



The Japan Institute for Labour Policy and Training

Japanese Working Life Profile 2011/2012
—Labor Statistics

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

It contains labor statistics relevant to successive stages of a worker's life from school graduation and entering an enterprise to reaching their retirement age and receiving 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

2011/2012 — Labor Statistics

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Gross Domestic Product and Real Economic Growth Rates

1.

国内総生産と実質経済成長率

	GDP (at current prices) 国内総生産 (名目)	Per capita GDP 一人当たりGDP (US \$)			Real economic growth rate 実質経済成長率 (%)		
	2010 (US \$billion)	2008	2009	2010	2008	2009	2010
Japan	5,459	38,216	39,459	42,783	-1.2	-6.3	4.0
United States	14,527	46,901	45,348	46,860	-0.3	-3.5	3.0
France	2,563	45,623	42,018	40,704	-0.2	-2.6	1.4
Germany	3,286	44,392	40,447	40,274	0.8	-5.1	3.6
Italy	2,055	38,701	35,251	34,059	-1.3	-5.2	1.3
United Kingdom	2,250	43,652*	35,315*	36,164*	-0.1	-4.9	1.4
China	5,878	3,404	3,739	4,382	9.6	9.2	10.3
Indonesia	707	2,237	2,327	2,974	6.0	4.6	6.1
Malaysia	238	8,088	6,920	8,423	4.8	-1.6	7.2
Singapore	223	37,971	36,112	43,117*	1.5	-0.8	14.5
Thailand	319	4,300	4,151	4,992	2.6	-2.4	7.8

Sources: IMF, *World Economic Outlook Database, September 2011*

Notes: The figures marked * are estimates.

2. Gross Domestic Product (2009)

国内総生産の構成（2009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	462.5	-8.7
Agriculture, forestry & fisheries	農林水産業	8.0	-10.9
Mining	鉱業	0.2	-36.5
Manufacturing	製造業	104.6	-19.7
Construction	建設業	29.4	-0.6
Electricity, gas supply and water	電気・ガス・水道業	12.6	-15.6
Wholesale and retail trade	卸売・小売業	59.6	-12.1
Finance and insurance	金融・保険業	27.0	-5.9
Real estate	不動産業	63.3	0.5
Transport and communication	運輸・通信業	36.3	-9.6
Services	サービス業	120.4	-3.6
2. Producers of Government Services	政府サービス生産者	50.8	1.9
Electricity, gas supply and water	電気・ガス・水道業	5.1	0.3
Services	サービス業	13.9	-0.3
Government	公務	31.9	3.1
3. Producers of Private Non-profit Services for Households	対家計民間非営利サービス生産者	11.9	2.3
Education	教育	5.3	1.7
Others	その他	6.5	2.8
Total	小計	525.6	-7.5
Import Duties, Imputed Interest, Discrepancies, Etc.		-6.3	-
	輸入税、帰属利子、不突合等		
Gross Domestic Product	国内総生産 (GDP)	519.3	-6.3

(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	301.7	-1.9
Government Final Consumption Expenditure		
政府最終消費支出	100.0	3.0
Gross Domestic Fixed Capital Formation		
国内総固定資本形成	104.9	-11.7
Changes in Inventories		
在庫品増加	-4.4	-
Exports of Goods and Services		
財貨・サービスの輸出	67.6	-23.9
(Less) Imports of Goods and Services (控除) 財貨・サービスの輸入	52.1	-15.3
Gross Domestic Expenditure (GDE)		
国内総支出 (GDE)	519.3	-6.3

Source: Economic and Social Research Institute, Cabinet Office.

3. Mining and Manufacturing Production Index

鉱工業生産性指数

(index year 2005 = 100)

	2003	2004	2005	2006	2007	2008	2009	2010
Japan	94.1	98.6	100.0	104.4	107.3	103.8	81.7	94.3
United States	94.7	96.9	100.0	102.2	105.0	101.5	92.1	97.3
France	98.0	100.0	100.0	100.8	102.3	99.5	87.3	92.3
Germany	93.4	96.3	100.0	106.1	113.4	113.6	94.0	104.8
Italy	100.9	100.7	100.0	103.6	105.4	101.7	83.0	87.5
United Kingdom	100.2	101.3	100.0	100.0	100.1	97.0	87.1	89.0

Source: IMF, *International Financial Statistics*, Jul. 2011

4. Consumer Price Index

消費者物価指数

	Index 指数 (year 2005 = 100)							Rate of increase 上昇率 (%)					
	2004	2005	2006	2007	2008	2009	2010	2005	2006	2007	2008	2009	2010
Japan	100.3	100.0	100.2	100.3	101.7	100.3	99.6	-0.3	0.2	0.1	1.4	-1.4	-0.7
United States	96.7	100.0	103.2	106.2	110.2	109.9	111.7	3.4	3.2	2.9	3.8	-0.4	1.6
France	98.3	100.0	101.7	103.2	106.1	106.2	107.8	1.7	1.7	1.5	2.8	0.1	1.5
Germany	98.5	100.0	101.6	103.9	106.6	107.0	108.2	1.6	1.6	2.3	2.6	0.3	1.1
Italy	98.0	100.0	102.1	103.9	107.4	108.2	109.9	2.0	2.1	1.8	3.4	0.8	1.5
United Kingdom	98.0	100.0	102.3	104.7	108.5	110.8	114.5	2.0	2.3	2.3	3.6	2.2	3.3
Indonesia	90.5	100.0	113.1	120.4	132.1	138.5	145.6	10.5	13.1	6.4	9.8	4.8	5.1
Malaysia	97.1	100.0	103.6	105.7	111.5	112.1	114.0	3.0	3.6	2.0	5.4	0.6	1.7
Singapore	99.6	100.0	101.0	103.1	109.9	110.5	113.6	0.4	1.0	2.1	6.5	0.6	2.8
Thailand	95.7	100.0	104.6	107.0	112.8	111.8	115.5	4.5	4.6	2.3	5.4	-0.9	3.3

Source: IMF, *International Financial Statistics Jul. 2011*

5. Population, Labor Force, and Number of Unemployed (2010)

人口・労働力人口・失業者数 (2010年)

(1,000 persons, %)

	Population (2008) 人口	Labor force 労働力人口	Labor force participation rate 労働力率	Number of unemployed 失業者数	Unemployment rate (2008) 失業率
Japan	126,536	66,210	81.6	3,320 ¹⁾	5.0
United States	310,384	153,886 ^{2) 3)}	77.3	14,822 ³⁾	9.6
France	62,787	28,379	71.0	2,643 ¹⁾	9.3
Germany	82,302	41,783 ²⁾	77.9	2,949 ¹⁾	7.1
Italy	60,551	24,972	63.2	2,103 ¹⁾	8.4
United Kingdom	62,036	31,365 ^{2) 3)}	78.4	2,432 ³⁾	7.8
Korea	48,184	24,749 ²⁾	70.3	921 ¹⁾	3.7

Sources: United Nations, *World Population Prospects: The 2010 Revision*, OECD, *Labour Force Statistics*, Statistics Bureau, Ministry of Internal Affairs and Communications, Japan, *Current Population Estimates 2009*, *Labour Force Survey*

Notes: 1) Persons aged 15 years and over
2) Excluding armed forces
3) Persons aged 16 years and over

Trends of Population

6.

人口の推移

	1950	1960	1970	1980	1990	2000	2008	2009	2010
Population (1,000 persons) ^{1) 2)} 人口 (千人)	84,115	94,302	104,665	117,060	123,611	126,926	127,692	127,510	128,056
Births (per 1,000 persons) ³⁾ 出生率 (千人率)	28.1	17.2	18.8	13.6	10.0	9.5	8.7	8.5	8.5
Deaths (per 1,000 persons) ³⁾ 死亡率 (千人率)	10.9	7.6	6.9	6.2	6.7	7.7	9.1	9.1	9.5
Life expectancy at birth (age) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	77.64	79.29	79.59	79.64
Female 女	62.97	70.19	74.66	78.76	81.90	84.62	86.05	86.44	86.39

Sources: Ministry of Health, Labour and Welfare, *Overview of Health and Welfare Statistics*

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

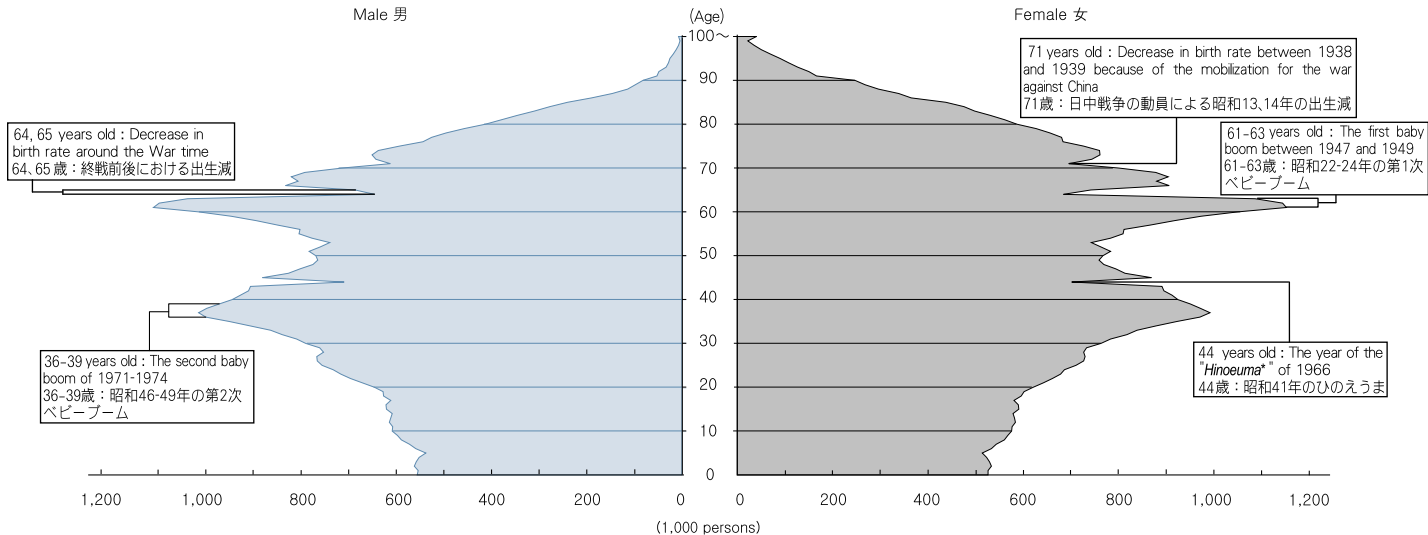
Notes: 1) Population figures from 1950 to 1990 are from national census. The population is as of October 1 in the reference year.

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.

7. Population Pyramid (2010)

人口ピラミッド (2010年)



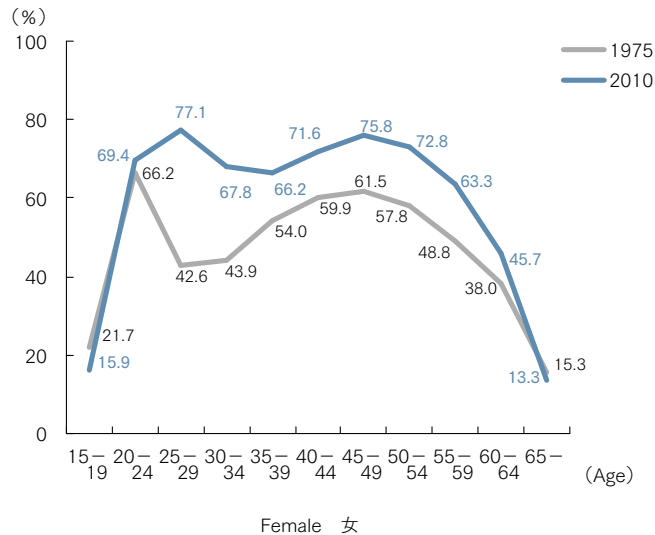
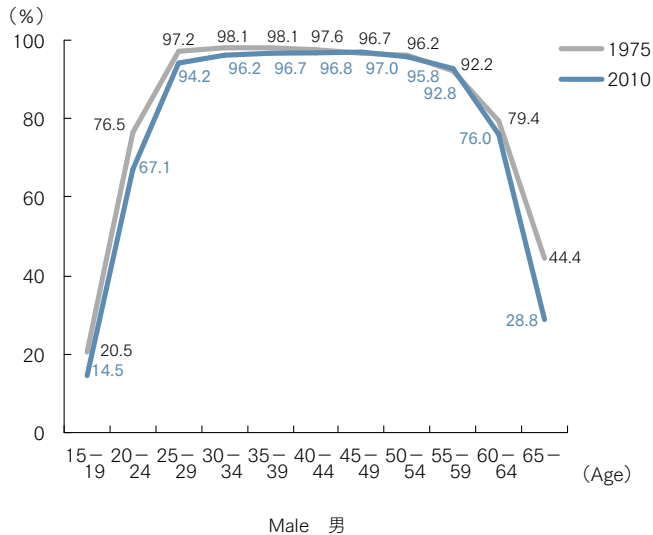
Source: Statistics Bureau, Ministry of Internal Affairs and Communications

Notes: 1) "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.

2) Comments on graph apply to both male and female.

8. Labor Force Participation Rate by Sex 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 2009	
	1980	1990	2000	2005	2010	2025	2050	Male	Female
Japan	9.0	11.9	17.2	19.9	22.6	29.7	37.8	29.1	16.1
United States	11.3	12.5	12.4	12.4	13.0	18.1	21.6	22.1	13.8
France	13.9	14.0	16.1	16.5	17.0	22.6	26.9	2.4	1.1
Germany	15.6	14.9	16.3	18.9	20.5	25.1	32.5	5.7	2.8
Italy	13.4	14.9	18.3	19.6	20.4	24.4	33.3	5.7	1.3
United Kingdom	14.9	15.7	15.8	16.1	16.6	19.4	22.9	11.3	6.4

Sources: 1) United Nations, *World Population Prospects : The 2010 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	1980	1985	1990	1995	2000
New opening rate (A)	新規求人倍率	1.61	1.07	0.97	2.07	1.06	1.05
Active opening rate (B)	有効求人倍率	1.41	0.75	0.68	1.40	0.63	0.59
Rate of placements to applications (C)	就職率（%）	48.8	32.7	31.6	36.3	28.3	27.8
Job orders filling rate (D)	充足率（%）	30.4	30.5	32.5	17.6	26.7	26.5
		2005	2006	2007	2008	2009	2010
New opening rate (A)	新規求人倍率	1.46	1.56	1.52	1.25	0.79	0.89
Active opening rate (B)	有効求人倍率	0.95	1.06	1.04	0.88	0.47	0.52
Rate of placements to applications (C)	就職率（%）	31.4	32.3	32.2	28.8	25.2	27.8
Job orders filling rate (D)	充足率（%）	21.4	20.7	21.2	23.0	31.9	31.4

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

11. 労働力状態

Male and Female	男女計	(10,000 persons, %)										
		1965	1970	1980	1990	2000	2005	2006	2007	2008	2009	2010
Total employed	就業者計	4,730	5,094	5,536	6,249	6,446	6,356	6,382	6,412	6,385	6,282	6,257
Self-employed workers	自営業主	939	977	951	878	731	650	633	622	607	594	579
Family workers	家族従業者	915	805	603	517	340	282	247	236	224	202	189
Employees	雇用者	2,876	3,306	3,971	4,835	5,356	5,393	5,472	5,523	5,524	5,460	5,463
Unemployed	完全失業者	57	59	114	134	320	294	275	257	265	336	334
Labor force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	62.4	60.4	60.4	60.4	60.2	59.9	59.6
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	4.7	4.4	4.1	3.9	4.0	5.1	5.1
Male	男性											
		1965	1970	1980	1990	2000	2005	2006	2007	2008	2009	2010
Total employed	就業者計	2,852	3,091	3,394	3,713	3,817	3,723	3,730	3,753	3,729	3,644	3,615
Self-employed workers	自営業主	666	692	658	607	527	485	472	467	458	445	433
Family workers	家族従業者	223	186	112	93	63	56	45	42	41	36	34
Employees	雇用者	1,963	2,210	2,617	3,001	3,216	3,164	3,194	3,226	3,212	3,149	3,133
Unemployed	完全失業者	32	38	71	77	196	178	168	154	159	203	207
Labor force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	76.4	73.3	73.2	73.1	72.8	72.0	71.6
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	4.9	4.6	4.3	3.9	4.1	5.3	5.4

Female	女性	1965	1970	1980	1990	2000	2005	2006	2007	2008	2009	2010
		Total employed	就業者計	1,878	2,003	2,142	2,536	2,629	2,633	2,652	2,659	2,656
Self-employed workers	自営業主	273	285	293	271	204	166	160	155	148	150	146
Family workers	家族従業者	692	619	491	424	278	226	202	194	182	166	155
Employees	雇用者	913	1,096	1,354	1,834	2,140	2,229	2,277	2,297	2,312	2,311	2,329
Unemployed	完全失業者	25	21	43	57	123	116	107	103	106	133	127
Labor force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	49.3	48.4	48.5	48.5	48.4	48.5	48.5
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	4.5	4.2	3.9	3.7	3.8	4.8	4.6

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 Employees by Size of Employment (2009)

従業者規模別事業所数、従業者数（2009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	5,886,193	58,789,533
1-4 employees	1-4人	3,498,526	7,558,520
5-9 employees	5-9人	1,156,907	7,548,412
10-19 employees	10-19人	664,486	8,939,325
20-29 employees	20-29人	230,785	5,479,766
30-49 employees	30-49人	163,996	6,161,537
50-99 employees	50-99人	102,963	7,022,465
100-199 employees	100-199人	39,960	5,413,734
200-299 employees	200-299人	10,513	2,539,846
300 employees or more	300人以上	12,031	8,125,928

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Establishment and Enterprise Census of Japan, 2009*

13. Number of Employees by Industry

産業別雇用者数

(10,000 persons)

		2003	2004	2005	2006	2007	2008	2009	2010
Total	計	6,316	6,329	6,356	6,382	6,412	6,385	6,282	6,257
Agriculture and forestry	農業、林業	266	264	259	250	251	245	242	234
Fisheries	漁業	27	22	23	22	21	23	20	18
Mining and quarrying of stone and gravel	鉱業、採石業、砂利採取業	5	4	3	3	4	3	3	3
Construction	建設業	604	584	568	559	552	537	517	498
Manufacturing	製造業	1,178	1,150	1,142	1,161	1,165	1,144	1,073	1,049
Electricity, gas, heat supply and water, information and communication, transport and postal activities	電気・ガス・熱供給・水道業、情報通信業、運輸業・郵便業	530	528	530	544	555	563	575	580
Wholesale and retail trade	卸売業・小売業	1,095	1,085	1,084	1,075	1,077	1,067	1,055	1,057
Finance and insurance	金融業・保険業	161	159	157	155	155	164	165	163
Real estate and goods rental and leasing	不動産業、物品賃貸業	97	98	101	107	113	111	110	110
Services, medical health care and welfare, education, and others	サービス業、医療・福祉、教育、その他	2,293	2,366	2,412	2,437	2,445	2,454	2,461	2,485

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

14. Number of Employees by Occupation

職業別雇用者数

											(10,000 persons)	
Employees 雇用者		1970	1980	1990	2000	2005	2007	2008	2009	2010	(%) ⁵⁾	
Professional and technical workers	専門的・技術的職業従事者	246	364	594	754	826	834	844	862	879	(16.2)	
Managers and officials	管理的職業従事者	131	217	234	200	187	170	170	166	159	(2.9)	
Clerical and related workers	事務従事者	723	867	1,088	1,233	1,197	1,222	1,252	1,257	1,247	(23.0)	
Sales workers	販売従事者	344	497	680	736	754	763	753	744	745	(13.7)	
Protective service workers and service workers ¹⁾	保安職業・サービス職業従事者	267	342	384	532	630	670	676	691	707	(13.0)	
Agricultural, forestry, and fisheries workers	農林・漁業作業者	42	40	39	38	42	50	49	53	54	(1.0)	
Workers in transport and communications occupations	運輸・通信従事者	219	229	216	207	192	193	187	188	188	(3.5)	
Mining workers ²⁾	採掘作業者	10	4	2	3	3	3	3	2	2	(0)	
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	1,191	1,231	1,202	1,122	1,104	(20.3)	
Laborers ³⁾	労務作業者	199	148	245	315	331	346	348	340	345	(6.4)	

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 "laborers."

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

5) Figures in () refers to the percentage of all employees in 2010.

15. Number of Employees by Sex and Education

性・学歴別雇用者数

		1997	2002	2007	(1,000 persons) Ratio of 2007 (%) 2007年の割合
Total	男女計	53,390	63,555	64,430	
Male Total	男性計	32,256	37,280	37,355	100.0
Elementary school and junior high school	小・中学	5,285	6,464	4,571	12.2
Senior high school	高校・旧制中	15,221	16,747	15,487	41.5
Junior college and higher professional school	短大・高専	2,511	3,242	4,718	12.6
College or university, including graduate school	大学・大学院	9,213	10,680	11,806	31.6
Female Total	女性計	21,134	26,275	27,076	100.0
Elementary school and junior high school	小・中学	3,228	4,120	2,747	10.1
Senior high school	高校・旧制中	10,979	12,659	11,589	42.8
Junior college and higher professional school	短大・高専	4,927	6,445	8,249	30.5
College or university, including graduate school	大学・大学院	1,979	2,945	3,865	14.3

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

16. Ratio of Older Employees by Sex, Age, and Type of Employment (2009)

性・年齢階級・勤務形態別高年齢雇用者の割合（2009年）

Sex and type of employment 性・勤務の形態		55-69 years old total 55-69歳合計			
		55-59	60-64	65-69	(%)
Male	男	100.0	100.0	100.0	100.0
Full-time	普通勤務	70.6	86.8	65.0	35.6
Short working hours in a day	一日の労働時間が短い	6.4	2.0	9.3	12.9
Short working days	勤務日数が短い	8.5	2.9	11.8	17.5
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	5.8	1.4	4.0	22.4
Others	その他	5.4	3.4	6.8	8.2
No Response	無回答	3.3	3.5	3.1	3.4
Female	女	100.0	100.0	100.0	100.0
Full-time	普通勤務	36.9	44.9	34.9	18.9
Short working hours in a day	一日の労働時間が短い	23.4	23.5	22.7	24.2
Short working days	勤務日数が短い	8.0	5.8	9.5	11.2
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	20.3	16.5	21.3	28.7
Others	その他	7.3	5.0	9.1	10.3
No Response	無回答	4.1	4.3	2.5	6.7

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment Trend of Older Persons, 2009*

17. Reasons for Older Employees to Work by Sex and Age (2009)

就業理由別高年齢就業者の割合（性・年齢階級別、2009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	60-64	65-69	55-69 years old total 55-69歳合計	55-59	60-64	65-69
Total 計	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
For economic reasons 経済上の理由	73.5	84.7	73.2	53.0	58.7	68.0	56.9	44.5
For health reasons 健康上の理由（健康に良いからなど）	3.6	0.8	4.4	7.5	5.4	1.8	5.3	12.0
To enrich life or participate in society 生きがい、社会参加のため	8.8	6.5	7.6	15.3	14.3	12.3	16.2	15.4
Was asked 頼まれたから	5.0	1.2	5.5	11.2	6.3	3.9	5.6	11.7
Have time to spare 時間に余裕があるから	3.1	0.6	3.8	6.7	6.7	5.7	7.7	7.0
Others その他	3.2	3.9	2.9	2.3	5.7	5.1	5.3	7.2

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment Trend of Older Persons, 2009*

Note: "No response"(2.8% of total) is omitted.

18. Ratio of Enterprises with Fixed Retirement Age System by Industry and Size of Enterprise (2010)

一律定年制における定年年齢別企業の割合 (産業・企業規模別、2010年)

(%)

Industry, size of enterprise 産業、企業規模	Retirement age										Ratio of enterprises which adopt fixed retirement age system among all the enterprises with retirement age system
	60	61	62	63	64	65	66 and over	63 and over	65 and over		
All Industries 産業計	82.7	0.5	1.1	1.9	0.5	12.3	1.0	15.7	13.3	98.7	
Mining 鉱業	93.1	—	—	2.3	—	4.6	—	6.9	4.6	100.0	
Construction 建設業	77.9	—	1.2	3.1	1.0	15.7	1.0	20.9	16.8	96.9	
Manufacturing 製造業	87.8	0.3	1.0	0.9	—	9.4	0.4	10.7	9.8	99.5	
Electricity, gas, heat supply and water 電気・ガス・熱供給・水道業	93.5	0.5	1.0	—	—	4.9	—	4.9	4.9	98.5	
Information and communications 情報通信業	83.9	0.6	1.0	3.8	—	10.7	—	14.5	10.7	100.0	
Transport 運輸業	74.8	0.4	1.6	3.0	1.9	15.2	3.1	23.2	18.3	96.8	
Wholesale and retail trade 卸売・小売業	87.3	0.9	0.7	1.3	0.5	9.3	—	11.1	9.3	99.4	
Finance and insurance 金融・保険業	95.0	—	1.2	1.5	—	2.4	—	3.9	2.4	98.4	
Real estate 不動産業	81.7	—	3.2	1.4	—	13.8	—	15.2	13.8	99.5	
Eating and drinking place, accommodations 飲食店・宿泊業	74.3	1.6	1.7	3.5	—	17.5	1.3	22.3	18.8	100.0	
Medical, Healthcare and welfare 医療・福祉	64.7	0.1	1.6	0.6	—	29.7	3.3	33.6	33.0	98.6	
Education, learning support 教育、学習支援業	83.6	—	1.3	1.4	—	12.0	1.7	15.2	13.7	98.7	
Services (not elsewhere classified) サービス業(他に分類されないもの)	69.5	—	1.3	2.7	0.9	21.8	3.7	29.2	25.5	95.9	
Size											
1,000 employees or more 1,000人以上	93.9	0.7	1.0	0.9	0.1	3.4	—	4.4	3.4	98.6	
300-999 employees 300-999人	93.8	0.5	0.4	1.6	0.1	3.5	0.0	5.2	3.5	98.9	
100-299 employees 100-299人	90.0	0.8	1.1	1.7	—	6.0	0.4	8.1	6.4	98.9	
30-99 employees 30-99人	79.1	0.4	1.2	2.1	0.7	15.3	1.3	19.3	16.5	98.6	

Source: Ministry of Health, Labour and Welfare. *General Survey on Working Conditions, 2010*

19. Ratio of Enterprises with Post-retirement System (2010)

定年後の制度と企業の割合（2010年）

(%)

	Enterprises with fixed 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 (age)	63	64	65	66 and over	
Employment extension system 勤務延長制度	[22.8] 100.0	55.8 (100.0)	(5.8)	(1.7)	(80.7)	(11.8)	44.2
Re-hiring system 再雇用制度	[79.8] 100.0	77.1 (100.0)	(6.0)	(2.1)	(87.8)	(4.0)	22.9

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2010*

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

2) Figures in () represent the breakdown of enterprises by oldest hiring age.

20. Ratio of Enterprises with Employment Extension System and Rehiring System by Industry and Size of Enterprise (2010)

一律定年制における勤務延長制度、再雇用制度の有無別企業の割合（産業・企業規模別、2010年）

（%）

Industry, size of enterprise 産業、企業規模		Enterprises with post-retirement system 定年後の制度がある企業				Enterprises without post-retirement system 定年後の制度がない企業	Enterprises which have a fixed retirement age system 一律定年制を定めている企業
		Total 計	Employment extension system only 勤務延長制度のみ	Rehiring system only 再雇用制度のみ	Adoption of both systems 両制度併用		
Enterprises with fixed retirement age	一律定年制の企業						
All Industries	産業計	91.3	11.5	68.5	11.3	8.7	98.7
1,000 employees or more	1,000人以上	97.6	2.5	89.0	6.1	2.4	98.6
300-999 employees	300-999人	97.3	4.4	86.3	6.6	2.7	98.9
100-299 employees	100-299人	95.8	7.6	79.2	9.0	4.2	98.9
30-99 employees	30-99人	89.2	13.6	63.0	12.6	10.8	98.6
Mining and quarrying of stone and gravel	鉱業、採石業、砂利採取業	97.7	11.4	71.4	14.9	2.3	100.0
Construction	建設業	90.1	19.1	55.7	15.3	9.9	96.9
Manufacturing	製造業	93.4	8.7	74.1	10.7	6.6	99.5
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	97.3	1.0	93.1	3.2	2.7	98.5

(%)

Industry, size of enterprise 産業、企業規模	Enterprises with post-retirement system 定年後の制度がある企業				Enterprises without post-retirement system 定年後の制度がない企業	Enterprises which have a fixed retirement age system 一律定年制を定めている企業
	Total 計	Employment extension system only 勤務延長制度のみ	Rehiring system only 再雇用制度のみ	Adoption of both systems 両制度併用		
Information and communication 情報通信業	88.3	8.1	74.2	6.0	11.7	100.0
Transport and postal activities 運輸業、郵便業	92.4	17.2	61.1	14.1	7.6	96.8
Wholesale and retail trade 卸売業、小売業	91.8	9.2	74.9	7.8	8.2	99.4
Finance and insurance 金融業、保険業	97.8	1.9	91.2	4.7	2.2	98.4
Real estate and goods rental and leasing 不動産業、物品賃貸業	88.5	8.3	70.5	9.6	11.5	99.5
Scientific research, professional and technical services 学術研究、専門・技術サービス業	93.0	6.6	75.6	10.8	7.0	98.7
Accommodations, eating and drinking services 宿泊業、飲食サービス業	89.3	14.1	56.0	19.2	10.7	100.0
Living-related and personal services and amusement services 生活関連サービス業、娯楽業	87.0	15.9	59.9	11.2	13.0	98.8
Education, learning support 教育、学習支援業	82.6	9.1	66.1	7.3	17.4	98.7
Medical, health care and welfare 医療、福祉	88.8	17.2	49.4	22.2	11.2	98.6
Services (not elsewhere classified) サービス業（他に分類されないもの）	88.5	14.6	59.9	14.	11.5	95.9

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2010*

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

21. Ratio of Enterprises with Employment Extension System and Rehiring System by Size of Enterprise and Range of Application (2010)

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（2010年）

（%）

Type of system, size of enterprise 制度、企業規模	Enterprises with the system 制度がある企業	Range of application			
		All those who want in principle 原則として希望者全員	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	
Employment extension system	勤務延長制度				
Total	企業規模計	[22.8]100.0	57.5	37.8	4.7
1,000 employees or more	1,000人以上	[8.6]100.0	25.5	65.2	9.3
100-999 employees	100-999人	[15.3]100.0	53.3	39.0	7.8
300-999 employees	300-999人	[11.0]100.0	44.5	46.0	9.5
100-299 employees	100-299人	[16.6]100.0	55.1	37.5	7.4
30-99 employees	30-99人	[26.2]100.0	58.7	37.3	4.0
Re-hiring system	再雇用制度				
Total	企業規模計	[79.8]100.0	42.3	54.7	3.1
1,000 employees or more	1,000人以上	[95.0]100.0	19.0	79.8	1.2
100-999 employees	100-999人	[89.3]100.0	34.2	64.0	1.8
300-999 employees	300-999人	[92.9]100.0	25.1	73.7	1.2
100-299 employees	100-299人	[88.2]100.0	37.2	60.8	1.9
30-99 employees	30-99人	[75.6]100.0	46.8	49.4	3.8

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2010*

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

22. Number of Regular and Non-regular Employees (2010)

正規・非正規従業員別従業者数（2010年）

(10,000 persons, %)

	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	
Number 人数					
Total 計	5,111	3,355(65.7)	1,755(34.3)	1,192	563
Male 男	2,848	2,309(81.1)	539(18.9)	259	280
Female 女	2,263	1,046(46.2)	1,218(53.8)	933	285

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey, 2010*

23. Number and Share of Short-time Employees 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）

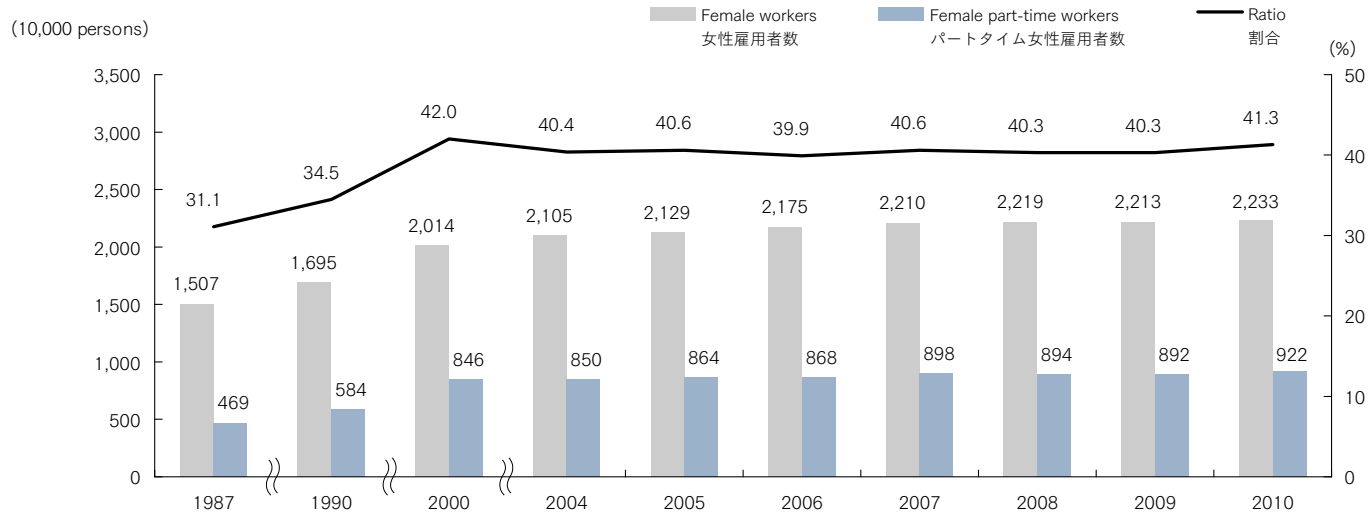
		1980	1990	1995	2000	2005	2009	2010
Number (10,000 persons) 人数								
Total	計	390	722	896	1,053	1,266	1,432	1,415
Male	男	134	221	264	298	384	470	449
Female	女	256	501	632	754	882	961	968
Share (%) 比率								
Total	計	10.0	15.2	17.4	20.0	24.0	27.0	26.6
Male	男	5.2	7.5	8.4	5.7	12.3	8.8	8.4
Female	女	19.3	27.9	31.6	14.4	40.6	18.1	18.2

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 all employees (excluding those with temporary disabilities) x 100

24. Number of Female Part-time Workers and Their Ratio to the Total Number of Female Workers パートタイム女性雇用者数及び女性雇用者総数に占めるその割合



Source: Ministry of Internal Affairs and Communications, *Report on the Special Survey of the Labour Force Survey*

25. Ratio of Part-time Workers in Different Countries

各国の就業者に占めるパートタイム労働者の割合

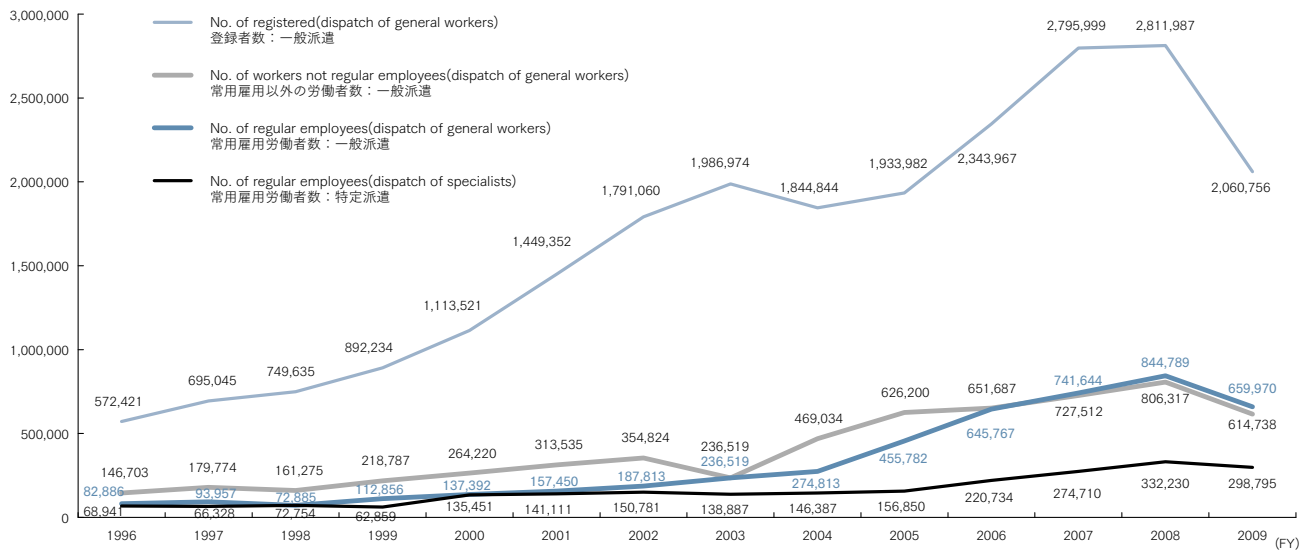
		Japan ¹⁾	United States	United Kingdom	Germany	France	Italy
							(%)
Ratio of part-time workers (Male) 就業者に占めるパートタイム労働者の割合 (男)	1995	—	8.3	7.4	3.4	5.6	4.8
	2000	7.4	7.7	8.6	4.8	5.5	5.7
	2005	8.8	7.8	9.6	7.3	5.0	5.3
	2010	10.4	8.8	11.6	7.9	5.7	6.3
Ratio of part-time workers (Female) 就業者に占めるパートタイム労働者の割合 (女)	1995	—	20.2	40.8	29.1	24.8	21.1
	2000	29.1	18.0	40.8	33.9	24.9	23.4
	2005	31.7	18.3	38.5	38.8	22.6	28.8
	2010	33.9	18.4	39.4	37.9	22.3	31.1
Women's ratio in part-time workers 全パートタイム労働者に占める女性の比率	1995	—	68.7	81.7	86.3	77.9	70.8
	2000	73.1	68.1	79.4	84.5	78.8	70.5
	2005	71.8	68.4	77.6	81.4	79.5	78.2
	2010	70.3	66.9	74.9	80.4	78.1	76.9

Source: OECD, Stat database on "Incidence of FTPT employment"

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

2) Workers with fewer than 30 actual working hours per week.

26. Trends in Number of Dispatched Workers 派遣労働者数の推移



Source: Released by Ministry of Health, Labour and Welfare, 2009

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	2002	2003	2004	2005	2006	2007	2008	2009
Japan ¹⁾	145.1	155.8	158.9	125.4	81.4	77.9	72.1	53.5
United States								
(Permanent settlers)	173.8	81.7	155.3	246.9	159.1	162.2	166.5	144.0
(Temporary workers)	357.9	352.1	396.7	388.3	444.4	503.9	449.9	348.9
France ²⁾								
(Permanent workers)	8.5	7.4	7.6	9.4	10.9	17.6	23.8	22.5
(APT/Provisional work permits)	9.8	10.1	10.0	10.4	10.7	9.9	9.9	5.5
Germany ³⁾	374.0	372.2	380.3	—	—	—	—	—
United Kingdom ⁴⁾	88.6	85.8	89.5	86.2	96.7	88.0	77.7	52.7

Source: OECD, *International Migration Outlook, 2011 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) 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.

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) Foreign nationals who are granted Certificate of Authorized Employment. It includes their dependent family members and citizens of European Economic Area (EU member nations, Iceland, Norway and Lichtenstein).

28. Foreign Labor Force

外国人労働力人口

(1,000 persons)

Country 国	2002	2003	2004	2005	2006	2007	2008	2009
Japan	180	186	192	181	179	194	212	213
United Kingdom ¹⁾	1,251	1,322	1,445	1,504	1,773	2,035	2,283	2,293
Germany ²⁾	3,634	3,703	3,701	3,823	3,528	3,874	3,893	3,289
France ³⁾	1,624	1,527	1,467	1,392	1,407	1,486	1,561	1,540

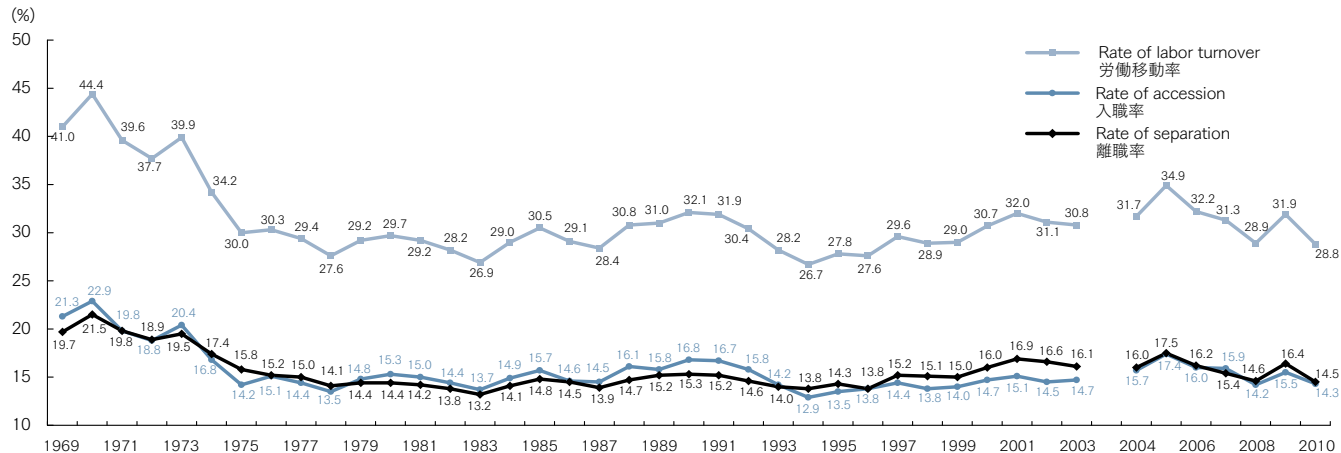
Source: OECD, *International Migration Outlook, 2011 Edition*

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 Labour Force Survey. Excluding the unemployed.
- 2) Including the unemployed and self-employed workers.
- 3) The data are based on Labour Force Survey, as in March 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 Seeking a Job

理由別完全失業者数の推移

		(10,000 persons, %)							
Reason for seeking a job 求職理由		2000	2004	2005	2006	2007	2008	2009	2010
Total 総数		320	313	294	275	257	265	336	334
Quitted job for involuntary reasons 非自発的な離職による者		102 (31.9)	118 (37.7)	100 (34.0)	88 (32.0)	83 (32.3)	88 (33.2)	145 (43.2)	137 (41.0)
Quitted job for voluntary reasons 自発的な離職による者		109 (34.1)	106 (33.9)	110 (37.4)	106 (38.5)	98 (38.1)	100 (37.7)	103 (30.7)	104 (31.1)
Graduated from school 学卒未就職者		18 (5.6)	18 (5.8)	16 (5.4)	15 (5.5)	12 (4.7)	11 (4.2)	14 (4.2)	16 (4.8)
Others その他の者		80 (25.0)	68 (21.7)	65 (22.1)	63 (22.9)	60 (23.3)	63 (23.8)	70 (20.8)	71 (21.3)

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

31. Unemployment Rate by Age and Sex

性・年齢階級別失業率

		(%)							
		1990	2000	2005	2007	2008	2009	2010	
Total	計	2.1	4.7	4.4	3.8	4.0	5.1	5.1	
Male	男								
Total	小計	2.0	4.9	4.6	3.9	4.1	5.3	5.4	
15-24	15-24歳	4.5	10.2	9.9	7.7	7.9	10.1	10.4	
25-34	25-34歳	1.8	5.0	5.2	4.8	5.0	6.5	6.6	
35-44	35-44歳	1.2	2.9	3.5	3.0	3.1	4.4	4.3	
45-54	45-54歳	1.1	3.4	3.1	2.9	3.1	3.9	4.1	
55-64	55-64歳	3.4	6.7	5.0	4.1	4.3	5.	6.0	
65 and over	65歳以上	1.4	3.2	2.5	2.3	2.5	3.3	3.3	
Female	女								
Total	小計	2.2	4.5	4.2	3.7	3.8	4.8	4.6	
15-24	15-24歳	4.1	7.9	7.4	7.1	6.9	8.4	8.0	
25-34	25-34歳	3.4	6.4	6.2	5.1	5.4	6.3	5.7	
35-44	35-44歳	1.8	3.7	4.1	3.9	4.0	5.0	5.0	
45-54	45-54歳	1.3	2.9	2.9	2.6	2.8	3.8	3.6	
55-64	55-64歳	1.4	3.6	2.7	2.4	2.6	3.4	3.3	
65 and over	65歳以上	—	1.1	1.1	1.0	1.4	1.4	1.3	

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（常用労働者）

		1980	990	2000	2005	2007	2008	2009	2010
Total	計	0.77	1.51	0.64	0.96	1.00	0.79	0.42	0.54
19 or under	19歳以下	2.60	4.32	2.31	4.17	5.05	4.50	2.68	3.17
20-24	20-24歳	1.12	1.58	0.87	1.15	1.07	0.81	0.50	0.64
25-29	25-29歳	0.88	1.55	0.73	0.86	0.77	0.55	0.33	0.44
30-34	30-34歳	0.91	2.59	0.99	0.95	0.81	0.58	0.33	0.45
35-39	35-39歳	1.01	2.56	1.17	1.16	0.93	0.64	0.33	0.42
40-44	40-44歳	0.93	2.01	1.04	1.15	1.07	0.76	0.38	0.45
45-49	45-49歳	0.64	1.71	0.56	0.97	1.07	0.83	0.40	0.49
50-54	50-54歳	0.51	1.27	0.32	0.65	0.94	0.85	0.42	0.54
55-59	55-59歳	0.26	0.55	0.18	0.44	0.65	0.65	0.34	0.46
60-64	60-64歳	0.16	0.25	0.08	0.50	0.78	0.64	0.31	0.38
65 and over	65歳以上	0.06	0.67	0.24	1.77	2.54	2.04	1.07	1.28

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	Calculation for 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⁾ × 100
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 × 100 (Excludes members of the armed forces)
France	Employment Survey (Enquete Emploi). Persons 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 four weeks including the survey week, or who were waiting to start a new job within three months.	Number of unemployed / Total labor force × 100
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 × 100 (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 under 65 who were seeking work that is at least 15 hours or more per week and who are capable of accepting the work found for them by a public employment security office.	Number of the registered unemployed / Total labor force × 100 (Excludes members of the armed forces)
Italy	about 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 × 100 (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 × 100 (Excludes members of the armed forces)

Source: Ministry of Health, Labour and Welfare, *Report on Conditions Overseas 2008-2009, Annual report on the labour force survey 2010*

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. Germany also publishes the number of registered unemployed and registered unemployment rate besides them.

	失業者の定義	失業率の算出方法
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⁾ ×100
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×100 (軍人を除く)
フランス	雇用統計 (Enquete 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、調査週を含む過去4週間以内に求職活動を行った、又は3ヵ月以内に新しい仕事を始めるために待機中の15歳以上の者。	失業者数/労働力人口×100
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。少なくとも週15時間以上の仕事を探しており、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65歳未満の者。	失業者数/労働力人口×100 登録失業者数/労働力人口×100
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30日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×100
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×100

資料出所: 厚生労働省「海外情勢報告2008-2009」、労働力調査年報2010

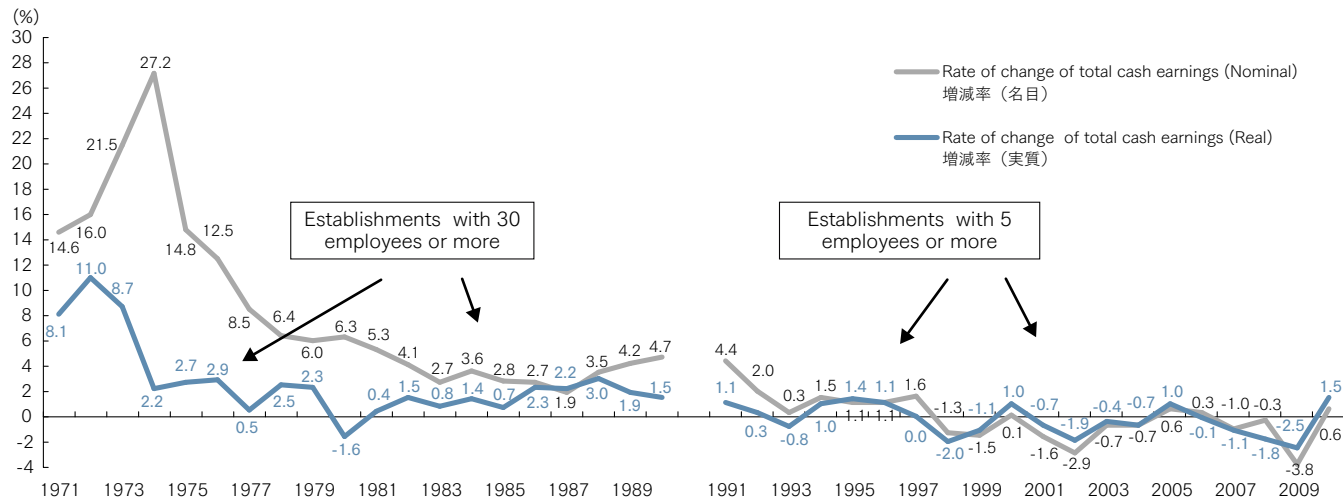
注:

1) 全労働力人口は、軍人 (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			2009			2010		
		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	318.1	354.6	243.2	323.0	360.0	243.6
	Scheduled 所定内給与額	302.2	336.8	220.6	294.5	326.8	228.0	296.2	328.3	227.6
Annual special earnings 年間賞与 その他特別給与額		1,017.7	1,162.4	677.0	888.5	1,043.0	570.6	791.2	910.2	536.2

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2010*

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

36.

General Worker Wages by Education and Age Group, Wage Differentials by Age Group (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)				Wage differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 yen) (千円)				Wage differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 yen) (千円)				Wage 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	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010	1975	2010
Total計	169.9	395.3	124.9	274.7	177	181	134	131	178.2	300.1	111.8	242.9	196	155	131	127	133.0	289.1	87.0	199.4	145	152	110	116
20-24歳	95.8	218.2	93.0	210.3	100	100	100	100	90.7	193.5	85.2	190.7	100	100	100	100	92.4	190.4	79.4	172.5	100	100	100	100
25-29歳	121.4	252.8	110.0	234.8	127	116	118	112	115.8	224.6	98.4	215.2	128	116	115	113	115.0	221.8	86.7	185.1	125	116	109	107
30-34歳	161.1	309.9	136.6	266.9	168	142	147	127	148.4	264.4	118.9	235.2	164	137	140	123	141.4	252.8	92.2	194.1	153	133	116	113
35-39歳	203.1	373.5	160.8	307.0	212	171	173	146	171.8	306.0	142.9	250.0	189	158	168	131	157.8	285.5	94.0	208.3	171	150	118	121
40-44歳	232.4	454.3	182.3	345.6	243	208	196	164	196.6	342.8	167.5	267.0	217	177	197	140	170.2	314.4	100.5	208.7	184	165	127	121
45-49歳	267.4	507.7	202.0	372.4	279	233	217	177	234.8	384.6	183.6	272.2	259	199	215	143	178.4	341.7	112.7	210.4	193	179	142	122
50-54歳	285.3	523.8	217.7	381.3	298	240	234	181	252.3	404.6	188.4	278.5	278	209	221	146	190.6	352.7	117.6	210.0	206	185	148	122
55-59歳	268.3	512.4	207.6	380.1	280	235	223	181	240.9	404.8	178.1	283.1	266	209	209	148	163.5	345.4	111.8	208.9	177	181	141	121
60-64歳	204.4	402.7	181.1	406.4	213	185	195	193	165.9	299.5	142.8	258.3	183	155	168	135	132.8	242.9	101.5	189.4	144	128	128	110

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2010*

Note: Wages mean the amount for the period of June 1-30, the year surveyed.

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

企業規模、性別にみた企業規模間賃金格差の推移（産業計）

Total 合計	2007		2008		2009	
	Wage differentials by enterprise size 企業規模間賃金格差					
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
1,000 employees or more 1000人以上	100	100	100	100	100	100
100-999 employees 100-999人	81	88	85	90	84	91
10-99 employees 10-99人	75	82	77	83	76	83

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

Note: Results are for private enterprises.

38. Wage Differentials by Class of Position

職階別賃金格差

			(1,000 yen, %)						
			1980	1990	2000	2007	2008	2009	2010
Director 部長									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	638.0	661.1	654.3	638.5	643.6
決まって支給する現金給与額	Differential	格差	100	100	100	100	100	100	100
Annual special cash earnings	Actual earnings	実額	2,153.0	3,051.1	2,872.2	2,738.0	2,715.3	2,659.6	2,167.9
年間賞与その他特別給与額	Differential	格差	100	100	100	100	100	100	100
Section manager 課長									
Contractual cash earnings	Actual earnings	実額	320.6	463.8	521.1	531.3	522.7	517.1	516.4
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.7	80.4	79.9	81.0	80.2
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,308.4	2,292.9	2,276.2	2,210.9	1,874.1
年間賞与その他特別給与額	Differential	格差	76.4	79.7	80.4	83.7	83.8	83.1	86.4
Chief 係長									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	435.8	437.3	438.7	416.7	424.9
決まって支給する現金給与額	Differential	格差	67.8	67.8	68.3	66.1	67.0	65.3	66.0
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,733.8	1,634.4	1,640.6	1,552.2	1,430.6
年間賞与その他特別給与額	Differential	格差	55.1	56.1	60.4	59.7	60.4	58.4	66.0
Non-supervisory positions 非役職									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	315.0	324.5	325.4	315.7	320.5
決まって支給する現金給与額	Differential	格差	45.4	46.6	49.4	49.1	49.7	49.4	49.8
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,013.7	967.8	975.9	966.2	874.0
年間賞与その他特別給与額	Differential	格差	28.3	30.1	35.3	35.3	35.9	36.3	40.3

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

Note: Enterprises with 100 employees or more. Differentials were calculated on the basis of director (= 100).

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	2007	2008	2009	2010
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	5,890	6,149	5,630	5,516
Ratio (%)	賃上率 (%)	18.5	6.7	5.9	2.1	1.9	2.0	1.8	1.8
Small and medium scale enterprises		中小企業							
Monthly amount (yen)	月額 (円)	7,390	10,069	11,050	3,789	3,807	3,787	—	—
Ratio (%)	賃上率 (%)	19.9	7.4	5.5	1.6	1.6	1.5	—	—
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	843,779	842,270	710,844	711,890
Increase rate (%)	伸び率 (%)	22.2	10.3	8.0	-0.5	2.3	-0.3	-14.3	0.2
Year-end		年末							
Agreed amount (yen)	妥結額 (円)	160,202	482,672	765,542	799,232	845,119	831,813	726,933	733,935
Increase rate (%)	伸び率 (%)	19.2	8.7	6.8	0.8	1.5	-0.6	-12.6	1.0

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.
- 5) The survey for small and medium scale enterprises has been abolished after FY 2008.

40. Summer and Year-end Bonus Payments

夏季及び年末賞与

		Size of enterprise, year 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		
		2008	2009	2010	2008	2009	2010
Summer		夏季					
Actual amount (1,000 yen)	実額 (千円)	406.0	363.1	367.2	470.3	409.7	416.7
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	-1.0	-9.7	1.1	-0.9	-11.5	1.7
Pay ratio ³⁾ (month)	支給率 (月)	1.0	1.0	1.0	1.2	1.1	1.1
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	70.2	66.4	67.1	89.7	87.2	87.3
Year-end		年末					
Actual amount (1,000 yen)	実額 (千円)	424.4	—	—	487.2	—	—
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	1.0	—	—	-1.1	—	—
Pay ratio ³⁾ (month)	支給率 (月)	1.1	—	—	1.3	—	—
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	73.3	—	—	90.6	—	—

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

41. International Comparison of Wages (Manufacturing, Total of Male and Female)

賃金（製造業、男女計）の国際比較

			1995	2000	2005	2008	2009	2010
Japan (E)	(yen/month) ²⁾	(円/月)	390,600	406,707	419,656	411,529	378,257	393,044
	(yen/day)	(円/日)	19,727	20,645	21,411	21,104	20,014	20,260
	(yen/hour)	(円/時間)	2,383	2,469	2,516	2,485	2,426	2,407
United States (E)	(\$/hour) ³⁾	(ドル/時間)	12.34	14.32	16.56	17.75	18.24	18.61
France (E)	(euro/hour) ⁴⁾	(ユーロ/時間)	52.78	10.20	12.56	—	—	—
Germany (E)	(euro/hour) ⁵⁾	(ユーロ/時間)	25.46	27.78	15.60	19.51	—	—
Italy (R)	(Index) ⁶⁾	(指数)	131.3	114.4	99.5	109.8	—	—
United Kingdom (E)	(pound/hour) ⁷⁾	(ポンド/時間)	7.92	10.10	12.51	12.32	—	—
China (E)	(yuan/month)	(元/月)	431	729	1,313	2,016	—	—
Singapore (E)	(S\$/month) ⁸⁾	(シンガポールドル/月)	2,157	3,036	3,495	3,955	—	—
Thailand (R)	(baht/month) ⁹⁾	(バーツ/月)	4,994	6,065	6,407	—	—	—

Sources: ILO, *Yearbook of Labour Statistics 2008*, Ministry of Health, Labour and Welfare, *Annual Report on Monthly Labour Surveys*

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 sets as 1995: 1990=100, 2000: Dec., 1995=100, 2003-2004: Dec., 2000, and from 2005, Dec., 2005=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	
		Statutory welfare costs	うち法定福利費	(7.9)	(8.5)	(8.9)	(9.3)	(10.3)
		Voluntary social benefits ³⁾	法定外福利費	(2.8)	(3.1)	(3.1)	(2.9)	(2.4)
		Retirement allowance	退職金等	(4.3)	(4.1)	(4.9)	(6.8)	(6.8)
		Others	その他	(1.3)	(1.4)	(0.9)	(0.8)	(0.7)
		1992 ⁴⁾	1995 ⁴⁾	2002	2006	2010		
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	71.8	71.6	72.6	77.7	76.7	
	Non-wage costs	現金給与以外	28.2	28.4	23.1	22.3	23.3	
		Statutory welfare costs	うち法定福利費	(9.1)	(8.5)	8.6	(8.4)	(8.2)
		Voluntary social benefits ³⁾	法定外福利費	(16.1)	(15.8)	} (14.5)	} (13.9)	} (15.2)
		Retirement allowance	退職金等	(2.9)	(4.0)			
		Others	その他	(0.1)	(0.1)			
		1992	1996	2000	2004	2008		
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	85.1	83.8	76.8	75.0	82.7	
	Non-wage costs	現金給与以外	15.0	16.2	23.2	25.0	17.4	
		Statutory welfare costs	うち法定福利費	(7.5)	(8.5)	(8.3)	(6.1)	(7.9)
		Voluntary social benefits ³⁾	法定外福利費	} (4.7)	(5.0)	(8.7)	(14.0)	(6.8)
		Retirement allowance	退職金等		(0.0)	(1.0)	(1.2)	(0.7)
	Others	その他	(2.9)	(2.8)	(4.7)	(3.7)	(1.9)	

		1988	1992	1996	2000	2004
France	Total	計	100.0	100.0	100.0	100.0
	Cash wages	現金給与	69.0	68.1	65.2	64.8
	Non-wage costs	現金給与以外	31.0	32.0	35.0	35.2
	Statutory welfare costs	うち法定福利費	(19.2)	(21.8)	(21.8)	(20.5)
	Voluntary social benefits ³⁾	法定外福利費	(4.5)	} (7.0)	(7.4)	(8.9)
	Retirement allowance	退職金等	(4.0)		(1.8)	(2.2)
	Others	その他	(3.5)	(3.3)	(4.2)	(3.7)
			(3.8)			(3.8)
		1992	1996	2000	2004	2008
Germany	Total	計	100.0	100.0	100.0	100.0
	Cash wages	現金給与	78.8	73.8	75.8	75.3
	Non-wage costs	現金給与以外	21.6	26.3	24.2	24.4
	Statutory welfare costs	うち法定福利費	(15.3)	(15.9)	(15.7)	(15.3)
	Voluntary social benefits ³⁾	法定外福利費	} (3.1)	(7.6)	(7.0)	(7.7)
	Retirement allowance	退職金等		(0.6)	(0.6)	(0.5)
	Others	その他	(3.2)	(2.2)	(1.2)	(1.5)
			(1.5)			(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, June 2011*

EU: Eurostat(2011.2) *Labour Costs Survey 2008*

Notes: 1) All enterprises with one or more employees for the U.S. and those with ten or more employees for EU

2) The figures in () are breakdown.

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

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

*Insurance: 9.1%

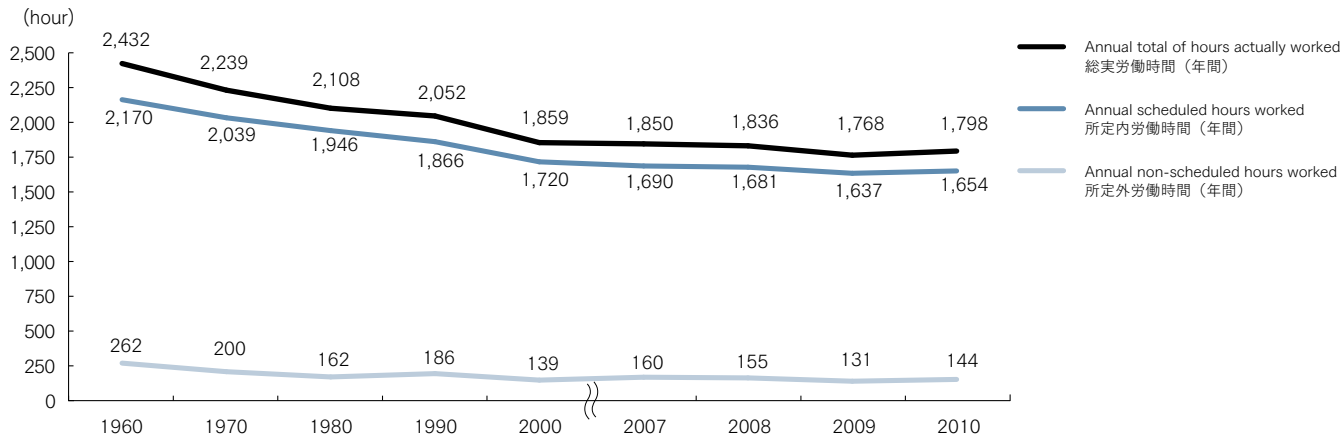
*Retirement and savings: 4.9%

*Other benefits: 0.5%

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

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 1988, 1991, 1993, 1996, 1999, 2002, 2004, 2007, 2009, and in April of 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 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	2000	2007	2008	2009	2010
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	91.3	88.8	87.8	84.8	86.2
Perfect weekly two days off									
	完全週休2日制	0.3	5.4	11.5	33.4	49.5	46.7	44.6	39.1
Other weekly two days off ²⁾									
	その他の週休2日制	4.1	42.2	55.4	57.8	39.3	41.1	40.2	47.2
Ratio of employees	適用労働者数の割合								
Some type of weekly two days off									
	何らかの週休2日制	1.8	74.1	86.4	95.8	91.8	90.3	88.2	90.1
Perfect weekly two days off									
	完全週休2日制	0.5	23.0	39.2	58.7	32.8	30.8	29.1	58.0
Other weekly two days off ²⁾									
	その他の週休2日制	1.3	51.1	47.2	37.1	59.1	59.5	59.1	32.1

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

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

2) "Other weekly two days off" includes "three times a month", "every two weeks", "twice a month" or "once a month".

45. Average Number of Paid Holidays, Days Actually Taken and Rate of Usage 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		2007	2008	2009	2010
Total	計				
Average days given ¹⁾	平均付与日数	17.7	17.8	18.3	18.1
Average days taken	平均取得(消化)日数	8.3	8.5	8.8	8.7
Average usage rate ²⁾ (%)	平均取得(消化)率	46.6	47.7	48.1	48.2
1,000 employees or more	1,000人以上				
Average days given ¹⁾	平均付与日数	18.8	18.8	19.8	19.0
Average days taken	平均取得(消化)日数	9.7	10.0	10.6	10.2
Average usage rate ²⁾ (%)	平均取得(消化)率	51.7	53.1	53.7	53.5
300-999 employees	300-999人				
Average days given ¹⁾	平均付与日数	17.9	17.7	17.8	18.1
Average days taken	平均取得(消化)日数	7.7	8.0	7.9	8.1
Average usage rate ²⁾ (%)	平均取得(消化)率	43.0	45.0	44.1	44.9
100-299 employees	100-299人				
Average days given ¹⁾	平均付与日数	17.0	17.0	17.1	17.3
Average days taken	平均取得(消化)日数	7.4	7.3	7.9	7.8
Average usage rate ²⁾ (%)	平均取得(消化)率	43.9	42.8	46.0	45.0
30-99 employees	30-99人				
Average days given ¹⁾	平均付与日数	16.5	16.4	16.3	16.9
Average days taken	平均取得(消化)日数	7.1	7.0	6.5	6.9
Average usage rate ²⁾ (%)	平均取得(消化)率	43.0	42.4	40.0	41.0

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

Notes: 1) Average days given excludes carry-over days.

2) Average rate of usage = days taken / days given x 100

3) The figures are for private company that the head office has more than 30 regular employees.

46. Average Annual Hours Actually Worked per Employee

雇用者 1 人当たりの平均年間総実労働時間

	1990	2000	2005	2008	2009	2010	(hours)
Japan ¹⁾	2,064	1,853	1,802	1,792	1,733	1,754	
United States	1,833	1,835	1,801	1,797	1,776	1,786	
France ²⁾	1,581	1,491	1,459	1,461	1,469	—	
Germany ³⁾	1,490	1,387	1,354	1,352	1,309	1,340	
United Kingdom	1,711	1,698	1,666	1,634	1,630	1,620	

Source: OECD, *Stat Database 2011*

Notes: 1) Establishment size for Japan is 5 or more employees.

2) The value for 2009 is estimated figure.

3) The figures for 1990 represent those for former West Germany.

47. Adoption of Variable Working Hour System and De Facto Working Hour System (by Enterprise Size)

変形労働時間制及びみなし労働時間制の採用状況 (企業規模別)

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

Ratio of enterprises (Figures in parentheses are 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	2009	2010	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)	54.2 (49.5)	55.5 (49.8)	76.6 (49.6)	66.3 (49.3)	59.3 (50.7)	53.0 (49.9)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	0.6* (0.5*)	35.6 (24.1)	37.0 (24.6)	25.6 (11.2)	30.3 (22.6)	35.9 (30.9)	38.2 (38.2)
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)	15.5 (16.8)	15.3 (17.0)	40.2 (23.3)	27.3 (18.8)	19.8 (14.9)	12.4 (9.3)
Flexible working hour system on a daily basis フレックスタイム制	2.2 (4.8)	6.1 (8.5)	5.9 (8.1)	31.8 (15.2)	18.1 (7.8)	7.7 (4.9)	3.6 (1.9)
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)	45.8 (50.5)	44.5 (50.2)	23.4 (50.4)	33.7 (50.7)	40.7 (49.3)	47.0 (50.1)

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions 2010*

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

2) 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 Hour System みなし労働時間制の採用状況

Ratio of enterprises (Figures in parentheses are 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	2009	2010	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)	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)	8.9 (6.3)	11.2 (6.9)	27.4 (8.5)	20.8 (8.1)	13.9 (5.6)	9.2 (4.9)				
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)	7.5 (4.8)	9.1 (5.3)	19.7 (6.1)	17.5 (6.6)	11.2 (4.6)	7.5 (3.6)				
Discretionary working system in the type of professional work ¹⁾ 専門業務型裁量労働制	0.6 (0.1)	2.1 (1.1)	2.5 (1.3)	9.7 (1.7)	5.1 (1.3)	3.2 (1.0)	1.9 (1.1)				
Discretionary working system in the type of planning work ²⁾ 企画業務型裁量労働制	— —	1.0 (0.4)	0.8 (0.3)	6.5 (0.7)	1.7 (0.2)	1.0 (0.0)	0.5 (0.2)				
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)	91.1 (93.7)	88.8 (93.1)	72.6 (91.5)	79.2 (91.9)	86.1 (94.4)	90.8 (95.1)				

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions 2010*

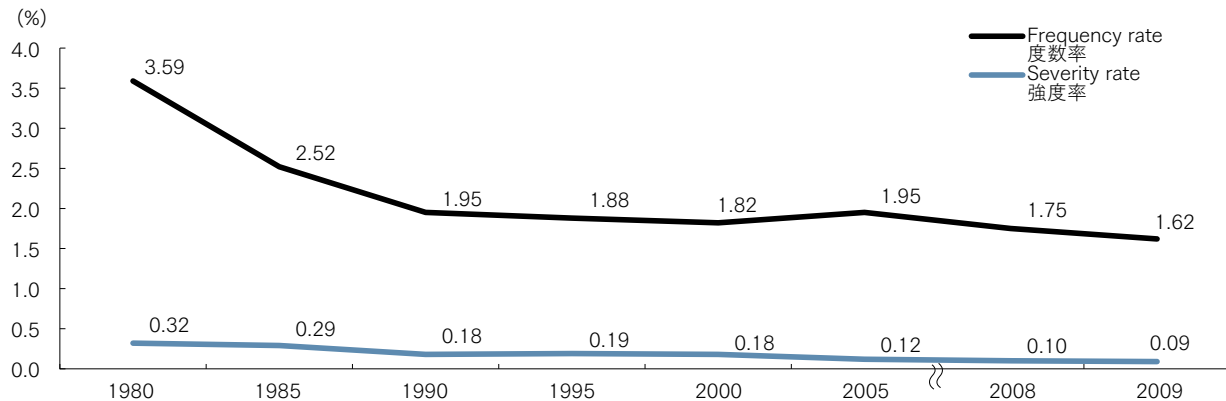
Notes: 1) "Discretionary working system in the type of professional work" was called as "De facto working hour system for discretion labor" until 1999.

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

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

48.

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

3) Figures for establishments with 100 employees and more

Trends in Deaths and Injuries (Absences of Four or More Days from Work)

49. 死傷災害発生状況（死亡災害及び休業4日以上之死傷災害）

By Industry 産業別		1980	1990	2000	2006	2007	2008	2009	2010	(persons)
All Industries		335,706	210,108	133,948	121,378	121,356	119,291	105,718	107,759	
	全産業	(3,009)	(2,550)	(1,889)	(1,472)	(1,357)	(1,268)	(1,075)	(1,195)	
Manufacturing		106,481	62,404	37,753	29,732	29,458	28,259	23,046	23,028	
	製造業	(589)	(447)	(323)	(268)	(264)	(260)	(186)	(211)	
Mining		8,477	1,230	760	476	439	362	345	322	
	鉱業	(105)	(44)	(26)	(16)	(13)	(8)	(9)	(5)	
Construction		112,786	60,900	33,599	26,872	26,106	24,382	21,465	21,398	
	建設業	(1,374)	(1,075)	(731)	(508)	(461)	(430)	(371)	(365)	
Transportation		4,626	2,935	1,872	2,012	2,034	2,059	1,965	2,009	
	交通運輸業	(52)	(64)	(29)	(25)	(29)	(29)	(12)	(22)	
Overland Freight Transport		21,807	16,831	14,653	13,402	13,427	14,691	12,794	13,040	
	陸上貨物運送業	(261)	(311)	(271)	(198)	(196)	(148)	(122)	(154)	
Harbor Cargo Handling		4,108	1,103	388	298	307	290	228	219	
	港湾荷役業	(55)	(28)	(11)	(14)	(9)	(9)	(10)	(5)	
Forestry		12,490	5,069	2,773	1,972	2,080	2,073	2,128	2,149	
	林業	(117)	(89)	(53)	(57)	(50)	(43)	(43)	(59)	
Others		64,931	59,636	42,150	46,614	47,505	47,175	43,747	45,594	
	その他	(456)	(492)	(445)	(386)	(335)	(341)	(322)	(374)	

Source: Ministry of Health, Labour and Welfare

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

50. Amount of Accrued Benefit Payment at Retirement by Educational Attainment and Type of Workers (2008)

学歴、労働者の種類別定年退職者の退職給付額 (2008年)

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)	2,497	1,318	2,257	2,389	2,572	2,252	1,252	1,321
	Rate of payment to monthly regular pay 月収換算 (月分)	45.0	23.7	38.5	42.1	46.7	48.7	36.4	30.9	43.5	50.3
300-999 employees 300-999人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,053	965	1,374	1,852	2,238	1,673	695	1,041	1,394	1,836
	Rate of payment to monthly regular pay 月収換算 (月分)	39.7	20.1	26.1	36.2	43.0	38.8	19.0	25.4	37.7	41.0
100-299 employees 100-299人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,793	775	1,350	1,442	2,094	1,429	501	907	1,132	1,753
	Rate of payment to monthly regular pay 月収換算 (月分)	37.8	17.3	26.3	30.5	44.3	33.4	16.3	25.7	31.1	36.8
30-99 employees 30-99人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,369	986	658	1,750	1,687	1,268	618	723	834	1,723
	Rate of payment to monthly regular pay 月収換算 (月分)	30.3	22.3	19.0	34.6	35.7	33.7	19.7	23.1	25.3	40.4

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2008*

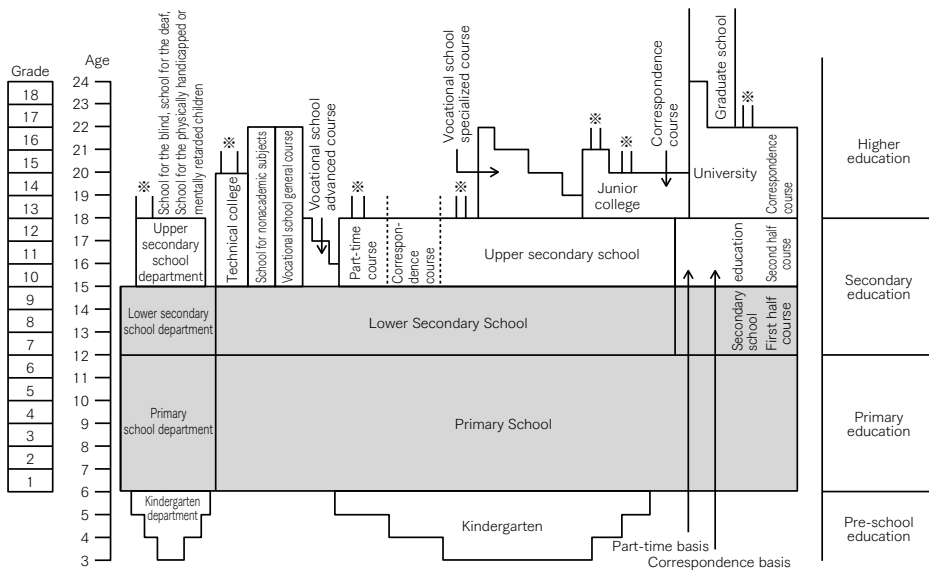
Notes: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

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.

51. Education System

教育制度



Source: Ministry of Education, Culture, Sports, Science and Technology, *International Comparison of 2010 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	2008	2009	2010
Lower Secondary School	中学校								
New graduates	新規学卒者	1,770	1,667	1,723	1,982	1,465	1,199	1,188	1,128
New graduates entering the labor market	就職者	683.7	271.3	67.4	54.8	14.9	7.9	6.2	5.4
Ratio of those entering higher institutions ²⁾	進学率 (%)	57.7	82.1	94.2	94.4	95.9	96.4	96.3	96.3
Ratio of new graduates entering the labor market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	0.7	0.5	0.4
Upper Secondary School	高等学校								
New graduates	新規学卒者	934	1,403	1,399	1,767	1,329	1,088	1,064	1,069
New graduates entering the labor market	就職者	572.5	816.7	599.7	622.3	247.1	206.6	193.6	168.7
Ratio of those entering higher institutions	進学率 (%)	17.2	24.2	31.9	30.5	45.1	52.9	53.9	54.3
Ratio of new graduates entering the labor market	就職率 (%)	61.3	58.2	42.9	35.2	18.6	19.0	18.2	15.8
Junior College	短大								
New graduates	新規学卒者	30	115	170	208	178	84	78	71
New graduates entering the labor market	就職者	17.5	80.2	128.9	181.1	99.6	60.4	54.6	46.7
Ratio of those entering higher institutions	進学率 (%)	8.6	3.8	3.2	3.4	9.4	11.4	11.5	11.7
Ratio of new graduates entering the labor market	就職率 (%)	58.9	70.3	76.0	87.0	56.0	72.0	69.9	65.4

		1960	1970	1980	1990	2000	2008	2009	2010
University	大学								
New graduates	新規学卒者	120	241	379	400	539	556	560	541
New graduates entering the labor market	就職者	99.5	187.7	285.0	324.1	300.7	388.4	382.4	329.1
Ratio of those entering higher institutions ³⁾	進学率 (%)	3.8	5.2	4.4	6.8	10.7	12.1	12.2	13.4
Ratio of new graduates entering the labor market	就職率 (%)	83.2	78.1	75.3	81.0	55.8	69.9	68.4	60.8

Source: Ministry of Education, Culture, Sports, Science and Technology, *Statistical Abstract, 2010*

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.

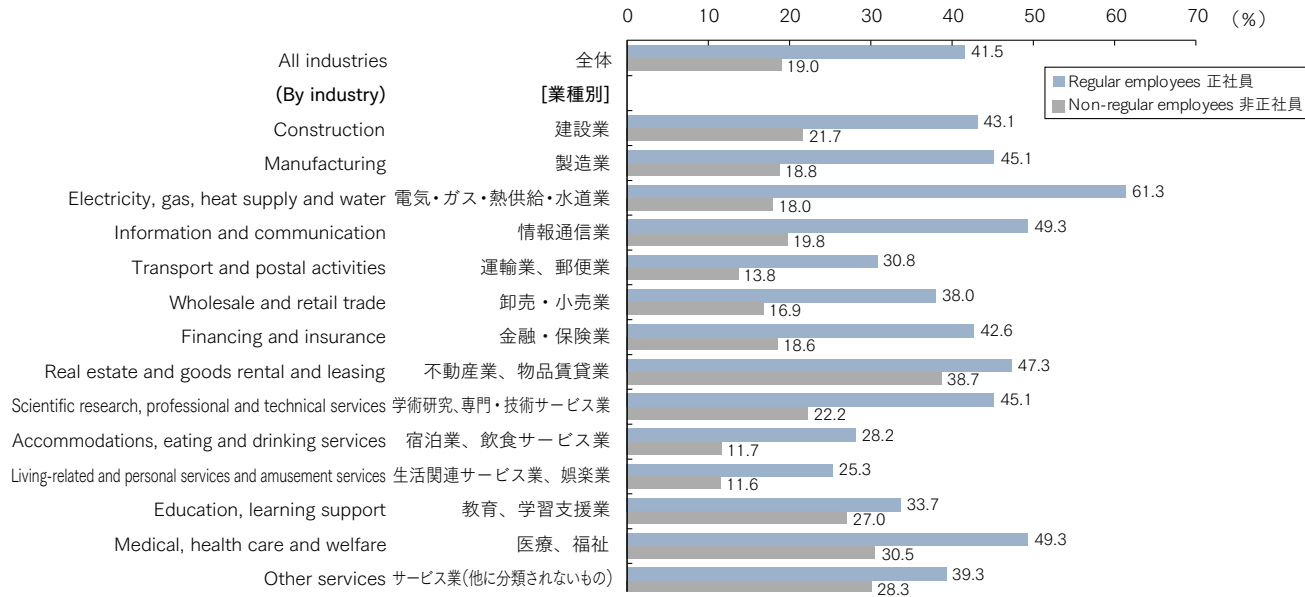
4) Indicates the ratio of those entering graduate schools.

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

53.

Status of Participation in Off-the-job Training (2010)

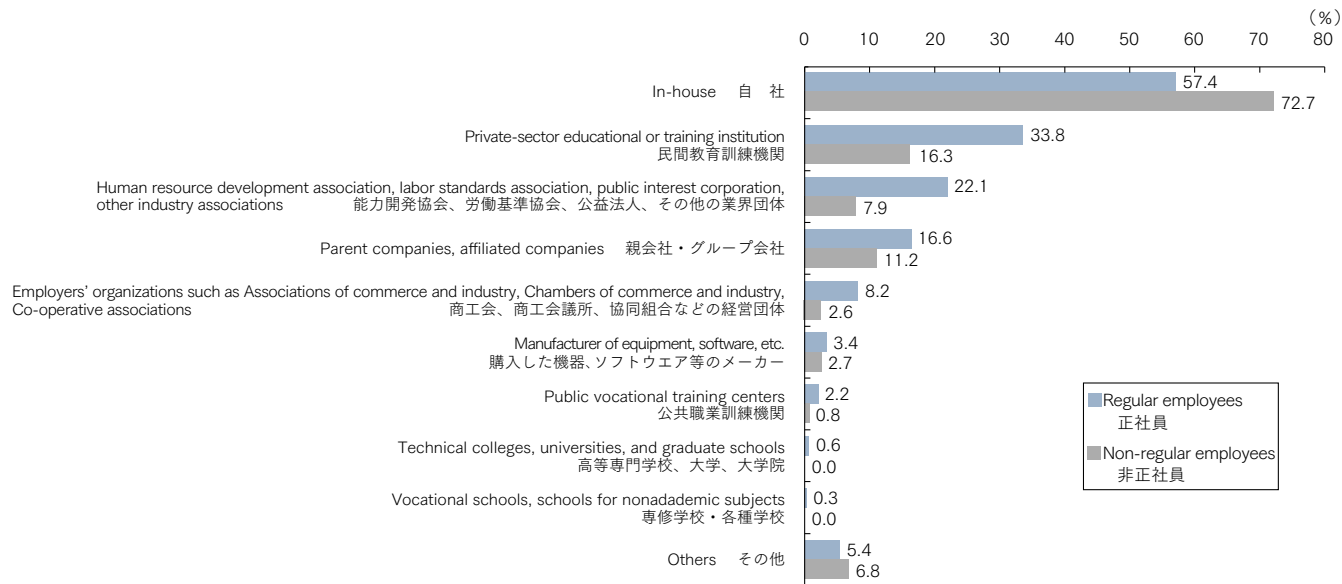
Off-JTの受講状況 (2010年)

Source: Ministry of Health, Labour and Welfare, *Report of Skill Development Survey, 2010*

54.

Educational and Training Institutions Used for Off-the-job Training (Multiple Answers, 2010)

Off-JTで利用した教育訓練機関（複数回答、2010年）

Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2010*

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	2007	2008	2009	2010
Labor Unions ¹⁾										
労働組合数	29,144	41,561	60,954	72,693	72,202	68,737	58,265	57,197	56,347	55,910
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	10,080	10,065	10,078	10,054
Estimated Organization Rate ²⁾										
推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	21.5	18.1	18.1	18.5	18.5

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2010*

Notes: 1) The number of labour unions is a totaled result of local trade unions (unit 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	2000	2006	2007	2008	2009	2010
Total 計								
Members (1,000 persons)	労働組合員数 (千人)	9,515	8,975	7,887	7,997	8,257	8,328	8,367
Estimated Organization Rate (%)	推定組織率	21.9	18.7	16.0	16.2	16.5	16.9	17.0
1,000 or more		1,000人以上						
Members (1,000 persons)	労働組合員数 (千人)	5,635	5,274	4,536	4,615	4,877	5,081	5,164
Estimated Organization Rate (%)	推定組織率	61.0	54.2	46.7	47.5	45.3	46.2	46.6
100-999		100-999人						
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,246	1,954	1,938	1,932	1,917	1,911
Estimated Organization Rate (%)	推定組織率	24.0	18.8	14.8	14.3	13.9	14.2	14.2
99 or less		99人以下						
Members (1,000 persons)	労働組合員数 (千人)	463	361	290	283	273	269	261
Estimated Organization Rate (%)	推定組織率	2.0	1.4	1.1	1.1	1.1	1.1	1.1

Source: Ministry of Internal Affairs and Communications, *Basic Survey on Labour Unions, 2010*

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 (2010)

企業規模別民間企業の労働組合員数 (2010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	836.7	4,917
1,000 or more employees	1,000人以上	516.4	1,108
300-999 employees	300-999人	123.5	} 1,346
100-299 employees	100-299人	67.6	
30-99 employees	30-99人	22.6	} 2,425
29 or less employees	29人以下	3.5	
Others	その他	103.1	—

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2010*

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

Trends in Part-time Worker Membership in Labor Unions

58.

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 Labor 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		
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
2008	615,851	4.7	6.2	5.0
2009	700,067	13.7	7.0	5.3
2010	726,113	3.7	7.3	5.6

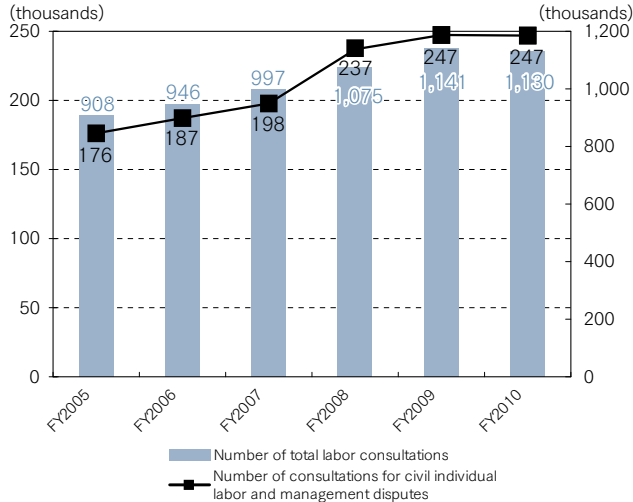
Source: Ministry of Health, Labour and Welfare, *Basic Survey on Labour Unions, 2010*

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.

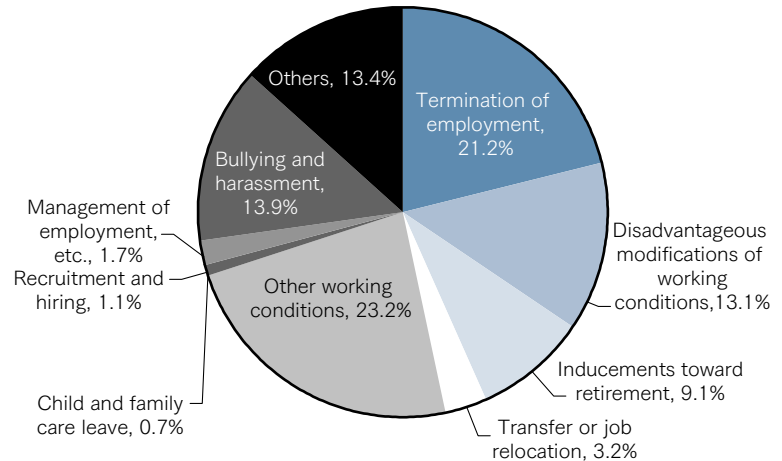
2) The "estimated organization rate" is a figure obtained by dividing the number of part-time worker members in labor unions by the number of short-time workers.

59. Number of Consultations about Individual Labor Disputes as Civil Affairs (2010) 民事上の個別労働紛争相談件数（2010年）

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



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



Source: Ministry of Health, Labour and Welfare, *State of Operation of the Individual Labor Dispute Resolution System 2010*

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	2006	2007	2008	2009
Total Number of Labor Disputes 労働争議件数	1,487	2,222	4,511	4,376	2,071	958	662	636	657	780
Wage Increase 賃金増額	—	805	2,131	3,236	954	310	96	109	111 ¹⁾	109
Temporary Allowance 臨時給与金	—	638	1,260	722	1,123	224	131	138	99 ²⁾	93
Revision of Working Hours 労働時間の変更	—	16	16	48	39	7	5	10	8 ³⁾	10
Objection to Discharge or Issues of Reinstatement 解雇反対・被解雇者の復職	—	93	137	112	40	147	129	135	173	213
Objection to Discontinuance / Shutdown / Contraction of Business 事業の休廃止・合理化	—	15	28	26	16	32	20	14	8	10

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

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

Categories were revised as follows in 2008:

- 1) Revision of wage amount (base pay, fringe benefits)
- 2) Revision of wage amount (bonus, lump-sum payment)
- 3) Change of scheduled working hours

61. Worker's Household Income and Expenditure

勤労者世帯の家計収支動向

(1,000 yen, %)

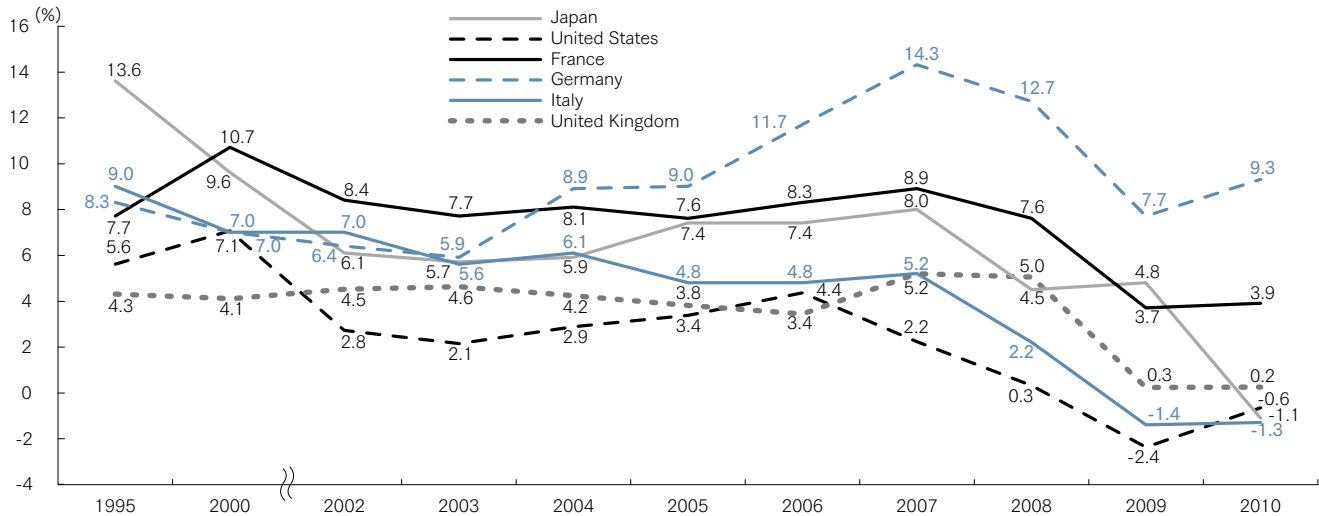
Monthly income (Average) 毎月の平均実収入		Fiscal year	
		1980	2010
Income	実収入	350 (100.0)	472 (100.0)
Wages and salaries	勤め先収入	331 (94.6)	443 (93.8)
Household heads	世帯主収入	293 (83.7)	392 (83.1)
Regular	定期収入	226 (64.6)	331 (70.1)
Temporary	臨時収入	67 (19.1)	3 (0.6)
bonuses	賞与		58 (12.4)
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	42 (9.0)
Other household members	他の世帯員収入	13 (3.7)	8 (1.6)
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)	20 (4.3)
Non-current income	特別収入	8 (2.3)	7 (1.5)
Persons per household	世帯人員数	3.83	2.79
Earners per household	有業人員数	1.50	1.49
Age of head	世帯主年齢	41.7	45.5

(1,000 yen, %)

Monthly expenditure (Average) 毎月の平均支出		Fiscal year	
		1980	2010
Expenditures	実支出	282	365
Consumption expenditures	消費支出	238 (100.0)	283 (100.0)
Food	食料	66 (27.7)	63 (22.2)
Housing	住居	11 (4.6)	22 (7.9)
Fuel, light and water charges	光熱・水道	13 (5.5)	18 (6.5)
Furniture and household utensils	家具・家事用品	10 (4.2)	9 (3.1)
Clothing and footwear	被服及び履物	18 (7.6)	12 (4.4)
Medical care	保険医療	6 (2.5)	10 (3.4)
Transportation and communication	交通・通信	20 (8.4)	43 (15.1)
Education	教育	9 (3.8)	14 (4.8)
Culture and recreation	教養娯楽	20 (8.4)	32 (11.1)
Other consumption expenditures	その他の消費支出	65 (27.3)	61 (21.4)
Non-consumption expenditures	非消費支出	44 (100.0)	82 (100.0)
Earned income taxes	勤労所得税	13 (29.5)	13 (15.8)
Other taxes	他の税	11 (25.0)	23 (28.0)
Social insurance premiums	社会保険料	20 (45.5)	46 (56.0)

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, *Database*(<http://stats.oecd.org>)2011, Cabinet Office Government of Japan, *Cabinet office Annual Report on National Accounts (2009)*

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 Ratio of House Ownership

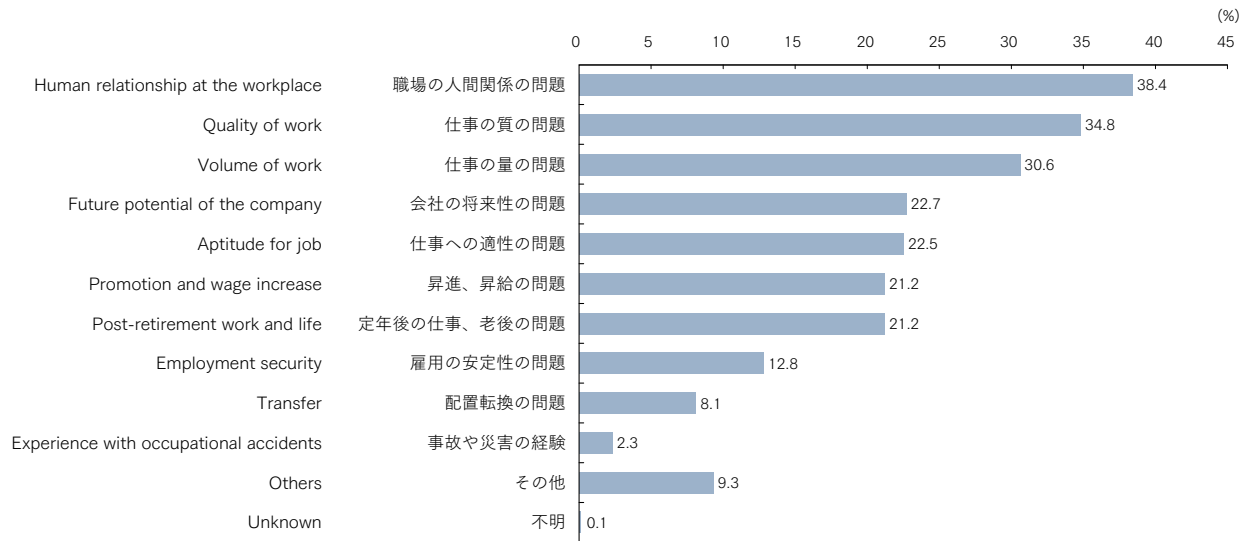
持家率の推移

		(%)					
		1985	1990	1995	2000	2005	2010
Private households living in dwelling	住宅に住む一般世帯	100.0	100.0	100.0	100.0	100.0	100.0
Principal households	主世帯	99.1	99.2	99.1	98.8	98.9	99.0
Owned houses	持家	61.7	61.2	60.2	61.1	62.1	62.7
Rented houses owned by local government	公営の借家	5.3	5.1	5.0	4.8	4.5	4.1
Rented houses owned by public corporation	公団・公社の借家	2.3	2.2	2.1	2.1	2.1	1.7
Rented houses owned privately	民営の借家	24.5	26.0	27.3	26.9	27.0	27.9
Issued houses	給与住宅	5.3	4.7	4.6	3.9	3.2	2.6
Rented rooms	間借り	0.9	0.8	0.9	1.2	1.1	1.0

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *The 2010 Population Census*

64. Source of Work-related Stress and Anxiety (Multiple Answers)

仕事や職業生活に関する強い不安・悩み・ストレスの内容（複数回答）



Source: Ministry of Health, Labour and Welfare, *Survey for labor health situation, 2007*

Note: Data shown refer to regular employees surveyed.

65. National Medical Expenses

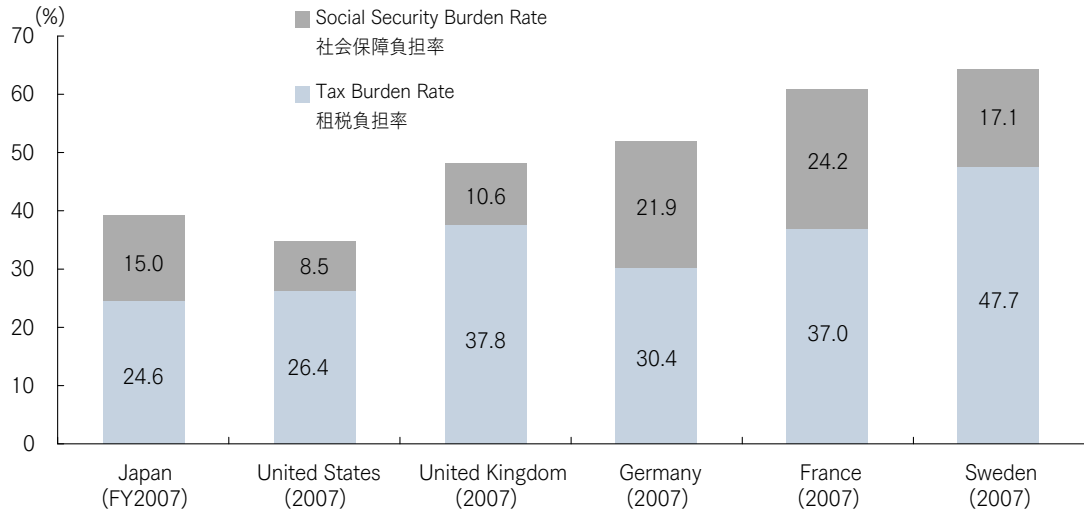
国民医療費

	(trillion yen, %)											
	1985	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
National Medical Expenses	16.0	30.1	31.1	31.0	31.5	32.1	33.1	33.1	34.1	34.8	—	
国民医療費												
Ratio of National Medical Expenses to National Income	6.1	8.1	8.6	8.7	8.8	8.8	9.1	8.8	9.0	9.1	—	
国民医療費の国民所得に対する割合												
Medical Expenses for the Elderly	4.1	11.2	11.7	11.7	11.7	11.6	11.6	11.3	11.3	11.4	12.0	
老人医療費												
Ratio of Medical Expenses for the Elderly to National Medical Expenses	25.4	37.2	37.5	37.9	36.9	36.1	35.1	34.0	33.0	32.8	—	
老人医療費の国民医療費に対する割合												

Source: Ministry of Health, Labour and Welfare, *Overview of National Medical Expenses, 2009, MEDIAS Medical Information Analysis System, 2009, Annual Report on Medical for Elderly over 75*

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, *International comparison of breakdown for national contribution ratio*
 Note: Figures for Japan are the outlook for financial year. Other country figures use calendar years and actual results.

Public Pension System

67. 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, 2010)

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, 2010)
Employees' Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises 3,425	16.06%
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 104	15.51%
Local Government Officials Mutual Aid Associations 地方公務員共済組合	Local Government Officials Mutual Aid Association	Local Government Officers 291	15.51%
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 48	12.94%

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2011*

- 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, 2010)

Insured Person (10,000 persons) 被保険者 (万人)	Responsible Body 保険者	Premium 保険料 (As of April, 2010)
Self-employed Persons, farmers, etc. who are aged 20 to 59 (No.1)		¥15,020 per month (Class 1) For Persons in Class 2 and Class 3,
Persons Covered by Employees' Pension Insurance and Mutual Aid Pension (No.2)	National Government	the pension insurance schemes covering those in Class 2
Dependent Spouses of Those in No.2 (No.3)		(persons covered by Employees' Pension Insurance and Mutual Aid Pension) pay a lump sum contribution to the National Pension of their premiums.
Total 計		6,786

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2011*

68. Medical Insurance System

医療保険制度の概要

(As of June, 2011)

Plan 制度名		Insurer 保険者 (As of end of March, 2010)	Subscribers [Subscriber's dependents] (Unit: 1,000 persons) 加入者数 [上段：本人/下段：家族] (千人) (As of end of March, 2010)	Financial Resources 財源	
				Insurance Premiums 保険料率	Governmental Subsidies 国庫負担・補助
Health insurance	General employees	Kyokai Kenpo Japan Health Insurance Association	34,828 (19,517 15,311)	9.50%	16.4% of benefits (contribution for latter-stage elderly people 16.4%)
	Association-managed				
	Insured parties, as stipulated in Article 3, Paragraph 2, Health Insurance Law	Japan Health Insurance Association	17 (11 6)	Daily rate (class 1) 360 yen (class 13) 3,070 yen	16.4% of benefits (contribution for latter-stage elderly people 16.4%)
Seamen's insurance		National Government	141 61 (80) (As of end of March, 2009)	9.25% (sickness insurance)	Fixed amount
National aid insurance	National public officer	20 mutual aid associations	9,118 (4,465 4,653) (As of end of March, 2009)	—	None
	Local public officer	62 mutual aid associations		—	
	Private school personnel	1 mutual aid association		—	

National health insurance	Farmers, self-employed, etc.	Municipalities 1,723	$\left(\begin{array}{c} 39,098 \\ \text{Municipalities} \\ 35,665 \\ \text{Insurance associations} \\ 3,433 \end{array} \right)$	Each household is assessed a fixed amount and amount based on ability to pay	43% of benefits etc.	
		Health insurance associations 165				32-55% of benefits etc.
	Retired workers eligible for employees insurance benefits	Municipalities 1,723			Calculations vary somewhat according to insurer	None
Long life Medical Care System (Medical care system for the latter-stage elderly people)		[Management body] Extended associations for medical care for the latter-stage elderly people 47	13,894	Rates are fixed based on the equal amount per insured and the percentage of their income determined by the respective extended associations.	<ul style="list-style-type: none"> • Insurance premium 10% • Contribution Approximately 40% • Public Approximately 50% (breakdown of public expenses) National : Prefectural : Municipal 4 : 1 : 1 	

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2011*

- Notes: 1) Those insured by the long-life medical care system (medical care system for the latter-stage elderly people) comprises persons of 75 years of age or older and the persons from 65 to 74 years of age certified by an extended association to have a certain degree of handicap.
- 2) The proportion of government subsidy provided to the subscribers and their families through the national health insurance association will be the same as that of government-managed health insurance if they have obtained approval for health insurance eligibility exemption and re-subscribed anew on 1 September 1997 onwards.
- 3) The memberships are a quick estimation, with the exception of seamen's insurance and national aid insurance. Due to rounding off, the breakdown figures do not always add up to the total.

Long-term Care Insurance System

69. 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

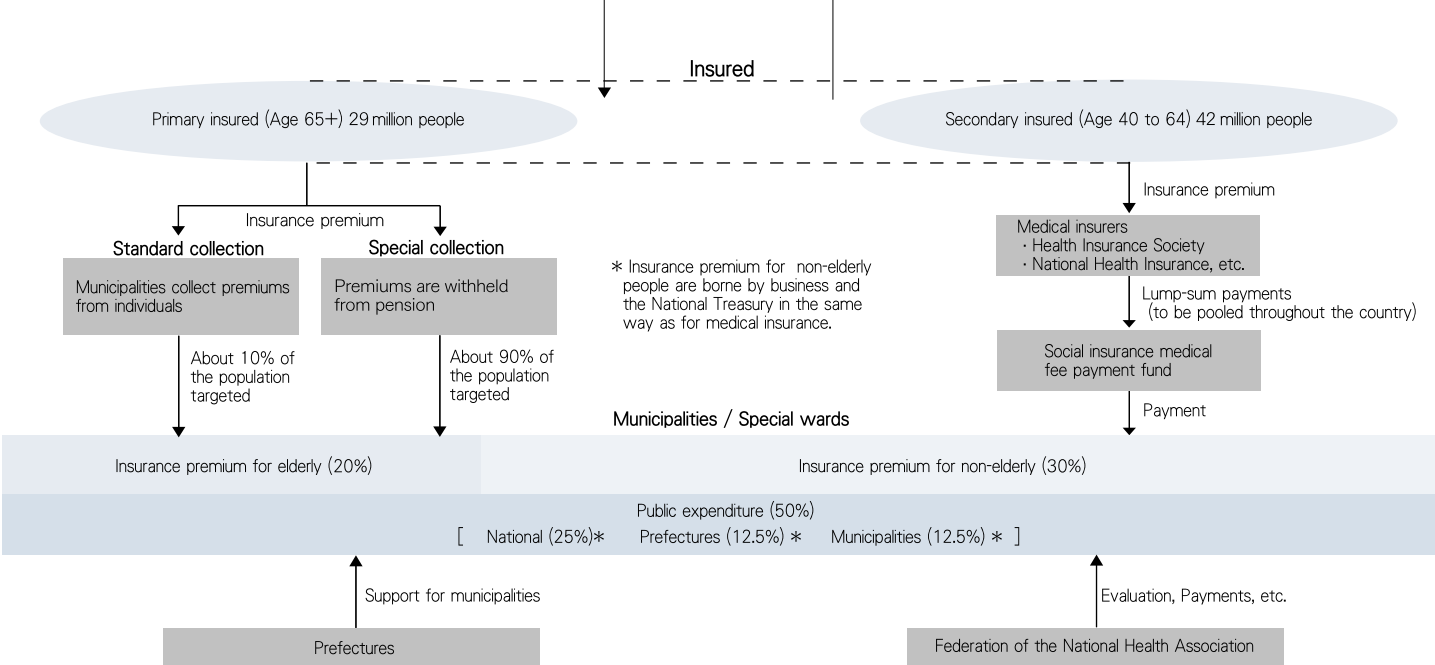
[Certification of long-term care need may be implemented over wider areas or contract to prefectures.]

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

Using services

User's co-payment





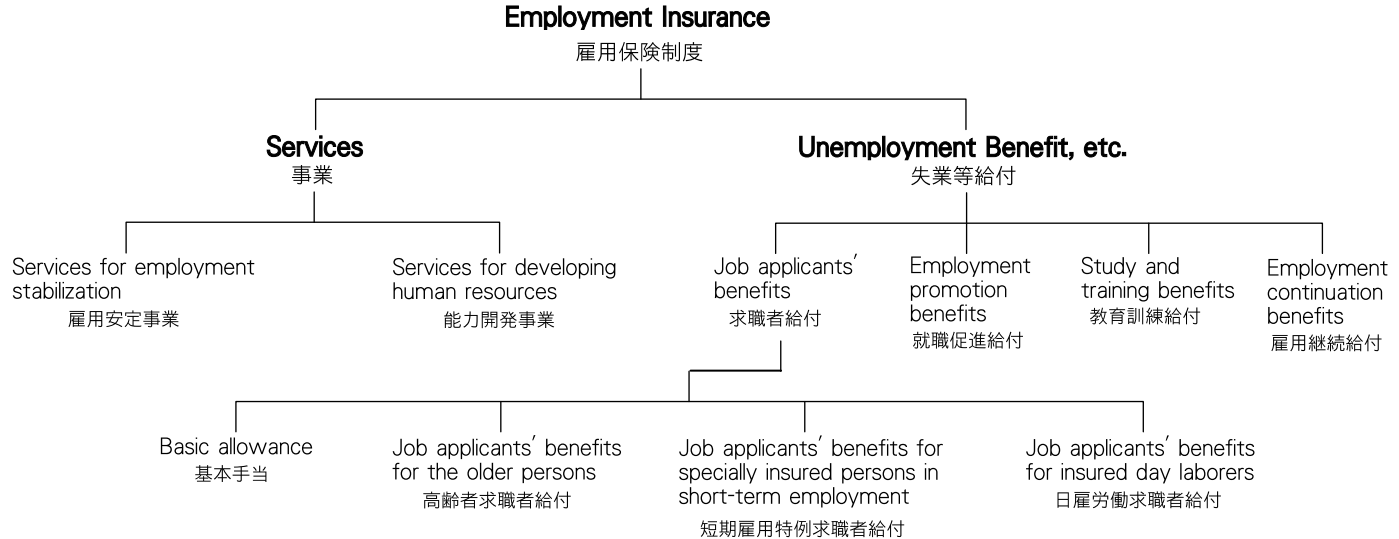
* 5% of cost sharing by the national government which is adjusting subsidy increase or decreases according to the number of persons at 75 year-old and over, and the income level of the elderly. Benefits for facilities (3 elderly care insurance related facilities and specified facilities) are undertaken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

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2011*

70. Employment Insurance System

雇用保険制度の概要

(As of 2010)



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

Term of insurance coverage 被保険者であった期間	Age 年齢	(1) Duration of benefits for separated ¹⁾ workers having specified recipient qualification. (category (3) excluded) 特定受給資格者に対する給付日数 ((3)を除く)					(2) Duration of benefits for separated workers not falling under category (1) (category (3) excluded) 特定受給資格者以外のものに対する給付日数 ((3)を除く)	(3) Duration of benefits for separated workers having difficulty finding a job 就職困難な受給資格者に対する給付日数	
		Under 30 30歳未満	30-44 30-44歳	35-44 35-44歳	45-59 45-59歳	60-64 60-64歳	All ages 全年齢	Under 45 45歳未満	45-64 45-64歳
Less than 1 Year	1年未満	90 days	90 days	90 days	90 days	90 days	—	150 days	150 days
1-4 Years	1-4年	90 days	90 days	90 days	180 days	150 days	90 days	300 days	360 days
5-9 Years	5-9年	120 days	180 days	180 days	240 days	180 days	90 days	300 days	360 days
10-19 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, 2011)

		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	9.5/1000	10.5/1000	11.5/1000
Total	計	15.5/1000	17.5/1000	18.5/1000

Source: Ministry of Health, Labour and Welfare

71. Employment Insurance Statistics

雇用保険事業統計

	1960	1970	1980	1990	2000	2008	2009
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	2,027	2,021	2,023
Insured worker ¹⁾²⁾ (1,000 workers) 被保険者数 (千人)	12,735	20,956	24,961	31,398	33,524	37,304	37,507
Recipients ³⁾⁴⁾ (1,000 workers) 受給者実人員 (千人)	375	499	663	482	1,029	607	855
Total basic allowance ⁴⁾ (billion yen) 基本手当支給額 (十億円)	35.4	147.3	732.1	668.3	1,892.3	884.2	1285.4
Rate of beneficiary (%) 基本受給率	2.9	2.3	2.6	1.6	3.1	1.6	2.5

Source: Ministry of Health, Labour and Welfare, *Annual Report on Employment Insurance Activities, 2010*

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.

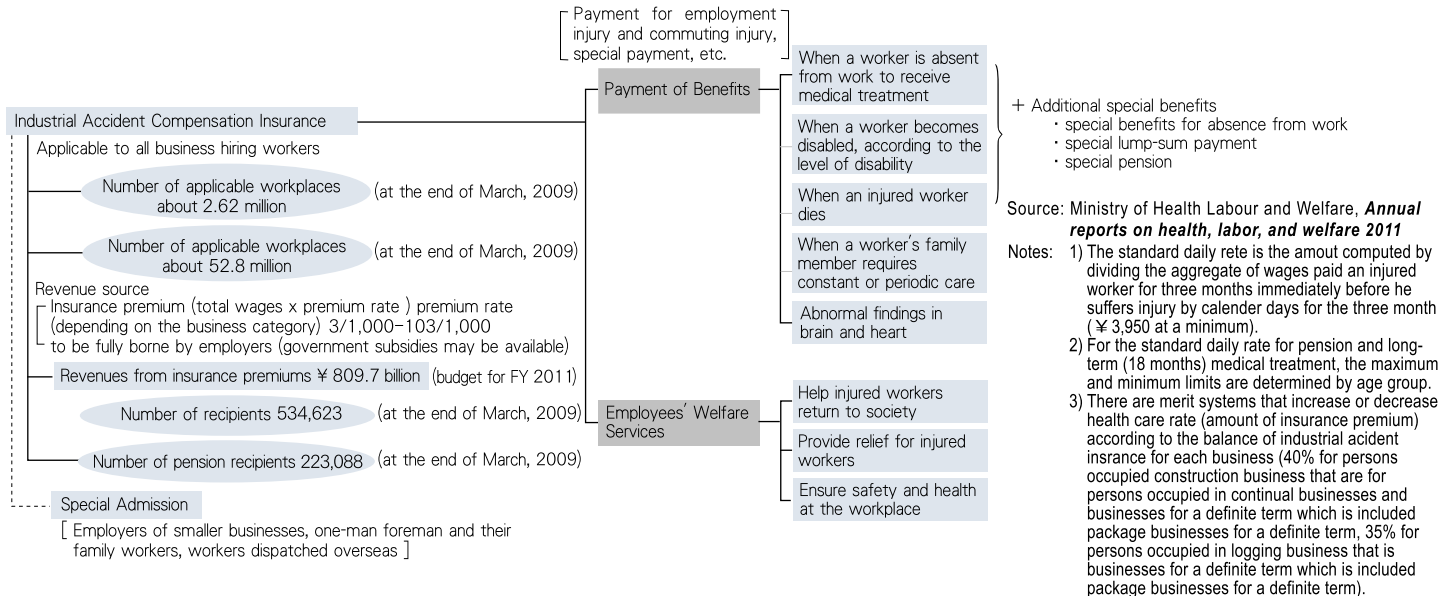
4) Extended benefits and special case training are excluded (only predetermined number of days of benefit).

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	2000	2007	2008	2009
Applied establishments ¹⁾ 適用事業場数	1,202,447	1,839,673	2,421,318	2,700,055	2,642,607	2,632,696	2,621,343
Insured persons ¹⁾ 適用労働者数	26,530,326	31,839,595	43,222,324	48,546,453	51,313,223	52,418,376	52,788,681
Received insured amount (million yen) 保険料収納済額 (百万円)	152,036	823,021	1,515,078	1,330,054	1,069,010	1,070,934	841,943
Benefit cases 保険料給付件数	4,861,903	5,414,975	5,166,480	5,306,851	5,500,314	5,525,818	5,289,791
Benefit amount (million yen) 保険料給付金額 (百万円)	122,019	567,288	753,128	820,227	776,128	770,673	749,648

Source: Ministry of Health, Labour and Welfare, *Annual Report on the Industrial Accident Statistics, 2010*

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

Japanese Working Life Profile 2011/2012 – Labor Statistics

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