

The background features a stylized map of Japan in a light orange hue. The map is overlaid with a grid of thin, light-colored lines. The grid consists of vertical lines and horizontal lines that are slightly curved, creating a sense of depth and movement. The overall color palette is warm, dominated by various shades of orange and yellow.

The Japan Institute for Labour Policy and Training

Japanese Working Life Profile 2016/2017

—Labor Statistics

Japanese Working Life Profile 2016/2017 — 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

2016/2017 — 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 (%)		
	2015 (US\$billion)	2013	2014	2015	2013	2014	2015
Japan	4,124	38,552	36,151	32,479	1.4	0	0.5
United States	18,037	52,705	54,502	56,084	1.7	2.4	2.6
France	2,420	44,105	44,445	37,653	0.6	0.6	1.3
Germany	3,365	46,475	47,852	40,952	0.6	1.6	1.5
Italy	1,816	34,959	35,815	35,335	-1.7	-0.3	0.8
United Kingdom	2,858	41,187	41,793	45,729	1.9	3.1	2.2
China	11,182	7,081	7,719	8,141	7.8	7.3	6.9
Indonesia	859	3,676	3,532	3,362	5.6	5.0	4.8
Malaysia	296	10,655	10,700	11,009	4.7	6.0	5.0
Singapore	293	55,617	56,010	52,888*	4.7	3.3	2.0
Thailand	395	6,148	5,889	5,742*	2.7	0.8	2.8

Source: IMF, *World Economic Outlook Database, October 2016*

Note: The figures marked * are estimates.

Gross Domestic Product (2014)

2. 国内総生産の構成 (2014年)

(trillion yen)

		Output approach to GDP 生産面から捉えたGDP	Rate of increase over the preceding year 対前年増加率 (%)
1. Industries	産業	458.0	0.1
Agriculture, forestry & fisheries	農林水産業	6.3	-2.3
Mining	鉱業	0.2	-1.3
Manufacturing	製造業	111.2	1.5
Construction	建設業	28.2	1.9
Electricity, gas supply and water	電気・ガス・水道業	7.6	-0.0
Wholesale and retail trade	卸売・小売業	66.0	-2.6
Finance and insurance	金融・保険業	28.7	-0.8
Real estate	不動産業	59.8	1.1
Transportation and postal services	運輸業	24.3	2.4
Information and communications	情報通信業	30.0	0.8
Services	サービス業	95.1	-0.6
2. Producers of Government Services	政府サービス生産者	45.6	-0.1
Electricity, gas supply and water utilities	電気・ガス・水道業	2.7	-1.8
Service industry	サービス業	12.2	0.6
Government	公務	30.8	-0.1
3. Producers of Private Non-profit Services for Households	対家計民間非営利サービス生産者	12.1	-1.4
Education	教育	5.6	1.3
Others	その他	6.5	-3.4
Total	小計	515.8	0.1
Import Duties, Imputed Interest, Discrepancies, Etc.	輸入税、帰属利子、不突合等	10.3	-
Gross Domestic Product	国内総生産 (GDP)	526.1	-0.0

(trillion yen)

	Expenditure approach to GDP 支出面から捉えたGDP	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	310.4	-0.9
Government Final Consumption Expenditure	政府最終消費支出	102.2	0.1
Gross Domestic Fixed Capital Formation	国内総固定資本形成	106.8	1.3
Changes in Inventories	在庫品増加	-0.9	-
Exports of Goods and Services	財貨・サービスの輸出	90.1	8.3
(Less) Imports of Goods and Services (控除) 財貨・サービスの輸入		80.5	7.2
Gross Domestic Expenditure (GDE)	国内総支出 (GDE)	526.1	-0.0

Source: Economic and Social Research Institute, Cabinet Office

3. Mining and Manufacturing Production Index

鉱工業生産性指数

(index year 2010 = 100)

	2005	2008	2009	2010	2013	2014	2015
Japan	106.1	110.1	87.0	100.0	96.9	98.7	98.1
United States	105.4	106.7	94.6	100.0	107.8	111.0	111.3
France	111.5	110.3	95.8	100.0	99.6	98.8	100.8
Germany	95.0	108.1	89.3	100.0	107.7	109.8	110.4
Italy	112.4	115.0	93.5	100.0	91.4	90.3	92.0
United Kingdom	107.9	106.0	96.9	100.0	96.0	97.5	98.8

Source: IMF, *International Financial Statistics*, September 2016

4. Consumer Price Index

消費者物価指数

	Index 指数 (year 2010 = 100)							Rate of increase 上昇率 (%)				
	2005	2010	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Japan	100.4	100.0	99.7	99.7	100.0	102.8	103.6	-0.3	0.0	0.4	2.7	0.8
United States	89.6	100.0	103.2	105.3	106.8	108.6	108.7	3.2	2.1	1.5	1.6	0.1
France	92.7	100.0	102.1	104.1	105.0	105.5	105.6	2.1	2.0	0.9	0.5	0.0
Germany	92.5	100.0	102.1	104.1	105.7	106.7	106.9	2.1	2.0	1.5	0.9	0.2
Italy	91.0	100.0	102.7	105.9	107.2	107.4	107.5	2.7	3.0	1.2	0.2	0.0
United Kingdom	87.3	100.0	104.5	107.4	110.2	111.8	111.8	4.5	2.8	2.6	1.5	0.1
Indonesia	68.7	100.0	105.4	109.9	116.9	124.4	132.3	5.4	4.3	6.4	6.4	6.4
Malaysia	87.7	100.0	103.2	104.9	107.1	110.5	112.8	3.2	1.7	2.1	3.1	2.1
Singapore	88.0	100.0	105.3	110.0	112.6	113.8	113.2	5.3	4.5	2.4	1.0	-0.5
Thailand	86.6	100.0	103.8	106.9	109.3	111.3	110.3	3.8	3.0	2.2	1.9	-0.9

Source: IMF, *International Financial Statistics, September 2016*

5. Population (2016), Labor Force, and Number of Unemployed Persons (2015)

人口（2016年）・労働力人口・失業者数（2015年）

(1,000 persons, %)

	Population 人口（10,000 persons）	Labor force 労働力人口 ¹⁾	Labor force participation rate 労働力率	Number of unemployed persons 失業者数 ¹⁾	Unemployment rate 失業率
Japan	12,632	65,990	59.6	2,220	3.4
United States	32,412	157,131 ²⁾	62.7	8,298	5.3
France	6,467	29,429	56.1	3,047	10.4
Germany	8,068	42,161	60.2	1,950	4.6
Italy	5,980	25,498	49.5	3,033	11.9
United Kingdom	6,511	32,765	63.1	1,815	5.3
Korea	5,050	26,912 ²⁾	62.6	976	3.6

Sources: United Nations, *World Population Prospects: The 2015 Revision*, OECD, *Labour Force Statistics*

Notes: 1) For the United States and the United Kingdom, 16 years and over, and 15 years and over for other countries.

2) Excluding armed forces

6. Population Trends

人口の推移

	1950	1960	1970	1980	1990	2000	2010	2014	2015
Population (1,000 persons) ^{1) 2)} 人口 (千人)	84,115	94,302	104,665	117,060	123,611	126,926	128,057	127,083	127,095
Births (per 1,000 persons) ³⁾ 出生率 (千人率)	28.1	17.2	18.8	13.6	10.0	9.5	8.5	8.0	8.0
Deaths (per 1,000 persons) ³⁾ 死亡率 (千人率)	10.9	7.6	6.9	6.2	6.7	7.7	9.5	10.1	10.3
Life expectancy at birth (age) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	77.64	79.64	80.50	80.79
Female 女	62.97	70.19	74.66	78.76	81.90	84.62	86.39	86.83	87.05

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**

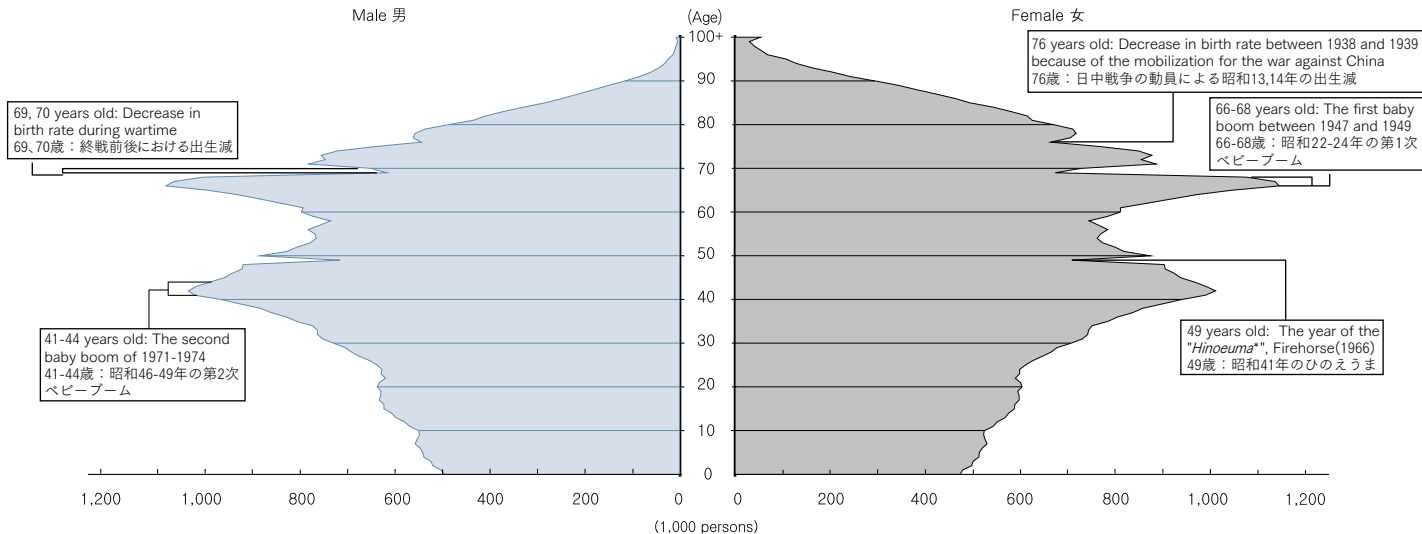
Notes: 1) Population figures from 1950 to 1990 are from the national census. The population is as of October 1 of each reference year.

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. The figures for 1950, 1960, 1970 do not include those for Okinawa.

7. Population Pyramid (2015)

人口ピラミッド (2015年)

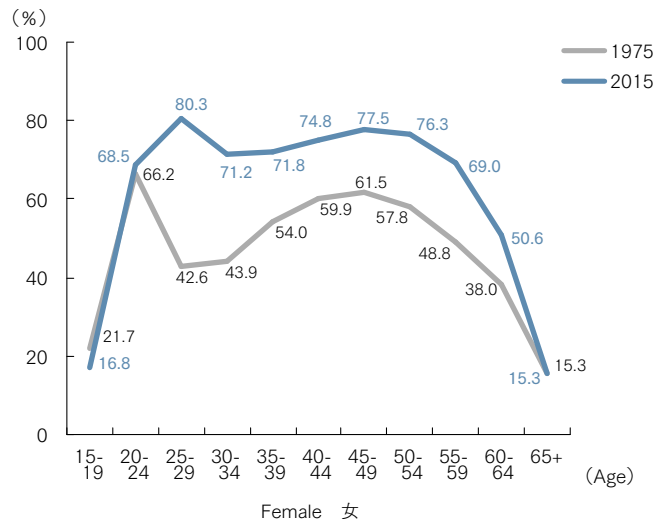
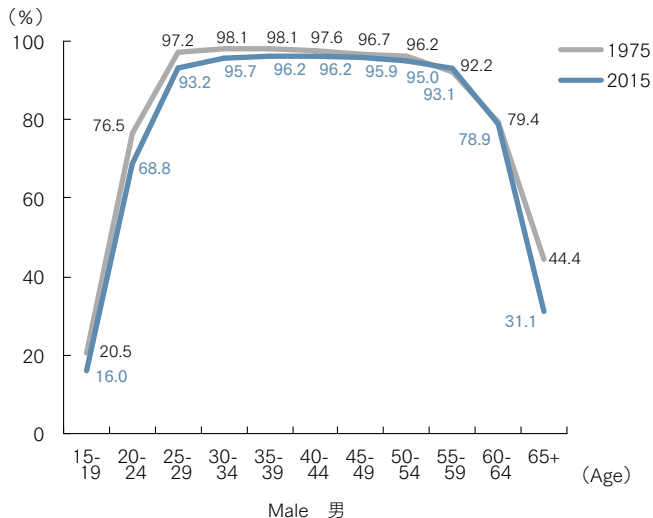


Source: Statistics Bureau, Ministry of Internal Affairs and Communications

- Notes: 1) *The Year of the Firehorse occurs every 60 years in the Eastern Zodiac. It is superstitiously believed that females born to this sign will create evil, and many people avoided having children in 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**

Note: Labor force participation rate = (Labor force / Persons 15 years old and over) × 100

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 of 65 and over ²⁾ 65歳以上労働力率 2014	
	1980	2000	2010	2015	2020	2030	2050	Male	Female
Japan	9.0	17.2	22.9	26.3	28.5	30.4	36.3	30.2	14.5
United States	11.4	12.3	13.0	14.8	16.7	20.7	22.2	23.0	15.1
France	13.9	16.1	17.0	19.1	20.8	23.9	26.3	3.4	1.8
Germany	15.7	16.2	20.6	21.2	22.7	28.0	32.3	8.2	3.9
Italy	13.3	18.1	20.4	22.4	24.0	28.6	35.1	6.5	1.6
United Kingdom	14.9	15.8	16.2	17.8	18.4	21.4	24.7	13.3	7.7

Sources: 1) United Nations, *World Population Prospects : The 2015 Revision*2) OECD (<http://www.oecd.org>)

Note: Figures in 2020, 2030 and 2050 are estimated figures.

10. Job Referral 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
Rate of filled openings (D)	充足率（%）	30.4	30.5	32.5	17.6	26.7	26.5
		2005	2010	2012	2013	2014	2015
New opening rate (A)	新規求人倍率	1.46	0.89	1.28	1.46	1.66	1.80
Active opening rate (B)	有効求人倍率	0.95	0.52	0.80	0.93	1.09	1.20
Rate of placements to applications (C)	就職率（%）	31.4	27.8	31.4	32.5	33.5	33.2
Rate of filled openings (D)	充足率（%）	21.4	31.4	24.6	22.2	20.2	18.4

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	2010	2012	2013	2014	2015
Total employed	就業者計	4,730	5,094	5,536	6,249	6,446	6,356	6,257	6,270	6,311	6,351	6,376
Self-employed workers	自営業主	939	977	951	878	731	650	579	559	554	556	543
Family workers	家族従業者	915	805	603	517	340	282	189	180	174	168	162
Employees	雇用者	2,876	3,306	3,971	4,835	5,356	5,393	5,463	5,504	5,553	5,595	5,640
Unemployed	完全失業者	57	59	114	134	320	294	334	285	265	236	222
Labor force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	62.4	60.4	59.6	59.1	59.3	59.4	59.6
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	4.7	4.4	5.1	4.3	4.0	3.6	3.4
Male	男性											
		1965	1970	1980	1990	2000	2005	2010	2012	2013	2014	2015
Total employed	就業者計	2,852	3,091	3,394	3,713	3,817	3,723	3,615	3,616	3,610	3,621	3,622
Self-employed workers	自営業主	666	692	658	607	527	485	433	419	415	413	407
Family workers	家族従業者	223	186	112	93	63	56	34	35	32	33	30
Employees	雇用者	1,963	2,210	2,617	3,001	3,216	3,164	3,133	3,148	3,147	3,159	3,166
Unemployed	完全失業者	32	38	71	77	196	178	207	173	162	141	134
Labor force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	76.4	73.3	71.6	70.8	70.5	70.4	70.3
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	4.9	4.6	5.4	4.6	4.3	3.7	3.6

Female	女性	1965	1970	1980	1990	2000	2005	2010	2012	2013	2014	2015
Total employed	就業者計	1,878	2,003	2,142	2,536	2,629	2,633	2,642	2,654	2,701	2,729	2,754
Self-employed workers	自営業主	273	285	293	271	204	166	146	140	139	143	136
Family workers	家族従業者	692	619	491	424	278	226	155	145	142	136	132
Employees	雇用者	913	1,096	1,354	1,834	2,140	2,229	2,329	2,357	2,406	2,436	2,474
Unemployed	完全失業者	25	21	43	57	123	116	127	112	103	95	88
Labor force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	49.3	48.4	48.5	48.2	48.9	49.2	49.6
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	4.5	4.2	4.6	4.0	3.7	3.4	3.1

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

Notes: The figures before 1972 do not include data from Okinawa.

12. Number of Establishments and Number of Employees by Size of Establishment (2014)

従業者規模別事業所数、従業者数（2014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	5,649,632	59,892,274
1-4 employees	1-4人	3,253,640	6,968,793
5-9 employees	5-9人	1,108,395	7,257,888
10-19 employees	10-19人	669,974	9,042,133
20-29 employees	20-29人	244,369	5,809,561
30-49 employees	30-49人	177,743	6,679,589
50-99 employees	50-99人	108,701	7,403,133
100-199 employees	100-199人	40,415	5,473,018
200-299 employees	200-299人	10,653	2,570,893
300 employees or more	300人以上	12,636	8,687,266

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Establishment and Enterprise Census of Japan, 2014*

13. Number of Employees by Industry

産業別雇用者数

(10,000 persons)

		2009	2010	2011	2012	2013	2014	2015
Total	計	5,489	5,500	5,508	5,504	5,553	5,595	5,640
Agriculture and forestry	農業、林業	51	54	54	52	52	53	53
Fisheries	漁業	7	6	6	5	6	8	8
Mining and quarrying of stone and gravel	鉱業、採石業、砂利採取業	3	3	3	3	2	3	3
Construction	建設業	425	408	409	411	408	410	407
Manufacturing	製造業	1,024	1,008	997	980	989	987	984
Electricity, gas, heat supply and water, information and communications, transportation and postal services	電気・ガス・熱供給・水道業、情報通信業、運輸業・郵便業	555	561	551	537	540	546	550
Wholesale and retail trade	卸売業・小売業	939	947	949	938	956	961	963
Finance and insurance	金融業・保険業	161	158	157	159	160	149	150
Real estate and goods rental and leasing	不動産業、物品賃貸業	97	96	99	98	98	101	107
Services, medical healthcare and welfare, education, and others	サービス業、医療・福祉、教育、その他	2,188	2,218	2,252	2,284	2,280	2,308	2,347

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

Note: Because of the Great East Japan Earthquake, average figures in 2011 are estimated figures for reference purpose.

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	2010	2012	2013	2014	2015	(%) ⁴⁾
Professional and technical workers	専門的・技術的職業従事者	246	364	594	754	826	879	905	899	917	943	(16.9)
Administrative and managerial workers	管理的職業従事者	131	217	234	200	187	159	149	138	138	142	(2.5)
Clerical workers	事務従事者	723	867	1,088	1,233	1,197	1,247	1,181	1,201	1,210	1,222	(21.9)
Sales workers	販売従事者	344	497	680	736	754	745	790	778	775	777	(13.9)
Protective service workers and service workers ¹⁾	保安・サービス職業従事者	267	342	384	532	630	707	-	-	-	-	(-)
Service workers	サービス職業従事者	-	-	-	-	-	-	644	666	674	677	(12.1)
Security workers	保安職業従事者	-	-	-	-	-	-	121	125	125	124	(2.2)
Agricultural, forestry, and fishery workers	農林・漁業作業者	42	40	39	38	42	54	55	56	57	57	(1.0)
Manufacturing process workers	生産工程従事者	-	-	-	-	-	-	806	806	803	791	(14.2)
Workers in transportation and communications occupations	運輸・通信従事者	219	229	216	207	192	188	-	-	-	-	(-)
Mining workers ²⁾	採掘作業者	10	4	2	3	3	2	-	-	-	-	(-)
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	1,104	-	-	-	-	(-)
Laborers ³⁾	労務作業者	199	148	245	315	331	345	-	-	-	-	(-)
Transportation and machine operation workers	輸送・機械運転従事者	-	-	-	-	-	-	211	212	210	207	(3.7)
Construction and mining workers	建設・採掘従事者	-	-	-	-	-	-	228	230	231	226	(4.1)
Carrying, cleaning, packaging, and related workers	運搬・清掃・包装等従事者	-	-	-	-	-	-	379	392	397	410	(7.4)

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) Sanitation workers formerly included under the Protective service workers and service workers category were included among Laborers.
- 2) Mining and quarrying workers were renamed "Mining workers".
- 3) Unskilled workers were renamed "Laborers".
- 4) Figures in parentheses refer to the percentage of all employees in 2015.

15. Number of Employees by Sex and Education

性・学歴別雇用者数

		1997	2002	2007	2012	(1,000 persons) Ratio of 2012 (%) 2012年の割合
Total	男女計	53,390	63,555	64,430	62,994	
Male Total	男性計	32,256	37,280	37,355	36,039	100.0
Elementary school and junior high school	小・中学	5,285	6,464	4,571	3,795	10.5
High school	高校・旧制中	15,221	16,747	15,487	16,046	44.5
Professional training college	専門学校				2,162	6.0
Junior college and higher professional school	短大・高専	2,511	3,242	4,718	1,111	3.1
College or university, including graduate school	大学・大学院	9,213	10,680	11,806	12,573	34.9
Female Total	女性計	21,134	26,275	27,076	26,955	100.0
Elementary school and junior high school	小・中学	3,228	4,120	2,747	2,292	8.5
High school	高校・旧制中	10,979	12,659	11,589	12,460	46.2
Professional training college	専門学校				2,629	9.8
Junior college and higher professional school	短大・高専	4,927	6,445	8,249	4,505	16.7
College or university, including graduate school	大学・大学院	1,979	2,945	3,865	4,782	17.7

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

16. Ratio of Older Employees by Sex, Age, and Type of Employment (2014)

性・年齢階級・勤務形態別高年齢雇用者の割合（2014年）

（%）

Sex and type of employment 性・勤務の形態		60-69 years old total 60-69歳合計	60-64	65-69
Male	男	100.0	100.0	100.0
Full-time	普通勤務	60.2	67.5	46.1
Short working hours in a day	一日の労働時間が短い	9.6	10.3	8.2
Short work week	勤務日数が短い	13.4	11.2	17.6
Short working hours in a day and short work week	一日の労働時間が短く、勤務日数も短い	9.9	6.0	17.7
Others	その他	6.4	4.6	10.0
No Response	無回答	0.4	0.4	0.4
Female	女	100.0	100.0	100.0
Full-time	普通勤務	32.0	33.0	30.1
Short working hours in a day	一日の労働時間が短い	27.7	28.8	25.6
Short work week	勤務日数が短い	7.9	7.4	9.0
Short working hours in a day and short work week	一日の労働時間が短く、勤務日数も短い	21.3	19.6	24.4
Others	その他	10.9	10.9	10.9
No Response	無回答	0.2	0.3	0.0

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment and Lives of the Over-60s, 2015*

17. Older Employees' Reasons for Working, by Sex and Age (2014)

就業理由別高年齢就業者の割合（性・年齢階級別、2014年）

(%)

Reasons for working 就業理由	Male 男			Female 女		
	60-69 years old total 60-69歳合計	60-64	65-69	60-69 years old total 60-69歳合計	60-64	65-69
Total 計	100.0	100.0	100.0	100.0	100.0	100.0
For economic reasons 経済上の理由	63.7	69.3	54.8	52.0	54.8	48.2
For health reasons 健康上の理由（健康に良いからなど）	4.3	4.2	4.6	3.2	2.3	4.5
To enrich life or participate in society 生きがい、社会参加のため	8.7	7.1	11.1	17.1	15.2	19.7
Was asked 頼まれたから	7.3	4.6	11.7	8.0	8.0	8.1
Have time to spare 時間に余裕があるから	3.9	3.1	5.2	5.8	6.2	5.2
Others その他	12.1	11.7	12.7	13.8	13.5	14.2

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment and Lives of the Over-60s, 2015*

18.

Percentage of Enterprises That Use a Single Retirement Age System for All Employees, by Industry and Size of Enterprise (2015)

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、2015年）

Industry, size of enterprise 産業、企業規模		Retirement age								Percentage of enterprises with retirement age systems which use a single retirement age system for all employees
		60	61	62	63	64	65	66 and over	65 and over	
All Industries	産業計	80.5	0.3	1.3	0.7	0.3	16.1	0.8	16.9	98.1
Mining and quarrying of stone and gravel	鉱業、採石業、砂利採取業	93.2	1.2	—	1.2	—	4.4	—	4.4	100.0
Construction	建設業	79.7	—	1.5	1.7	1.4	14.3	1.4	15.7	99.5
Manufacturing	製造業	89.7	0.0	1.2	0.4	0.4	8.4	—	8.4	99.9
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	90.1	—	4.4	0.7	—	3.6	1.2	4.8	97.5
Information and communications	情報通信業	90.8	0.7	—	0.5	—	7.9	—	7.9	100.0
Transportation and postal services	運輸業、郵便業	71.0	0.3	3.5	1.0	1.1	22.8	0.3	23.1	96.1
Wholesale and retail trade	卸売・小売業	85.3	0.8	0.5	0.2	—	12.4	0.7	13.2	99.0
Finance and insurance	金融・保険業	96.9	0.2	—	1.3	—	1.6	—	1.6	96.4
Real estate and goods rental and leasing	不動産業、物品賃貸業	82.2	—	1.6	0.4	—	15.4	0.4	15.8	97.5
Accommodations, food and beverage services	宿泊業、飲食サービス業	69.7	0.1	1.9	0.1	—	22.3	6.0	28.3	100.0
Education, learning support	教育、学習支援業	76.2	0.1	3.8	0.8	0.1	19.0	0.2	19.1	82.9
Medical healthcare and welfare	医療、福祉	68.0	0.4	1.1	1.1	—	29.1	0.3	29.4	95.3
Services (not elsewhere classified)	サービス業(他に分類されないもの)	69.1	0.6	1.0	0.8	—	27.4	1.0	28.5	98.8
Size										
1,000 employees or more	1,000人以上	91.2	0.5	0.6	1.7	0.1	5.7	0.3	6.0	93.3
300-999 employees	300-999人	89.9	0.7	0.6	1.3	—	7.4	0.2	7.5	95.3
100-299 employees	100-299人	86.1	0.6	1.1	1.4	0.1	10.1	0.5	10.6	97.4
30-99 employees	30-99人	77.5	0.2	1.4	0.3	0.4	19.2	0.9	20.2	98.7

Source: Ministry of Health, Labour and Welfare. *General Survey on Working Conditions, 2015*

19. Ratio of Enterprises with Post-retirement Systems (2015)

定年後の制度と企業の割合（2015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)	65	66 and over	
Employment extension system 勤務延長制度	[20.9] 100.0	51.5(100.0)	(78.3)	(21.7)	48.5
Re-hiring system 再雇用制度	[81.9] 100.0	83.8(100.0)	(90.8)	(9.2)	16.2

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2015**

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

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

20. Ratio of Enterprises with Employment Extension Systems and Rehiring Systems, by Industry and Size of Enterprise (2015)

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、2015年）

（%）

Industry, size of enterprise 産業、企業規模	Total 計	Enterprises with post-retirement systems 定年後の制度がある企業			Enterprises without post-retirement systems 定年後の 制度がない 企業	Enterprises which have fixed retirement age systems 一律定年制 を定めてい る企業
		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 a fixed retirement age 一律定年制の企業						
All Industries 産業計	92.9	11.0	71.9	10.0	7.1	98.1
1,000 employees or more 1,000人以上	97.3	2.5	88.5	6.3	2.7	93.3
300-999 employees 300-999人	97.7	5.0	84.5	8.3	2.3	95.3
100-299 employees 100-299人	96.2	7.6	79.5	9.1	3.8	97.4
30-99 employees 30-99人	91.2	12.9	67.8	10.5	8.8	98.7
Mining and quarrying of stone and gravel 鉱業、採石業、砂利採取業	100.0	4.4	81.1	14.5	—	100.0
Construction 建設業	92.7	19.5	64.0	9.2	7.3	99.5
Manufacturing 製造業	96.5	8.0	79.9	8.5	3.5	99.9
Electricity, gas, heat supply and water 電気・ガス・熱供給・水道業	100.0	5.2	92.5	2.3	—	97.5

Industry, size of enterprise 産業、企業規模	Enterprises with post-retirement systems 定年後の制度がある企業				Enterprises without post-retirement systems 定年後の制度がない企業	Enterprises which have fixed retirement age systems 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	Re-hiring system only 再雇用制度のみ	Adoption of both systems 両制度併用			
Information and communications 情報通信業	94.4	4.1	87.6	2.6	5.6	100.0	
Transportation and postal services 運輸業、郵便業	96.9	16.2	67.1	13.6	3.1	96.1	
Wholesale and retail trade 卸売業、小売業	93.3	8.6	74.5	10.2	6.7	99.0	
Finance and insurance 金融業、保険業	99.0	2.0	94.1	3.0	1.0	96.4	
Real estate and goods rental and leasing 不動産業、物品賃貸業	94.0	8.2	77.5	8.2	6.0	97.5	
Scientific research, professional and technical services 学術研究、専門・技術サービス業	90.1	6.1	76.0	8.0	9.9	99.6	
Accommodations, food and beverage services 宿泊業、飲食サービス業	82.4	20.7	48.5	13.1	17.6	100.0	
Living-related and personal services and amusement services 生活関連サービス業、娯楽業	90.7	6.9	70.6	13.3	9.3	99.3	
Education, learning support 教育、学習支援業	87.0	8.2	72.0	6.7	13.0	82.9	
Medical healthcare and welfare 医療、福祉	89.8	15.0	62.4	12.4	10.2	95.3	
Services (not elsewhere classified) サービス業（他に分類されないもの）	89.6	9.9	69.7	10.0	10.4	98.8	

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2015*

21. Ratio of Enterprises with Employment Extension Systems and Rehiring Systems, by wage (2015)

勤務延長制度、再雇用制度の適用対象者の賃金別企業割合 (2015年)

(%)

Type of system, size of enterprise 制度、企業規模	Enterprises with the system 制度がある企業	Wage level compared to the time of retirement 定年退職時と比べた賃金水準						
		Less than 30% 30%未満	30-50%	50-80%	80-100%	Same 同じ	More 高い	
Employment extension system	勤務延長制度							
Total	企業規模計	[20.9]100.0	1.4	2.7	27.3	19.6	42.0	1.6
1,000 employees or more	1,000人以上	[8.8]100.0	3.7	0.4	40.7	19.4	24.6	0.5
100-999 employees	100-999人	[15.9]100.0	3.4	2.2	32.7	20.0	37.5	1.0
300-999 employees	300-999人	[13.2]100.0	—	2.8	37.1	18.1	37.0	—
100-299 employees	100-299人	[16.7]100.0	4.2	2.0	31.6	20.4	37.6	1.3
30-99 employees	30-99人	[23.4]100.0	0.8	2.8	25.7	19.5	43.4	1.8
Re-hiring system	再雇用制度							
Total	企業規模計	[81.9]100.0	1.8	9.7	53.3	17.1	13.3	—
1,000 employees or more	1,000人以上	[94.9]100.0	2.8	20.4	57.8	7.4	2.7	—
100-999 employees	100-999人	[89.6]100.0	1.8	11.1	56.7	15.3	9.1	—
300-999 employees	300-999人	[92.7]100.0	1.3	15.1	58.4	11.7	8.5	—
100-299 employees	100-299人	[88.7]100.0	2.0	9.8	56.2	16.5	9.3	—
30-99 employees	30-99人	[78.3]100.0	1.8	8.5	51.4	18.4	15.6	—

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2015*

Note: Figures in brackets show the ratio of enterprises which have adopted the systems among enterprises with retirement age systems.

22. Number of Regular and Non-regular Employees (2015)

正規・非正規別雇用者数（2015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, 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	5,284	3,304(62.5)	1,980(37.5)	1,365	613
Male	男	2,896	2,261(78.1)	634(21.9)	312	321
Female	女	2,388	1,042(43.7)	1,345(56.3)	1,053	293

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey, 2015*

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）

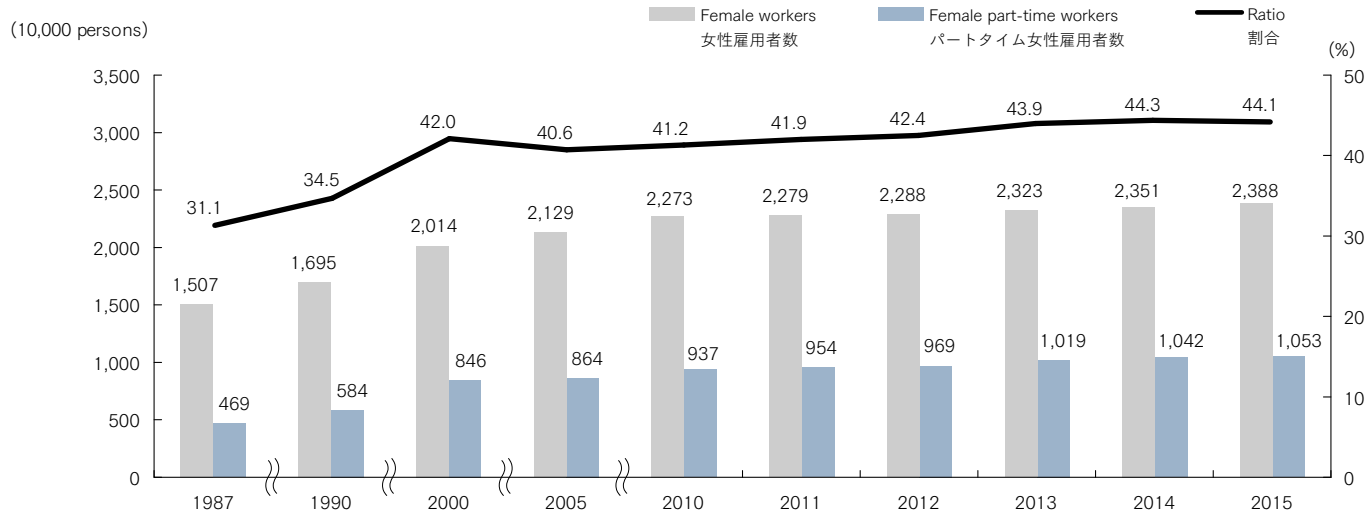
		1980	1990	1995	2000	2005	2010	2015
Number (10,000 persons) 人数								
Total	計	390	722	896	1,053	1,266	1,415	1,634
Male	男	134	221	264	298	384	449	524
Female	女	256	501	632	754	882	968	1,110
Share (%) 比率								
Total	計	10.0	15.2	17.4	20.0	24.0	26.6	29.9
Male	男	5.2	7.5	8.4	9.4	12.3	14.6	16.9
Female	女	19.3	27.9	31.6	36.1	40.6	43.0	46.7

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 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**

Note: Because of the Great East Japan Earthquake, average figures in 2011 are estimated figures for reference purpose.

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

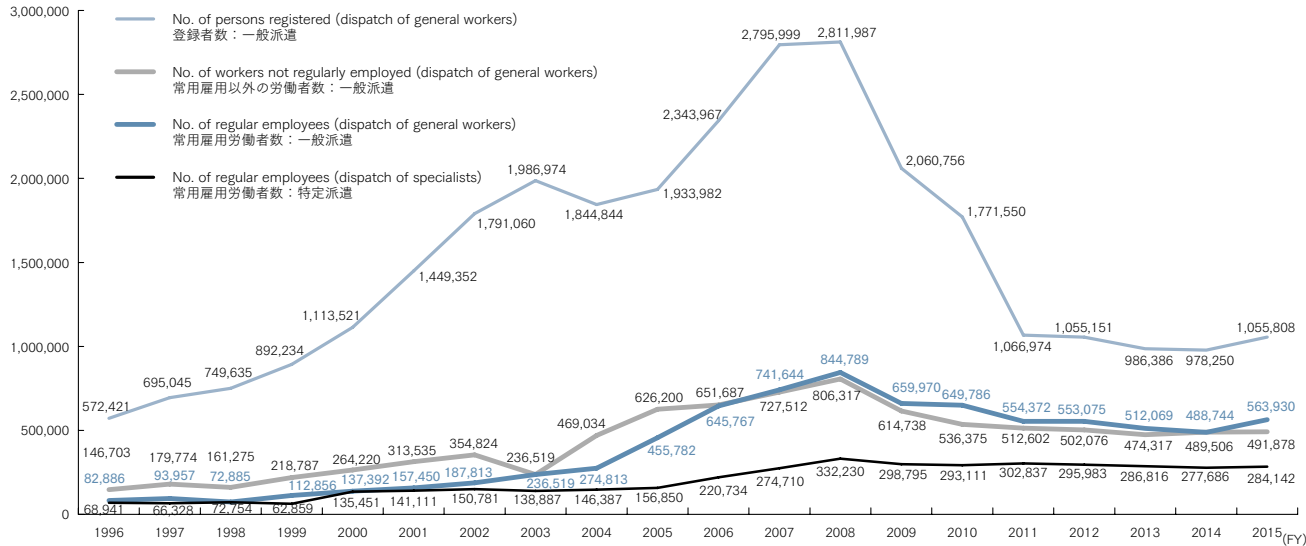
(%)

		Japan	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)	2000	7.1	7.7	8.5	4.8	5.3	5.4
	2005	8.8	7.8	9.5	7.3	5.0	5.3
	2010	10.4	8.8	11.6	7.8	5.7	6.3
	2015	12.0	8.4	11.9	9.3	6.9	8.5
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)	2000	29.0	18.0	40.7	33.9	24.3	22.5
	2005	31.7	18.3	38.5	38.8	22.6	28.8
	2010	33.9	18.4	39.3	38.2	22.5	31.0
	2015	36.9	17.4	37.7	37.4	22.3	32.8
Ratio of women among part-time workers 全パートタイム労働者に占める女性の比率	2000	73.7	68.1	80.2	84.5	80.1	70.9
	2005	71.8	68.4	77.8	81.4	79.5	78.3
	2010	70.3	66.9	75.0	80.9	78.1	77.1
	2015	69.8	65.9	73.7	77.9	75.2	73.5

Source: OECD database, *Labour Force Statistics*

Note: Part-time workers are those 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, 2015

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

27. Inflows of Foreign Workers

外国人労働者の流入

(1,000 persons)

Country 国	2000	2005	2009	2010	2011	2012	2013	2014
Japan ²⁾	129.9	125.4	57.1	52.5	51.7	63.5	63.9	67.1
United States ³⁾								
(Permanent settlers)	106.6	246.9	140.9	148.3	139.3	144.0	161.1	—
(Temporary workers)	187.1	180.6	166.6	171.8	185.6	198.6	219.8	230.8
France ⁴⁾	14.4	19.8	28.0	—	—	—	—	—
(Permanent workers)	6.9	9.4	22.5	22.9	24.1	—	—	—
(APT/Provisional work permits)	7.5	10.4	5.5	—	—	—	—	—
Germany ⁵⁾	101.1	67.1	36.7	39.8	40.6	31.5	—	—
United Kingdom ⁶⁾	64.7	103.8	71.1	76.0	65.7	75.0	85.2	90.4

Sources: OECD, *International Migration Database*Japan: Ministry of Justice, *Statistics of Immigration Control*, U.S. Office of Immigration Statistics, Homeland Security, *Yearbooks of Immigration Statistics*France: French Office for Immigration(OFIG), OECD *International Migration Outlook 2011*

Germany: Federal Employment Agency

U.K.: John Salt Report of the UK SOPEMI *Correspondent to the OECD*

- Notes:
- 1) Excluding temporary visitors and re-entries
 - 2) Newly immigrated residents with restricted permission to work
 - 3) Permanent settlers: Data include immigrants issued employment-based preference visas.
Temporary workers: Data refer to non-immigrant visas issued.
 - 4) New work permits issued.
 - 5) New work permits issued. Citizens of EU Member states are not included.
 - 6) Grants of work permits

28. Foreign Labor Force

外国人労働力人口

(1,000 persons)

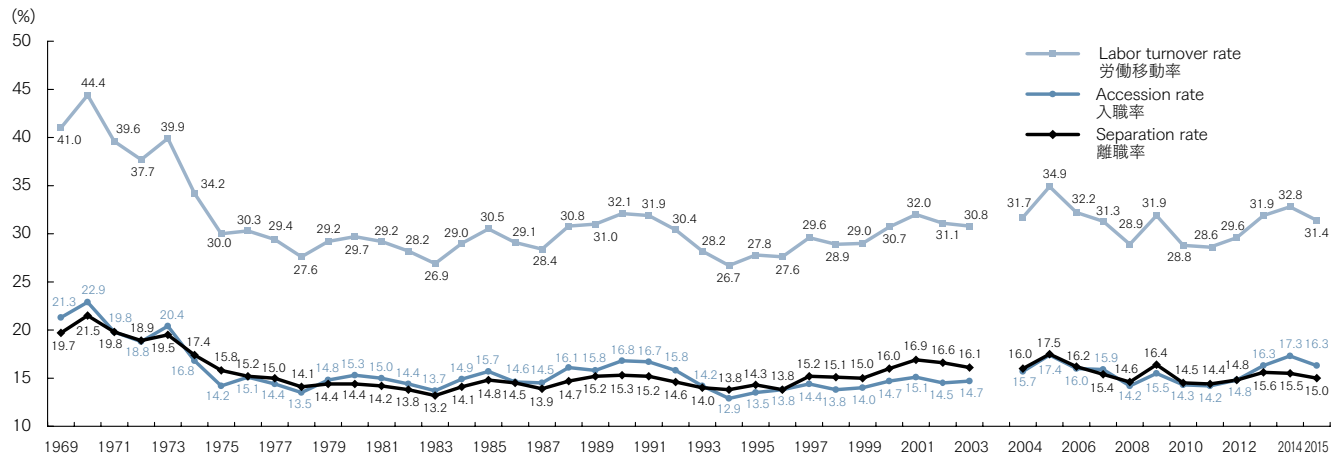
Country 国	2000	2005	2009	2010	2011	2012	2013	2014
Japan	516	723	563	650	686	682	718	788
United States ¹⁾	18,029	22,422	24,815	—	—	—	—	—
France ²⁾	1,578	1,392	1,540	—	—	—	—	—
Germany	3,546	3,823	3,289	—	—	—	—	—
United Kingdom ³⁾	1,107	1,504	2,280	2,393	2,558	2,557	2,652	2,876
South Korea ⁴⁾	17	75	504	507	540	463	479	547

Sources: Japan(Estimates): Ministry of Health, Labour and Welfare, Germany(Estimates): Federal Ministry for Labour and Social Affairs, UK(Estimates): Office for National Statistics, Korea: Ministry of Justice, **Annual Statistics of Immigration and Policy for Foreigners**, U.S., France: OECD database (<http://stats.oecd.org/>)

- Notes: 1) OECD estimates are of the foreign labor force in the U.S.
 2) OECD estimates are from the Labour Force Survey by INSEE.
 3) Estimates are from the annual Labour Force Survey by Office for National Statistics.
 4) Number of registered foreign workers (total of visa holders)

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) Accession rate = Number of hired employees / Number of regular employees (as of January 1) (A)
 Separation rate = Number of separated employees / Number of regular employees (as of January 1) (B)
 Labor turnover rate = (A) + (B)
 - 2) From 1991, Construction is included.
 - 3) As industries covered have partially increased since 2004, figures do not connect to those before 2003.

30. Trends in Number of Unemployed Persons by Reason for Unemployment

理由別完全失業者数の推移

(10,000 persons, %)

Reason for unemployment 求職理由	2000	2005	2009	2010	2011	2012	2013	2014	2015
Total 総数	320	294	336	334	284	285	265	236	222
Quit job for involuntary reasons 非自発的な離職による者	102 (31.9)	100 (34.0)	145 (43.2)	137 (41.0)	106 (37.3)	102 (35.8)	90 (34.0)	73 (30.9)	65 (29.3)
Quit job for voluntary reasons 自発的な離職による者	109 (34.1)	110 (37.4)	103 (30.7)	104 (31.1)	97 (34.2)	101 (35.4)	96 (36.2)	90 (38.1)	89 (40.1)
Graduated from school 学卒未就職者	18 (5.6)	16 (5.4)	14 (4.2)	16 (4.8)	15 (5.3)	16 (5.6)	15 (5.7)	12 (5.1)	10 (4.5)
Others その他の者	80 (25.0)	65 (22.1)	70 (20.8)	71 (21.3)	62 (21.8)	62 (21.8)	59 (22.3)	56 (23.7)	54 (24.3)

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

Note: Figures in 2011 do not include data from three prefectures (Iwate, Miyagi and Fukushima), because of the Great East Japan Earthquake.

31. Unemployment Rate by Age and Sex

性・年齢階級別失業率

		(%)								
		1990	2000	2005	2010	2012	2013	2014	2015	
Total	計	2.1	4.7	4.4	5.1	4.3	4.0	3.6	3.4	
Male	男									
Total	小計	2.0	4.9	4.6	5.4	4.6	4.3	3.7	3.6	
15-24	15-24歳	4.5	10.2	9.9	10.4	8.7	7.6	7.1	5.9	
25-34	25-34歳	1.8	5.0	5.2	6.6	5.8	5.7	4.8	4.8	
35-44	35-44歳	1.2	2.9	3.5	4.3	3.8	3.6	3.2	3.0	
45-54	45-54歳	1.1	3.4	3.1	4.1	3.4	3.4	2.9	2.9	
55-64	55-64歳	3.4	6.7	5.0	6.0	4.9	4.4	3.7	3.7	
65 and over	65歳以上	1.4	3.2	2.5	3.3	2.9	2.8	2.6	2.4	
Female	女									
Total	小計	2.2	4.5	4.2	4.6	4.0	3.7	3.4	3.1	
15-24	15-24歳	4.1	7.9	7.4	8.0	7.5	6.2	5.4	5.1	
25-34	25-34歳	3.4	6.4	6.2	5.7	5.0	4.9	4.4	4.3	
35-44	35-44歳	1.8	3.7	4.1	5.0	4.3	3.9	3.5	3.2	
45-54	45-54歳	1.3	2.9	2.9	3.6	3.2	3.1	3.1	2.7	
55-64	55-64歳	1.4	3.6	2.7	3.3	3.0	2.8	2.5	2.3	
65 and over	65歳以上	—	1.1	1.1	1.3	1.3	1.2	1.5	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（常用労働者）

		1990	2000	2005	2010	2012	2013	2014	2015
Total	計	1.44	0.57	0.92	0.48	0.72	0.83	0.97	1.08
19 or under	19歳以下	3.98	1.91	0.81	0.54	0.82	0.93	1.09	1.21
20-24	20-24歳	1.50	0.75	1.12	0.52	0.80	0.91	1.08	1.20
25-29	25-29歳	1.53	0.66	1.24	0.53	0.81	0.93	1.09	1.21
30-34	30-34歳	2.52	0.91	1.22	0.52	0.80	0.91	1.08	1.19
35-39	35-39歳	2.45	1.08	1.10	0.50	0.76	0.87	1.02	1.14
40-44	40-44歳	1.99	0.95	0.92	0.45	0.68	0.79	0.94	1.05
45-49	45-49歳	1.61	0.50	0.73	0.43	0.64	0.74	0.88	0.98
50-54	50-54歳	1.17	0.29	0.60	0.43	0.64	0.74	0.88	0.98
55-59	55-59歳	0.49	0.16	0.49	0.44	0.66	0.76	0.90	1.00
60-64	60-64歳	0.23	0.07	0.47	0.43	0.64	0.74	0.86	0.94
65 and over	65歳以上	0.57	0.19	0.45	0.50	0.70	0.80	0.90	0.98

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

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.

3) The ratio of active openings to applicants by age in 2005 or later is calculated by dividing the number of job openings by the total number of monthly active job applicants in each applicable age range (11 age groups covering five years each) to compute the number of employment opportunities per applicant concerning an individual job opening, and aggregating these job opportunities for all active job openings. The number of monthly active job openings by age is calculated by multiplying the number of monthly active job applicants by age by the ratio of active openings by age.

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 the 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 the unemployed / Total labor force × 100 (Excludes members of the armed forces)
France	Labour Force Survey (Enquête Emploi en continu). 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 including the survey week, or who were waiting to start a new job within three months.	Number of the 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 the unemployed / Total labor force × 100
	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 work less than 15 hours 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
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. This includes those who have found employers and are on standby for jobs.	Number of the unemployed / Total labor force × 100
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 the unemployed / Total labor force × 100 (Excludes members of the armed forces)

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, **Annual report on the labour force survey 2014**

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. Besides these, Germany also publishes the number of the registered unemployed and the registered unemployment rate.

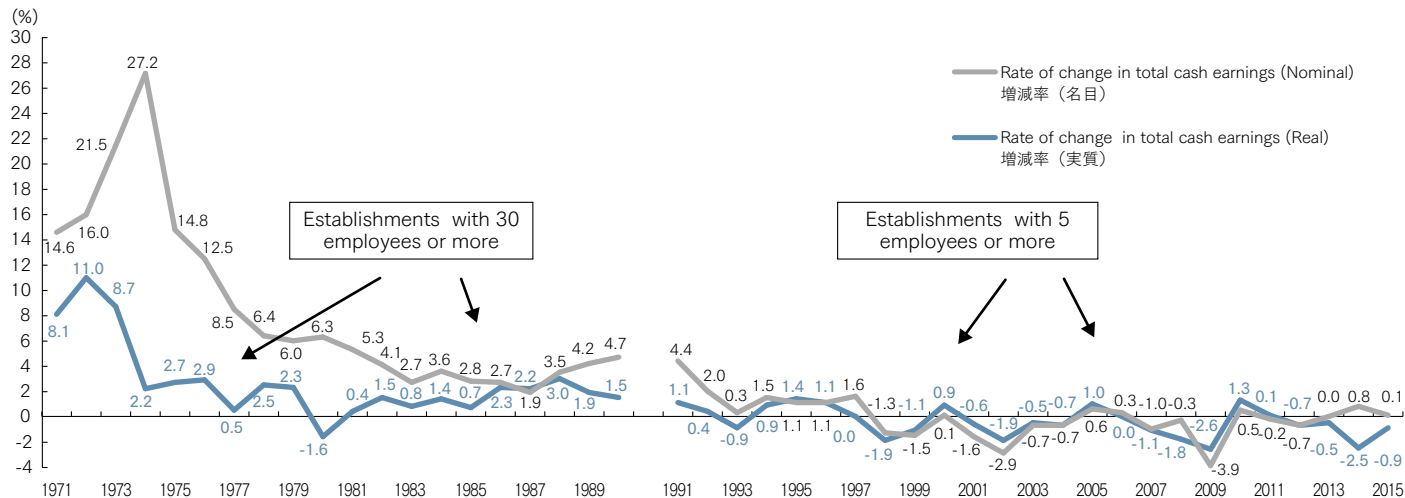
	失業者の定義	失業率の算出方法
日本	労働力調査。調査週において仕事がなく、すぐに就業が可能で、求職活動を行った15歳以上の者。過去の求職活動の結果を待っている者を含む。	失業者数 / 労働力人口 ¹⁾ × 100
アメリカ	人口動態調査 (CPS)。調査週において仕事がなく、すぐに就業が可能 (一時的な病気の場合は除く) で、過去4週間以内に求職活動を行った16歳以上の者。レイオフされた労働者で前職に復帰するために待機中の者を含む。	失業者数 / 労働力人口 × 100 (軍人を除く)
フランス	労働力調査 (Enquête Emploi en continu)。調査中において仕事がなく、2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。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4週間以内に求職活動を行った15歳以上の者。既に就業先が決まって待機中の者を含む。	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待機中の者を含む。	失業者数 / 労働力人口 × 100 (軍人を除く)

資料出所: 総務省統計局『労働力調査年報 2014』

- 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 premiums, 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 決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			2010			2015		
		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 決まって支給する現金給与額	Total 計	330.0	370.3	235.1	323.0	360.0	243.6	333.3	370.3	259.6
	Scheduled 所定内給与額	302.2	336.8	220.6	296.2	328.3	227.6	304.0	335.1	242.0
Annual special earnings 年間賞与 その他特別給与額		1,017.7	1,162.4	677.0	791.2	910.2	536.2	892.7	1,033.4	611.9

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Wage Structure, 2015**

Note: Contractual cash earnings means 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	College and grad school graduates 大学・大学院卒								Graduates of higher professional schools or junior colleges 高専・短大卒								High school graduates 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	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	1975	2015	
Total計	169.9	402.5	124.9	287.8	177	181	134	134	178.2	308.8	111.8	252.5	196	155	131	129	133.0	288.2	87.0	207.7	145	148	110	118
20-24歳	95.8	222.1	93.0	214.9	100	100	100	100	90.7	199.5	85.2	195.9	100	100	100	100	92.4	194.3	79.4	176.4	100	100	100	100
25-29歳	121.4	260.3	110.0	239.0	127	117	118	111	115.8	231.1	98.4	220.8	128	116	115	113	115.0	223.7	86.7	188.5	125	115	109	107
30-34歳	161.1	313.7	136.6	271.4	168	141	147	126	148.4	259.9	118.9	235.0	164	130	140	120	141.4	251.7	92.2	197.8	153	130	116	112
35-39歳	203.1	372.4	160.8	300.3	212	168	173	140	171.8	295.0	142.9	250.2	189	148	168	128	157.8	278.9	94.0	205.0	171	144	118	116
40-44歳	232.4	431.4	182.3	350.3	243	194	196	163	196.6	336.6	167.5	269.3	217	169	197	138	170.2	311.2	100.5	217.6	184	160	127	123
45-49歳	267.4	507.0	202.0	380.9	279	228	217	177	234.8	375.3	183.6	281.2	259	188	215	144	178.4	333.7	112.7	220.5	193	172	142	125
50-54歳	285.3	544.1	217.7	399.4	298	245	234	186	252.3	408.9	188.4	286.8	278	205	221	146	190.6	348.3	117.6	225.0	206	179	148	128
55-59歳	268.3	521.8	207.6	375.6	280	235	223	175	240.9	396.0	178.1	284.6	266	199	209	145	163.5	343.0	111.8	220.4	177	177	141	125
60-64歳	204.4	391.5	181.1	385.7	213	176	195	180	165.9	295.1	142.8	260.9	183	148	168	133	132.8	249.4	101.5	194.4	144	128	128	110

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Wage Structure, 2015**

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

* Wage differentials were calculated on the basis of 20-24 years old (=100).

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	2012		2013		2014		2015	
	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	Male 男	Female 女
1,000 employees or more 1000人以上	100	100	100	100	100	100	100	100
100-999 employees 100-999人	83	90	82	89	82	88	83	90
10-99 employees 10-99人	74	81	75	82	75	81	74	81

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

Note: Results are for private enterprises.

38. Wage Differentials by Job Class

職階別賃金格差

			(1,000 yen, %)						
			1980	1990	2000	2010	2013	2014	2015
Director 部長									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	638.0	643.6	661.3	659.7	667.8
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	2,167.9	2,427.3	2,447.1	2,629.6
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	516.4	517.5	527.8	533.1
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.7	80.2	78.3	80.0	79.8
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,308.4	1,874.1	1,967.2	2,035.2	2,200.3
年間賞与その他特別給与額	Differential	格差	76.4	79.7	80.4	86.4	81.0	83.2	83.7
Chief 係長									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	435.8	424.9	423.6	438.8	440.2
決まって支給する現金給与額	Differential	格差	67.8	67.8	68.3	66.0	64.1	66.5	65.9
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,733.8	1,430.6	1,414.2	1,439.3	1,520.0
年間賞与その他特別給与額	Differential	格差	55.1	56.1	60.4	66.0	58.3	58.8	57.8
Non-supervisory positions 非役職									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	315.0	320.5	324.9	329.0	331.1
決まって支給する現金給与額	Differential	格差	45.4	46.6	49.4	49.8	49.1	49.9	49.6
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,013.7	874.0	905.9	938.2	972.8
年間賞与その他特別給与額	Differential	格差	28.3	30.1	35.3	40.3	37.3	38.3	37.0

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	2010	2013	2014	2015
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	5,516	5,478	6,711	7,367
Ratio (%)	賃上率 (%)	18.5	6.7	5.9	2.1	1.8	1.8	2.2	2.4
Small and medium scale enterprises	中小企業								
Monthly amount (yen)	月額 (円)	7,390	10,069	11,050	3,789	—	—	—	—
Ratio (%)	賃上率 (%)	19.9	7.4	5.5	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	711,890	746,334	800,653	832,292
Increase rate (%)	伸び率 (%)	22.2	10.3	8.0	-0.5	0.0	1.9	7.0	4.6
Year-end	年末								
Agreed amount (yen)	妥結額 (円)	160,202	482,672	765,542	799,232	733,935	761,364	800,638	830,434
Increase rate (%)	伸び率 (%)	19.2	8.7	6.8	0.8	0.7	1.8	6.0	3.1

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 bonus 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) Compilation includes 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 was 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			
		2013	2014	2015	2016	2013	2014	2015	2016
Summer	夏季								
Actual amount (1,000 yen)	実額 (千円)	359.3	370.6	356.8	365.0	408.6	431.5	411.6	421.5
Change over previous year same quarter (%)	対前年同期増減率	0.3	3.1	-2.8	2.3	0.3	5.6	-3.2	2.4
Pay ratio ²⁾ (month)	支給率 (月)	1.0	1.0	1.0	1.0	1.1	1.1	1.0	1.1
Ratio of paying enterprises ³⁾ (%)	支給事業所数割合	67.0	68.4	68.6	69.4	89.2	89.4	89.3	90.2
Year-end	年末								
Actual amount (1,000 yen)	実額 (千円)	366.9	375.4	370.4	—	423.6	436.0	425.4	—
Change over previous year same quarter (%)	対前年同期増減率	0.3	1.9	-0.3	—	0.6	2.3	-0.7	—
Pay ratio ²⁾ (month)	支給率 (月)	1.0	1.0	1.0	—	1.1	1.2	1.1	—
Ratio of paying enterprises ³⁾ (%)	支給事業所数割合	72.2	72.8	73.3	—	90.5	91.0	91.9	—

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) Ratio of special earnings to contractual cash earnings

3) 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

			2000	2005	2010	2012	2013	2014
Japan (E)	(yen/month) ²⁾	(円/月)	371,452	380,885	362,340	372,072	372,459	382,193
	(yen/day)	(円/日)	18,573	19,140	18,487	18,887	19,100	19,600
	(yen/hour)	(円/時間)	2,266	2,303	2,244	2,276	2,293	2,342
United States (E)	(\$/hour) ³⁾	(ドル/時間)	14.32	16.56	18.61	19.08	19.30	19.56
France (E)	(euro/hour) ⁴⁾	(ユーロ/時間)	14.1	16.4	16.63	—	—	—
Germany (E)	(euro/hour) ⁵⁾	(ユーロ/時間)	27.78	15.60	20.11	21.03	21.71	22.33
Italy (R)	(Index) ⁶⁾	(指数)	9.93	11.36	12.96	—	—	—
United Kingdom (E)	(pound/hour) ⁷⁾	(ポンド/時間)	8.79	11.02	12.41	13.33	13.54	13.49
China (E)	(yuan/year) ⁸⁾	(元/年)	8,750	15,934	30,916	41,650	46,431	51,369
Singapore (E)	(S\$/month)	(シンガポールドル/月)	3,036	3,495	4,263	3,300	3,638	3,727
Thailand (E)	(baht/month) ⁹⁾	(バーツ/月)	6,015	6,420	7,495	9,392	10,962	11,660

Sources: ILO, **LABORSTA**,

Japan: Ministry of Health, Labour and Welfare, **Monthly Labour Survey**, US: U.S. Bureau of Labor Statistics, **Current Employment Statistics**, China: **China Statistical Yearbook 2015**

Notes:

- 1) (E) = Earnings
- 2) Regular workers of business places that employ 5 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
- 4) Figures for 2005 are from 2004 data. Figures for 2008 are from 2007 data.
- 5) On a mark basis before 2000. 1 euro = 1.95583 marks
- 6) Figures for 2000 are from 2002 data. Figures for 2005 are from 2006 data.
- 7) Figures for April-June every year, all workers, 16 years old and over
- 8) Limited to only city areas.
- 9) Figures for March every year. Figures for 2000 are from 2001 data.

42. Trends in Labor Cost Components (Manufacturing Industries)

労働費用構成の推移 (製造業)

		(%)						
Japan	Total	計	1991	1995	1998	2002	2006	2011
	Cash wages	現金給与	100.0	100.0	100.0	100.0	100.0	100.0
	Non-wage costs	現金給与以外	83.0	82.3	81.2	80.3	79.8	79.7
		うち法定福利費	17.0	17.7	18.8	19.7	20.2	20.3
		法定外福利費	(8.5)	(8.9)	(9.5)	(9.3)	(10.3)	(11.1)
		退職金等	(3.1)	(3.1)	(2.9)	(2.9)	(2.4)	(2.4)
		その他	(4.1)	(4.9)	(5.5)	(6.8)	(6.8)	(6.2)
United States	Total	計	1992	1995	2002	2006	2010	2015
	Cash wages	現金給与	100.0	100.0	100.0	100.0	100.0	100.0
	Non-wage costs	現金給与以外	71.8	71.6	72.6	77.7	76.7	77.0
		うち法定福利費	28.2	28.4	23.1	22.3	23.3	23.0
		法定外福利費	(9.1)	(8.5)	(8.6)	(8.4)	(8.2)	(7.8)
		退職金等	(16.1)	(15.8)	} (14.5)	} (13.9)	} (15.2)	} (15.2) ²⁾
		その他	(2.9)	(4.0)				
		(0.1)	(0.1)					
United Kingdom	Total	計	1992	1996	2000	2004	2008	2012
	Cash wages	現金給与	100.0	100.0	100.0	100.0	100.0	100.0
	Non-wage costs	現金給与以外	85.1	83.8	76.8	75.0	82.7	82.3
		うち法定福利費	15.0	16.2	23.2	25.0	17.4	17.7
		法定外福利費	(7.5)	(8.5)	(8.3)	(6.1)	(7.9)	(8.1)
		退職金等	} (4.7)	(5.0)	(8.7)	(14.0)	(6.8)	(6.2)
	その他	(0.0)		(1.0)	(1.2)	(0.7)	(0.7)	
		(2.9)	(2.8)	(4.7)	(3.7)	(1.9)	(2.7)	

		1992	1996	2000	2004	2008	2012	
France	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	68.1	65.2	64.8	63.4	62.8	
	Non-wage costs	現金給与以外	32.0	35.0	35.2	36.6	37.2	
	Statutory welfare costs	うち法定福利費	(21.8)	(21.8)	(20.5)	(25.1)	(25.4)	
	Voluntary social benefits ¹⁾	法定外福利費	} (7.0)	(7.4)	(8.9)	(4.6)	(4.1)	
	Retirement allowances	退職金等		(1.8)	(2.2)	(3.1)	(3.2)	
	Others	その他	(3.3)	(4.2)	(3.7)	(3.8)	(3.5)	(3.1)
		1992	1996	2000	2004	2008	2012	
Germany	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	78.8	73.8	75.8	75.3	77.0	
	Non-wage costs	現金給与以外	21.6	26.3	24.2	24.4	23.0	
	Statutory welfare costs	うち法定福利費	(15.3)	(15.9)	(15.7)	(15.3)	(14.8)	
	Voluntary social benefits ¹⁾	法定外福利費	} (3.1)	(7.6)	(7.0)	(7.7)	(6.5)	
	Retirement allowances	退職金等		(0.6)	(0.6)	(0.5)	(0.3)	
	Others	その他	(3.2)	(2.2)	(1.2)	(1.5)	(1.5)	(1.7)

Sources: Japan: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2012**
U.S.: Bureau of Labor Statistics, **Employer Costs for Employee Compensation, September 2015**
EU: Eurostat **Labour Costs Survey, 2012**

Notes: 1) Includes apprentices' welfare expenses for the U.K., Germany and France.

2) The U.S. data is broken down as follows:

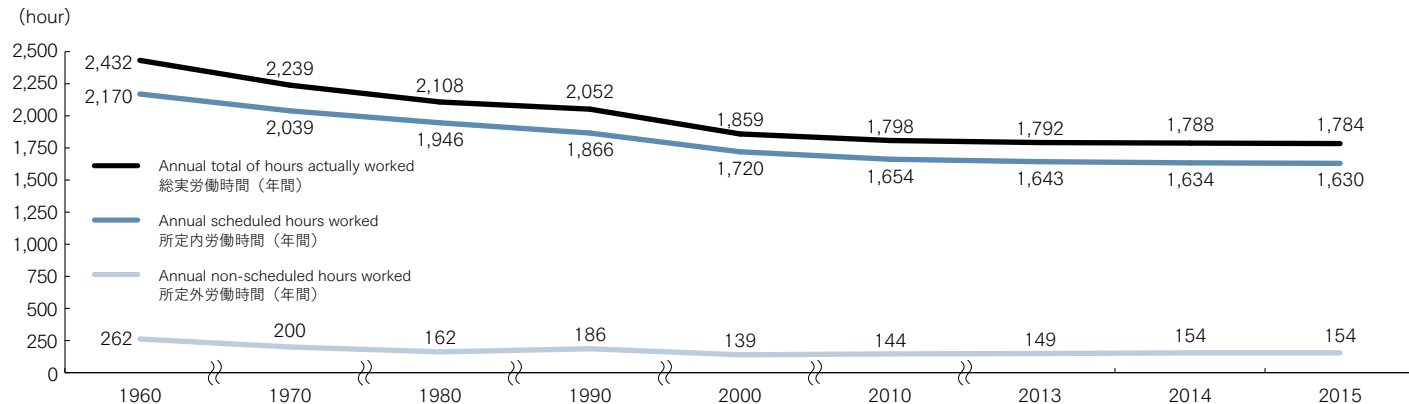
*Insurance: 10.2%

*Retirement allowances and savings: 5.0%

3) The figures in brackets give the breakdown.

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

総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 called in 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 the decimal point.
- 3) Establishments with 30 employees or more were surveyed.

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	2010	2013	2014	2015	
Ratio of enterprises	適用企業数の割合									
	Two days off in a single week at least once a month									
	何らかの週休2日制	4.4	47.6	66.9	91.3	87.0	85.3	84.3	84.1	
	Two days off every week									
	完全週休2日制	0.3	5.4	11.5	33.4	37.7	46.0	46.9	47.8	
	Two days off some weeks ²⁾									
	その他の週休2日制	4.1	42.2	55.4	57.8	49.3	39.4	37.4	36.3	
Ratio of employees	適用労働者数の割合									
	Two days off in a single week at least once a month									
	何らかの週休2日制	1.8	74.1	86.4	95.8	90.2	88.4	88.3	83.9	
	Two days off every week									
	完全週休2日制	0.5	23.0	39.2	58.7	54.9	61.0	61.5	60.6	
	Two days off some weeks ²⁾									
	その他の週休2日制	1.3	51.1	47.2	37.1	35.3	27.4	26.8	23.3	

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) "Two days off some weeks" includes two days off in a single week three times a month, two days off in a single week every other week, two days off in a single week twice a month, and two days off in a single week 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		2010	2011	2012	2013	2014	2015
Total	計						
Average days given ¹⁾	平均付与日数	18.1	18.1	18.3	18.3	18.5	18.4
Average days taken	平均取得(消化)日数	8.7	8.9	9.0	8.6	9.0	8.8
Average usage rate ²⁾ (%)	平均取得(消化)率	48.2	49.3	49.3	47.1	48.8	47.6
1,000 employees or more	1,000人以上						
Average days given ¹⁾	平均付与日数	19.0	18.9	19.3	19.5	19.4	19.3
Average days taken	平均取得(消化)日数	10.2	10.5	10.9	10.6	10.8	10.1
Average usage rate ²⁾ (%)	平均取得(消化)率	53.5	55.3	56.5	54.6	55.6	52.2
300-999 employees	300-999人						
Average days given ¹⁾	平均付与日数	18.1	18.3	18.3	18.5	18.5	18.4
Average days taken	平均取得(消化)日数	8.1	8.4	8.6	8.2	8.7	8.7
Average usage rate ²⁾ (%)	平均取得(消化)率	44.9	46.0	47.1	44.6	47.0	47.1
100-299 employees	100-299人						
Average days given ¹⁾	平均付与日数	17.3	17.3	17.6	17.8	18.1	17.8
Average days taken	平均取得(消化)日数	7.8	7.7	7.7	7.5	8.1	8.0
Average usage rate ²⁾ (%)	平均取得(消化)率	45.0	44.7	44.0	42.3	44.9	44.9
30-99 employees	30-99人						
Average days given ¹⁾	平均付与日数	16.9	16.8	17.1	16.9	17.4	17.6
Average days taken	平均取得(消化)日数	6.9	7.0	7.2	6.8	7.4	7.6
Average usage rate ²⁾ (%)	平均取得(消化)率	41.0	41.8	42.2	40.1	42.2	43.2

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 companies with head offices that have 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	2010	2013	2014	2015
Japan ¹⁾	—	1,853	1,802	1,754	1,746	1,741	1,734
United States	1,833	1,836	1,800	1,786	1,794	1,796	1,795
France	1,536	1,428	1,411	1,404	1,389	1,387	1,399
Germany ²⁾	1,490	1,360	1,324	1,310	1,291	1,298	1,304
United Kingdom	1,700	1,680	1,650	1,632	1,656	1,667	1,663

Source: OECD Database

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

2) 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 the ratio of employees covered by a variable working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

	2013	2014	2015	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 that have adopted a variable working hour system 変形労働時間制を採用している企業	51.1 (47.6)	55.6 (48.6)	52.1 (47.6)	63.9 (41.2)	64.3 (51.1)	60.3 (50.5)	49.1 (47.3)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	32.3 (21.3)	35.4 (23.3)	33.8 (22.6)	20.6 (8.1)	27.3 (20.5)	32.6 (28.6)	30.6 (30.7)
Variable working hour system on a monthly basis 1ヵ月単位の変形労働時間制	16.6 (17.4)	17.9 (16.9)	16.0 (17.3)	36.6 (21.8)	32.4 (23.1)	25.6 (18.2)	17.2 (14.8)
Flexible working hour system on a daily basis フレックスタイム制	5.0 (7.9)	5.3 (8.3)	4.9 (7.8)	21.7 (11.2)	13.2 (7.5)	6.9 (3.6)	2.2 (1.8)
Enterprises that have not adopted a variable working hour system 変形労働時間制を採用していない企業	48.9 (53.3)	44.4 (51.4)	47.9 (52.4)	36.1 (58.8)	35.7 (48.9)	39.7 (49.5)	50.9 (52.7)

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 the ratio of employees covered by a de facto working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

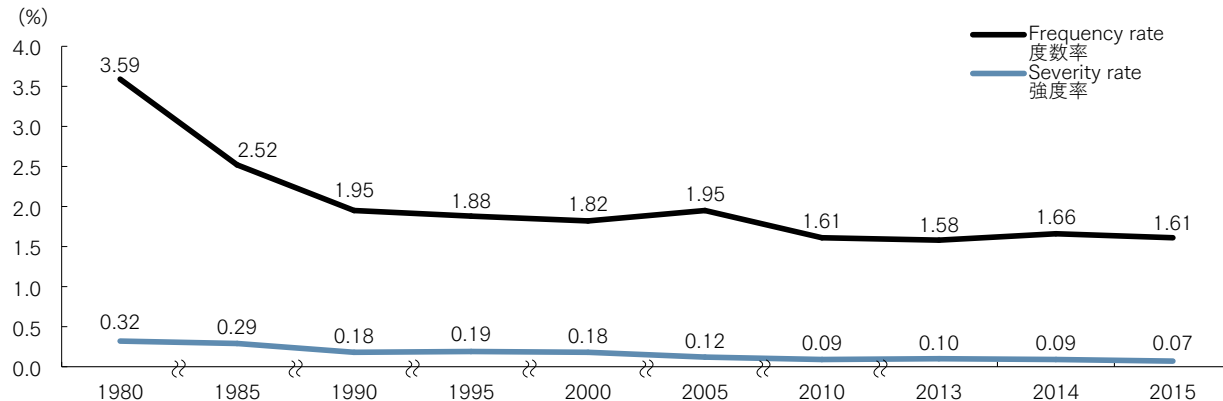
	2013	2014	2015	Size of enterprise 企業規模								
				1,000 employees or more 1,000人以上	300-999 employees 300-999人	100-299 employees 100-299人	30-99 employees 30-99人					
All enterprises 全企業	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)				
Enterprises that have adopted a de facto working hour system みなし労働時間制を採用している企業 (M.A.)	10.8 (8.1)	13.3 (8.1)	15.0 (8.8)	24.5 (10.3)	18.5 (8.0)	16.9 (8.1)	11.0 (5.9)					
De facto working hour system for work outside the place of business うち、事業場外労働のみなし労働時間制	9.2 (6.6)	11.3 (6.9)	13.1 (7.5)	17.0 (7.8)	14.3 (6.9)	14.9 (7.4)	9.7 (5.4)					
Discretionary working system for professional work 専門業務型裁量労働制	2.2 (1.2)	3.1 (1.0)	2.5 (1.0)	9.6 (2.0)	4.9 (1.0)	2.5 (0.6)	1.7 (0.5)					
Discretionary working system for planning work 企画業務型裁量労働制	0.8 (0.3)	0.8 (0.2)	0.7 (0.3)	5.9 (0.5)	2.0 (0.1)	0.9 (0.1)	0.2 (0.0)					
Enterprises that have not adopted a de facto working hour system みなし労働時間制を採用していない企業	89.2 (91.9)	86.7 (91.9)	85.0 (91.2)	75.5 (89.7)	81.5 (92.0)	83.1 (91.9)	89.0 (94.1)					

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions, 2015*

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	2010	2012	2013	2014	2015
All Industries		335,706	210,108	133,948	107,759	119,576	118,157	119,535	116,311
	全産業	(3,009)	(2,550)	(1,889)	(1,195)	(1,093)	(1,030)	(1,057)	(972)
Manufacturing	製造業	106,481	62,404	37,753	23,028	28,291	27,077	27,452	26,391
		(589)	(447)	(323)	(211)	(199)	(201)	(180)	(160)
Mining	鉱業	8,477	1,230	760	322	197	239	244	209
		(105)	(44)	(26)	(5)	(6)	(8)	(13)	(10)
Construction	建設業	112,786	60,900	33,599	21,398	17,073	17,189	17,184	15,584
		(1,374)	(1,075)	(731)	(365)	(367)	(342)	(377)	(327)
Transportation	交通運輸業	4,626	2,935	1,872	2,009	3,137	3,209	3,348	3,256
		(52)	(64)	(29)	(22)	(13)	(16)	(17)	(22)
Overland Freight Transportation	陸上貨物運送業	21,807	16,831	14,653	13,040	13,834	14,190	14,210	13,885
		(261)	(311)	(271)	(154)	(134)	(107)	(132)	(125)
Harbor Cargo Handling	港湾荷役業	4,108	1,103	388	219	344	296	349	284
		(55)	(28)	(11)	(5)	(5)	(6)	(5)	(8)
Forestry	林業	12,490	5,069	2,773	2,149	1,897	1,723	1,611	1,619
		(117)	(89)	(53)	(59)	(37)	(39)	(42)	(38)
Others	その他	64,931	59,636	42,150	45,594	54,803	54,234	55,137	55,083
		(456)	(492)	(445)	(374)	(332)	(311)	(291)	(282)

Source: Ministry of Health, Labour and Welfare

Notes: 1) Figures in parentheses refer to the number of deaths.

2) The time series before and after 2011 are not continuous due to the changes in survey.

50. Amount of Accrued Benefit Payment at Retirement, by Educational Attainment and Type of Worker (2012)

学歴、労働者の種類別定年退職者の退職給付額（2012年）

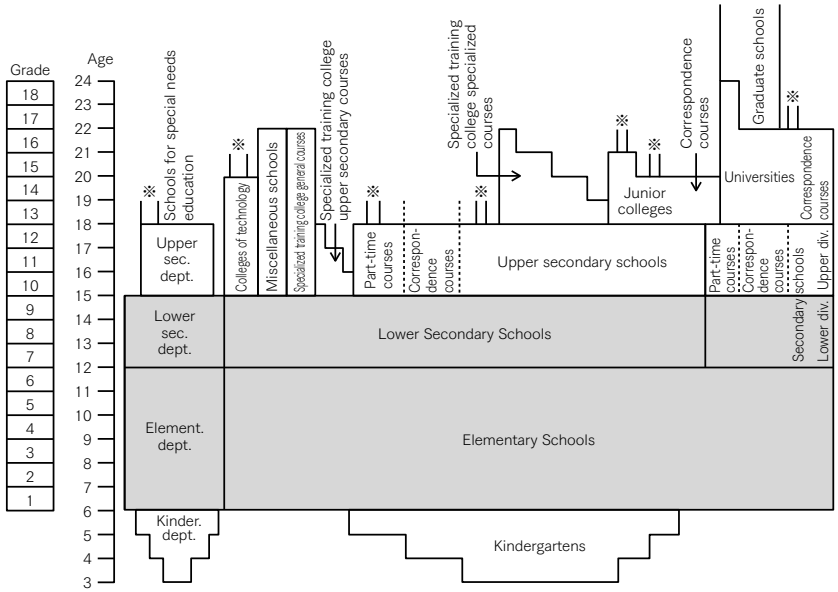
(10,000 yen)

Size of enterprise & duration of service 企業規模、勤続年数（年）	College or university graduates (Administrative, clerical & technical workers) 大学卒（管理・事務・技術職）			High school graduates (Administrative, clerical & technical workers) 高校卒（管理・事務・技術職）			High school graduates (Blue collar workers) 高校卒（現業職）		
	Lump sum only 退職一時金 制度のみ	Annuity only 退職年金 制度のみ	Lump sum and annuity 両制度併用	Lump sum only 退職一時金 制度のみ	Annuity only 退職年金 制度のみ	Lump sum and annuity 両制度併用	Lump sum only 退職一時金 制度のみ	Annuity only 退職年金 制度のみ	Lump sum and annuity 両制度併用
Total	1,369	1,923	2,367	1,091	1,611	2,158	870	1,131	1,600
20-24 years	661	925	991	432	434	931	312	478	738
25-29 years	756	1,181	1,551	515	819	1,100	553	677	739
30-34 years	1,457	1,691	2,180	725	1,221	1,275	689	987	1,143
35 years or more	1,567	2,110	2,562	1,470	1,822	2,272	1,184	1,541	1,872
1,000 employees or more	1,764	2,256	2,525	1,645	1,942	2,286	1,243	1,351	1,733
300-999 employees	1,338	1,699	2,074	1,013	1,316	1,978	809	1,041	1,348
100-299 employees	1,147	1,122	1,635	871	1,396	1,447	721	676	1,532
30-99 employees	919	1,155	2,343	786	755	1,713	527	—	—

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2013*

51. School System in Japan

日本の学校制度



Source: Ministry of Education, Culture, Sports, Science and Technology, **Education Statistics of Foreign Countries 2015**

- Notes:
- 1) The shadowed sections mean compulsory education.
 - 2) ※ Represents a major course.
 - 3) In upper secondary schools (high schools), secondary education school second half courses (latter part of studies in combined junior high and high schools), universities, junior colleges, and the upper secondary school departments (high school sections) of schools for the blind, schools for the deaf and schools for the physically and developmentally disabled, separate courses of study requiring one or more years for graduation may be provided.

52. Number of New Graduates, Ratio of Enrolled Students Continuing Their Education, Number of New Graduates Entering the Labor Market, and the Ratio Thereof
 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	2010	2014	2015
Junior High School	中学校								
New graduates	新規学卒者	1,770	1,667	1,723	1,982	1,465	1,228	1,193	1,175
New graduates entering the labor market	就職者	683.7	271.3	67.4	54.8	14.9	5.4	4.6	4.2
Ratio of new graduates continuing their education ¹⁾	進学率 (%)	57.7	82.1	94.2	94.4	95.9	96.3	96.5	96.6
Ratio of new graduates entering the labor market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	0.4	0.4	0.4
High School	高等学校								
New graduates	新規学卒者	934	1,403	1,399	1,767	1,329	1,069	1,047	1,064
New graduates entering the labor market	就職者	572.5	816.7	599.7	622.3	247.1	168.7	183.6	189.7
Ratio of new graduates continuing their education	進学率 (%)	17.2	24.2	31.9	30.5	45.1	54.3	53.8	54.5
Ratio of new graduates entering the labor market	就職率 (%)	61.3	58.2	42.9	35.2	18.6	15.8	17.5	17.8
Junior College	短大								
New graduates	新規学卒者	30	115	170	208	178	71	59	59
New graduates entering the labor market	就職者	17.5	80.2	128.9	181.1	99.6	46.7	44.2	46.4
Ratio of new graduates continuing their education	進学率 (%)	8.6	3.8	3.2	3.4	9.4	11.7	10.5	9.5
Ratio of new graduates entering the labor market	就職率 (%)	58.9	70.3	76.0	87.0	56.0	65.4	75.2	78.1

		1960	1970	1980	1990	2000	2010	2014	2015
University	大学								
New graduates	新規学卒者	120	241	379	400	539	541	566	564
New graduates entering the labor market	就職者	99.5	187.7	285.0	324.1	300.7	329.1	394.8	409.7
Ratio of new graduates continuing their education ²⁾	進学率 (%)	3.8	5.2	4.4	6.8	10.7	13.4	11.1	11.0
Ratio of new graduates entering the labor market	就職率 (%)	83.2	78.1	75.3	81.0	55.8	60.8	69.8	72.6

Source: Ministry of Education, Culture, Sports, Science and Technology, **Statistical Abstract, 2016**

Notes: 1) Indicates the ratio of new graduates entering high schools and technical colleges.

2) Indicates the ratio of new graduates entering graduate schools.

3) Graduating in March of each year.

4) The ratio of new graduates entering the labor market is calculated as follows:

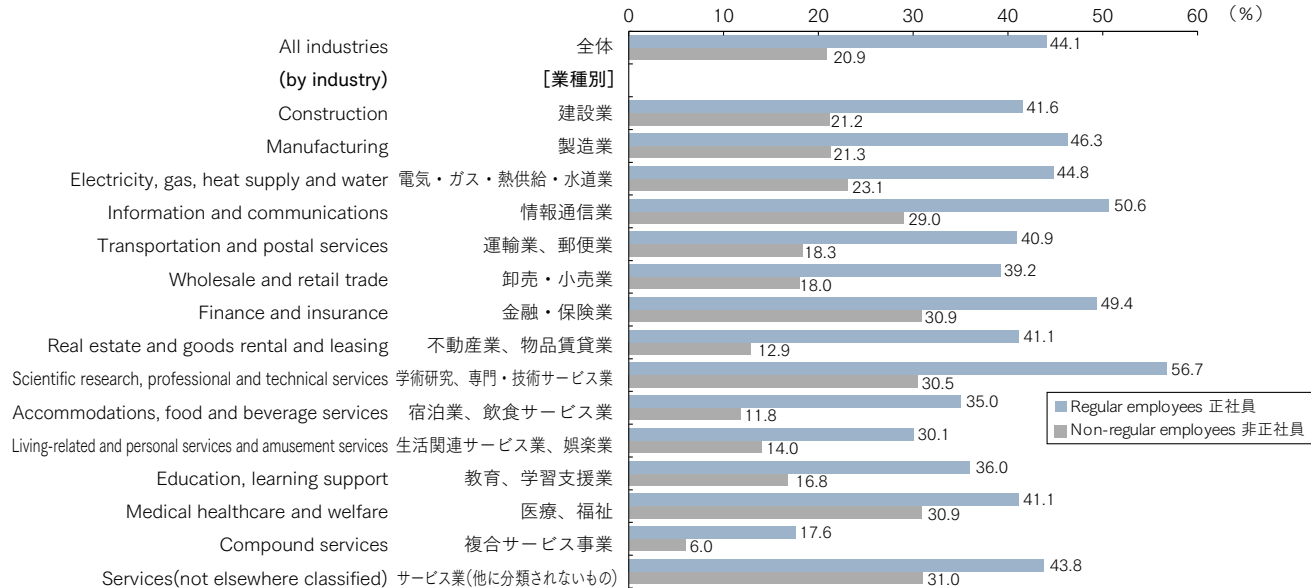
Ratio = (new graduates entering the labor market + new graduates working while continuing their education or going to special training schools, etc.) / new graduates not continuing their education

5) From 1980, Okinawa is also included.

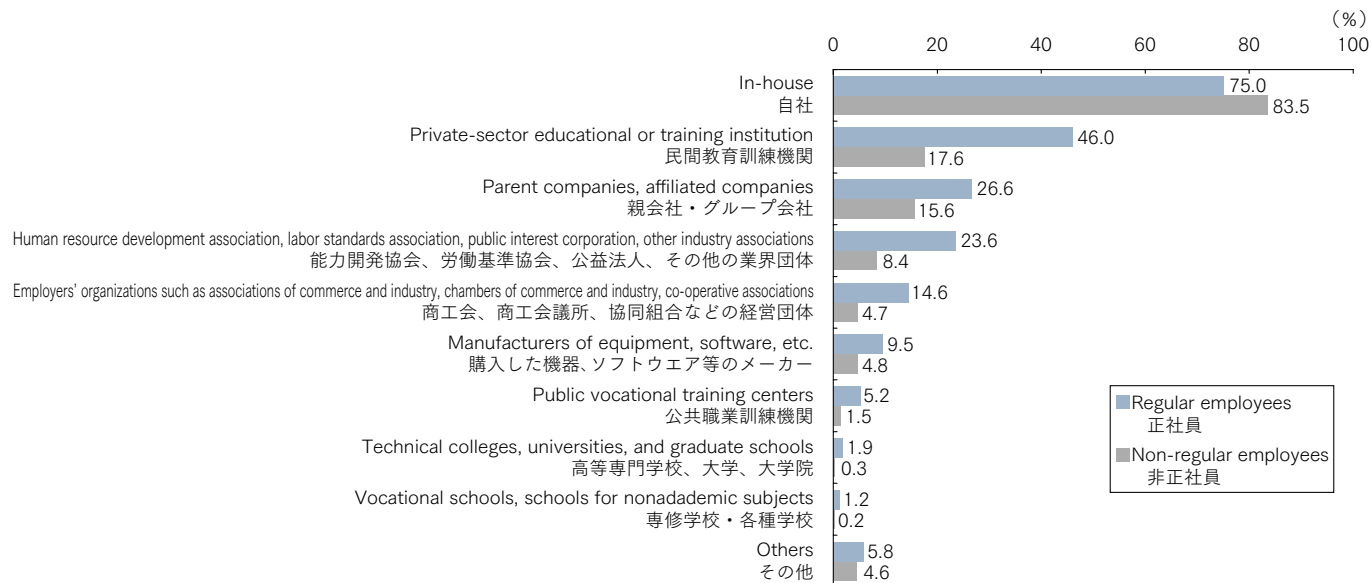
53.

Status of Participation in Off-the-job Training (2015)

Off-JTの受講状況 (2015年)

Source: Ministry of Health, Labour and Welfare, *Report of Skill Development Survey, 2015*

54. Educational and Training Institutions Used for Off-the-job Training (Multiple Answers, 2015)
 Off-JTで利用した教育訓練機関（複数回答、2015年）



Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2015*

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

労働組合数、組合員数、組織率の推移（単位労働組合）

	1950	1960	1970	1980	1990	2000	2010	2013	2014	2015
Labor Unions ¹⁾										
労働組合数	29,144	41,561	60,954	72,693	72,202	68,737	55,910	54,182	53,528	52,768
Members ¹⁾ (1,000 persons)										
労働組合員数 (千人)	5,774	7,516	11,481	12,241	12,193	11,426	9,988	9,822	9,777	9,825
Estimated Organization Rate ²⁾										
推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	21.5	18.5	17.7	17.5	17.4

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2015**

Notes: 1) Unit unions are locally organized unions with no lower-level chapters. Statistics for unit unions are based on data from unit unions and from the lowest-level chapters of individually organized unions.

2) These numbers are calculated by dividing the number of union members by the number of employees (Labor 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 Unions)
 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	2010	2012	2013	2014	2015
Total 計								
Members (1,000 persons)	労働組合員数 (千人)	9,515	8,975	8,367	8,289	8,314	8,305	8,404
Estimated Organization Rate (%)	推定組織率	21.9	18.7	17.0	16.7	16.6	16.3	16.3
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	5,164	5,198	5,290	5,337	5,453
Estimated Organization Rate (%)	推定組織率	61.0	54.2	46.6	45.8	44.9	45.3	45.7
100-999	100-999人							
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,246	1,911	1,846	1,822	1,792	1,772
Estimated Organization Rate (%)	推定組織率	24.0	18.8	14.2	13.3	13.1	12.4	12.2
99 or less	99人以下							
Members (1,000 persons)	労働組合員数 (千人)	463	361	261	246	240	234	230
Estimated Organization Rate (%)	推定組織率	2.0	1.4	1.1	1.0	1.0	1.0	0.9

Source: Ministry of Internal Affairs and Communications, **Basic Survey on Labour Unions, 2015**

Notes: 1) The estimated organization rate was calculated by dividing the number of labor union members by the number of employees.

2) Figures in total include others.

57. Number of Labor Union Members in Private Enterprises by Size of Enterprise (2015)

企業規模別民間企業の労働組合員数（2015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	840.4	5,152
1,000 or more employees	1,000人以上	545.3	1,192
300-999 employees	300-999人	115.6	} 1,447
100-299 employees	100-299人	61.6	
30-99 employees	30-99人	20.1	} 2,438
29 or less employees	29人以下	2.9	
Others	その他	94.9	—

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2015**

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

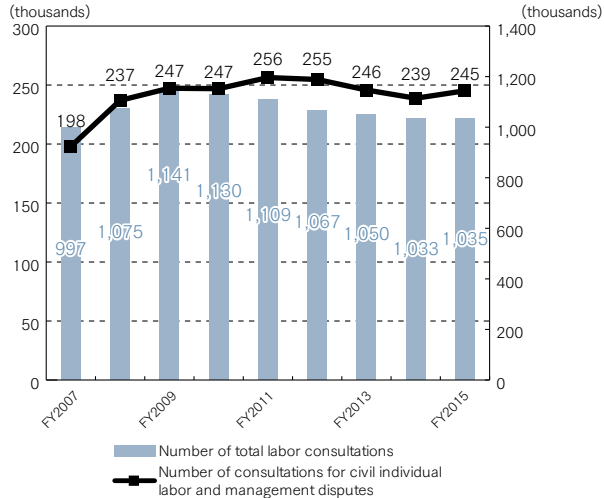
	Number of Part-time Workers in Labor Unions (persons)		Percentage of Total Labor Union Membership (%) 組合員数に占めるパート タイム労働者の割合	Estimated Organization Rate (%) パートタイム労働者の 推定組織率
	パートタイム労働者の 労働組合員数 (人)	Change from Previous Year (%) 対前年比		
2010	726,113	3.7	7.3	5.6
2011	775,837	6.8	7.8	—
2012	837,195	7.9	8.5	6.3
2013	913,911	9.2	9.3	6.5
2014	970,362	6.2	9.9	6.7
2015	1,025,485	5.7	10.4	6.9

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2015**

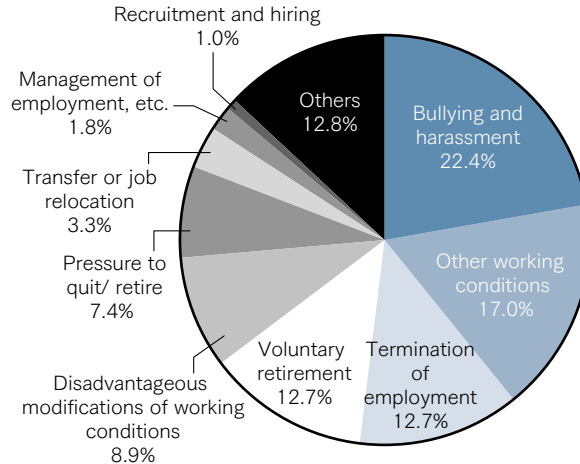
- Notes: 1) "Part-time workers" are workers who work fewer scheduled hours in one day than general workers at the business establishment, or, even if the daily hours worked are the same, who work fewer scheduled days in a week, and who are referred to at the business establishment as part-timers, part-time 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.
 3) Estimated organization rate in 2011 is not available because of the Great East Japan Earthquake.

59. Number of Consultations about Individual Labor Disputes as Civil Affairs (FY2015) 民事上の個別労働紛争相談件数（2015年度）

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, 2015*

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	2010	2013	2014	2015
Total Number of Labor Disputes 労働争議件数	1,487	2,222	4,511	4,376	2,071	958	682	507	495	425
Wage Increase ¹⁾ 賃金増額	—	805	2,131	3,236	954	310	91	71	110	70
Temporary Allowance ²⁾ 臨時給与金	—	638	1,260	722	1,123	224	89	60	73	47
Revision of Working Hours ³⁾ 労働時間の変更	—	16	16	48	39	7	11	8	5	3
Objection to Discharge or Issues of Reinstatement 解雇反対・被解雇者の復職	—	93	137	112	40	147	174	108	91	98
Objection to Discontinuance / Shutdown / Contraction of Business 事業の休廃止・合理化	—	15	28	26	16	32	24	7	6	8

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 have been revised since 2008 as follows:

- 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. Workers' Household Income and Expenditures

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	2015
Income	実収入	350 (100.0)	469 (100.0)
Wages and salaries	勤め先収入	331 (94.6)	437 (93.0)
Heads of household	世帯主収入	293 (83.7)	384 (81.9)
Regular	定期収入	226 (64.6)	325 (69.3)
Temporary	臨時収入	67 (19.1)	3 (0.6)
bonuses	賞与		56 (12.0)
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	46 (9.8)
Other household members	他の世帯員収入	13 (3.7)	6 (1.2)
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)	23 (4.9)
Non-current income	特別収入	8 (2.3)	8 (1.6)
Persons per household	世帯人員数	3.83	2.71
Earners per household	有業人員数	1.50	1.52
Age of household heads	世帯主年齢	41.7	46.9

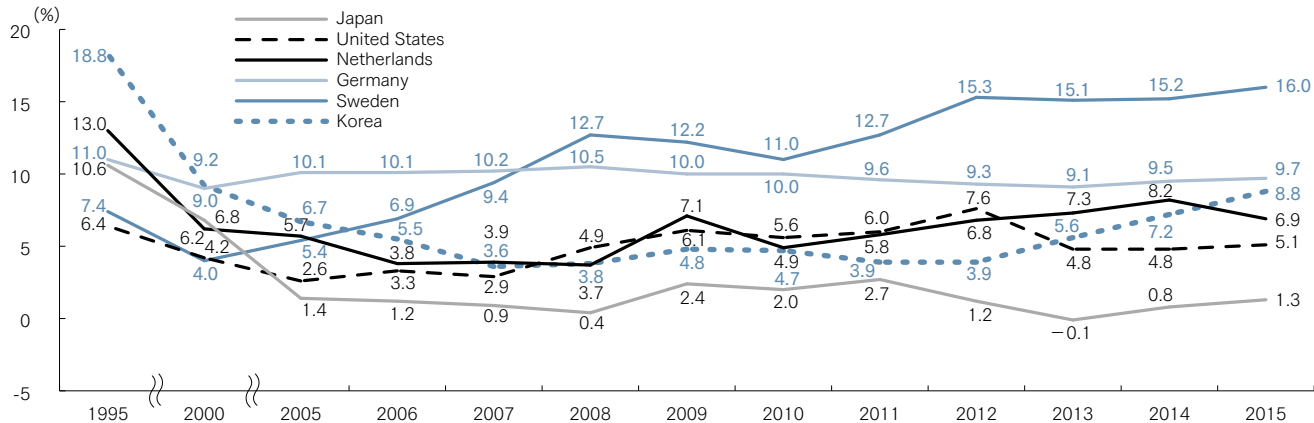
(1,000 yen, %)

Monthly expenditures (Average) 毎月の平均支出		Fiscal year	
		1980	2015
Expenditures	実支出	282	365
Consumption expenditures	消費支出	238 (100.0)	277 (100.0)
Food	食料	66 (27.7)	66 (23.9)
Housing	住居	11 (4.6)	22 (7.9)
Fuel, light and water charges	光熱・水道	13 (5.5)	19 (6.9)
Furniture and household utensils	家具・家事用品	10 (4.2)	9 (3.2)
Clothing and footwear	被服及び履物	18 (7.6)	12 (4.4)
Medical care	保険医療	6 (2.5)	9 (3.4)
Transportation and communication	交通・通信	20 (8.4)	43 (15.6)
Education	教育	9 (3.8)	13 (4.7)
Culture and recreation	教養娯楽	20 (8.4)	27 (9.9)
Other consumption expenditures	その他の消費支出	65 (27.3)	55 (20.0)
Non-consumption expenditures	非消費支出	44 (100.0)	88 (100.0)
Earned income taxes	勤労所得税	13 (29.5)	14 (16.0)
Other taxes	他の税	11 (25.0)	23 (25.9)
Social insurance premiums	社会保険料	20 (45.5)	51 (58.0)

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

62. Trends in Household Saving Rate

家計貯蓄率の推移



Source: OECD, *Database*(<http://stats.oecd.org>) 2016

Note: National saving rate = gross saving / gross national disposable income x 100

The household saving rate is calculated as the ratio of household saving to household disposable income.

63. Trends in Ratios of House Ownership

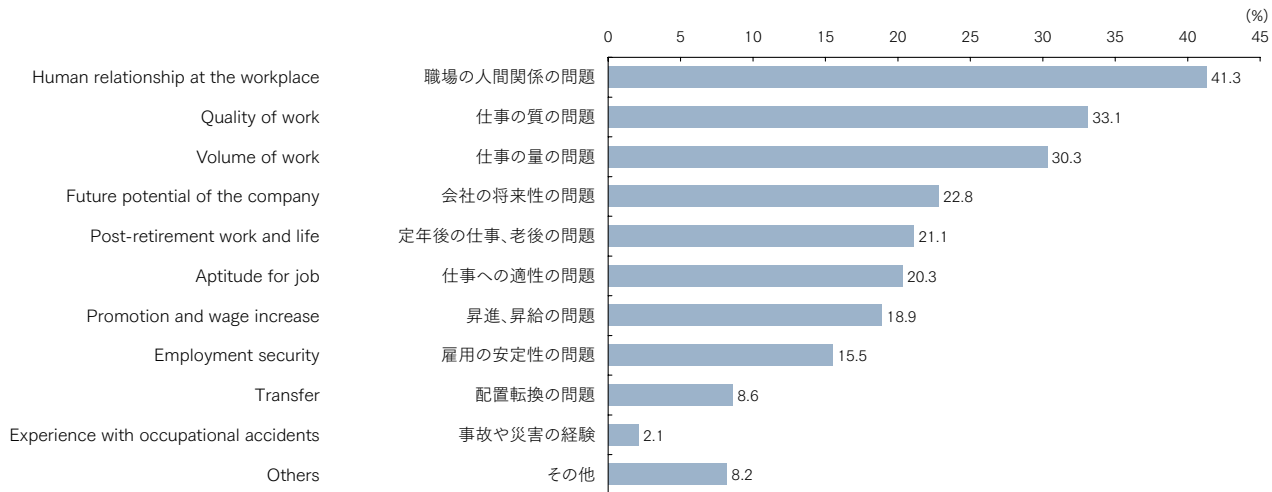
持家率の推移

		(%)					
		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, 2012*

Note: Data shown refers to regular employees and dispatched workers surveyed.

65. National Medical Expenses

国民医療費

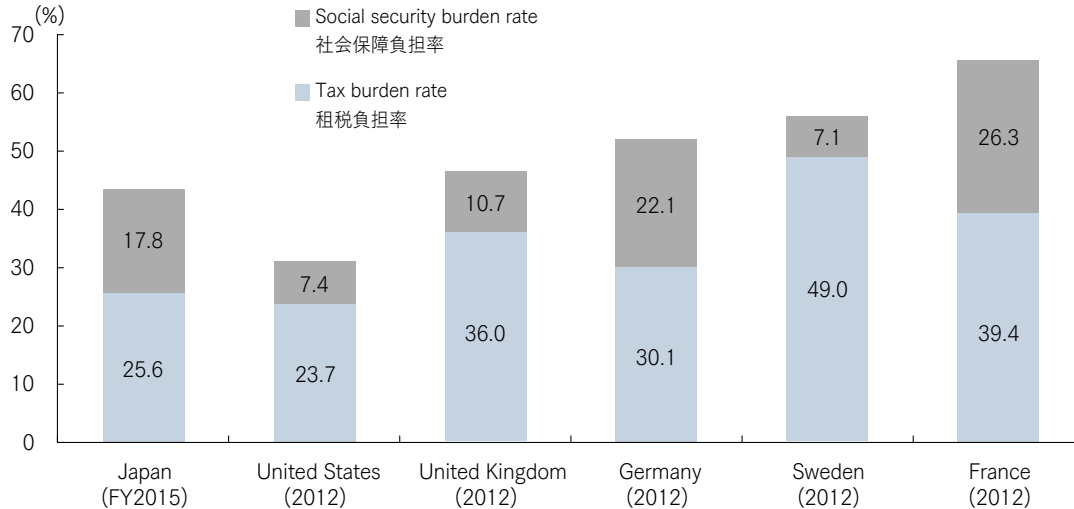
		1985	2000	2005	2010	2011	2012	2013	2014
		(trillion yen, %)							
National medical expenses	国民医療費	16.0	30.1	33.1	37.4	38.6	39.2	40.1	40.8
Ratio of national medical expenses to national income	国民医療費の国民所得に対する割合	6.2	8.0	8.9	10.6	11.0	11.2	11.2	11.2
Medical expenses for the elderly	老人医療費	4.1	11.2	11.6	12.7	13.3	13.7	14.2	14.5
Ratio of medical expenses for the elderly to national medical expenses	老人医療費の国民医療費に対する割合	25.4	37.2	35.1	34.0	34.5	34.9	35.4	35.5

Source: Ministry of Health, Labour and Welfare, **Overview of National Medical Expenses, 2014, Annual Report on Medical for Elderly over 75**

Note: As the elderly care insurance system has been in force since April of 2000, some of what were considered national medical expenses before then came to be treated as expenses for elderly care insurance, and these 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 the fiscal year. Other countries' 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, 2015)

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 September, 2015)
Employees' Pension Insurance 厚生年金保険	National Government	Employees in private enterprises 3,599	17.83%
National Public Service Personnel Mutual Aid Associations 国家公務員共済組合	National Public Service Personnel Mutual Aid Associations	National public officers 106	17.28%
Local Government Officials' Mutual Aid Associations 地方公務員共済組合	Local Government Officials' Mutual Aid Associations	Local government officials 283	17.28%
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 52	14.35%

National Pension Schemes 国民年金制度

(As of the end of March, 2015)

Insured Person (10,000 persons) 被保険者 (万人)	Responsible Body 保険者	Premium 保険料 (As of September, 2015)	
Self-employed persons, farmers, etc. aged 20 to 59 (Class 1)			
Persons covered by Employees' Pension Insurance and Mutual Aid Pensions (Class 2)	National Government	¥15,590 per month (Class 1). 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 lump sum contributions to the National Pension through premiums.	
Dependent spouses of those in Class 2 (Class 3)			
Total 計			

Source: Ministry of Health, Labour and Welfare, **Annual Report on Health, Labour and Welfare, 2016**

- Notes: 1) Qualified recipients of old-age (retirement) pensions and average monthly benefits under the employees' pension insurance system include those who had been qualified to receive benefits 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 into employees' pension insurance system.
- 2) The number of qualified recipients of old-age (retirement) pensions under mutual aid associations includes those with reduced retirement pensions. (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.)

68. Medical Insurance System

医療保険制度の概要

(As of June, 2016)

Plan 制度名		Insurer 保険者 (As of end of March, 2015)	Subscribers [Subscribers' dependents] (Unit: 1,000 persons) 加入者数 [上段：本人/下段：家族] (千人) (As of end of March, 2015)	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	36,392 (20,902 15,491)	10.00% (average)	16.4% of benefits
	Association-managed				
	Insured parties, as stipulated in Article 3, Paragraph 2, Health Insurance Act	Japan Health Insurance Association	19 (12 6)	Daily rate (class 1) 390 yen (class 11) 3,230 yen	16.4% of benefits
Mariners' Insurance		Japan Health Insurance Association	125 (58 67)	9.60%(sickness insurance)	Fixed amount
National aid insurance	National public officers	20 mutual aid associations	8,836 (4,493 4,343)	—	None
	Local public officers	64 mutual aid associations		—	
	Private school personnel	1 mutual aid association		—	

National health insurance	Farmers, self-employed, etc.	Municipalities 1,716	35,937 [Municipalities 33,025 Insurance associations 2,911]	Each household is assessed a fixed amount and amount based on ability to pay	41% of benefits etc.
		Health insurance associations 164		Calculations vary somewhat according to insurer	43.3~47.1% of benefits etc.
	Retired workers eligible for employees insurance benefits	Municipalities 1,716		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	15,767	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 approximately 10% • Contribution approximately 40% • Public expenses 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, 2016**

- 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) Due to rounding off, the breakdown figures do not always add up to the total.

69. Long-term Care Insurance System

介護保険制度の概要

Establishments for providing services

Home care services

- Home-visit long-term care (home help service)
- Home-visit bathing service
- Home-visit nursing care
- Home-visit rehabilitation
- Management guidance for in-home care
- Outpatient day long-term care (day service)
- Outpatient rehabilitation service (day care)
- Short-term admission for daily life long-term care (short stay)
- Short-term admission for recuperation
- Daily life long-term care for elderly in a specified facility
- Sales of specified equipment covered by public aid
- Rental service of equipment for long-term care covered by public aid

Facility services

- Facility covered by public aid providing long-term care to the elderly
- Long-term care health facility

- Sanatorium type medical care facilities for the elderly requiring care

Community-based services

- Routine-run/ demand responsive home-visit long-term care and nursing care
- Night time home-visit long-term care
- Outpatient long-term care for a dementia patient
- Multifunctional small group home
- Communal daily long-term care for a dementia patient
- Daily life long-term care for a person admitted to a community-based specified facility
- Community-based facility for preventive daily long-term care of the elderly
- Nursing care multifunctional small group home

Others

- Home modification

Preventive long-term care services

- Home-visit care service for preventive long-term care
- Home-visit bathing service for preventive long-term care
- Home-visit nursing care service for preventive long-term care
- Home-visit rehabilitation service for preventive long-term care
- Outpatient rehabilitation service for preventive long-term care
- Management guidance for in-home care service for preventive long-term care
- Outpatient care service for preventive long-term care
- Short-term stay service for preventive long-term care at a care facility
- Medical care service for preventive long-term care through a short-term stay
- Daily life care service for preventive long-term care for elderly in specific facilities

- Sales of specific preventive long-term care welfare instruments
- Lending preventive long-term care welfare instruments

Community-based preventive long-term care services

- Outpatient care service for preventive long-term care for dementia patient
- Small-sized multifunctional in-home care service for preventive long-term care
- Daily life care service for preventive long-term care in communal living for dementia patient

Others

- Allowance for home modification

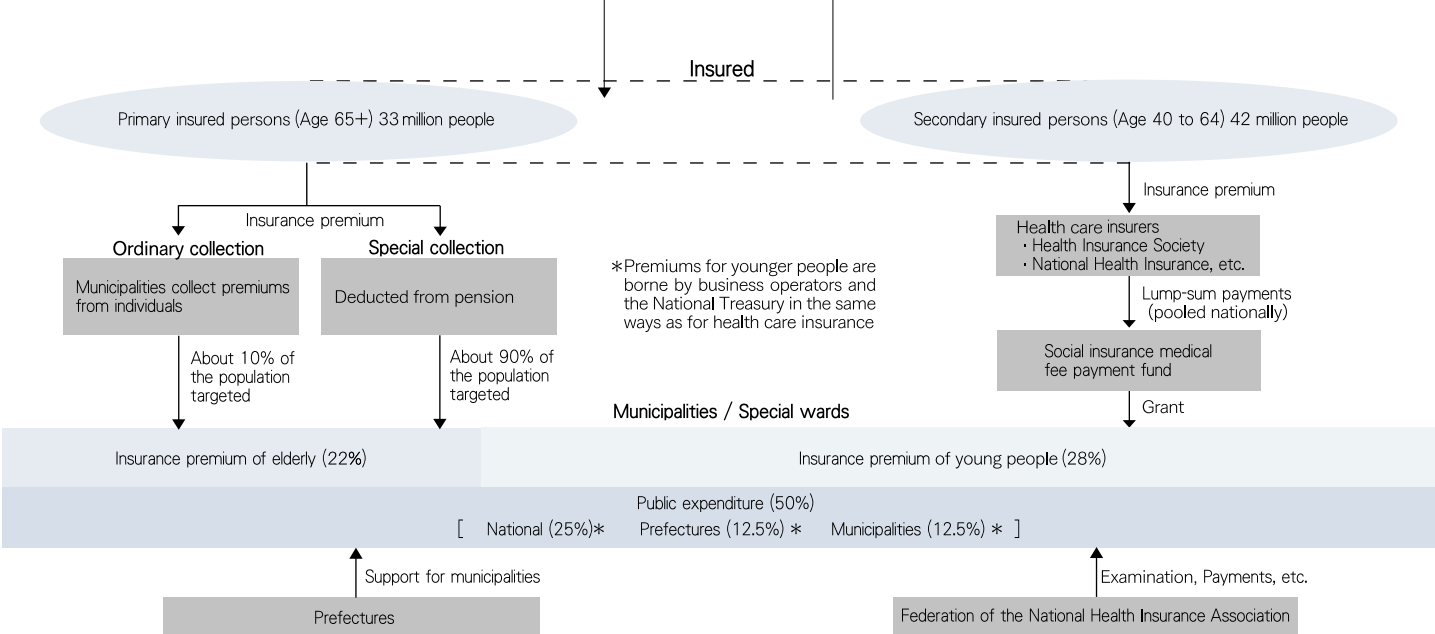
- Certification on long-term care need
 - Implement in municipalities

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

- Formulation of long-term care service plans
 - Support for systematic use of care services

Using services

User's co-payment



*5% of the public expenditure from the national governments is for adjustment and may increase/decrease depending on the number of persons aged 75 or older and income distributions of the elderly.

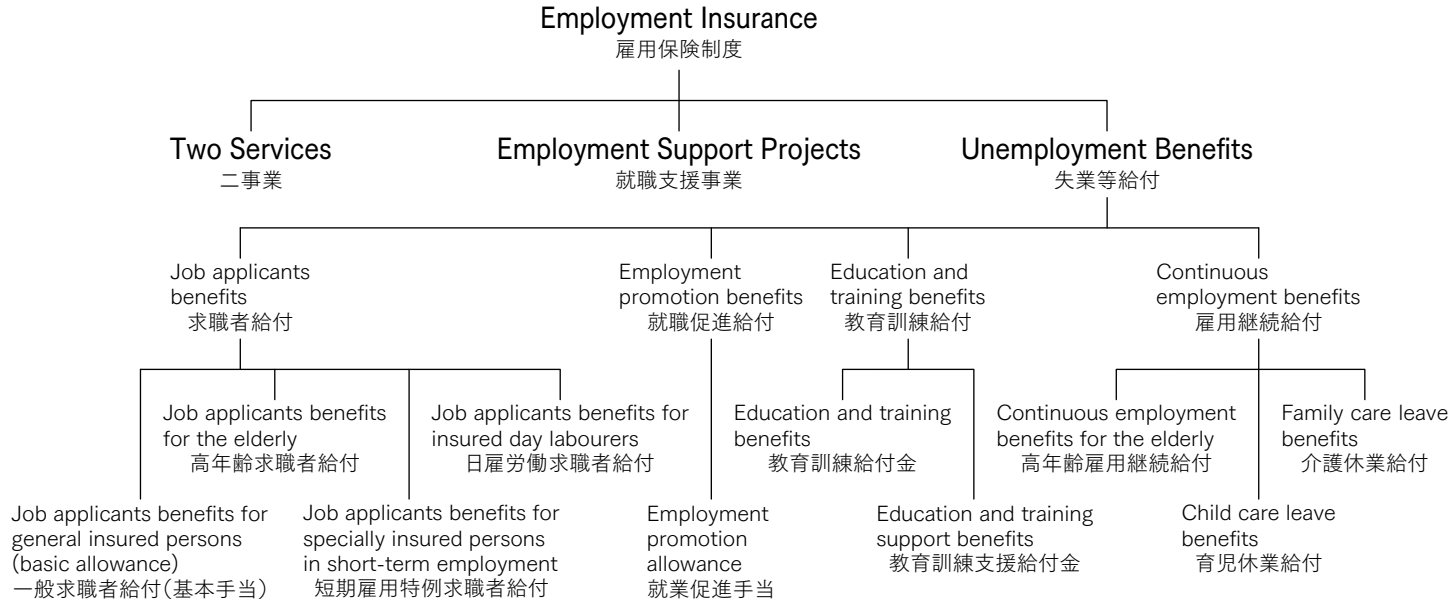
* For benefit expenses of facilities, etc.(benefit expenses of 3 long-term care insurance facilities and specific facilities designated by prefectures), 20% is borne by the national government and 17.5% by prefectures.

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2016*

70. Employment Insurance System

雇用保険制度の概要

(As of 2016)



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

Term of insurance coverage 被保険者であった期間	Age 年齢	(1) Duration of benefits for unemployed workers with specific qualifications as recipients* (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 unemployed 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 unemployed 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	30-34 30-34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	90days	90days	90days	90days	90days	—	150days	150days
1-4 Years	1-4年	90days	90days	90days	180days	150days	90days	300days	360days
5-9 Years	5-9年	120days	180days	180days	240days	180days	90days	300days	360days
10-19 Years	10-19年	180days	210days	240days	270days	210days	120days	300days	360days
20+Years	20年以上	—	240days	270days	330days	240days	150days	300days	360days

Source: Ministry of Health, Labour and Welfare

Note: * Workers with specific qualifications as recipients are those who became unemployed against their will, due to bankruptcy, dismissal, etc.

Contribution Rate 保険料率

(As of 2016)

		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	4/1000	5/1000	5/1000
Employer	事業主	7/1000	8/1000	9/1000
Total	計	11/1000	13/1000	14/1000

Source: Ministry of Health, Labour and Welfare

71. Employment Insurance Statistics

雇用保険事業統計

	1960	1970	1980	1990	2000	2010	2014	2015
General Employment Insurance 一般雇用保険								
Applicable establishments ¹⁾ (1,000) 適用事業所数 (千)	361	709	1,335	1,757	2,027	2,034	2,108	2,139
Insured workers ¹⁾²⁾ (1,000 workers) 被保険者数 (千人)	12,735	20,956	24,961	31,398	33,524	38,239	40,152	40,861
Recipients ³⁾⁴⁾ (1,000 workers) 受給者実人員 (千人)	375	499	663	482	1,029	654	467	436
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	959.1	661.6	624.5
Beneficiary rate (%) 基本受給率	2.9	2.3	2.6	1.6	3.1	1.9	1.1	1.1

Source: Ministry of Health, Labour and Welfare, **Annual Report on Employment Insurance Activities, 2015**

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

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

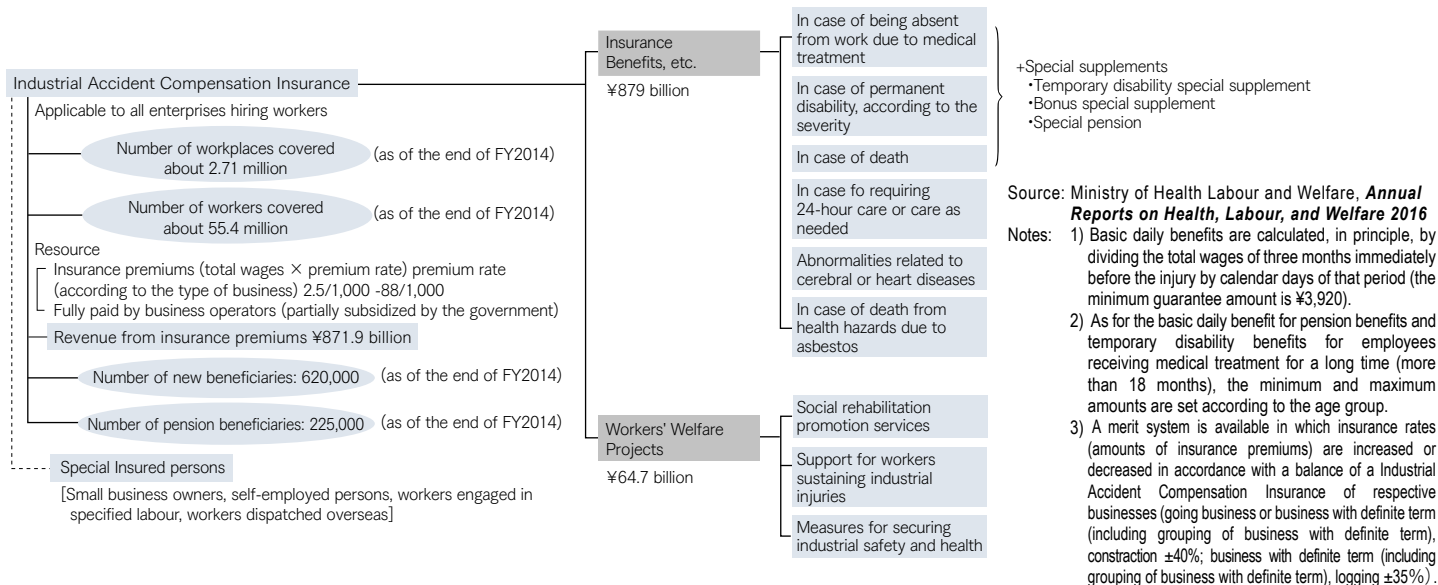
3) This shows the monthly average.

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

5) The beneficiary rate is calculated as follows: beneficiary rate = recipients of basic allowance / (insured workers + 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	2010	2013	2014
Applicable establishments*							
適用事業場数	1,202,447	1,839,673	2,421,318	2,700,055	2,622,356	2,676,910	2,707,702
Insured persons*							
適用労働者数	26,530,326	31,839,595	43,222,324	48,546,453	52,487,983	54,294,921	55,408,173
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	784,145	802,386	843,392
Cases receiving benefits							
保険料給付件数	4,861,903	5,414,975	5,166,480	5,306,851	5,288,236	5,428,240	5,513,567
Benefit amount (million yen)							
保険料給付金額 (百万円)	122,019	567,288	753,128	820,227	744,457	745,216	751,300

Source: Ministry of Health, Labour and Welfare, *Annual Report on the Industrial Accident Statistics, 2015*

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

Japanese Working Life Profile 2016/2017 – Labor Statistics

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