. Employment Service (Excluding New Graduates)	19
11. Labor Force Status	20
12. Number of Establishments and Number of Persons Engaged by Size of Employment (2006)	22
13. Number of Employees by Industry	23
14. Number of Employees by Occupation	24
15. Number of Employees by Gender and Education	25

Employment for Persons 65 Years Old and Over

16. Ratio of Older Employees by Gender, Age, and Employment Contracts (2004)	26
17. Ratio of Older Employees by Reason for Holding a Job (by Gender and Age Group) (2004)	27

8. 性・年齢階級別労働力率の推移	17
*9. 高齢者 (65 歳以上) の割合・労働力率	18

III . 雇用

就業・雇用の状況

10. 一般職業紹介状況 (新規学卒を除く)	19
11. 労働力状態	20
12. 従業員規模別事業所数、従業者数 (2006 年)	22
13. 産業別雇用者数	23
14. 職業別雇用者数	24
15. 性・学歴別雇用者数	25

高齢者 (65歳以上) の就業

16. 性・年齢階級、勤務形態別高年齢雇用者の割合 (2004 年)	26
17. 就業理由別高年齢就業者の割合 (性・年齢階級別) (2004 年)	27

18. Ratio of Enterprises by Industry, Size of Enterprise, and Retirement Age in the Future with Fixed Retirement Age System (2007) ..	28
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 (2007)	29
20. Ratio of Enterprises by Availability of Retirement Age System (2007)	31
21. Ratio of Enterprises by Size of Enterprise, Range of Objective Employees of Employment Expansion System and Re-hiring System(2007)	32

Employment Situation of Non-regular

22. Number of Regular and Non-regular Employees (2007)	33
23. Number of Short-time Employees and Their Share in Total Number of Employees (Non-agricultural Industries)	34
24. Number of Female Part-time Workers and Their Ratio to the Total Number of Female Workers	35

18. 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(2007年)	28
19. 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(2007年)	29
20. 定年制の有無と企業数割合(2007年)	31
21. 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(2007年)	32

非正規雇用の状況

22. 正規・非正規従業員別従業者数 (2007年)	33
23. 短時間雇用者及び短時間雇用者比率 (非農林業)	34
24. 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	35

* 25. Part-time Workers as a Ratio of Employees in Different Countries	36
26. Trends in Number of Dispatched Workers	37

Foreign Labor

* 27. Inflows of Foreign Workers	38
* 28. Foreign and Foreign-born Labor Force	39

IV. Labor Turnover / Unemployment

29. Trends in Labor Turnover	40
30. Trends in Number of Unemployed Persons by Reason for Job Seeking	41
31. Unemployment Rate by Age and Gender	42
32. Ratio of Active Openings to Applicants by Age (Regular Employees)	43
* 33. Definitions of Unemployment in Different Countries	44

* 25. 各国の就業者に占めるパートタイム労働者の比率	36
26. 派遣労働者数の推移	37

外国人労働者

* 27. 外国人労働者の流入	38
* 28. 外国人労働力人口	39

IV. 労働移動・失業

29. 労働移動の推移	40
30. 理由別完全失業者数の推移	41
31. 性・年齢階級別失業率	42
32. 年齢階級別有効求人倍率(常用労働者)	43
* 33. 各国における失業者の定義	44

V. Working Conditions (Wages, Working Hours, Others)

Wage

34. Rate of Change in Monthly Cash Earnings	46
35. Trends in Wage Levels	47
36. General Worker Wages by Education and Age Group, Age Group Wage Differentials (Industry Totals, Enterprise Size Totals)	48
37. Trends in Enterprise Wage Differentials by Enterprise Size and Gender (Industry Totals)	49
38. Wage Differentials by Class of Position	50
39. Wage Increase Trends Determined by Spring Labor Offensive and Bonus Payments (Summer and Year-end)	51
40. Summer and Year-End Bonus Payments	52
* 41. International Comparison of Wages (Manufacturing, Total of Male and Female)	53
* 42. Trends in Labor Cost Components (Manufacturing Industries) ..	54

Working Hours

43. Trend in Hours Actually Worked and Non-scheduled Hours Worked	56
--	----

V. 労働条件 (賃金・労働時間・その他)

賃金

34. 賃金の伸び率	46
35. 賃金水準の推移	47
36. 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)	48
37. 企業規模、性別にみた企業規模間賃金格差の推移 (産業計)	49
38. 職階別賃金格差	50
39. 春季賃上げ額及び一時金 (夏期・年末) の推移	51
40. 夏季及び年末賞与	52
* 41. 賃金 (製造業、男女計) の国際比較	53
* 42. 労働費用構成の推移 (製造業)	54

労働時間

43. 実労働時間数及び所定外労働時間数の推移	56
-------------------------------	----

44. Ratio of Number of Enterprises and Employees by Main Type of Weekly Days Off	57
45. Average Number of Paid Holidays, Average Number of Days Taken and Average Rate of Acquisition per Employee by Size of Enterprise	58
46. Adoption of Variable Working Hours System and De Facto Working Hours System (by Enterprise Size)	59
* 47. Working Hours Per Year (Estimated, in Principle, Manufacturing and Production Workers)	61

Industrial Accidents

48. Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates)	62
49. Trends in Deaths, Injuries and Absences of Four or More Days from Work by Industry	63

Retirement Allowance System

50. Amount of Accrued Benefit Payment at Time of Retirement by Educational Attainment and Types of Workers	64
--	----

44. 週休制の形態別企業数・適用労働者数の割合	57
45. 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	58
46. 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)	59
* 47. 年間総実労働時間 (推計値、原則として製造業、生産労働者)	61

労働災害

48. 労働災害発生率の推移 (度数率、強度率)	62
49. 産業別死傷者数と休業 4 日以上の推移	63

退職金制度

50. 学歴、労働者の種類別定年退職者の退職給付額	64
---------------------------------	----

VI. Education / Human Resources Development

Education System / School / Employment

51. Education System	65
52. Number of New Graduates, Ratio of Enrolled Students Entering Higher Institutions, Number of New Graduates Entering the Labor Market and Its Ratio	66

Off - JT

53. Status of Participation in Off-the-job Training (2007)	68
54. Educational and Training Institutions Used for Off-the-job Training (Multiple Answers)	69

VII. Labor Relations

Labor Union

55. Trends in Number of Labor Unions, Members and Organization Rate(Unit Union)	70
56. Trends in Number of Labor Union Members of Private Enterprises by Size of Establishment (Unit Union)	71

VI. 教育・能力開発

教育制度と進学・就職

51. 教育制度	65
52. 新規学卒者数、進学率、就職者数及び就職率	66

Off - JT

53. Off-JT の受講状況 (2007 年)	68
54. Off-JT で利用した教育訓練機関 (複数回答)	69

VII. 労使関係

労働組合

55. 労働組合数、組合員数、組織率の推移 (単位労働組合)	70
56. 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)	71

57. Number of Labor Union Members in Private Enterprises by Size of Enterprise(2007)	72
58. Trends in Part-time Worker Membership in Labor Unions	73

Labor Dispute

59. Number of Consultations About Individual Labor Disputes as Civil Affairs (2007)	74
60. Number of Labor Disputes by Principal Demands	75

VIII . Worker's Life

61. Worker's Household Income and Expenditure	76
*62. Trends in National Savings Rate	77
63. Trends in Ratios of House Ownership	78
64. The Workplace and the Stress	79

IX . Social Security

Social Security

65. National Medical Expense	80
------------------------------------	----

57. 企業規模別民間企業の労働組合員数(2007年)	72
58. パートタイム労働者の労働組合員数の推移	73

労働争議

59. 民事上の個別労働紛争相談件数 (2007年)	74
60. 主要要求事項別労働争議件数	75

VIII . 勤労者生活

61. 勤労者世帯の家計収支動向	76
*62. 貯蓄率の推移	77
63. 持家率の推移	78
64. 職場とストレス	79

IX . 社会保障

社会保障

65. 国民医療費	80
-----------------	----

* 66. Ratio of Taxation and Social Security Spending to National Income	81
---	----

Social Insurance System

67. Public Pension System	82
68. Medical Insurance System	84
69. Nursing Care Insurance System	86

Labor Insurance Benchmark

70. Employment Insurance System	88
71. Employment Insurance Statistics	90
72. Industrial Accident Compensation Insurance System	91
73. Industrial Accident Compensation Insurance Statistics	92

* 66. 租税及び社会保障支出の国民所得に対する割合	81
-----------------------------------	----

社会保険制度

67. 公的年金制度の概要	82
68. 医療保険制度の概要	84
69. 介護保険制度の概要	86

労働保険指標

70. 雇用保険制度の概要	88
71. 雇用保険事業統計	90
72. 労働者災害補償保険制度の概要	91
73. 労働者災害補償保険事業統計	92

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 (%)			
	2007 (US\$ billion, estimate)	Per capita GDP 一人当たり GDP (US\$)				2007 (million)	2005	2006	2007
		2005	2006	2007					
Japan	4302.1	35,672	34,188	33,668	128.3	1.9	2.4	2.1	
United States	13770.3	41,960	44,191	45,490	303.9	3.2	3.3	2.0	
France	2401.4	33,925	33,404	37,900	60.9	1.7	2.0	2.2	
Germany	3080.6	33,865	35,204	37,476	82.7	0.9	2.8	2.6	
Italy	1993.7	27,854	28,917	29,880	58.2	0.6	1.8	1.4	
United Kingdom	2660.7	37,042	39,213	43,735	60.0	1.8	2.8	2.9	
China	3051.2	1,735	1,988	—	1331.4	10.4	11.1	11.9	
Indonesia	407.5	1,309	1,640	1,812	228.1	5.7	5.5	6.0	
Malaysia	160.6	5,250	5,859	6,641	26.2	5.2	5.9	6.0	
Singapore	146.1	26,879	29,917	32,506	4.4	6.6	7.9	7.0	
Thailand	219.4	2,707	3,136	3,304	65.3	4.5	5.0	4.5	

Sources: OECD, *National Account 2007, Vol.2*.

Economic Social Research Institute Cabinet Office Government of Japan, *National Accounts for FY2005, FY2006*.

IMF, *World Economic Outlook Database, International Financial Statistics Yearbook 2007, World Economic Outlook, International Financial Statistics, World Economic and Financial Surveys*.

United Nations, *World Population Prospects: The 2006 Revision*.

Note: Since basic SNA (Systems of National Accounts) vary by the country, each country numerical standard is not necessarily equal. As for Japan, numerical value is based on the 93 SNA according to Systems of National Accounts Yearbook in FY 2001.

2. Gross Domestic Product (2006)

国内総生産の構成 (2006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	505.0	1.2
Agriculture, forestry & fisheries	農林水産業	8.1	-2.6
Mining	鉱業	0.6	5.0
Manufacturing	製造業	126.8	4.3
Construction	建設業	32.8	0.4
Electricity, gas supply and water	電気・ガス・水道業	15.6	-0.1
Wholesale and retail trade	卸売・小売業	69.7	-1.8
Finance and insurance	金融・保険業	34.1	-1.6
Real estate	不動産業	61.5	1.0
Transport and communication	運輸・通信業	37.6	1.1
Services	サービス業	118.8	1.9
2. Producers of Government Services	政府サービス生産者	49.4	0.5
Electricity, gas supply and water	電気・ガス・水道業	5.3	-0.4
Services	サービス業	14.0	-0.6
Government	公務	30.2	1.1
3. Producers of Private Non-profit Services for Households	対家計民間非営利サービス生産者	11.4	5.8
Education	教育	5.2	1.0
Others	その他	6.2	9.9
Total	小計	565.8	1.3
Import Duties, Imputed Interest, Discrepancies, Etc.	輸入税、帰属利子、不突合等	16.2	—
Gross Domestic Product	国内総生産 (GDP)	549.6	2.4

(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	307.7	1.7
Government Final Consumption Expenditure		
政府最終消費支出	94.7	0.1
Gross Domestic Fixed Capital Formation		
国内総固定資本形成	127.0	1.9
Changes in Inventories		
在庫品増加	2.7	—
Exports of Goods and Services		
財貨・サービスの輸出	82.0	8.2
(Less) Imports of Goods and Services		
(控除) 財貨・サービスの輸入	60.5	3.0
Gross Domestic Expenditure (GDE)		
国内総支出 (GDE)	553.4	2.3

Source: Economic and Social Research Institute, *Cabinet Office, Annual Report on National Accounts, 2008.*

3. Mining and Manufacturing Production Index

鉱工業生産性指数

(index year 2000 = 100)

	2001	2002	2003	2004	2005	2006	2007
Japan	93.7	92.6	95.2	99.7	101.2	105.8	108.7
United States	96.6	96.5	97.7	100.1	103.4	105.7	107.4
France	101.2	100.0	99.8	101.5	101.8	102.9	104.4
Germany	100.2	99.2	99.5	102.6	106.0	112.2	119.1
Italy	99.0	97.6	97.0	96.8	95.9	98.2	98.2
United Kingdom	98.5	96.6	96.3	97.1	95.2	95.4	95.7

Source: United Nations, *Monthly Bulletin of Statistics*.

4. Consumer Price Index 消費者物価指数

	Index 指数 (2000 year = 100)							Rate of increase 上昇率					
	2000	2002	2003	2004	2005	2006	2007	2002	2003	2004	2005	2006	2007
Japan	100.0	98.4	98.1	98.1	97.8	98.5	98.1	-0.9	-0.3	0.0	-0.3	0.3	0.0
United States	100.0	104.5	106.8	109.7	113.4	117.1	—	1.6	2.3	2.7	3.4	3.2	—
France	100.0	103.6	105.8	108.0	110.0	111.8	—	1.9	2.1	2.1	1.8	1.6	—
Germany	100.0	103.4	104.5	106.2	108.3	110.1	—	1.4	1.0	1.7	2.0	1.7	—
Italy	100.0	105.3	108.1	110.5	112.7	115.1	—	2.5	2.7	2.2	2.0	2.1	—
United Kingdom	100.0	103.5	106.5	109.7	112.8	116.4	—	1.6	2.9	3.0	2.8	3.2	—
Indonesia	100.0	124.7	133.0	141.3	156.0	176.5	—	11.9	6.6	6.2	10.5	13.1	—
Malaysia	100.0	103.3	104.3	105.9	109.0	112.9	—	1.8	1.0	1.5	3.0	3.6	—
Singapore	100.0	100.6	101.1	102.8	103.3	104.3	—	-0.4	0.5	1.7	0.5	1.0	—
Thailand	100.0	102.3	104.1	107.0	111.9	117.0	—	0.6	1.8	2.8	4.5	4.6	—

Sources: IMF, *International Financial Statistics Yearbook 2007*.

Statistics Bureau, Ministry of Internal Affairs and Communications, Japan.

5. Population and Labor Force

人口、労働力人口

	Population (2007)	Labor force (2006)	Number of unemployed (2006)	Unemployment rate (2006)	Labor force participation rate (2006)
	人口	労働力人口	失業者数	失業率	労働力率
Japan	127,967	66,690 (2007)	2,570 ¹⁾ (2007)	3.9 (2007)	60.4 (2007)
United States	305,826	151,428 ²⁾	7,001 ³⁾	4.6	—
France	61,647	27,636	2,717 ¹⁾ (2005)	9.8 (2005)	—
Germany	82,599	41,601	4,279 ^{1) 4) 7)}	10.3	50.5
Italy	58,877	24,661 (2005)	1,673 ¹⁾	6.8	42.2
United Kingdom	60,769	29,517 (2005)	1,352 ^{3) 6)} (2005)	5.0 (2005)	50.3 (2005)
Korea	48,224	23,978 ²⁾	827 ¹⁾	3.5	—

Sources: United Nations, *World Population Prospects: The 2006 Revision ILO, LABORSTA*,
 Statistics Bureau, Ministry of Internal Affairs and Communications, Japan, *Labour Force Survey*.

Notes: 1) Persons aged 15 years and over.

2) Excluding armed forces.

3) Persons aged 16 years and over.

4) March of each year.

5) March to May of each year.

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

7) Methodology revised; data not strictly comparable.

6. Trends of Population

人口の推移

	1950	1960	1970	1980	1990	2004	2005	2006	2007
Population (1,000 persons) ^{1) 2)} 人口 (千人)	84,115	94,302	104,665	117,060	123,611	127,787	127,768	127,770	127,771
Births (per 1,000 persons) ³⁾ 出生率 (千人率)	28.1	17.2	18.8	13.6	10.0	8.8	8.4	8.7	8.6 ⁴⁾
Deaths (per 1,000 persons) ³⁾ 死亡率 (千人率)	10.9	7.6	6.9	6.2	6.7	8.2	8.6	8.6	8.8 ⁴⁾
Life expectancy at birth (years) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	78.64	78.56	79.00	79.19
Female 女	62.97	70.19	74.66	78.76	81.90	85.59	85.52	85.81	85.99

Sources: Ministry of Health, Labour and Welfare, *Overview of Health and Welfare Statistic*.

Statistics Bureau, Ministry of Internal Affairs and Communications, *Report on the National Census*.

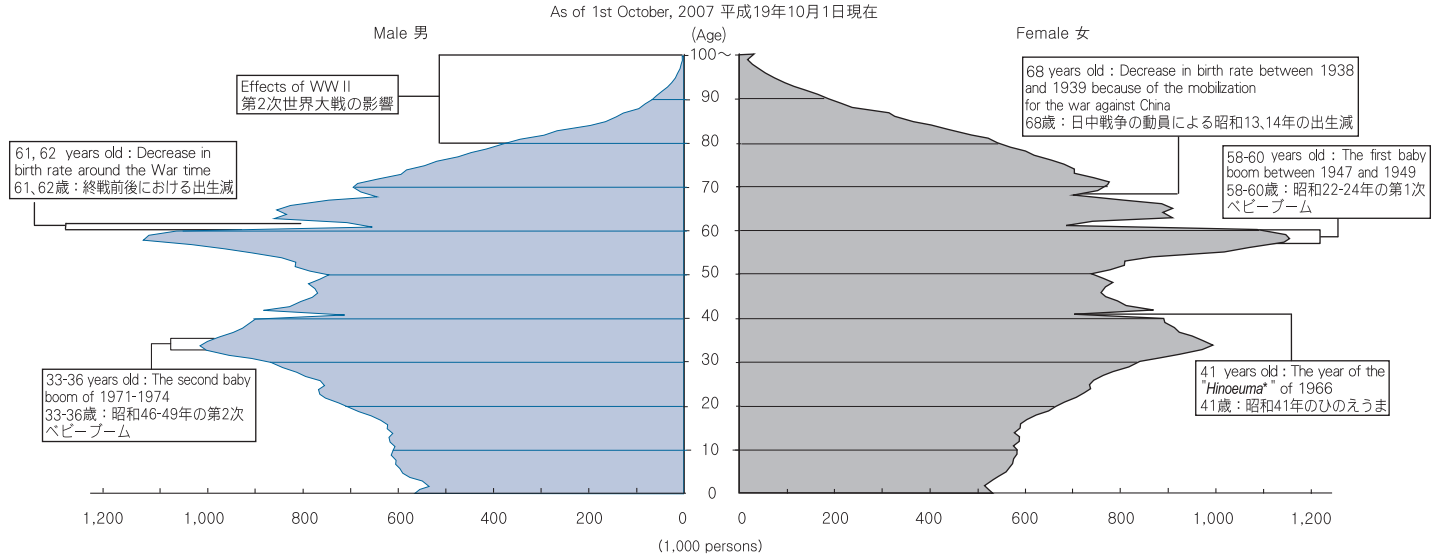
Notes: 1) Population figures from 1950 to 1990 are from national census. The population is as of October 1 in the reference year.

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.

4) Definite figures up to 2006, and estimates for 2007.

7. Population Pyramid 人口ピラミッド

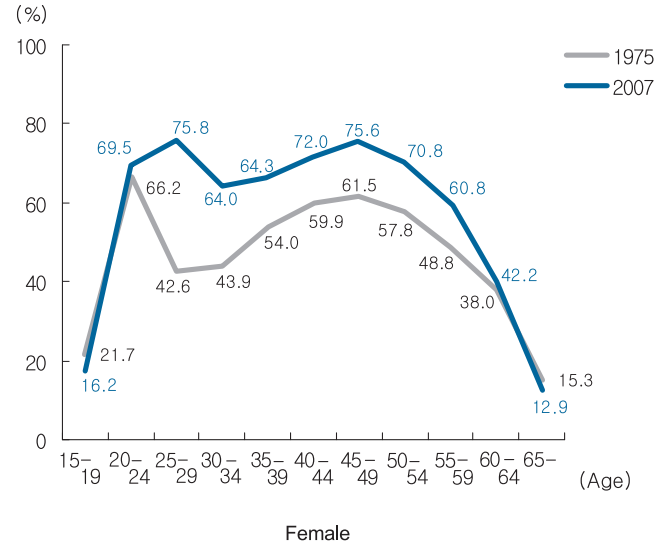
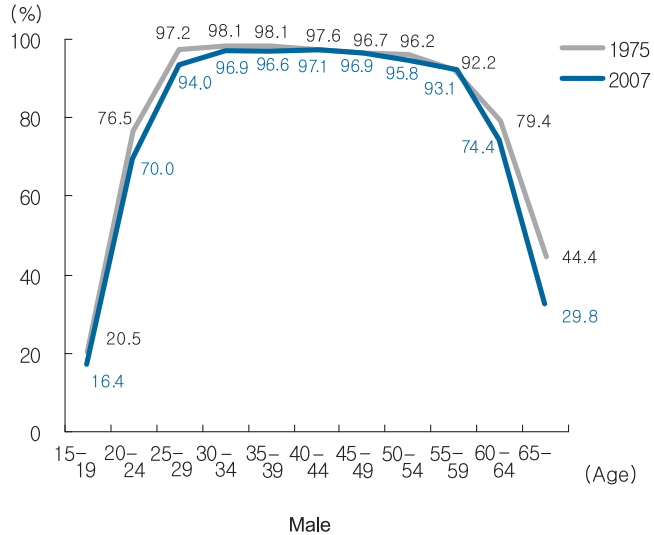


Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

Note: "Hinoeuma" is one of the sign in the Oriental Zodiac. It is superstitiously believed that females born to this sign will create evil and many people avoided to give birth on this year.

8. Labor Force Participation Rate by Gender and Age Group

性・年齢階級別労働力率の推移



Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Labour Force Survey*.

9. Ratio and Labor 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 ¹⁾ 対全人口比率							Labor force participation rate ²⁾ 労働力率 2007	
	1980	1990	2000	2005	2010	2025	2050	Male	Female
Japan	9.0	12.0	17.2	19.7	22.5	29.5	37.7	29.0	12.9
United States	11.2	12.2	12.3	12.3	12.8	17.8	21.0	19.8	12.2
France	14.0	14.0	16.3	16.3	16.5	21.7	25.9	2.0	0.9
Germany	15.6	15.0	16.4	18.8	20.5	24.4	30.2	5.3	2.5
Italy	13.1	15.3	18.2	19.7	20.6	24.6	32.6	6.0	1.2
United Kingdom	14.9	15.7	15.8	16.1	16.6	19.9	24.1	9.9	4.4

Sources: 1) United Nations, *World Population Prospects : The 2006 Revision*.2) OECD (<http://www.oecd.org>).

10. Employment Service (Excluding New Graduates)

一般職業紹介状況 (新規学卒を除く)

		1970	1975	1980	1990	1995	2000
New opening rate (A)	新規求人倍率	1.61	0.97	1.07	2.07	1.06	1.05
Active opening rate (B)	有効求人倍率	1.41	0.61	0.75	1.40	0.63	0.59
Rate of placements to applications (C)	就職率 (%)	48.8	35.0	32.7	36.3	28.3	27.8
Job orders filling rate (D)	充足率 (%)	30.4	36.2	30.5	17.6	26.7	26.5
		2002	2003	2004	2005	2006	2007
New opening rate (A)	新規求人倍率	0.93	1.07	1.29	1.46	1.56	1.52
Active opening rate (B)	有効求人倍率	0.54	0.64	0.83	0.95	1.06	1.04
Rate of placements to applications (C)	就職率 (%)	26.3	28.2	30.2	31.4	32.3	32.2
Job orders filling rate (D)	充足率 (%)	28.1	26.3	23.5	21.4	20.7	21.2

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

Notes: 1) Monthly average.

2) A = New openings / New applications.

B = Active openings / Active applications.

C = Placements / Active applications x 100.

D = Placements / Active openings x 100.

11. Labor Force Status

労働力状態

Male and Female	男女計	(10,000 persons, %)										
		1965	1970	1980	1990	2000	2002	2003	2004	2005	2006	2007
Total employed	就業者計	4,730	5,094	5,536	6,249	6,446	6,330	6,316	6,329	6,356	6,382	6,412
Self-employed workers	自営業主	939	977	951	878	731	670	660	656	650	633	622
Family workers	家族従業者	915	805	603	517	340	305	296	290	282	247	236
Employees	雇用者	2,876	3,306	3,971	4,835	5,356	5,331	5,335	5,355	5,393	5,472	5,523
Unemployed	完全失業者	57	59	114	134	320	359	350	313	294	275	257
Labor force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	62.4	61.2	60.8	60.4	60.4	60.4	60.4
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	4.7	5.4	5.3	4.7	4.4	4.1	3.9
Male	男性											
		1965	1970	1980	1990	2000	2002	2003	2004	2005	2006	2007
Total employed	就業者計	2,852	3,091	3,394	3,713	3,817	3,736	3,719	3,713	3,723	3,730	3,753
Self-employed workers	自営業主	666	692	658	607	527	495	488	487	485	472	467
Family workers	家族従業者	223	186	112	93	63	58	58	58	56	45	42
Employees	雇用者	1,963	2,210	2,617	3,001	3,216	3,170	3,158	3,152	3,164	3,194	3,226
Unemployed	完全失業者	32	38	71	77	196	219	215	192	178	168	154
Labor force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	76.4	74.7	74.1	73.4	73.3	73.2	73.1
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	4.9	5.5	5.5	4.9	4.6	4.3	3.9

Female	女性	1965	1970	1980	1990	2000	2002	2003	2004	2005	2006	2007
Total employed	就業者計	1,878	2,003	2,142	2,536	2,629	2,594	2,597	2,616	2,633	2,652	2,659
Self-employed workers	自営業主	273	285	293	271	204	175	172	169	166	160	155
Family workers	家族従業者	692	619	491	424	278	247	238	232	226	202	194
Employees	雇用者	913	1,096	1,354	1,834	2,140	2,161	2,177	2,203	2,229	2,277	2,297
Unemployed	完全失業者	25	21	43	57	123	140	135	121	116	107	103
Labor force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	49.3	48.5	48.3	48.3	48.4	48.5	48.5
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	4.5	5.1	4.9	4.4	4.2	3.9	3.7

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey*.

Note: The figures before 1972 do not include those of Okinawa.

12. Number of Establishments and Number of Persons Engaged by Size of Employment (2006)

従業員規模別事業所数、従業者数 (2006年)

Size of establishment 事業所規模		Number of establishments 事業所数	Number of employees 従業者数
All sizes	全規模	5,911,101	58,788,458
1-4 employees	1-4人	3,538,233	7,587,718
5-9 employees	5-9人	1,123,518	7,326,953
10-19 employees	10-19人	653,682	8,803,272
20-29 employees	20-29人	229,352	5,451,454
30-49 employees	30-49人	169,489	6,369,536
50-99 employees	50-99人	103,483	7,048,843
100-199 employees	100-199人	39,651	5,390,770
200-299 employees	200-299人	10,802	2,606,007
300 employees or more	300人以上	12,434	8,203,905

Source: Ministry of Internal Affairs and Communications, *Establishment and Enterprise Census of Japan, 2007*.

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

(10,000 persons)

		1950	1960	1970	1980	1990	2000	2002	2004	2005	2006	2007	Male	Female
		計												
Total	計	1,265	2,370	3,306	3,971	4,835	5,356	5,331	5,355	5,393	5,450	5,523	3,226	2,297
Agriculture and forestry ¹⁾	農林業	56	94	29	30	29	34	39	36	36	47	45	24	21
Non-agricultural industries ¹⁾	非農林業	1,208	2,276	3,277	3,941	4,806	5,322	5,292	5,319	5,356	5,404	5,478	3,201	2,277
Fisheries	漁業	22	26	18	15	13	8	9	7	7	5	7	6	2
Mining ¹⁾	鉱業	48	42	18	10	6	5	5	4	3	3	4	3	1
Construction	建設業	88	198	305	427	462	539	504	476	458	451	449	380	69
Manufacturing ¹⁾	製造業	451	799	1,144	1,135	1,306	1,205	1,131	1,066	1,059	1,093	1,091	760	331
Wholesale and retail trade, financing and insurance, and real estate 卸売・小売業、金融・保険業、不動産業 ¹⁾		162	449	731	1,003	1,288	1,426	1,408	1,180	1,190	1,177	1,202	597	606
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	427	415	502	505	529	530	424	106
Services ¹⁾ (not elsewhere classified) (他に分類されないもの)	サービス業	175	388	558	788	1,142	1,478	1,570	716	750	761	779	435	344
Government (not elsewhere classified) (他に分類されないもの)	公務	120	—	161	199	195	214	217	233	229	219	226	176	51

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey*.

Notes: 1) As a result of the revision of the Japan Standard Industry Classification, there are discrepancies between the figures before 2002 and after 2003.

2) Figures for 1980 and thereafter include those for Okinawa prefecture.

14. Number of Employees by Occupation

職業別雇用者数

											(10,000 persons)	
Employees 雇用者		1970	1980	1990	2000	2003	2004	2005	2006	2007	(%) ⁵⁾	
Professional and technical workers	専門的・技術的職業従事者	246	364	594	754	802	814	826	831	834	(15.2)	
Managers and officials	管理的職業従事者	131	217	234	200	182	186	187	182	170	(3.1)	
Clerical and related workers	事務従事者	723	867	1,088	1,233	1,182	1,197	1,197	1,215	1,222	(22.3)	
Sales workers	販売従事者	344	497	680	736	769	757	754	753	763	(13.9)	
Protective service workers and service workers ¹⁾	保安職業・サービス職業従事者	267	342	384	532	596	615	630	652	670	(12.2)	
Agricultural, forestry, and fisheries workers	農林・漁業作業者	42	40	39	38	45	42	42	47	50	(0.9)	
Workers in transport and communications occupations	運輸・通信従事者	219	229	216	207	196	188	192	193	193	(3.5)	
Mining workers ²⁾	採掘作業者	10	4	2	3	4	3	3	3	3	(0.1)	
Construction workers, machine operators, manufacturing and production workers	製造・制作・機械運転及び建設作業者	1,123	1,260	1,342	1,318	1,205	1,189	1,191	1,218	1,231	(22.5)	
Laborers ³⁾	労務作業者	199	148	245	315	322	329	331	342	346	(6.3)	

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *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 "sanitation workers" included in the "protective service workers and service workers" category were included among "labourers."
- 2) Previous "mining and quarrying workers" were renamed "mining workers."
- 3) Previous "unskilled workers" were renamed "labourers."
- 4) From 1980 and thereafter, Okinawa is also included.
- 5) Figures in () refers to the percentage of all employees in 2007.

15. Number of Employees by Gender and Education 性・学歴別雇用者数

		1997	2007	(1,000 persons) Ratio: 2007 (%) 2007年の割合
Total	男女計	53,390	64,430	
Male Total	男子計	32,256	37,355	100.0
Elementary school and junior high school	小・中学	5,285	4,571	12.2
Senior high school	高校・旧制中	15,221	15,487	41.5
Junior college and higher professional schools	短大・高専	2,511	4,718	12.6
College or university, including graduate school	大学・大学院	9,213	11,806	31.6
Female Total	女子計	21,134	27,076	100.0
Elementary school and junior high school	小・中学	3,228	2,747	10.1
Senior high school	高校・旧制中	10,979	11,589	42.8
Junior college and higher professional schools	短大・高専	4,927	8,249	30.5
College or university, including graduate school	大学・大学院	1,979	3,865	14.3

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Employment Status Survey*.

16. Ratio of Older Employees by Gender, Age, and Employment Contracts (2004)

性、年齢階級、勤務形態別高年齢雇用者の割合 (2004年)

Gender 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	普通勤務	81.5	95.8	68.4	52.1
Short-time	短時間勤務	18.5	4.2	31.6	47.9
Short working hours in a day	一日の労働時間が短い	5.3	1.4	9.1	12.8
Short working days	勤務日数が短い	8.5	2.2	14.8	20.2
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	4.7	0.5	7.7	15.0
Female	女	100.0	100.0	100.0	100.0
Full-time	普通勤務	51.4	57.7	43.4	38.7
Short-time	短時間勤務	48.5	42.5	56.6	61.3
Short working hours in a day	一日の労働時間が短い	23.0	21.8	24.7	25.4
Short working days	勤務日数が短い	10.6	8.5	13.6	13.9
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	14.9	12.0	18.4	22.0

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2004*.

Note: The total number of employers includes those in status unknown of employment.

17. Ratio of Older Employees by Reason for Holding a Job (by Gender and Age Group) (2004)

就業理由別高年齢就業者の割合 (性・年齢階級別) (2004年)

(%)

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	79.2	91.7	71.8	60.3	67.6	72.4	67.1	55.3
To earn a livelihood 自分と家族の生活を維持するため	75.0	88.7	67.4	53.9	57.9	62.7	56.9	46.6
To supplement a livelihood 生活水準を上げるため	3.1	2.1	3.6	4.9	7.5	7.9	7.6	6.0
Others その他	0.8	0.7	0.7	1.4	1.9	1.5	2.2	2.5
For health 健康上の理由 (健康に良いからなど)	4.2	0.6	6.3	9.6	5.1	3.2	5.6	9.3
To enrich life or participate in society 生きがい、社会参加のため	6.5	2.4	9.3	11.8	10.6	9.4	11.3	12.5
For being asked or free 頼まれたから、時間に余裕があるから	4.8	1.1	6.1	12.1	8.1	6.5	9.1	10.8
Others その他	4.4	3.3	5.5	5.3	7.6	7.6	5.8	10.8

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2004*.

Note: The total number of employed persons includes those with main reason unknown of employment.

18. Ratio of Enterprises by Industry, Size of Enterprise, and Retirement Age in the Future with Fixed Retirement Age System (2007)

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 (2007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	age										
		60	61	62	63	64	65	66 and over	62 and over	65 and over		
Total	計											
Industries covered	産業計 [98.4]	100.0	86.6	0.2	2.5	1.5	0.0	9.0	0.0	13.2	9.1	
Mining	鉱業 [96.6]	100.0	93.1	—	—	—	—	6.9	—	6.9	6.9	
Construction	建設業 [99.7]	100.0	86.6	0.2	2.3	1.5	—	9.4	—	13.2	9.4	
Manufacturing	製造業 [98.4]	100.0	90.2	0.0	1.3	1.1	—	7.4	—	9.7	7.4	
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業 [97.8]	100.0	94.0	1.2	—	2.3	—	2.5	—	4.7	2.5	
Information and communication	情報通信業 [99.9]	100.0	89.8	0.3	1.7	0.8	—	7.3	—	9.9	7.3	
Transport	運輸業 [97.7]	100.0	74.3	0.6	5.5	6.0	—	13.6	—	25.1	13.6	
Wholesale and retail trade	卸売・小売業 [97.8]	100.0	91.8	0.3	1.2	0.5	—	6.1	—	7.9	6.1	
Finance, insurance	金融・保険業 [98.6]	100.0	96.8	—	0.4	1.1	—	1.6	—	3.2	1.6	
Real estate	不動産業 [95.8]	100.0	85.7	—	2.2	—	—	10.8	1.3	14.3	12.1	
Eating and drinking place, accommodations	飲食店、宿泊業 [99.8]	100.0	72.6	—	7.0	2.3	—	18.1	—	27.4	18.1	
Healthcare, welfare	医療、福祉 [98.1]	100.0	70.8	1.6	5.3	—	—	22.4	—	27.7	22.4	
Education, learning assistance	教育、学習支援業 [99.7]	100.0	92.3	—	0.2	—	—	7.5	—	7.7	7.5	
Services (not elsewhere classified)	サービス業(他に分類されないもの) [98.2]	100.0	83.8	0.3	4.3	0.8	0.2	10.6	—	16.0	10.6	
1,000 employees or more	1,000人以上 [97.9]	100.0	94.3	1.0	1.1	1.1	—	2.5	—	4.7	2.5	
300-999 employees	300-999人 [99.0]	100.0	93.9	0.5	1.9	1.5	—	2.2	—	5.6	2.2	
100-299 employees	100-299人 [98.8]	100.0	89.1	0.6	2.1	2.1	0.1	5.9	—	10.3	5.9	
30-99 employees	30-99人 [98.3]	100.0	84.7	0.0	2.8	1.4	—	11.0	0.0	15.2	11.1	

Source: Ministry of Health, Labour and Welfare. *General Survey on Working Conditions, 2007.*

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 (2007)

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 (2007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	Total 計	Enterprises with the system 制度がある企業			Enterprises without the system 制度がない企業	
			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		
Uniform retirement age	一律定年制の企業						
Industries covered	産業計 [98.4]	100.0	90.2	12.6	66.7	10.9	9.8
1,000 employees or more	1,000人以上 [97.9]	100.0	97.6	3.6	89.7	4.3	2.4
300-999 employees	300-999人 [99.0]	100.0	97.8	5.0	84.9	7.9	2.2
100-299 employees	100-299人 [98.8]	100.0	93.3	9.3	74.9	9.2	6.7
30-99 employees	30-99人 [98.3]	100.0	88.1	14.8	61.2	12.1	11.9
Mining	鉱業 [96.6]	100.0	96.5	3.5	81.3	11.8	3.5
Construction	建設業 [99.7]	100.0	93.2	16.5	64.9	11.8	6.8
Manufacturing	製造業 [98.4]	100.0	92.0	11.7	69.3	11.0	8.0
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業 [97.8]	100.0	95.1	2.5	88.9	3.7	4.9

(%)

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		
Information and communication	情報通信業	[99.9]	100.0	86.2	5.0	69.8	11.5	13.8
Transport	運輸業	[97.7]	100.0	92.4	18.2	58.5	15.7	7.6
Wholesale and retail trade	卸売・小売業	[97.8]	100.0	89.6	11.3	69.6	8.7	10.4
Finance and insurance	金融・保険業	[98.6]	100.0	94.7	2.3	86.4	6.1	5.3
Real estate	不動産業	[95.8]	100.0	86.5	6.2	68.0	12.3	13.5
Eating and drinking place, accomodations	飲食店、宿泊業	[99.8]	100.0	82.2	14.8	53.1	14.3	17.8
Medical, health care and welfare	医療、福祉	[98.1]	100.0	79.0	9.6	54.6	14.9	21.0
Education, learning support	教育、学習支援業	[99.7]	100.0	80.1	6.7	64.2	9.2	19.9
Services (not elsewhere classified)	サービス業(他に分類されないもの)	[98.2]	100.0	88.6	13.5	66.6	8.5	11.4

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2007*.

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.

Ratio of Enterprises by Availability of Retirement Age System (2007)

定年制の有無と企業数割合 (2007年)

(%)

	Enterprises with uniform retirement age system and post-retirement system 一律定年制で定年後の制度がある企業	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	62	63	64	65	66 and over	
Employment expansion system 勤務延長制度	[23.5] 100.0	56.2 (100.0)	(6.4)	(5.0)	(0.3)	(80.3)	(8.0)	43.8
Re-hiring system 再雇用制度	[77.6] 100.0	76.6 (100.0)	(5.0)	(6.6)	(0.7)	(84.8)	(2.9)	23.4

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2007*.

Notes: 1) Figures in [] show the ratio of enterprises with uniform retirement age systems that also have post-retirement measures.

2) Figures in () show the ratio of enterprises that have fixed ages for re-hiring.

21. Ratio of Enterprises by Size of Enterprise, Range of Objective Employees of Employment Expansion System and Re-hiring System (2007)
 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 (2007年)

(%)

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	Others その他	
Expansion system	勤務延長制度				
Total for all sizes of enterprise	企業規模計	[23.5] 100.0	58.1	31.6	10.3
1,000 employees or more	1,000人以上	[7.9] 100.0	33.1	55.8	11.1
100-999 employees	100-999人	[17.1] 100.0	51.1	37.6	11.3
300-999 employees	300-999人	[12.9] 100.0	34.2	53.0	12.8
100-299 employees	100-299人	[18.5] 100.0	55.0	34.1	10.9
30-99 employees	30-99人	[26.9] 100.0	60.3	29.7	10.1
Re-hiring system	再雇用制度				
Total for all sizes of enterprise	企業規模計	[77.6] 100.0	43.2	50.8	6.0
1,000 employees or more	1,000人以上	[94.1] 100.0	20.2	77.7	2.1
100-999 employees	100-999人	[86.2] 100.0	34.3	62.0	3.8
300-999 employees	300-999人	[92.7] 100.0	27.3	70.3	2.4
100-299 employees	100-299人	[84.1] 100.0	36.8	58.9	4.2
30-99 employees	30-99人	[73.3] 100.0	48.9	43.7	7.4

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2007*.

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 Employees (2007)

正規・非正規従業員別従業者数 (2007年)

(10,000 persons, %)

Number 人数	Employees excluding executives 役員を除く雇用者	Regular employees 正規の従業員	Non-regular employees 非正規の従業員		
			Part-time workers, <i>arbeit</i> (temporary workers) パート・アルバイト	Others 派遣社員、嘱託、その他	
Total 計	5,174	3,441(66.5)	1,732(33.5)	1,164	568
Male 男	2,941	2,402(81.7)	538(18.3)	255	283
Female 女	2,234	1,039(46.5)	1,194(53.5)	909	285

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey, 2007*.

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)

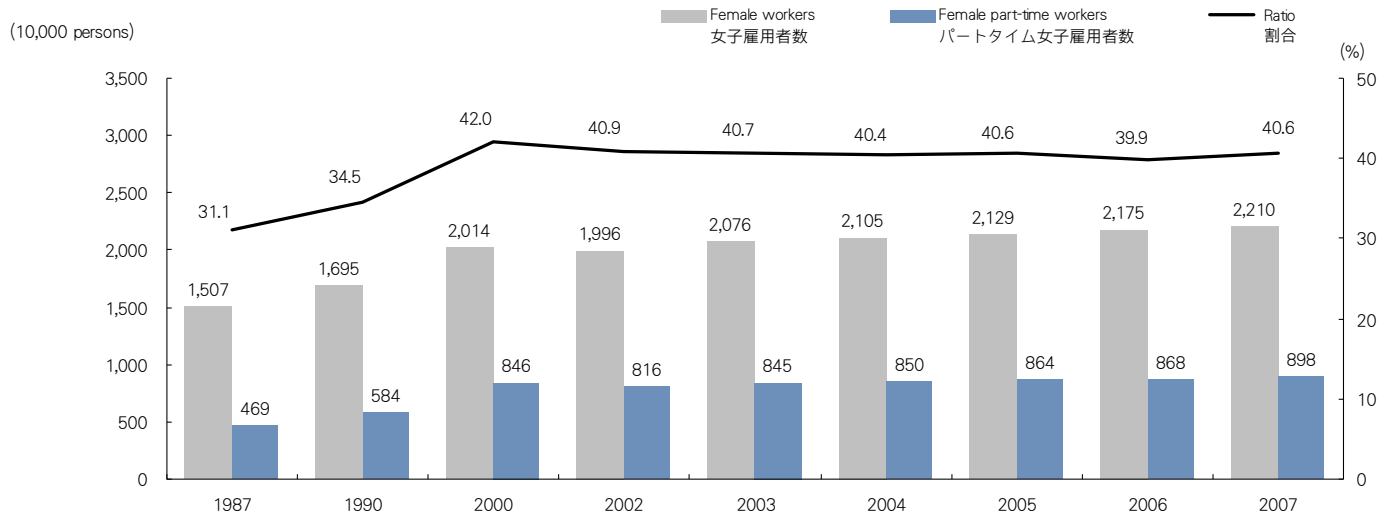
		1980	1990	1995	2005	2006	2007
Number (10,000 persons) 人数							
Total	計	390	722	896	1,266	1,205	1,346
Male	男	134	221	264	384	341	415
Female	女	256	501	632	882	865	931
Share (%) 比率							
Total	計	10.0	15.2	17.4	24.0	22.5	24.9
Male	男	5.2	7.5	8.4	12.3	10.9	13.1
Female	女	19.3	27.9	31.6	40.6	39.0	41.7

Source: Ministry of Internal Affairs and Communications, *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 = Number of short-time employees / Number of employees (excluding temporary disability) x 100.

24. Number of Female Part-time Workers and Their Ratio to the Total Number of Female Workers 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 Internal Affairs and Communications, *Labour Force Survey*.

25. Part-time Workers as a Ratio of Employees in Different Countries

各国の就業者に占めるパートタイム労働者の比率

		Japan ¹⁾²⁾	United States	United Kingdom	Germany	France	Italy
Ratio of part-time workers (Male)	1995	10.0	8.3	7.4	3.4	5.6	4.8
就業者に占めるパートタイム労働者の比率 (男)	2000	11.6	7.7	8.6	4.8	5.5	5.7
	2005	14.2	7.8	9.8	7.4	5.2	5.1
	2006	12.8	7.8	9.9	7.6	5.1	5.3
Ratio of part-time workers (Female)	1995	34.9	20.2	40.8	29.1	24.8	21.1
就業者に占めるパートタイム労働者の比率 (女)	2000	38.6	18.0	40.8	33.9	24.9	23.4
	2005	42.3	18.3	39.1	39.4	23.2	29.1
	2006	40.9	17.8	38.8	39.2	22.9	29.4
Women's share in part-time workers	1995	70.3	68.7	81.7	86.3	77.9	70.8
全パートタイム労働者に占める女子の比率	2000	69.7	68.1	79.4	84.5	78.8	70.5
	2005	67.7	68.4	77.8	81.4	79.4	79.0
	2006	69.4	67.8	77.6	81.1	79.4	78.4

Sources: OECD, *Source OECD Employment and Labour Market Statistics (Online Database)*.

Ministry of Internal Affairs and Communications, *Labour Force Survey, 2007*.

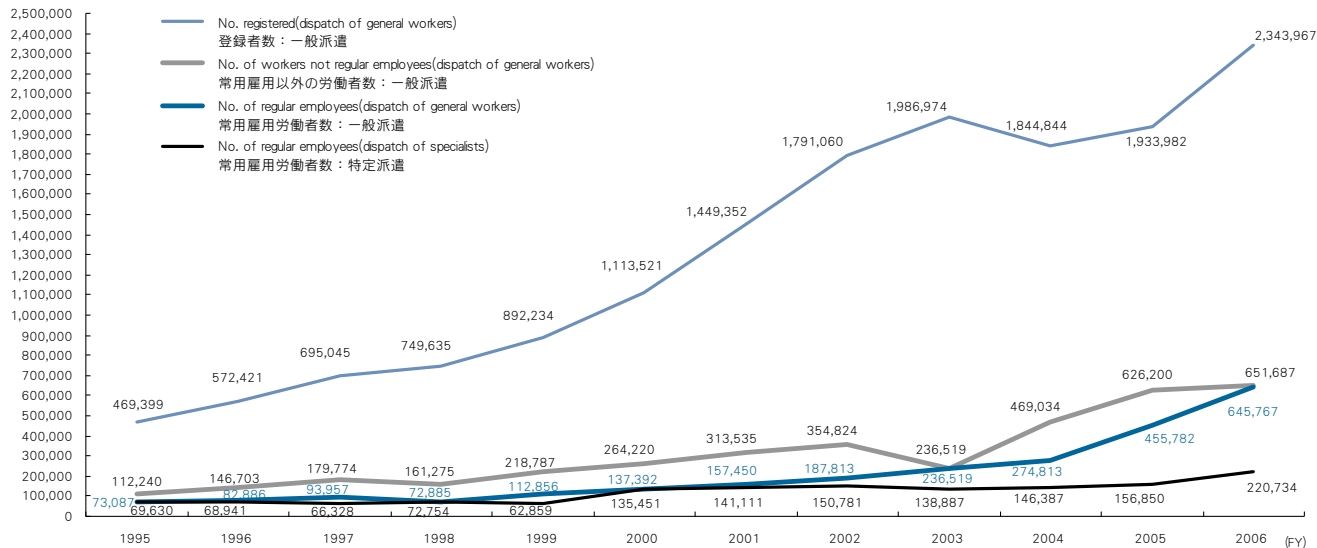
Notes: 1) Working hours are not ordinary working hours but actual working hours.

2) Workers with fewer than 35 actual working hours per week.

26.

Trends in Number of Dispatched Workers

派遣労働者数の推移



Source: December 26th 2006, released by 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 regular employees are divided by total annual working hours per regular employees.)

27. Inflows of Foreign Workers

外国人労働者の流入

(1,000 persons)

Country 国	1998	1999	2000	2001	2002	2003	2004	2005
Japan ¹⁾	101.9	108.0	129.9	142.0	145.1	155.8	158.9	125.4
United Kingdom ²⁾	37.5	42.0	64.6	85.1	88.6	85.8	89.5	86.2
German ³⁾	275.5	304.9	333.8	373.8	374.0	372.2	380.3	—
France ⁴⁾								
(Permanent workers)	5.4	6.3	6.4	9.2	8.0	6.9	7.0	8.9
(APT/Provisional work permits)	4.3	5.8	7.5	9.6	9.8	10.1	10.0	10.4

Source: OECD, *International Migration Outlook, 2007 Edition*.

- Notes: 1) New immigration with residential status which allows work. It does not include foreign nationals who are granted provisional landing in transit and those who have reentered Japan, but it includes those who have applied for extending the period of stay.
- 2) Foreign nationals who are granted Certificate of Authorized Employment. It excludes their dependant family members and citizens of European Economic Area (EU member nations, Iceland, Norway and Lichtenstein).
- 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 9 months. Family members living with foreign workers entering the labor market for the first time are excluded.

28. Foreign and Foreign-born Labor Force 外国人労働力人口

(1,000 persons)

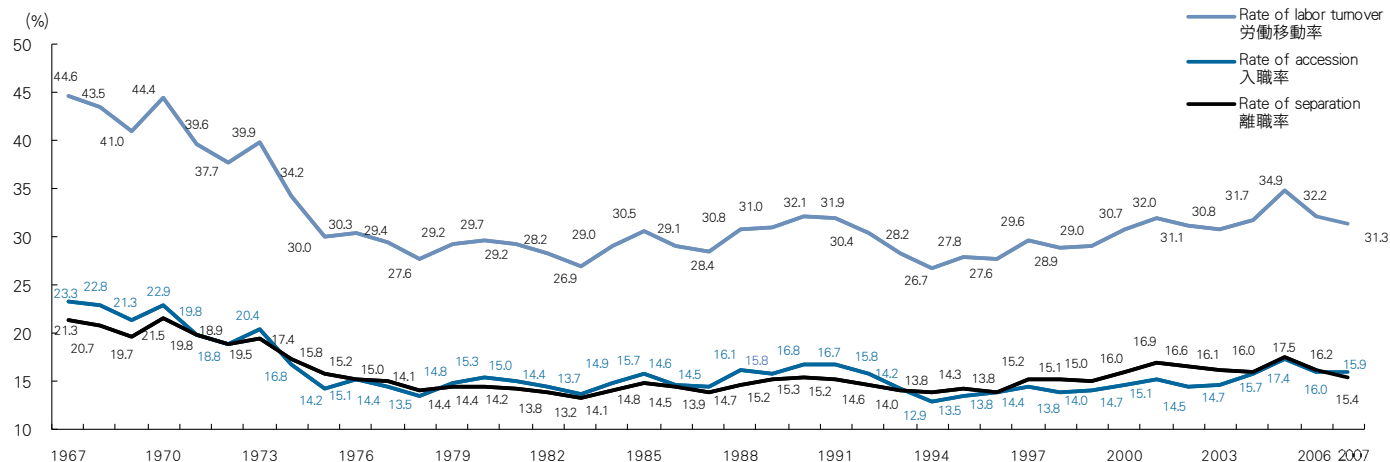
国 Country	1996	2000	2001	2002	2003	2004	2005
Japan	98	155	169	180	186	192	181
United Kingdom ¹⁾	865	1,107	1,229	1,251	1,322	1,445	1,504
German ²⁾	—	3,546	3,616	3,634	3,703	3,701	3,823
France ³⁾	1,605	1,578	1,618	1,624	1,527	1,541	1,456

Source: OECD, *International Migration Outlook, 2007 Edition*.

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

- 1) The estimates are based on labor force surveys. Excluding the unemployed.
- 2) Including the unemployed and self-employed worker.
- 3) The data are based on a labour force survey, as in March each year until 2002.

29. Trends in Labor Turnover 労働移動の推移



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

Notes: 1) Rate of accessions = Number of hired employees / Number of regular employees (A) (as of July 1).

Rate of separation = Number of separated employees / Number of regular employees (B) (as of July 1).

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

2) From 1991, Construction is included.

3) As industries covered have been partially increased since 2004, figures do not connect to those before 2003.

30.

Trends in Number of Unemployed Persons by Reason for Job Seeking

理由別完全失業者数の推移

(10,000 persons, %)

Reason for job seeking 求職理由	2000	2001	2002	2003	2004	2005	2006	2007
Total 総数	320	340	359	350	313	294	275	257
Quitted job by involuntary reason 非自発的な離職による者	102 (31.9)	106 (31.2)	151 (42.1)	146 (41.7)	118 (37.7)	100 (34.0)	88 (32.0)	83 (32.3)
Quitted job by voluntary reason 自発的な離職による者	109 (34.1)	118 (34.7)	115 (32.0)	113 (32.3)	106 (33.9)	110 (37.4)	106 (38.5)	98 (38.1)
Left school 学卒未就職者	18 (5.6)	17 (5.0)	18 (5.0)	20 (5.7)	18 (5.8)	16 (5.4)	15 (5.5)	12 (4.7)
Like to newly take up job for reasons other than leaving school その他の者	80 (25.0)	85 (25.0)	70 (19.5)	69 (19.7)	68 (21.7)	65 (22.1)	63 (22.9)	60 (23.3)

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey*.

31. Unemployment Rate by Age and Gender

性・年齡階級別失業率

		(%)							
		1980	1990	2002	2003	2004	2005	2006	2007
Total	計	2.0	2.1	5.4	5.1	4.6	4.3	4.1	3.8
Male	男								
Total	小計	2.0	2.0	5.6	5.3	4.8	4.5	4.2	3.9
15-24	15-24歲	4.0	4.5	11.2	11.5	10.7	9.6	8.9	7.7
25-34	25-34歲	1.9	1.8	5.9	5.9	5.6	5.1	5.1	4.8
35-44	35-44歲	1.2	1.2	3.8	3.6	3.6	3.5	3.1	3.0
45-54	45-54歲	1.4	1.1	4.2	3.9	3.4	3.2	3.0	2.9
55-64	55-64歲	4.0	3.4	7.2	6.5	5.3	5.0	4.3	4.1
65 and over	65歲以上	2.2	1.4	2.9	2.9	2.6	2.5	2.7	2.3
Female	女								
Total	小計	2.0	2.2	5.1	4.8	4.3	4.1	3.9	3.7
15-24	15-24歲	3.2	4.1	8.7	8.4	7.7	7.4	7.2	6.8
25-34	25-34歲	2.9	3.1	7.1	6.6	6.0	5.9	5.3	5.0
35-44	35-44歲	1.7	1.8	4.7	4.6	4.4	4.1	3.8	3.9
45-54	45-54歲	1.5	1.5	3.5	3.2	3.0	2.9	2.8	2.8
55-64	55-64歲	1.2	1.4	3.8	3.6	3.0	2.7	2.8	2.4
65 and over	65歲以上	0.0	0.0	1.1	1.1	1.1	1.1	1.0	1.0

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Labour Force Survey*.

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

年齡階級別有效求人倍率¹⁾(常用労働者)

		(times)							
		1980	1990	2000	2003	2004	2005	2006	2007
Total	計	0.77	1.51	0.64	0.70	0.88	0.96	1.05	1.00
19 or under	19歳以下	2.60	4.32	2.31	2.74	3.72	4.17	4.76	5.05
20-24	20-24歳	1.12	1.58	0.87	0.97	1.15	1.15	1.23	1.07
25-29	25-29歳	0.88	1.55	0.73	0.73	0.87	0.86	0.92	0.77
30-34	30-34歳	0.91	2.59	0.99	0.86	0.99	0.95	0.98	0.81
35-39	35-39歳	1.01	2.56	1.17	1.03	1.19	1.16	1.14	0.93
40-44	40-44歳	0.93	2.01	1.04	0.94	1.13	1.15	1.22	1.07
45-49	45-49歳	0.64	1.71	0.56	0.64	0.83	0.97	1.08	1.07
50-54	50-54歳	0.51	1.27	0.32	0.34	0.48	0.65	0.79	0.94
55-59	55-59歳	0.26	0.55	0.18	0.23	0.31	0.44	0.50	0.65
60-64	60-64歳	0.16	0.25	0.08	0.19	0.29	0.50	0.69	0.78
65 and over	65歳以上	0.06	0.67	0.24	0.75	1.09	1.77	2.00	2.54

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 = Active job openings / 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

	Definition of unemployment	Definition of the unemployment rate
Japan	Labour Force Survey. Persons aged 15 and over who were not working, were capable of immediately accepting work, and were seeking work during the survey week. This includes those waiting for results from past job searches.	Number of unemployed Total labor force ¹⁾
United States	Current Population Survey (CPS). Persons aged 16 or over who were not working during the survey week, were capable of immediately accepting work (except in cases of temporary illness), and had sought work within the preceding four weeks. This includes workers who had been laid off and were on standby for restoration to their previous jobs.	Number of unemployed Total labor force (Excludes members of the armed forces)
France	Annual Employment Survey (Enquête Annuelle Emploi). Person aged 15 or over who were not working during the survey, were capable of accepting employment within two weeks, and had sought work within the preceding one month.	Number of unemployed Total labor force (Excludes members of the armed forces)
Germany ²⁾	Microcensus (Mikrozensus). Persons aged 15 to 74 who work less than one hour per week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks.	Number of unemployed Total labor force (Excludes members of the armed forces)
	Number of the registered unemployed: Administrative statistics from the Germany Federal Employment Agency. This is the number of people registered to find work at public employment security offices. Specifically, these are people aged 15 or over and under 65 who work less than 15 hours per week, who are capable of accepting work found for them by a public employment security office, and had sought work.	Number of the registered unemployed Total labor force (Excludes members of the armed forces)
Italy	Labour Force Survey. Persons aged 15 or over who were not working during the survey week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks.	Number of unemployed Total labor force (Excludes members of the armed forces)
United Kingdom	Labour Force Survey. Persons aged 16 or over who were not working during the survey week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks. This includes those who have found employers and are on standby for jobs.	Number of unemployed Total labor force (Excludes members of the armed forces)

Source: Ministry of Health, Labour and Welfare, *Report on Conditions Overseas 2005-2006 (2007)*.

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

2) Each country's definitions of the unemployed and unemployment rates are based on ILO standards, but apart from those, Germany also publishes the number of registered unemployed and registered unemployment rate.

	失業者の定義	失業率の定義
日本	労働力調査。調査週において仕事がなく、すぐに就業が可能で、求職活動を行った15歳以上の者。過去の求職活動の結果を待っている者を含む。	失業者数 労働力人口 ¹⁾
アメリカ	人口動態調査 (CPS)。調査週において仕事がなく、すぐに就業が可能 (一時的な病気の場合は除く) で、過去4週間以内に求職活動を行った16歳以上の者。レイオフされた労働者で前職に復帰するために待機中の者を含む。	失業者数 労働力人口 (軍人を除く)
フランス	年次雇用統計 (Enquete Annuelle Emploi)。調査中において仕事がなく、2週間以内に就業が可能で、過去1か月以内に求職活動を行った15歳以上の者。	失業者数 労働力人口 (軍人を除く)
ドイツ ²⁾	小規模国勢調査 (Mikrozensus)。仕事への従事が週1時間未満であって、2週間以内に就業が可能で、過去4週間以内に求職活動を行った15歳以上74歳以下の者。 (登録失業者) 職業安定機関の業務統計。公共職業安定所に求職登録している者の数である。具体的には、仕事への従事が週15時間未満であって、公共職業安定所が紹介する仕事に応じることが可能で、求職活動を行った15歳以上65歳未満の者。	失業者数 労働力人口 (軍人を除く) 登録失業者数 労働力人口 (軍人を除く)
イタリア	労働力調査。調査週において仕事がなく、2週間以内に就業が可能で、過去4週間以内に求職活動を行った15歳以上の者。	失業者数 労働力人口 (軍人を除く)
イギリス	労働力調査。調査週において仕事がなく、2週間以内に就業が可能で、過去4週間以内に求職活動を行った16歳以上の者。既に就業先が決まっており、待機中の者を含む。	失業者数 労働力人口 (軍人を除く)

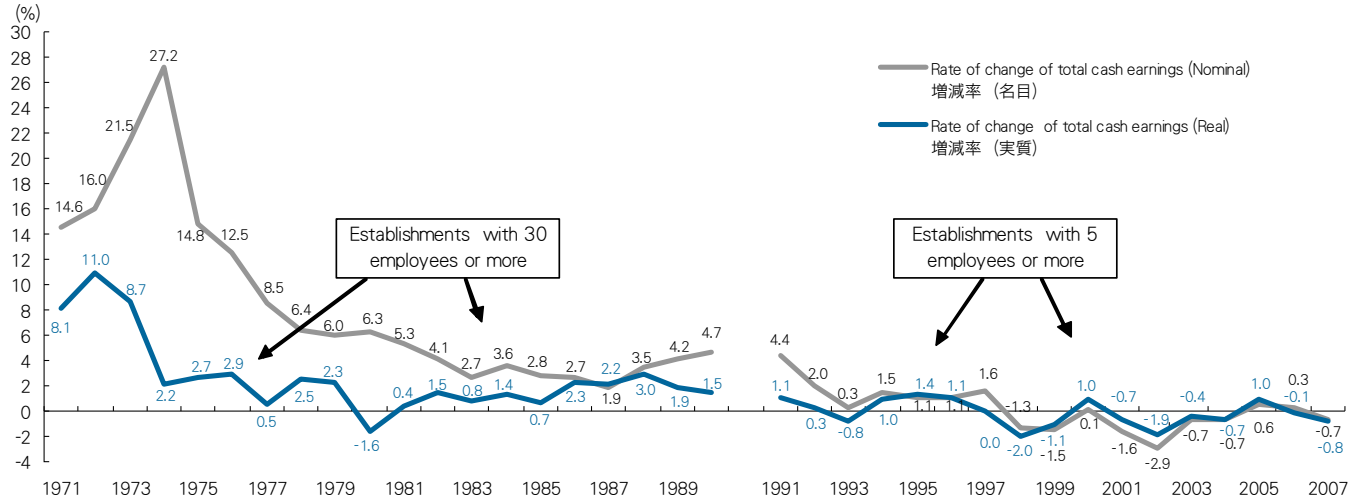
資料出所：厚生労働省(2007)「海外情勢報告 2006-2006」

(注) : 1)労働力人口は、日本の場合は自衛隊員を含む。

2)各国の失業者及び失業率の定義はILO基準に準じているが、ドイツは、それとは別に登録失業者及び登録失業率を公表している。

34. Rate of Change in Monthly Cash Earnings

賃金の伸び率



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

Notes: 1) "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.

2) The survey of establishments with 5 employees or more started in 1990.

3) Calendar year average.

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
		2000			2006			2007		
		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	330.0	370.3	235.1	330.9	372.7	238.6	330.6	372.4	241.7
	Scheduled 所定内給与額	302.2	336.8	220.6	301.8	337.7	222.6	301.1	336.7	225.2
Annual special earnings 年間賞与 その他特別給与額		1,017.7	1,162.4	677.0	922.4	1,082.2	569.3	915.4	1,078.4	568.4

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2007*.

Note: Contractual cash earnings mean the amount for the period June 1-30, 2007.

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)

age	Colleges, graduates of colleges 大学・大学院卒								Graduates of higher professional schools or junior colleges 高専・短大卒								Graduates of senior high schools 高卒							
	Wages 賃金 (1,000 yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 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	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007	1975	2007
Total計	169.9	407.2	124.9	280.2	177	187	134	136	178.2	304.8	111.8	241.3	196	156	131	127	133.0	299.7	87.0	200.1	145	155	110	117
20-24歳	95.8	217.8	93.0	205.8	100	100	100	100	90.7	196.0	85.2	190.4	100	100	100	100	92.4	193.8	79.4	170.4	100	100	100	100
25-29歳	121.4	257.2	110.0	234.2	127	118	118	114	115.8	234.8	98.4	215.6	128	120	115	113	115.0	226.6	86.7	187.2	125	117	109	110
30-34歳	161.1	318.4	136.6	276.7	168	146	147	134	148.4	271.2	118.9	235.6	164	138	140	124	141.4	263.3	92.2	200.5	153	136	116	118
35-39歳	203.1	394.8	160.8	321.7	212	181	173	156	171.8	320.5	142.9	256.8	189	164	168	135	157.8	296.0	94.0	204.9	171	153	118	120
40-44歳	232.4	482.4	182.3	372.4	243	221	196	181	196.6	367.5	167.5	266.1	217	188	197	140	170.2	326.6	100.5	211.2	184	169	127	124
45-49歳	267.4	518.3	202.0	378.5	279	238	217	184	234.8	397.6	183.6	276.3	259	203	215	145	178.4	347.4	112.7	207.4	193	179	142	122
50-54歳	285.3	534.7	217.7	387.4	298	246	234	188	252.3	432.0	188.4	286.1	278	220	221	150	190.6	368.3	117.6	209.5	206	190	148	123
55-59歳	268.3	528.8	207.6	449.6	280	243	223	218	240.9	433.4	178.1	297.3	266	221	209	156	163.5	356.3	111.8	210.6	177	184	141	124
60-64歳	204.4	430.2	181.1	424.8	213	198	195	206	165.9	326.3	142.8	268.6	183	166	168	141	132.8	264.4	101.5	192.1	144	136	128	113

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2007*.

Note: Wages mean the amount for the period June 1-30, 2007.

37. Trends in Enterprise Wage Differentials by Enterprise Size and Gender (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)

Total 合計	2005						2006							
				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	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 employees or more 1000人以上	100	100	100	100	100	100	100	100	100	100	100	100	100	
100-999 employees 100-999人	89.8	86.3	84.6	79.7	81.3	87.0	88.7	79.9	81.2	87.4	88.9	87.4	88.9	
10-99 employees 10-99人	86.8	81.2	79.3	70.2	72.9	77.1	80.6	71.0	73.6	78.5	81.8	78.5	81.8	

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	2000	2005	2006	2007
Director 部長									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	629.2	638.0	647.6	648.2	661.1
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	2,872.2	2,550.1	2,597.1	2,738.0
年間賞与その他特別給与額	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	521.1	531.3	521.6	531.3
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.9	81.7	82.0	80.5	80.4
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,529.5	2,308.4	2,126.6	2,242.8	2,292.9
年間賞与その他特別給与額	Differential	格差	76.4	79.7	81.3	80.4	83.4	86.4	83.7
Chief clerk 係長									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	420.2	435.8	436.2	438.1	437.3
決まって支給する現金給与額	Differential	格差	67.8	67.8	66.8	68.3	67.4	67.6	66.1
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,809.8	1,733.8	1,565.3	1,597.7	1,634.4
年間賞与その他特別給与額	Differential	格差	55.1	56.1	58.2	60.4	61.4	61.5	59.7
Non post 非役職									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	297.7	315.0	326.9	324.5	324.5
決まって支給する現金給与額	Differential	格差	45.4	46.6	47.3	49.4	50.5	50.1	49.1
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,050.7	1,013.7	985.9	975.0	967.8
年間賞与その他特別給与額	Differential	格差	28.3	30.1	33.8	35.3	38.7	37.5	35.3

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

Notes: 1)Enterprises surveyed have 100 employees or more. Differentials were calculated on the basis of director = 100.

2)Annual earnings mean the amount for the period June 1-30, 2007.

39. Wage Increase Trends Determined by Spring Labor 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

		1970	1980	1990	2000	2004	2005	2006	2007
Wage increase at spring labor offensive	春季賃上げ								
Major enterprises	主要企業								
Monthly amount (yen)	月額 (円)	9,166	11,679	15,026	6,499	5,348	5,422	5,661	5,890
Ratio (%)	賃上率 (%)	18.5	6.7	5.9	2.1	1.7	1.7	1.8	1.9
Small and medium scale enterprises	中小企業								
Monthly amount (yen)	月額 (円)	7,390	10,069	11,050	3,789	3,048	3,359	3,587	3,807
Ratio (%)	賃上率 (%)	19.9	7.4	5.5	1.6	1.3	1.4	1.5	1.6
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	758,804	810,052	839,313	841,817	843,779
Increase rate (%)	伸び率 (%)	22.2	10.3	8.0	0.5	3.5	4.0	2.9	2.3
Year-end	年末								
Agreed amount (yen)	妥結額 (円)	160,202	482,672	765,542	799,232	811,082	840,516	841,854	845,119
Increase rate (%)	伸び率 (%)	19.2	8.7	6.8	0.8	3.9	5.9	2.5	1.5

Source: Ministry of Health, Labour and Welfare, *The Office of Counselor for Labour Relation attached to Director-General for Policy Planning and Evaluation*.

- 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 labor unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labor 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 調査産業計					
		5 or more employees 5人以上			30 or more employees 30人以上		
		2005	2006	2007	2005	2006	2007
Summer	夏季						
Actual amount (1,000 yen)	実額 (千円)	410.6	416.1	407.6	470.3	486.4	469.3
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	1.3	1.3	1.1	0.5	3.4	2.1
Pay ratio ³⁾ (month)	支給率 (月)	1.0	1.1	1.1	1.2	1.2	1.2
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	70.4	70.5	70.2	90.5	89.6	89.7
Year-end	年末						
Actual amount (1,000 yen)	実額 (千円)	433.2	433.8	—	502.2	505.7	—
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	1.0	0.1	—	1.5	0.7	—
Pay ratio ³⁾ (month)	支給率 (月)	1.1	1.1	—	1.3	1.3	—
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	75.8	75.1	—	91.3	92.2	—

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.

			1990	2003	2004	2005	2006
Japan (E)	(yen/month) ²⁾	(円/月)	352,020	410,817	419,768	419,656	425,059
	(yen/day)	(円/日)	17,006	20,854	21,200	21,411	21,577
	(yen/hour)	(円/時間)	1,993	2,481	2,503	2,516	2,532
United States (E)	(\$/hour) ³⁾	(ドル/時間)	10.83	15.74	16.15	16.56	—
France (E)	(euro/hour) ⁴⁾	(ユーロ/時間)	45.46	12.00	12.30	12.56	—
Germany (E)	(euro/hour) ⁵⁾	(ユーロ/時間)	20.07	15.09	15.40	15.60	15.74
Italy (R)	(Dec 2000=100) ⁶⁾	(2000年12月=100)	100.0	106.9	110.0	113.0	116.7
United Kingdom (E)	(pound/hour) ⁷⁾	(ポンド/時間)	6.05	11.40	—	—	—
China (E)	(yuan/month)	(元/月)	172	1,041	1,169	1,313	1,497
Singapore (E)	(\$S/month) ⁸⁾	(シンガポールドル/月)	1,395	3,265	3,350	3,495	3,618
Thailand (R)	(baht/month) ⁹⁾	(バーツ/月)	3,357	6,432	6,129	—	—

Sources: ILO, *Yearbook of Labour Statistics 2007*. Ministry of Health, Labour and Welfare, *Annual Report on Monthly Labour Surveys, 2007*.

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 1995 is francs/hour. 1 Euro = 6.55957 francs

5) Former West German territory before 1995. 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.

8) Statistics method was changed in 1998. Industrial classification changed in and after 2006.

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

42. Trends in Labor Cost Components (Manufacturing Industries)

労働費用構成の推移 (製造業)

		(%)					
		1988	1991	1995	2002	2006	
Japan	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	83.7	83.0	82.3	80.3	79.8
	Non-wage costs	現金給与以外	16.3	17.0	17.7	19.7	20.2
		うち法定福利費	(7.9)	(8.5)	(8.9)	(9.3)	(10.3)
		法定外福利費 ³⁾	(2.8)	(3.1)	(3.1)	(2.9)	(2.4)
		退職金等	(4.3)	(4.1)	(4.9)	(6.8)	(6.8)
		その他	(1.3)	(1.4)	(0.9)	(0.8)	(0.7)
		1987 ⁴⁾	1992 ⁴⁾	1995 ⁴⁾	2002	2006	
United States	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	80.7	71.8	71.6	72.6	77.7
	Non-wage costs	現金給与以外	19.4	28.2	28.4	23.1	22.3
		うち法定福利費	(8.5)	(9.1)	(8.5)	8.6	(8.4)
		法定外福利費 ³⁾	(10.6)	(16.1)	(15.8)	(14.5)	(13.9)
		退職金等	—	(2.9)	(4.0)		
		その他	(0.3)	(0.1)	(0.1)		
		1988	1992	1996	2000	2004	
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	86.0	85.1	83.8	76.8	75.0
	Non-wage costs	現金給与以外	14.0	15.0	16.2	23.2	25.0
		うち法定福利費	(7.3)	(7.5)	(8.5)	(8.3)	(6.1)
		法定外福利費 ³⁾	(4.2)	(4.7)	(5.0)	(8.7)	(14.0)
		退職金等			(0.0)	(1.0)	(1.2)
		その他	(2.5)	(2.9)	(2.8)	(4.7)	(3.7)

		1988	1992	1996	2000	2004	
France	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	69.0	68.1	65.2	64.8	63.4
	Non-wage costs	現金給与以外	31.0	32.0	35.0	35.2	36.3
	Statutory welfare costs	うち法定福利費	(19.2)	(21.8)	(21.8)	(20.5)	(25.1)
	Voluntary social benefits ³⁾	法定外福利費	(4.5)	} (7.0)	(7.4)	(8.9)	(4.6)
	Retirement allowance	退職金等	(4.0)		(1.8)	(2.2)	(3.1)
	Others	その他	(3.5)	(3.3)	(4.2)	(3.7)	(4.1)
		1988 ⁴⁾	1992	1996	2000	2004	
Germany	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	77.0	78.8	73.8	75.8	75.3
	Non-wage costs	現金給与以外	23.0	21.6	26.3	24.2	24.4
	Statutory welfare costs	うち法定福利費	(16.5)	(15.3)	(15.9)	(15.7)	(15.3)
	Voluntary social benefits ³⁾	法定外福利費	(0.1)	} (3.1)	(7.6)	(7.0)	(7.7)
	Retirement allowance	退職金等	(4.2)		(0.6)	(0.6)	(0.5)
	Others	その他	(2.2)	(3.2)	(2.2)	(1.2)	(1.5)

Sources: Japan: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2007*.

U.S.: Bureau of Labor Statistics, *Employer Costs for Employee Compensation, March 2007*.

Europe: Eurostat(2007.5) *Labour Costs Survey 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 figures 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.

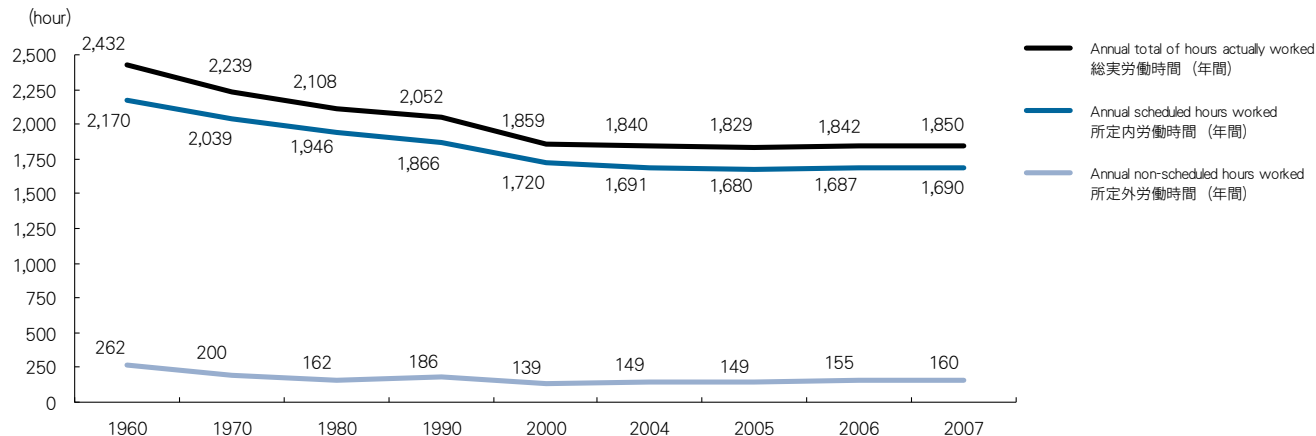
*Other benefits: 0.5.

4) Derived from March surveys by an index based on 1980.

5) Germany figures for 1988 and earlier are for former West Germany.

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 calculated by multiplying monthly hours worked by 12 and rounding off fractions below decimal point.
- 3) Establishments with 30 employees or more 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	2005	2006	2007
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	89.0	89.4	88.8
Perfect weekly two days off							
	完全週休2日制	0.3	5.4	11.5	41.1	39.6	39.3
Other weekly two days off ²⁾							
	その他の週休2日制	4.1	42.2	55.4	48.0	49.8	49.5
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	91.2	92.2	91.8
Perfect weekly two days off							
	完全週休2日制	0.5	23.0	39.2	60.4	60.2	59.1
Other weekly two days off ²⁾							
	その他の週休2日制	1.3	51.1	47.2	30.8	32.0	32.8

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 weekly 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		2004	2005	2006	2007
Total	計				
Average grant day ¹⁾	平均付与日数	18.0	18.0	17.9	17.7
Average acquired day	平均取得(消化)日数	8.5	8.4	8.4	8.3
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	47.4	46.6	47.1	46.6
1,000 employees or more	1,000人以上				
Average grant day ¹⁾	平均付与日数	19.2	19.1	19.1	18.8
Average acquired day	平均取得(消化)日数	10.4	9.9	10.2	9.7
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	53.9	52.1	53.4	51.7
300-999 employees	300-999人				
Average grant day ¹⁾	平均付与日数	17.9	18.0	18.1	17.9
Average acquired day	平均取得(消化)日数	7.6	7.9	7.9	7.7
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	42.3	43.8	43.4	43.0
100-299 employees	100-299人				
Average grant day ¹⁾	平均付与日数	17.3	17.3	17.0	17.0
Average acquired day	平均取得(消化)日数	7.5	7.3	7.3	7.4
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	43.6	42.1	42.8	43.9
30-99 employees	30-99人				
Average grant day ¹⁾	平均付与日数	16.6	16.8	16.8	16.5
Average acquired day	平均取得(消化)日数	7.2	7.2	7.2	7.1
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	43.3	42.7	42.8	43.0

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 = gained day / offered day x 100.

46. Adoption of Variable Working Hours System and De Facto Working Hours 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 Hours 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		2006		2007		Size of enterprise 企業規模							
		()		()		()	1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 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)	100.0	(100.0)
Enterprises adopting variable working hour system ¹⁾ 変形労働時間制を採用している企業 ¹⁾	13.2	(23.2)	58.5	(48.9)	55.9	(49.5)	72.3	(48.3)	64.0	(49.7)	59.7	(50.7)	53.4	(50.4)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	0.6*	(0.5*)	39.5	(23.7)	38.4	(25.3)	24.7	(13.7)	31.1	(23.9)	39.3	(33.5)	39.3	(38.8)
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)	15.2	(16.5)	13.6	(16.1)	37.8	(21.1)	25.5	(18.7)	16.9	(12.9)	10.6	(8.2)
Flexible working hour system フレックスタイム制	2.2	(4.8)	6.3	(8.6)	6.2	(8.1)	29.4	(13.5)	14.3	(7.0)	6.9	(4.3)	4.4	(3.4)
Enterprises not adopting variable working hour system 変形労働時間制を採用していない企業	93.0	(84.7)	41.5	(51.1)	44.1	(50.5)	27.7	(51.7)	36.0	(50.3)	40.3	(49.3)	46.6	(49.6)

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions 2007*.

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

2) About the ratio of enterprises and workers covered.

Figures marked with * are figures for the 3-month Unit Variable Working Hour System. (Under the amended Labour Standards Act of April 1, 1994, the maximum period for variable working hours was extended from 3 month to 1 year.)

Adoption of De Facto Working Hours 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 de facto working hour system) 企業数割合(かっこ内は適用労働者数割合)

(%)

	1990		2006		2007		Size of enterprise 企業規模							
		()		()		()	1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 30-99人	
All enterprises 全企業	100.0	(100.0)	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 de facto working hour system みなし労働時間制を採用している企業 (M.A.)	4.5	(3.2)	10.6	(8.0)	10.6	(7.3)	28.5	(10.6)	22.0	(6.3)	16.3	(6.2)	7.1	(3.7)
De facto 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)	8.8	(6.5)	8.8	(5.8)	21.7	(8.2)	18.7	(5.2)	14.3	(4.9)	5.8	(2.9)
Discretionary working system in the type of professional work ¹⁾ 専門業務型裁量労働制	0.6	(0.1)	2.8	(1.4)	2.9	(1.3)	8.5	(1.8)	5.1	(0.9)	4.3	(1.2)	2.1	(0.7)
Discretionary working system in the type of planning work ²⁾ 企画業務型裁量労働制	—	—	0.7	(0.2)	1.1	(0.3)	4.9	(0.6)	1.7	(0.1)	1.4	(0.2)	0.7	(0.1)
Enterprises not adopting de facto working hour system みなし労働時間制を採用していない企業	95.5	(96.8)	89.3	(92.0)	89.4	(92.7)	71.5	(89.4)	78.0	(93.7)	83.7	(93.8)	92.9	(96.3)

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions, 2007*.

Notes: 1) "Discretionary working system in the type of professional work" was called as "De facto working hours system for discretion labor" until 1999.

2) "Discretionary working system in the type of planning work" has been in effect since April, 2000.

47. Working Hours Per Year (Estimated, in Principle, Manufacturing and Production Workers)

年間総実労働時間 (推計値、原則として製造業、生産労働者)

	(hours)					
	1980	1990	2000	2003	2004	2005
Japan	2,162 (209)	2,124 (219)	1,970 (175)	1,975 (189)	1,996 (199)	1,988 (200)
United States	1,893 (146)	1,948 (192)	1,986 (239)	1,929 (218)	1,948 (239)	1,943 (239)
France	1,759	1,683	1,589	1,538	1,538	1,537
Germany	1,719 (104)	1,598 (99)	1,538	1,525	1,525	1,525
United Kingdom	1,883 (125)	1,953 (187)	1,902 (151)	1,888 (130)	1,888 (130)	1,869 (125)

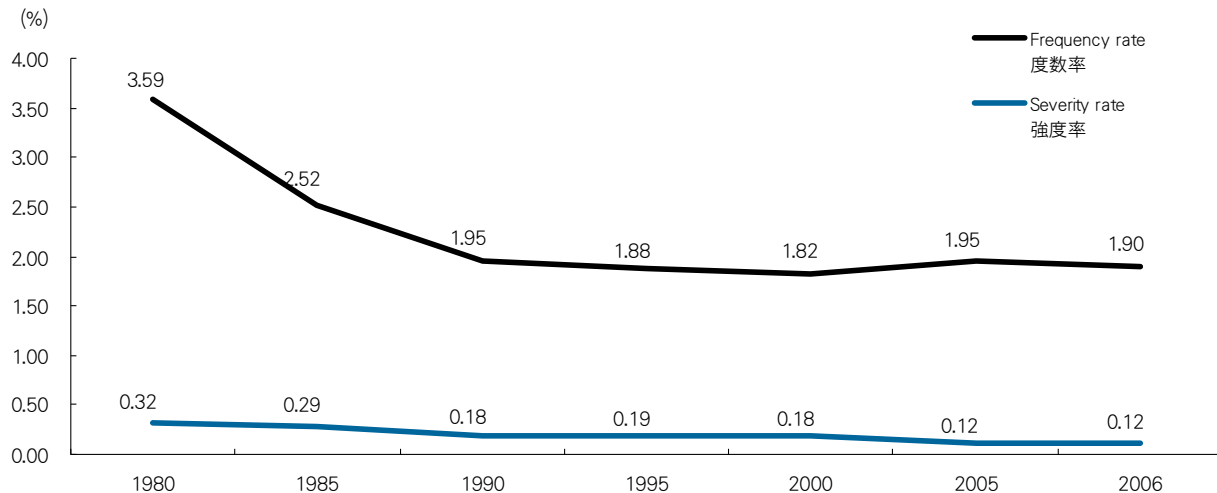
Source: Wages and Worker's Life Department, Ministry of Health, Labour and Welfare, *Estimates from Working Hours Division*.

Notes: 1) Figures in () 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)



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, Injuries and Absences of Four or More Days from Work by Industry

産業別死傷者数と休業4日以上の推移

By Industry 産業別	1980	1985	1990	2003	2004	2005	2006	2007	(persons)
All Industries	335,706	257,240	210,108	125,750	122,804	120,354	121,378	106,374	
全産業	(3,009)	(2,572)	(2,550)	(1,628)	(1,620)	(1,514)	(1,472)	(1,357)	
Manufacturing	106,481	80,401	62,404	32,518	31,275	30,054	29,732	26,035	
製造業	(589)	(475)	(447)	(293)	(293)	(256)	(268)	(264)	
Mining	8,477	4,642	1,230	669	597	561	476	378	
鉱業	(105)	(137)	(44)	(14)	(16)	(16)	(16)	(13)	
Construction	112,786	73,595	60,900	29,263	28,414	27,193	26,872	23,003	
建設業	(1,374)	(960)	(1,075)	(548)	(594)	(497)	(508)	(461)	
Transportation	4,626	3,643	2,935	1,963	2,011	1,953	2,012	1,709	
交通運輸業	(52)	(53)	(64)	(32)	(36)	(31)	(25)	(29)	
Overland Freight Transport	21,807	18,444	16,831	13,991	13,703	13,208	13,402	11,723	
陸上貨物運送業	(261)	(259)	(311)	(241)	(243)	(245)	(198)	(196)	
Harbor Cargo Handling	4,108	2,095	1,103	348	334	323	298	279	
港湾荷役業	(55)	(42)	(28)	(12)	(10)	(11)	(14)	(9)	
Forestry	12,490	8,498	5,069	2,572	2,392	2,171	1,972	1,837	
林業	(117)	(122)	(89)	(61)	(46)	(47)	(57)	(50)	
Others	64,931	65,922	59,636	44,426	44,078	44,891	46,614	41,410	
その他	(456)	(524)	(492)	(427)	(382)	(411)	(386)	(335)	

Source: Japan Industrial Safety and Health Association (JISHA), *General Guidebook on Industrial Safety, 2008*.

Note: Figures in () refer to the number of deaths.

50. Amount of Accrued Benefit Payment at Time of Retirement by Educational Attainment and Types of Workers

学歴、労働者の種類別定年退職者の退職給付額

Size of enterprise 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, 2003*.

Notes: 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.

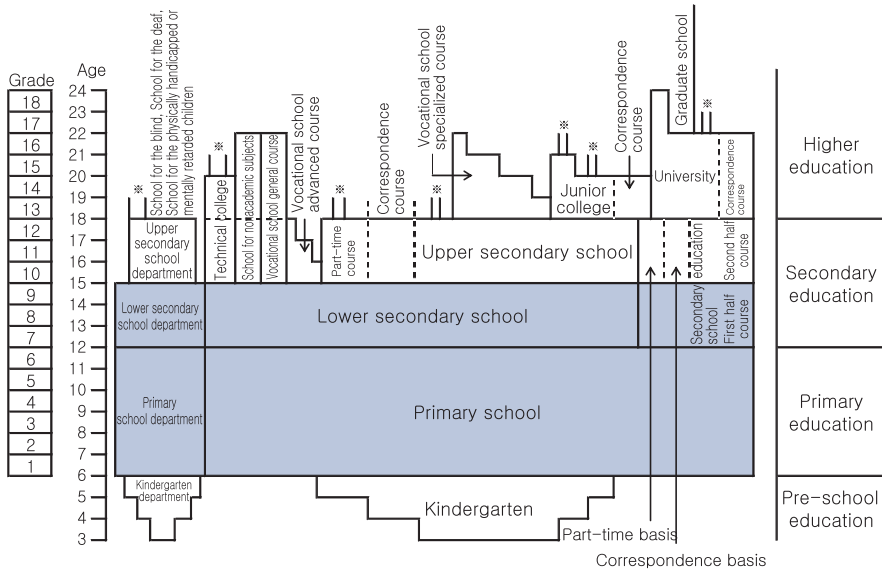
3) The rate of payment to monthly regular pay is the ratio of the amount of retirement allowance to scheduled cash earnings at the time of retirement.

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

5) The most recent usable data.

51. Education System

教育制度



Source: Ministry of Education, Culture, Sports, Science and Technology, *International Comparison of 2007 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.

52. Number of New Graduates, Ratio of Enrolled Students Entering Higher Institutions, Number of New Graduates Entering the Labor Market and Its Ratio
 新規学卒者数、進学率、就職者数及び就職率

		(1,000 persons, %)							
		1960	1970	1980	1990	2000	2005	2006	2007
Lower Secondary School		中学校							
New graduates	新規学卒者	1,770	1,667	1,723	1,982	1,465	1,236	1,211	1,214
New graduates entering the labor market	就職者	683.7	271.3	67.4	54.8	14.9	8.8	8.4	8.5
Ratio of those entering higher institutions ²⁾	進学率 (%)	57.7	82.1	94.2	94.4	95.9	96.5	96.5	96.4
Ratio of new graduates entering the labor market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	0.7	0.7	0.7
Upper Secondary School		高等学校							
New graduates	新規学卒者	934	1,403	1,399	1,767	1,329	1,203	1,172	1,147
New graduates entering the labor market	就職者	572.5	816.7	599.7	622.3	247.1	208.7	210.4	212.6
Ratio of those entering higher institutions	進学率 (%)	17.2	24.2	31.9	30.5	45.1	47.2	49.3	51.2
Ratio of new graduates entering the labor market	就職率 (%)	61.3	58.2	42.9	35.2	18.6	17.4	18.0	18.5
Junior College		短大							
New graduates	新規学卒者	30	115	170	208	178	105	100	92
New graduates entering the labor market	就職者	17.5	80.2	128.9	181.1	99.6	68.0	67.5	64.6
Ratio of those entering higher institutions	進学率 (%)	8.6	3.8	3.2	3.4	9.4	11.5	11.7	12.0
Ratio of new graduates entering the labor market	就職率 (%)	58.9	70.3	76.0	87.0	56.0	65.0	67.7	70.2

		1960	1970	1980	1990	2000	2005	2006	2007
University	大学								
New graduates	新規学卒者	120	241	379	400	539	551	558	559
New graduates entering the labor market	就職者	99.5	187.7	285.0	324.1	300.7	329.0	355.8	377.7
Ratio of those entering higher institutions ³⁾	進学率 (%)	3.8	5.2	4.4	6.8	10.7	12.0	12.1	12.0
Ratio of new graduates entering the labor market	就職率 (%)	83.2	78.1	75.3	81.0	55.8	59.7	63.7	67.6

Source: Ministry of Education, Culture, Sports, Science and Technology, *Statistical Abstract, 2008*.

Notes: 1) They are graduates in March each year.

2) Proportion of persons entering the Labor market is calculated as follows:

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

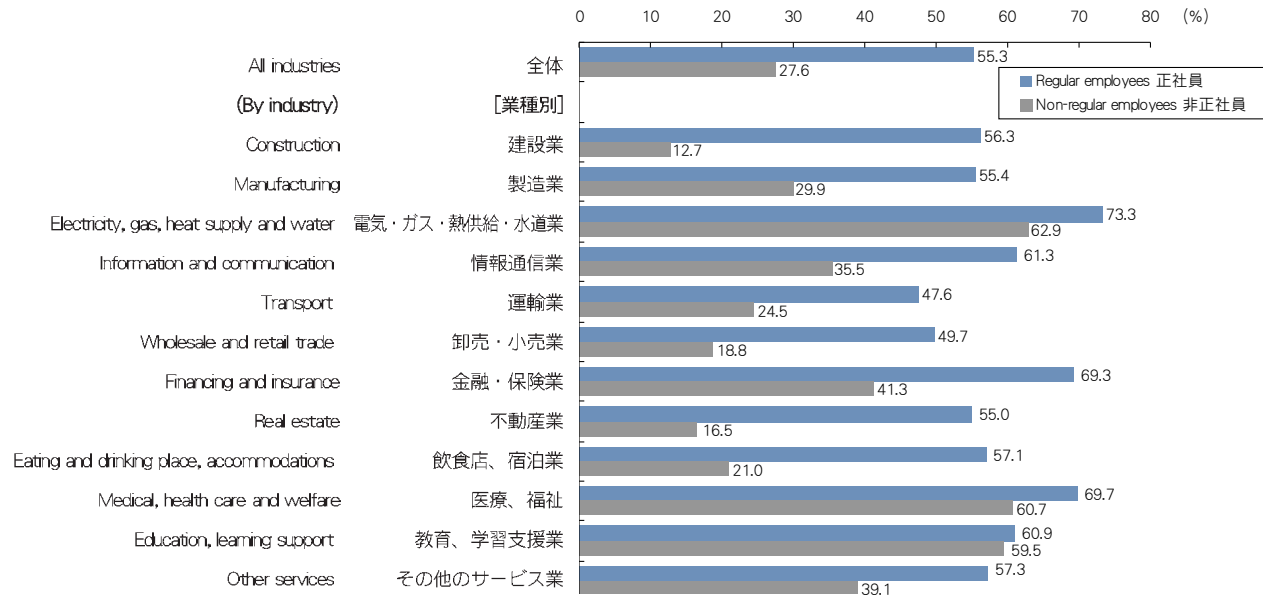
3) Indicates the ratio of those entering upper secondary schools and technical colleges.

4) Indicates the ratio of those entering graduate schools.

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

53. Status of Participation in Off-the-job Training (2007)

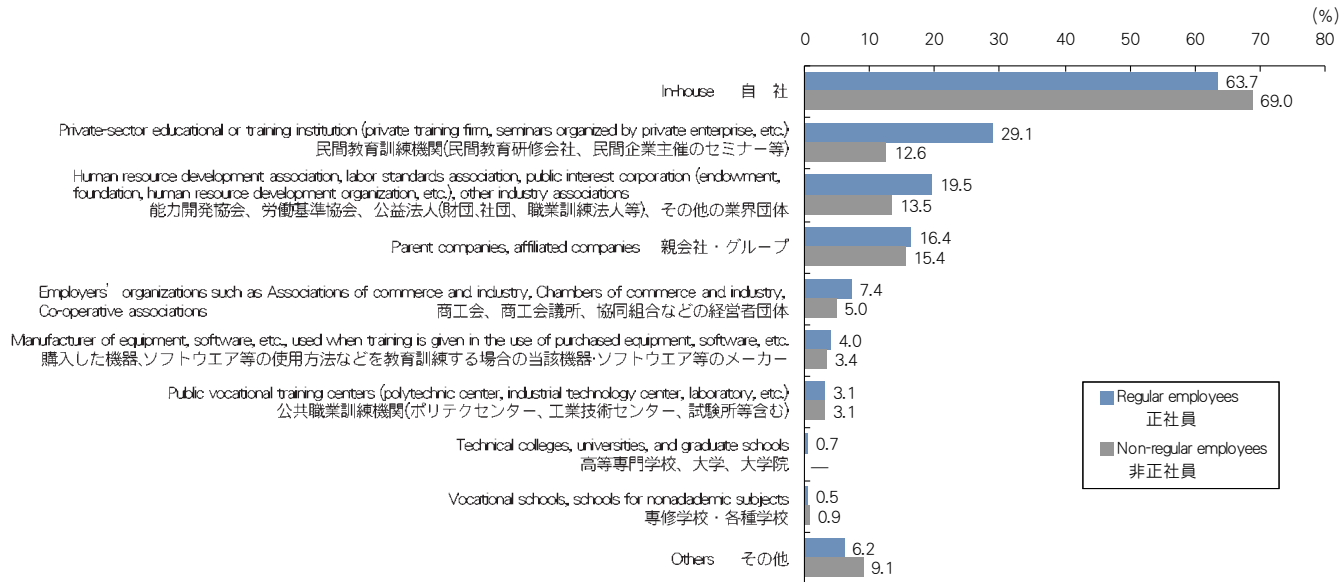
Off-JT の受講状況 (2007年)



Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2007*.

54. Educational and Training Institutions Used for Off-the-job Training (Multiple Answers)

Off-JT で利用した教育訓練機関 (複数回答)



Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2008*.

55. Trends in Number of Labor Unions, Members and Organization Rate (Unit Union)

労働組合数、組合員数、組織率の推移（単位労働組合）

(As of June 30)

	1950	1960	1970	1980	1990	2000	2004	2005	2006	2007
Labor Unions ¹⁾										
労働組合数	29,144	41,561	60,954	72,693	72,202	68,737	62,805	61,178	59,019	58,265
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	10,309	10,138	10,041	10,080
Estimated Organization Rate ²⁾										
推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	21.5	19.2	18.7	18.2	18.1

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2007*.

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 labor unions. Local labor 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 labor 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 Internal Affairs and Communications).

56. Trends in Number of Labor Union Members of Private Enterprises by Size of Establishment (Unit Union)
 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)

(As of June 30)

		1990	1997	2004	2005	2006	2007
Total 計							
Members (1,000 persons)	労働組合員数 (千人)	9,515	9,610	8,016	7,895	7,887	7,997
Estimated Organization Rate (%)	推定組織率	21.9	19.8	16.8	16.4	16.0	16.2
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	4,615	4,534	4,536	4,615
Estimated Organization Rate (%)	推定組織率	61.0	58.4	50.6	47.7	46.7	47.5
100-999		100-999人					
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,408	1,987	1,957	1,954	1,938
Estimated Organization Rate (%)	推定組織率	24.0	20.1	15.8	15.0	14.8	14.3
99 or less		99人以下					
Members (1,000 persons)	労働組合員数 (千人)	463	400	310	298	290	283
Estimated Organization Rate (%)	推定組織率	2.0	1.5	1.2	1.2	1.1	1.1

Source: Ministry of Internal Affairs and Communications, *Basic Survey on Labour Unions, 2007*.

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

57. Number of Labor Union Members in Private Enterprises by Size of Enterprise (2007)

企業規模別民間企業の労働組合員数 (2007年)

(10,000 persons)

Size of Enterprise	企業規模	Members of Labor Unions 労働組合員数	Number of Employees 雇用者数
Total	計	799.7	4,951
1,000 or more employees	1,000人以上	461.5	972
300-999 employees	300-999人	123.6	} 1,358
100-299 employees	100-299人	70.2	
30-99 employees	30-99人	24.6	} 2,573
29 or less employees	29人以下	3.7	
Others	その他	116.1	—

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2007*.

Note: "Others" includes labor unions and other such organizations composed of membership from a plurality of enterprises.

58. Trends in Part-time Worker Membership in Labor Unions

パートタイム労働者の労働組合員数の推移

	Number of Part-time Workers in Trade Unions (persons)		Percentage of Total Labor Union Membership (%) 組合員数に占めるパートタイム労働者の割合	Estimated Organization Rate (%) パートタイム労働者の推定組織率
	パートタイム労働者の労働組合員数 (人)	Change from Previous Year (%) 対前年比		
2003	331,079	13.1	3.2	3.0
2004	362,570	9.5	3.6	3.3
2005	389,035	7.3	3.9	3.3
2006	515,083	32.4	5.2	4.3
2007	588,031	14.2	5.9	4.8

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2007*.

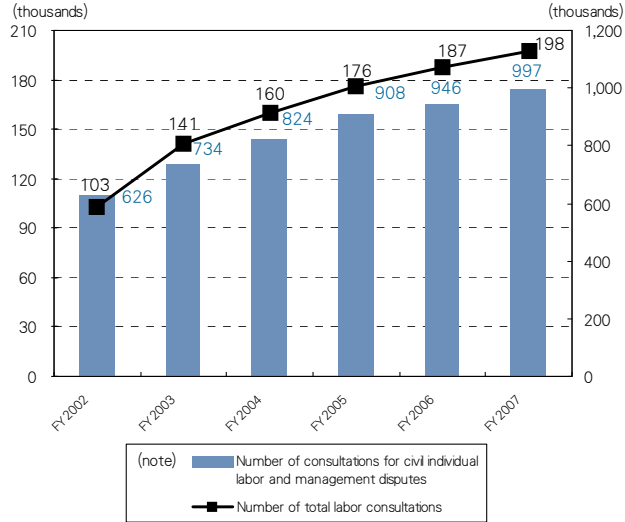
Notes: 1) "Part-time workers" are workers who work fewer scheduled hours in one day than general workers at the business establishment, or, even if the daily hours worked are the same, who work fewer scheduled days in a week, and who are referred to at the business establishment as part-timers, part-time workers, etc.

2) The "estimated organization rate" is a figure obtained by dividing the number of part-time worker members in labor unions by the number of short-time workers.

59. Number of Consultations About Individual Labor Disputes as Civil Affairs (2007)

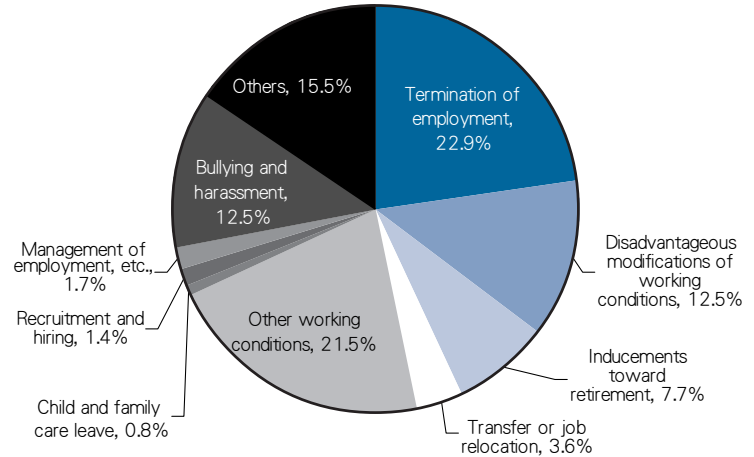
民事上の個別労働紛争相談件数 (2007年)

Shift in the Number of Consultations 相談件数の推移



Source: Ministry of Health, Labour and Welfare.

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.

60.

Number of Labor Disputes by Principal Demands

主要要求事項別労働争議件数

	1950	1960	1970	1980	1990	2000	2003	2004	2005	2006
Total Disputes 労働争議件数	1,487	2,222	4,511	4,376	2,071	958	872	737	708	662
Wage Increase 賃金増額	—	805	2,131	3,236	954	310	179	142	130	96
Temporary Allowance 臨時給与金	—	638	1,260	722	1,123	224	125	113	111	131
Revision of Working Hours 労働時間の変更	—	16	16	48	39	7	5	9	10	5
Objection to Discharge or Issues of Reinstatement 解雇反対・被解雇者の復職	—	93	137	112	40	147	174	154	136	129
Objection to Discontinuance / Shutdown / Contraction of Business 事業の休廃止・合理化	—	15	28	26	16	32	21	29	19	20

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.

61. Worker's Household Income and Expenditure

勤労者世帯の家計収支動向

(1,000 yen, %)

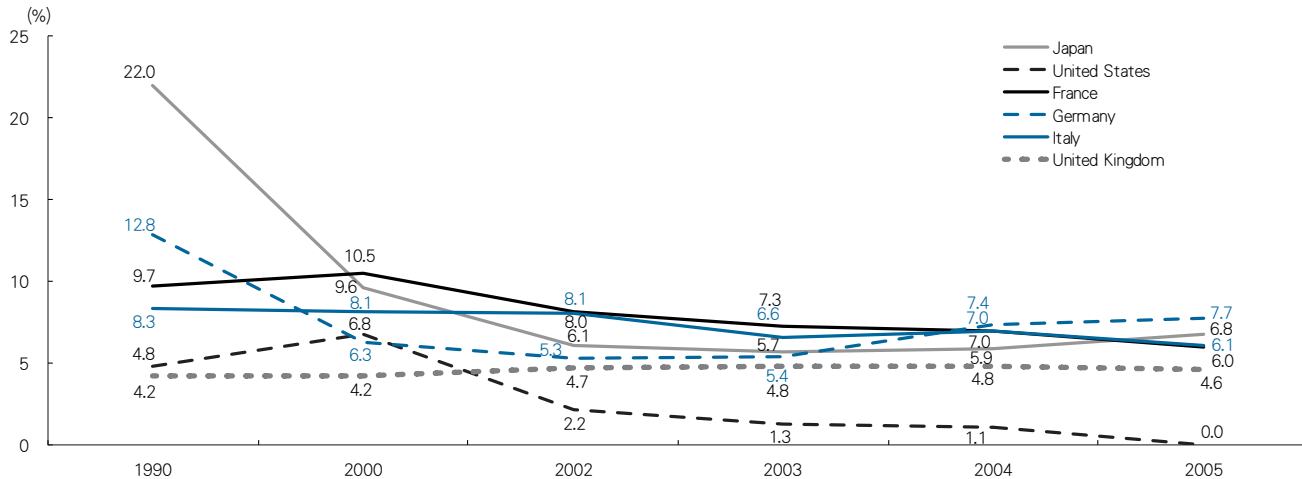
Monthly income (Average) 毎月の平均実収入	Fiscal year			
	1980	2007		
Income	実収入	350 (100.0)	480 (100.0)	
Wages and salaries	勤め先収入	331 (94.6)	454 (94.5)	
Household heads	世帯主収入	293 (83.7)	406 (84.6)	
Regular	定期収入	226 (64.6)	336 (69.9)	
Temporary	臨時収入	67 (19.1)	3 (0.6)	
bonuses	賞与		68 (14.1)	
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	40 (8.3)	
Other household members	他の世帯員収入	13 (3.7)	7 (1.5)	
Self-employment and piecework	事業・内職収入	6 (1.7)	2 (0.4)	
Other current income	他の経常収入	5 (1.4)	17 (3.5)	
Non-current income	特別収入	8 (2.3)	7 (1.5)	
Persons per household	世帯人員数	3.83	2.83	
Earners per household	有業人員数	1.50	1.49	
Age of head	世帯主年齢	41.7	45.4	

(1,000 yen, %)

Monthly expenditure (Average) 毎月の平均支出	Fiscal year			
	1980	2007		
Expenditures	実支出	282 —	368 —	
Consumption expenditures	消費支出	238 (100.0)	290 (100.0)	
Food	食料	66 (27.7)	64 (21.9)	
Housing	住居	11 (4.6)	22 (7.6)	
Fuel, light and water charges	光熱・水道	13 (5.5)	18 (6.3)	
Furniture and household utensils	家具・家事用品	10 (4.2)	8 (2.9)	
Clothing and footwear	被服及び履物	18 (7.6)	13 (4.6)	
Medical care	保険医療	6 (2.5)	10 (3.4)	
Transportation and communication	交通・通信	20 (8.4)	42 (14.6)	
Education	教育	9 (3.8)	14 (4.9)	
Culture and recreation	教養娯楽	20 (8.4)	31 (10.8)	
Other consumption expenditures	その他の消費支出	65 (27.3)	66 (22.8)	
Non-consumption expenditures	非消費支出	44 (18.5)	78 (100.0)	
Earned income taxes	勤労所得税	13 (5.5)	14 (18.3)	
Other taxes	他の税	11 (4.6)	6 (7.5)	
Social insurance premiums	社会保険料	20 (8.4)	43 (55.3)	

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Annual Report on the Family Income and Expenditure Survey*.

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



Sources: OECD, *National Account, 2007 Vol. 1(2007)*.
 Economic Social Research Institute Cabinet Office Government of Japan, *Cabinet office Annual Report on National Accounts (2007)*.
 IMF, *International Financial Statistics Yearbook (2006)*.
 UN, *National Accounts 2006 (2007)*.

Notes: 1) National savings rate = gross saving / gross national disposable income x 100.
 2) Data prior to 1990 to former F.R. of Germany.

63. Trends in Ratios of House Ownership

持家率の推移

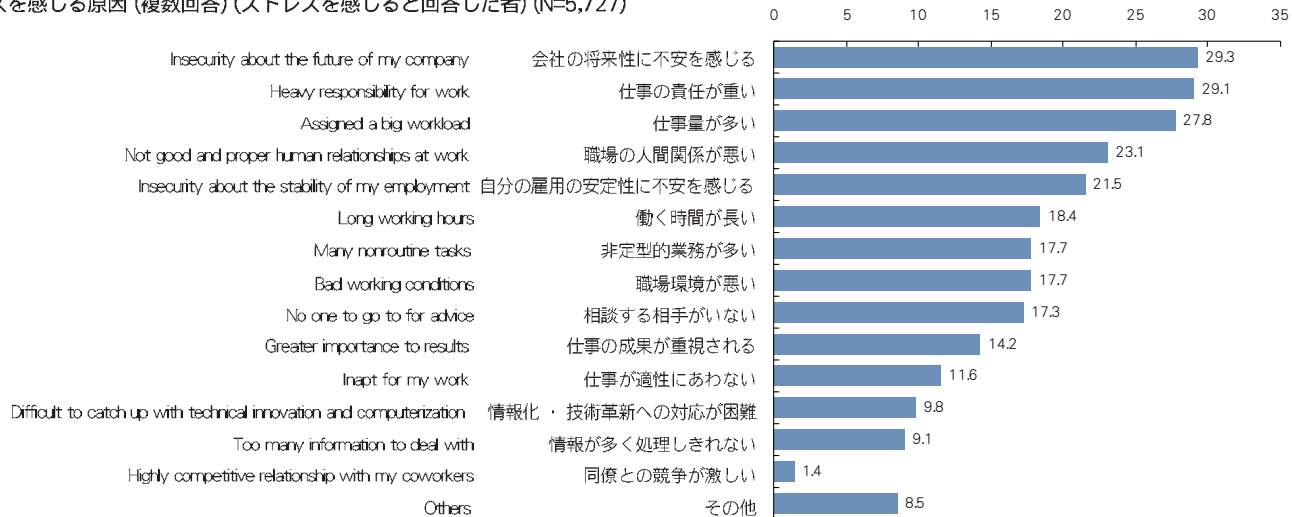
		1985	1990	1995	2000	2005
		(%)				
Private households living in dwelling	住宅に住む一般世帯	100.0	100.0	100.0	100.0	100.0
Principal households	主世帯	99.1	99.2	98.9	98.9	99.1
Owned houses	持家	61.7	61.2	61.0	61.9	64.3
Rented houses owned by local government	公営の借家	5.3	5.1	5.0	4.7	4.3
Rented houses owned by public corporation	公団・公社の借家	2.3	2.2	2.1	2.0	2.0
Rented houses owned privately	民営の借家	24.5	26.0	26.2	26.5	25.5
Issued houses	給与住宅	5.3	4.7	4.6	3.7	2.9
Rented rooms	間借り	0.9	0.8	1.1	1.1	0.9

Source: Ministry of Internal Affairs and Communications, *The 2005 Population Census*.

64. The Workplace and the Stress

職場とストレス

Reasons for feeling stressed (multiple answers) (Those who answered that they feel psychologically stressed) (N=5,727)
 ストレスを感じる原因 (複数回答) (ストレスを感じると回答した者) (N=5,727)



Source: The Japan Institute for Labour Policy and Training, *Survey on Personnel Strategy and Job Consciousness in Depopulating Society, 2005*.

Note: It includes those who selected both "I feel psychologically stressed" and "I feel physically exhausted".

65. National Medical Expense

国民医療費

		(trillion yen, %)										
		1985	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
National Medical Expense	国民医療費	16.0	29.0	29.6	30.7	30.1	31.0	31.0	31.5	32.1	33.1	33.1
Ratio of National Medical Expense to National Income	国民医療費の国民所得に対する割合	6.1	7.6	8.0	8.4	8.1	8.6	8.7	8.8	8.8	9.0	8.9
Medical Expense for the Elderly	老人医療費	4.1	10.3	10.9	11.8	11.2	11.7	11.7	11.7	11.6	11.6	11.3
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	35.5	36.8	38.4	37.2	37.5	37.9	36.9	36.1	35.1	34.0

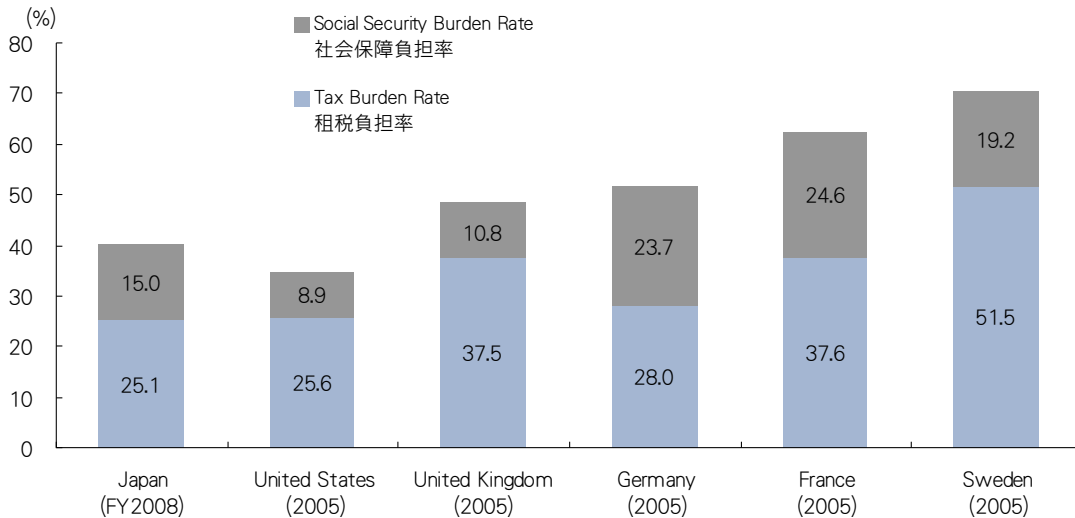
Source: Ministry of Health, Labour and Welfare, *Overview of National Medical Expenses, 2006*, *MEDIAS Medical Information Analysis System, 2008 Annual Report on Medical for the Elderly*.

Note: As elderly care insurance system has been put in force since April of 2000, some of national medical expenses until then became treated as expenses for elderly care insurance and have not been included in national medical expenses since FY 2000.

66.

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: Research done by Ministry of Finance.

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

67. Public Pension System

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 2007)

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 2008)
Employees' Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises 3,379	15.00%
National Public Service Personnel Mutual Aid Associations 国家公務員共済組合	National Public Service Personnel Mutual Aid Association	National Public Officers 108	14.90%
Local Government Officials Mutual Aid Associations 地方公務員共済組合	Local Government Officials Mutual Aid Association	Local Government Officers 304	14.45%
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 46	11.88%

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2008*.

- Notes: 1) 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.
- 2) 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 employees' pension insurance system).

National Pension Schemes 国民年金制度

(As of the end of March 2007)

Insured Person (10,000 persons) 被保険者 (万人)	Responsible Body 保険者	Premium 保険料 (As of April 2008)
The Self-employed and so Forth (Class 1)	(2,123)	¥14,410 per month (Class 1)
Persons Covered by Employees' Pension Insurance and Mutual Aid Pension (Class 2)	(3,774)	For Persons in Class 2 and Class 3, the pension insurance schemes covering those in Class 2 (persons covered by Employees' Pension Insurance and Mutual Aid Pension) pay a lump sum contribution to the National Pension of their premiums.
Dependent Spouses of Those in Class (Class 3)	(1,079)	
Total 計	6,976	

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2008*.

68. Medical Insurance System

医療保険制度の概要

Schemes 制度名		Insuring Person 保険者 (End of March 2007)	Membership [the insured family members] (1,000 persons) 加入者数 [本人家族] (千人) (End of March 2007)	Financial Resources 財源		
				Insurance Premiums 保険料率	Governmental Subsidies 国庫負担・補助	
Health insurance	General employees	Managed by the government	State	(35,938 19,501 16,437)	8.2%	13.0% of benefits (16.4% of insurance benefits for the elderly)
		Managed by an association	Health insurance associations 1,541	(30,474 15,456 15,018)	—	Fixed rate (Subsidized from the national coffers)
	The insured, as provided in Paragraph 2 of Article 3 Health Insurance Act		State	(22 13 8)	Daily rate (1st grade) ¥310 Daily rate (11th grade) ¥2,640	13.0% of benefits (16.4% of insurance benefits for the elderly)
Seamen's insurance		State	(161 63 98)	9.1%	Fixed rate	
National aid insurance	National public officer	21 mutual aid associations	(9,437 4,399 5,038)	—	None	
	Local public officer	54 mutual aid associations		—		
	Private school personnel	1 mutual aid association		—		

National health insurance	Farmers, self-employed persons, etc.	Municipalities 1,818	$\left(\begin{array}{c} 51,268 \\ \text{Municipalities} \\ 47,380 \\ \text{National health} \\ \text{insurance associations} \\ 3,888 \end{array} \right)$	Each household records appropriate figures according to its ability to bear expenses. Computation methods differ somewhat among insuring parties.	43% benefits
		Health insurance associations 165			32% to 55% of benefits
	Retired workers subject to employees' insurance	Municipalities 1,818			None
Long-life Medical Care System (Medical care system for the latter-stage elderly)		[Conducting party] Extended Association for Medical Care for the Elderly	$\left(\begin{array}{c} \text{About 13, 000} \\ 2008(\text{Prospects}) \end{array} \right)$	[Party bearing the expenses] • Insurance premium 10% • Grant about 40% • Public funds about 50% (Breakdown of public funds) National : Prefectural : Municipal 4 : 1 : 1	

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2008*.

- 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 Act 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.
- 3) Figures of members (as of the end of March 2007) are preliminary figures.

69. Nursing Care Insurance System

介護保険制度の概要

Service Provider Organization

Home care services

- Home help service
- Home-visit bathing service
- Home-visit nursing
- Home-visit rehabilitation
- Day rehabilitation service
- Management guidance for in-home care
- Day service
- Short-stay daily-life service
- Short-stay medical service
- Daily-life care service in specified facilities
- Sale of specified assistive devices
- Rental services for assistive devices

Facility services

- Welfare facilities for the elderly requiring care (special elderly nursing home)
- Health service facilities for the elderly requiring care (health care facility for the elderly)
- Sanatorium type medical care facilities for the elderly requiring care

Community-oriented services

- Home help services at night
- Day service for the elderly with dementia
- Small-scale and multifunctional in-home care
- Daily-life group care for the elderly with dementia
- Community-oriented daily-life care service in specified facilities
- Community-oriented daily-life care service in welfare facilities for the elderly requiring care

Other

- Allowance for the home renovation

Nursing care prevention services

- Nursing care prevention home-held service (home help)
- Nursing care prevention home-visit bathing service
- Nursing care prevention home-visit service
- Nursing care prevention home-visit rehabilitation
- Nursing care prevention day rehabilitation service (day-care-service)
- Nursing care prevention management guidance for in-home-care
- Nursing care prevention day service
- Nursing care prevention short-stay daily-life service
- Nursing care prevention short-stay medical service
- Nursing care prevention daily-life care service in specified facilities
- Nursing care prevention allowance for purchasing assistive devices
- Rental service of nursing care prevention assistive devices

Community-oriented nursing care prevention services

- Nursing care prevention day service for the elderly with dementia
- Nursing care prevention small-scale and multifunctional in-home care
- Nursing care prevention daily-life group care for the elderly with dementia

Other

- Allowance for home renovation

- Certification on long-term care need
 - Implement in municipalities

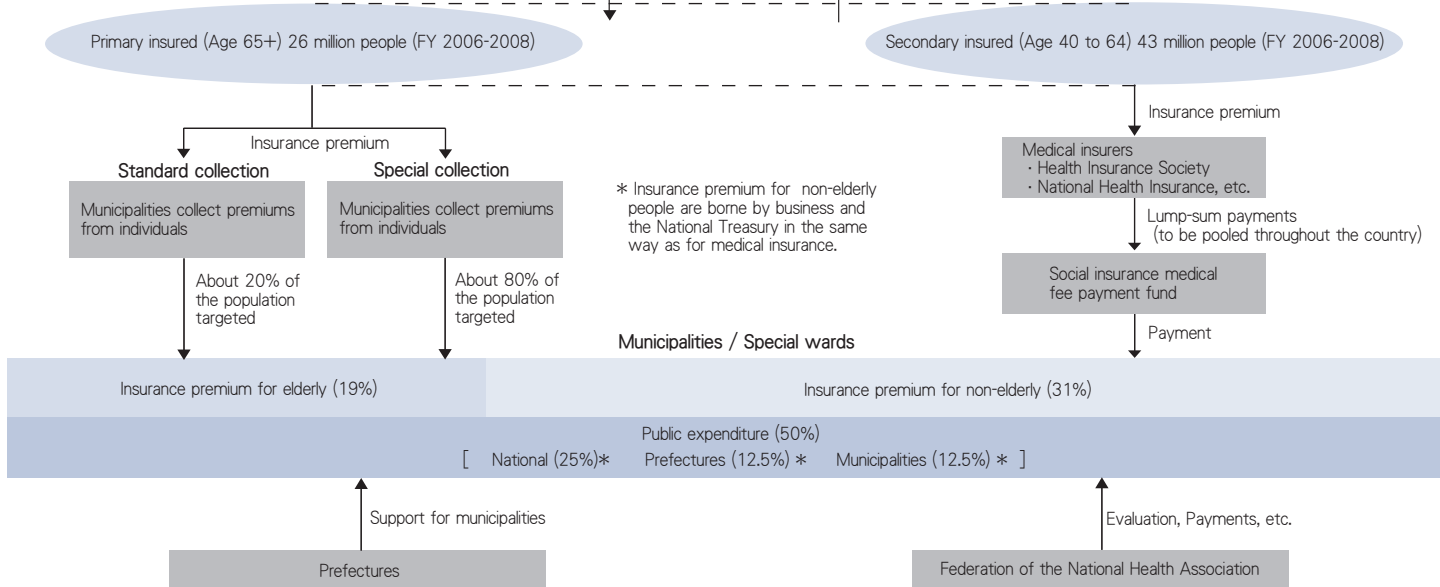
[Certification of long-term care need may be implemented over wider areas or contract to prefectures.]

- Creating long-term care service plans
 - Support planned use of care services

Using services

User's co-payment

Insured



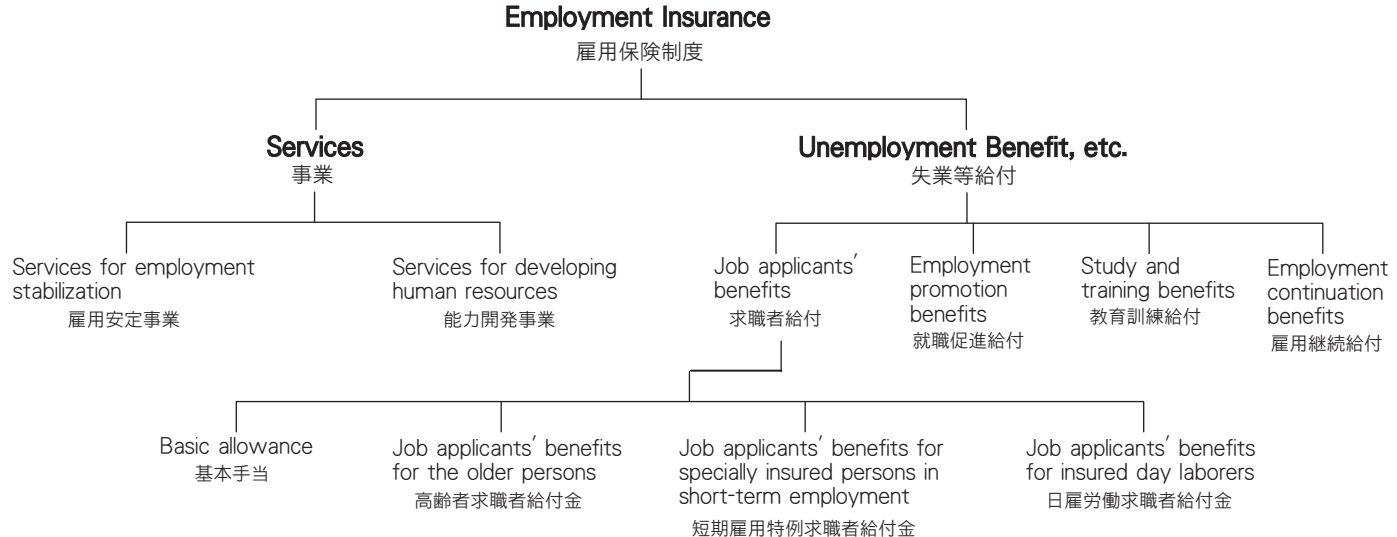
* Insurance premium for non-elderly people are borne by business and the National Treasury in the same way as for medical insurance.

* 5% of cost sharing by the national government which is adjusting subsidy increase or decreases according to the number of persons at 75 year-old and over, and the income level of the elderly. Benefits for facilities (3 elderly care insurance related facilities and specified facilities) are undertaken 20% by the national government and 17.5% by prefectures.

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2008*.

70. Employment Insurance System
雇用保険制度の概要

(As of October 1, 2008)



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

		(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	
Term of insurance coverage 被保険者であった期間	Age 年齢	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
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
10-19 Years	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

Source: Ministry of Health, Labour and Welfare.

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

Contribution Rate 保険料率

(As of 1st April 2008)

		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	6/1000	7/1000	7/1000
Employer	事業主	9/1000	10/1000	11/1000
Total	計	15/1000	17/1000	18/1000

Source: Ministry of Health, Labour and Welfare.

71. Employment Insurance Statistics

雇用保険事業統計

	1960	1970	1980	1990	2004	2005	2006
General Employment Insurance 一般雇用保険							
Applied establishment ¹⁾ (1,000) 適用事業所数 (千)	361	709	1,335	1,757	2,001	2,001	2,012
Insured worker ¹⁾²⁾ (1,000 workers) 被保険者数 (千人)	12,735	20,956	24,961	31,398	34,603	35,234	36,151
Recipients ³⁾⁴⁾ (1,000 workers) 受給者実人員 (千人)	375	499	663	482	682	628	583
Total basic allowance ⁴⁾ (billion yen) 基本手当支給額 (十億円)	35.4	147.3	732.1	668.3	1,050.6	940.9	857.1
Rate of beneficiary (%) 基本受給率	2.9	2.3	2.6	1.6	2.0	1.8	1.6

Source: Ministry of Health, Labour and Welfare, *Annual Report on Employment Insurance Activities, 2008*.

Notes: 1) Figures are as of the end of each fiscal year.

2) From fiscal 1985 on, this includes continuously insured older people.

3) It shows monthly average.

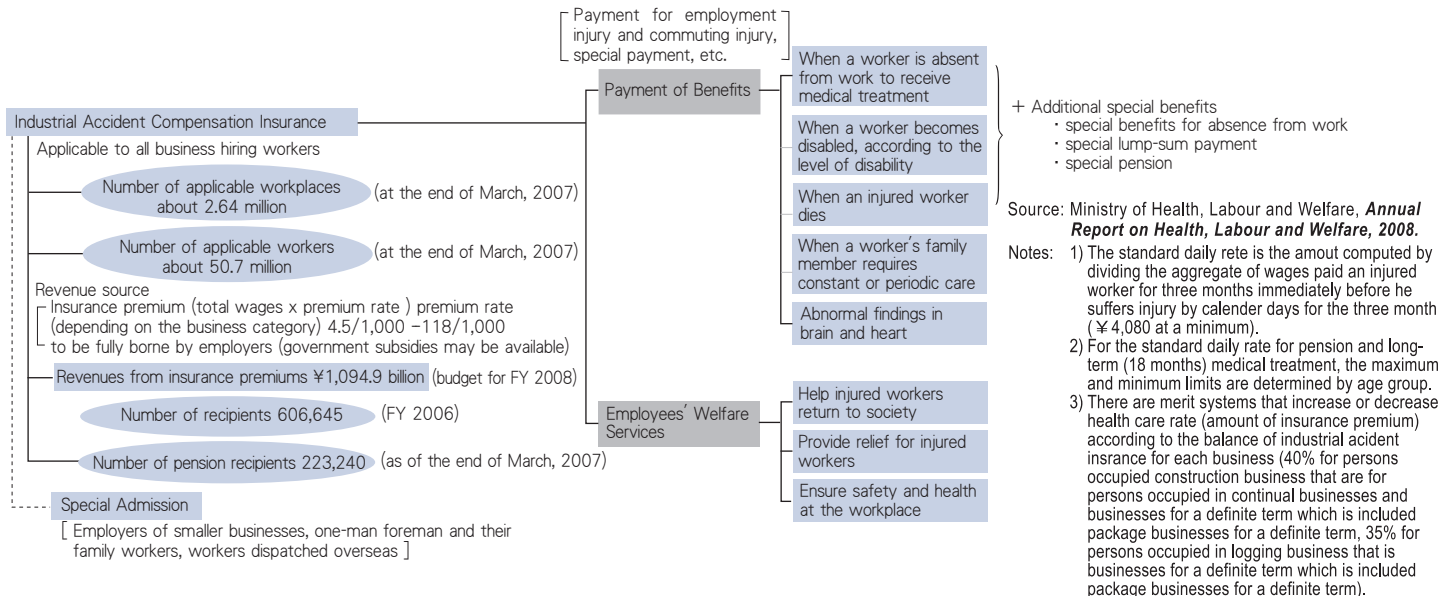
4) Extended benefits and special case training are excluded (only predetermined number of days of benefit).

5) Rate of beneficiary is calculated as follows:

Rate of beneficiary = Recipients of basic allowance / (Insured worker + Recipients of basic allowance) x 100 (%).

72. Industrial Accident Compensation Insurance System

労働者災害補償保険制度の概要



73. Industrial Accident Compensation Insurance Statistics

労働者災害補償保険事業統計

	1970	1980	1990	2004	2005	2006
Applied establishment ¹⁾						
適用事業場数	1,202,447	1,839,673	2,421,318	2,627,510	2,630,805	2,642,570
Insured person ¹⁾						
適用労働者数	26,530,326	31,839,595	43,222,324	48,552,436	49,184,518	50,707,376
Received insured amount (million yen)						
保険料収納済額 (百万円)	152,036	823,021	1,515,078	1,044,661	1,067,643	1,050,344
Benefit case						
保険料給付件数	4,861,903	5,414,975	5,166,480	5,391,028	5,411,047	5,467,506
Benefit amount (million yen)						
保険料給付金額 (百万円)	122,019	567,288	753,128	777,261	772,304	780,588

Source: Ministry of Health, Labour and Welfare, *Annual Report on the Industrial Accident Statistics, 2007*.

Note: 1) Figures are as of the end of each fiscal year.

The Japan Institute for Labour Policy and Training

An Inquiry

Tel. +81-3-5903-6316

Fax.+81-3-3594-1113

Publication Order

Tel. +81-3-5903-6263

Fax.+81-3-5903-6115

Japanese Working Life Profile 2008/2009 - Labor Statistics

平成20年12月16日 第1刷発行

編集 独立行政法人 労働政策研究・研修機構 国際研究部

発行者 山田 潤三

製作 株式会社 上野高速印刷

発行所 独立行政法人 労働政策研究・研修機構

〒177-8502 東京都練馬区上石神井4-8-23

(編集) Tel. 03-5903-6316 Fax. 03-3594-1113

(販売) Tel. 03-5903-6263 Fax. 03-5903-6115

URL: <http://www.jil.go.jp/english/jwl.htm>



ISBN978-4-538-75008-8 C3033 ¥1000E



9784538750088



1923033010008



The Japan Institute for Labour Policy and Training

Printed in Japan

独立行政法人 労働政策研究・研修機構

定価：1,050円 (本体1,000円)