

Overview of Non-regular Employment in Japan

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Prologue

This paper was written to report on the current conditions of non-regular employment in Japan at the “International Seminar on Non-regular Employment” hosted by the Japan Institute for Labour Policy and Training (JILPT). The purpose of this paper is not for the author to deepen his consideration of the point in question concerning non-regular employment, but rather to provide reference material for a topic of discussion among participants of the seminar.

1. Definition of Non-Regular Employment

Common Public Conception

In Japan, the term “Regular Employee” is generally considered as an employee who is hired directly by his/her employer without a predetermined period of employment, and works for scheduled hours.¹ In other words, it can be summarized as “open-ended, fulltime, direct employment.” In addition, as long as these conditions are met, and if no special circumstances are present, this person is covered under public insurance systems including workers’ compensation, unemployment, health care and retirement pension.²

Consequently, a “Non-regular Employee” is an employee who does not meet one of the conditions for regular employment. As the three conditions are open-ended, fulltime, and direct employment, in principle, there can be seven different combinations of employment patterns that qualify a worker as a non-regular employee, including “open-ended, full-time, indirect,” “open-ended, part-time, direct,” “open-ended, part-time, indirect,” “fixed-term, full-time, direct,” “fixed-term, full-time, indirect,” “fixed-term, part-time, direct,” and “fixed-term, part-time, indirect.”

Classification for Governmental Statistics

Actual beneficial information provided on the definition of non-regular employment comes from the definition of types and patterns of employment used in government statistics. For example, according to the Employment Status Survey conducted by the Statistics Bureau of the Ministry of Internal Affairs and Communications, employment type can be categorized as “Regular staffs” as well as “Part-time workers,” “Arbeit (temporary workers),”

¹ However, this image should be regarded as a common conception, as there is no explicit definition of “regular employee” by law.

² It should be noted that being covered by public insurance systems does not necessarily mean that the person is a regular employee.

“Dispatched workers from temporary agencies,” “Contract employees,” “Entrusted employees,” and “Other.”³ Excluding a few minor differences, the status of non-regular employment in Japan is basically described by systematically assigning the above mentioned employment type combinations as follows:

- Part-time workers: both fixed-term and open-ended, part-time, direct employment
- Temporary workers: relatively short fixed-term, fulltime, direct employment
- Dispatched workers from temporary agency: both fixed-term and open-ended, full- or part-time, indirect employment
- Contract employees: relatively long fixed-term, full-time, direct employment
- Entrusted employees: relatively long fixed-term, full-time, direct employment
- Other: None of the above

Here, the differentiation between a contract employee and an entrusted employee becomes an issue. In many cases, contract employees are further defined as employees specifically hired to perform a specialized type of work whereas an entrusted employee is often used to refer to a senior aged worker who is re-hired by his/her last employer after his/her mandatory retirement.⁴

The definition of each category can also vary according to the survey. Such difference is related to the fact that there are two major survey types in the government’s statistical survey on employment, one targeting individuals and households, while the other targeting corporations and business establishments. In the former case, surveys targeting individuals and households are mostly conducted without a substantive definition, with information collected based on “employment type at work or the closest name of the type of your employment” and “job title.” On the contrary, while some surveys targeting corporations and business establishments may be based on “job title,” most surveys are conducted following a substantive definition for each employment type category.

Taking “part-time workers” as an example, in the General Survey on Diversified Types of Employment conducted by the Ministry of Health, Labour and Welfare (MHLW), “part-time workers” are defined as those whose scheduled work hours are short compared to regular employees of the same business establishment.

However, roughly three definitions of “part-time” exist in Japanese statistics. First, the definition may be based on “job title.” Second, the definition may be based on the relatively shorter duration of work hours mentioned above. And lastly, the third type of definition can be used for a worker who works less than 35 hours in a week. This definition retains substitutive attributes of a definition based on a relatively short duration of time.

Although this paper has not reserved space to examine the details of similarities and differences between these three definitions, the following summarizes a few points of note.

- i) In the standard definition of 35-hour workweek, if the category is determined by the actual work hours rather than the predetermined work hours, a part-time worker (defined based on the relatively short work hours) who works over the scheduled hours might not be considered as a part-time worker, while a regular employee who

³ In addition to the above employment types, the Employment Status Survey also contains other related categories such as “Temporary employees” (workers under the employment contract with a contract period of at least one month and up to one year) and “Daily employees” (workers under a daily employment contract or a contract period of less than one month).

⁴ However, these definitions do not necessarily match actual treatment of employees. There are many full-time workers working a predetermined number of hours but being referred to as part-time workers or similar. In addition, there are many contract employees who perform tasks other than a specialized type of job, as well as entrusted employees who are relatively younger in age.

happens to take a short vacation might be included in the part-time category.

- ii) In the definition based on job title, a broader range of employees other than the part-time workers (based on the relatively short work hours) will be included.⁵

For a long time, in Japan, the word “part-time” was not necessarily taken to mean “shorter work hours,” although the concept is becoming widely understood in recent years. The definition based on the relatively shorter work hours has long been used as well as the definitions based on job title and 35-hour workweek in statistical surveys. In such cases, however, the term “shorter-work-hours worker” was used instead of “part-time worker.”⁶ When looking at “part-time worker” in a Japanese statistical survey, it is essential to consider which definition was used in conducting the survey.

Certain Definitions in Legal Writing

Although there is no legal definition of “regular employment” in Japan, there are a number of legal regulations related to the definition of “non-regular employment.”

First, there is the Act on Improvement, etc. of Employment Management for Part-Time Workers.⁷ Article 2 stipulates that “The term “Part-Time Worker” as used in this Act means a worker whose prescribed weekly working hours are shorter than those of ordinary workers employed at the same business establishment (the rest is omitted).”

Second, there is the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers. Workers dispatched based on this Act are defined as “dispatched workers.”

Thirdly, there are some legal provisions related to fixed-term contract employment. Article 14 of the Labor Standards Act stipulates “Labor contracts, excluding those without a definite period, and excepting those providing that the period shall be the period necessary for completion of a specified project, shall not be concluded for a period exceeding 3 years (the rest is omitted).” As such, the contract period for fixed-term employment is to be kept under three years (five years, in special cases). However, there is no particular regulation on contract renewal.⁸

Certain Points to Consider

There are certain points to keep in mind regarding the definition of non-regular employment.

The first relates to indirect employment. As mentioned above, a non-regular employee under indirect employment is considered as a dispatched worker, but dispatched employment is as commonly known an employment type in which a worker enters an employment contract with a temporary agency and assumes a post under the instruction of that agency. In contrary to this, while it was rarely explicitly indicated in government statistics, even in case of employees of business outsourcing companies who work at the place of the outsourcer company, such employees do not follow the instructions of the outsourcer, but are considered “indirectly employed.” In such cases, employees of the outsourcing company are often

⁵ Based on a survey conducted by the JILPT in August 2010 (in later discussion), about one third of part-time workers responded that they work over 35 hours in a week.

⁶ Actually, the definition based on job title began to be used in periodic statistic surveys that aim to understand current trends in the 1980s, later than other types of definition.

⁷ English translations of these legal texts can be viewed on the JILPT website, <http://www.jil.go.jp/english/laborinfo/library/Laws.htm>.

⁸ There are some discretionary provisions in the Labor Contract Act that advise against the unnecessary shortening of contract period and repeated renewal.

referred to as “outsourced employees.”⁹

The second point relates to the employment type that lies in between “employed” and “self-employed.” In Japan, non-regular employment is limited to those who are employed. By contrast, in Europe, a certain group of people, even if they fall into the category of self-employed, will explicitly be considered as part of the non-regular employee category. However, it should be noted that in Japan whether someone is employed or not is not judged by his/her status in a contract, but by the actual status of his/her employment. In other words, as long as someone actually works under a command, it is possible to consider that person to be employed, regardless of his/her contractual status. Accordingly, even though there are no explicit legal provisions, in this sense, certain “self-employed workers” can be included in the category of “non-regular employee.”¹⁰

The third point relates to the fact that the employees who are categorized as regular-employees may be further divided by employment type. For example, employees termed “general office employee” have an upper limit to the rank of the position they can advance to, and in many cases are subject to a different wage scale from that of main career track. This type of difference is recognized as a difference of career track. Meanwhile, in both surveys targeting individuals and business establishments, it is not uncommon that workers with a fixed-term contract to be considered as regular employees. It is also true that the social perception does not always follow its definition.

2. Employment Areas and Reasons for Increase/decrease in Non-regular Employment

2.1 Employment areas of non-regular employees

According to the Employment Status Survey conducted by the Statistics Bureau of the Ministry of Internal Affairs and Communications as mentioned earlier, when looking at the number of employees by employment type (excluding a company’s executives) in the most recent survey year of 2007, of the 53.27 million total employees surveyed, 64.4% were regular employees, and 35.6% were non-regular employees. Among the non-regular employees, 16.6% are part-time workers, followed by *Arbeit* (temporary workers) at 7.7%, contract employees at 4.2%, dispatched workers at 3.0%, entrusted employees at 2.0% and other at 2.0%.

Industry

When viewed individually, industries with a high ratio of non-regular employment, in terms of a broader industry classification, include the accommodations, eating and drinking service (69.2%), retail (58.8%), services (not elsewhere classified) (hereinafter referred to as “narrowly-defined services”) (41.7%) as well as medical, health care and welfare (35.9%). Each of these industries exceeds the level seen for all industries combined. A narrower classification of industry, however, reveals that non-regular employment in the various merchandise retail (supermarkets and department stores, etc.) was 71.9%, well above other

⁹ Based on the survey conducted by the JILPT in August 2010, as also mentioned in footnote 5, the percentage of “outsourcee company employees” among all workers surveyed was around 2%. Using this percentage, it is estimated that there are approximately one million outsourcee company employees in Japan.

¹⁰ As seen in the Appendix—Data Section (refer to Table 2), for example, it can also be inferred that many professionals such as “artist, photographer, designer,” and “musician / performing artist” are employed.

industries, and this figure for food manufacturing was high at 51.3%, while it does not stand out in the manufacturing industry under the broader industry classification.

It can be said that these industries that employ a large percentage of non-regular employees are, in general, industries that employ a large percentage of part-time workers. On the other hand, industries with a relatively large percentage of contract employees include information and communication (7.9%), real estate (7.4%) and narrowly-defined services (6.4%), while industries that employ a relatively large percentage of dispatched workers include financing/insurance (6.6%), manufacturing (5.7%) and information and communication (4.6%).

Changing perspectives to examine the employment type composition of each industry reveals the following. Part-time workers were most predominant in the retail industry (24.6%), followed by manufacturing (15.4%), medical, health care and welfare (14.6%) and narrowly-defined services (13.8%), while for contract employees this included narrowly-defined services (18.3%), manufacturing (15.9%) and retail (11.1%). Dispatched workers were found most in manufacturing (36.1%), narrowly-defined services (9.2%), financing / insurance (6.6%) and information and communication (5.9%). (Refer to Table 1 in the Data Section.)

As just described, a large percentage of non-regular employees can be found in tertiary industries. With the growing trend of service economy, it may be said the increase in the weight of tertiary industries in employment is one of the greatest factors increasing the weight of non-regular employment in Japan. Yet, today the weight of non-regular employment is growing nationwide, regardless of industry.

Occupation

Let us now examine similar data by occupations. When viewed by broader classification, occupations with large percentages of non-regular employees (excluding agricultural, forestry and fisheries workers), were service workers (61.0%), production process and related workers (37.9%), clerical workers (34.4%) and sales workers (33.1%). When examining classifications one level down, occupations with large percentages of non-regular employees also included other labor workers (72.7%), outdoor service workers (75.6%), food manufacturing workers (64.1%), transport labor workers (53.2%) and office appliance operators (50.5%). Other specialized and technical workers (60.7%) and musicians and stage designers (55.2%), which belong to the broader classification of specialized and technical workers, were also occupations with large percentages of non-regular employment.

In general, it can be said that these occupations retain a large ratio of part-time workers. Among these, occupations with a relatively large percentage of contract employees were, from a broader classification basis, transport and communication workers (6.9%) and security workers (5.8%). Mid-level classifications included artist and performer occupations belonging to the broader specialized and technical workers classification such as musicians and stage designers (15.1%), followed by outdoor service workers (9.3%) and office appliance operators (9.1%). In addition, occupations with relatively large portion of dispatched workers included office appliance operators (19.5%) and electrical machinery assembly and repair workers (11.9%).

Changing perspectives to examine the employment type composition of each occupation reveals the following. Part-time workers were found most prominently in the occupations of production process and related workers (32.0%), clerical workers (23.0%) and sales workers (11.3%). These same three occupations also showed to have large numbers of contract

employees as well (25.8%, 24.4% and 12.8% respectively), but there was no large disparity between the percentages of production process and related workers and clerical workers compared to part-time workers. Dispatched workers were concentrated in the two occupations of production process and related workers (39.5%) and clerical workers (36.6%). In addition, part-time workers made up 7.7%, contract employees 12.4% and dispatched workers 4.7% of the specialized and technical occupation, relatively low percentage compared to regular employees (18.7%). (Refer to Table 2 in Appendix.)

Changes between 2002 and 2007

According to the Employment Status Survey, changes between 2002 and 2007, in other words, during the period of unperceivable long-term economic recovery in Japan prior to the global economic downturn caused by the financial crisis, amid the growth of non-regular employment, the percentage of dispatched workers increased dramatically (changing from 1.4% to 3.0%), while the increase in contract employee/entrusted worker was also relatively prominent (changing from 4.9% to 6.2%).

The percentage of dispatched workers has increased in almost all industries and occupations, in particular in the manufacturing industry among others. Furthermore, the biggest jump was seen in the “machinery equipment manufacturing” industry (changing from 2.7% to 8.1%); while in terms of occupation, the increase of “dispatched workers” in the “electrical machinery assembly and repair worker” category (changing from 4.0% to 11.9%) was also very prominent.

The trend seen after the financial crisis will be discussed in Chapter 5, which covers employment stability.

Job Duties

In addition to examining non-regular employment by industry and occupation as discussed above, it is necessary to look into the attributes of job duties assigned at work. As part of a research project to study non-regular employment, a survey conducted by the JILPT (“Survey on the Current Conditions of Employment of Workers with Diverse Employment Types” [Business Survey/Employee Survey])¹¹ in August 2010 reveals that while regular employees assume a wide range of job duties from supportive roles and routine duties to management duties, the majority of non-regular employees were assigned to take on routine, supportive roles (Table 1).

¹¹ Conducted for 10,000 business establishments and employees (both regular and non-regular) (10 employees per business establishment) working there. As with other JILPT research studies covering companies and business establishments, the response rate is lower than government statistical surveys, but responses were received from 1,610 business establishments and 11,010 employees. The main results of the study were nearly on par with government statistics, and are considered fully valid for analytical purposes.

Table 1 Job Duties Categorized by Department (Industry Total/Offices with Relevant Department)

	Total	Administrative duties	Project planning	Highly specialized duties	Decision-making duties	Routine duties	Supportive role	Other duties	(%) No relevant employment type /no response
Clerical and Planning Department									
Regular employees	100.0	89.8	62.1	41.9	71.3	70.2	42.5	29.5	4.9
Open-ended/Fixed-term part-time workers	100.0	3.5	1.2	2.1	3.2	26.2	32.6	11.8	59.2
Fixed-term employees	100.0	4.6	3.4	4.0	5.0	19.4	17.2	7.8	74.1
Dispatched workers	100.0	1.6	0.6	2.8	1.4	17.1	19.2	5.0	74.2
Field Work Department									
Regular employees	100.0	74.5	38.8	51.9	65.2	69.3	42.3	24.8	10.0
Open-ended/Fixed-term part-time workers	100.0	2.8	1.1	6.3	6.3	40.4	39.1	13.2	47.4
Fixed-term employees	100.0	4.2	1.7	7.0	8.3	30.1	24.5	8.5	63.7
Dispatched workers	100.0	1.1	0.5	1.8	2.2	19.5	17.2	4.8	74.4
Sales and Marketing Department									
Regular employees	100.0	85.2	63.7	42.6	75.8	66.9	39.5	26.3	6.3
Open-ended/Fixed-term part-time workers	100.0	2.8	1.5	1.4	2.8	22.6	24.8	7.8	69.9
Fixed-term employees	100.0	3.7	3.1	2.9	4.5	15.3	13.4	5.9	79.4
Dispatched workers	100.0	0.6	0.4	1.2	1.3	12.4	13.4	2.2	82.5

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

2.2 Characteristics of non-regular employee attributes

Let us briefly discuss the characteristics of non-regular employee attributes. Figure 1 provides the ratio of female workers for each employment type as of the year 2007. While females account for only 30.7% of all regular employees in general, they make up a larger portion of non-regular employees. For example, 89.7% of all part-time workers were female, while 62.1% of dispatched workers were female, with more females than males in the proportion of two to one. On the other hand, contract employees are split relatively evenly (48.4% female), and more males are employed as entrusted workers because employment in this type tends to consist of the rehiring of older workers who were once regular employees.

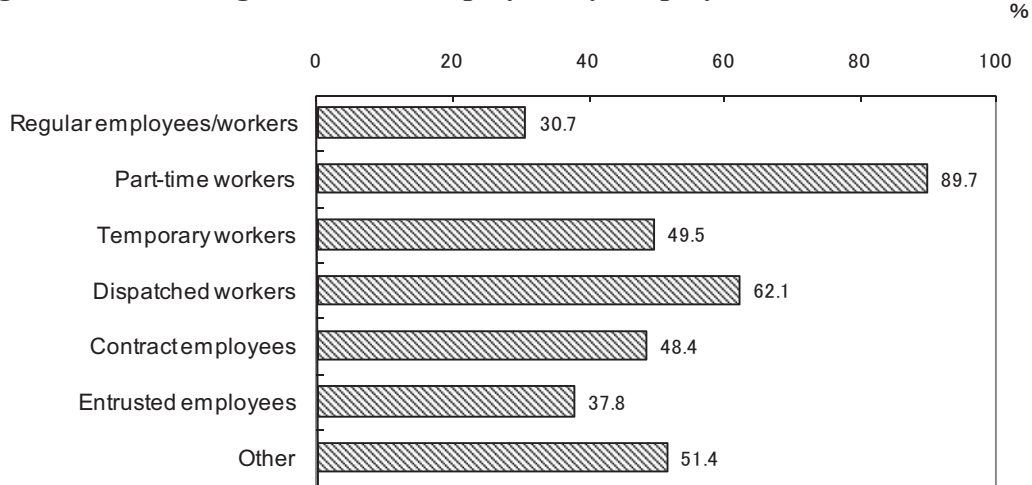
In addition, when viewing changes that have occurred since the year 2002, while the ratio of females working as regular employees has increased somewhat (changing from 29.4% to 30.7%), in many cases the ratio of females working as non-regular employees has declined. Specifically, this ratio has decreased by 10 percentage points (changing from 71.8% to 62.1%) for dispatched workers. This broad change can be attributed to the lifting of the ban on dispatched workers in the manufacturing industry in 2006.

Figure 2-1 and Figure 2-2 examine the composition of employment type by gender and age group. For males, while non-regular employment accounts for a rather large portion during the period of transition from school to work (under the age of 30) and after reaching the mandatory retirement age (55 to 64), more than 90% of males are employed as regular employees aged in between. On the other hand, for females the ratio of regular employees is highest (slightly more than half) after graduating from university and finding employment, and declines in subsequent age groups, while the ratio of part-time workers increases. Also, the large percentage of female dispatched workers under the age of 45 begins to decrease after the age of 45.¹²

¹² Viewing the percentage of female dispatched workers in smaller 5-year age groups shows that the peak occurs between the age of 30 and 34 (7.7%). Figures gradually decline in subsequent age groups at 6.2% for ages 35 to 39, 4.4% for ages 40 to 44 and 2.9% for ages 45 to 49.

As is well known, the underlying trend behind these discrepancies in gender and age can be attributed to the relation with responsibilities in the home.

Figure 1 Percentage of Female Employees by Employment Format (2007)

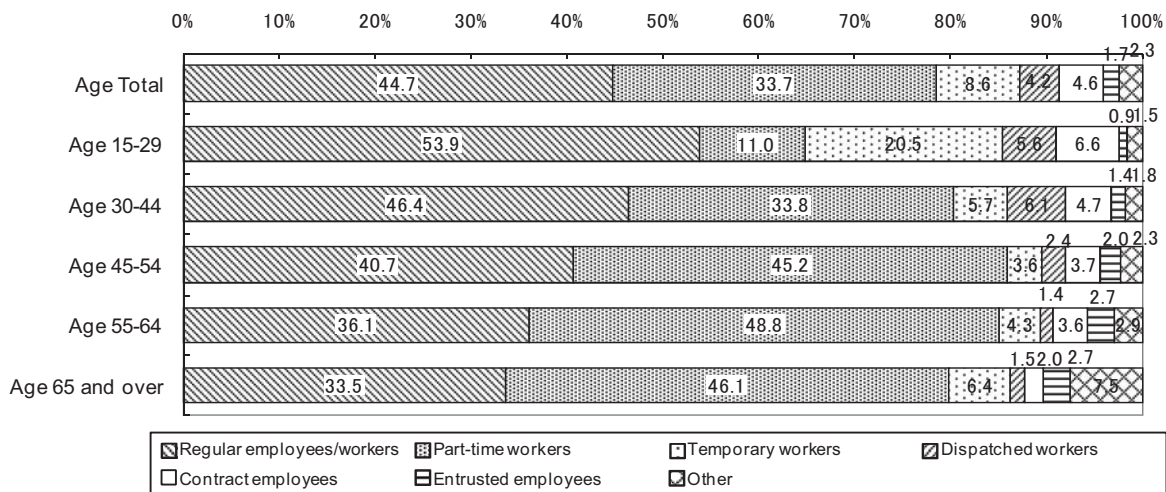


Source: Employment Status Survey from the Statistics Bureau of the Ministry of Internal Affairs and Communications.
 Note: The figures exclude executive officers (the same goes hereafter).

Figure 2-1 Employment Format Composition by Age (Male Employees)



Figure 2-2 Employment Type Composition by Age (Female Employees)



2.3 Background to the increase in non-regular employment

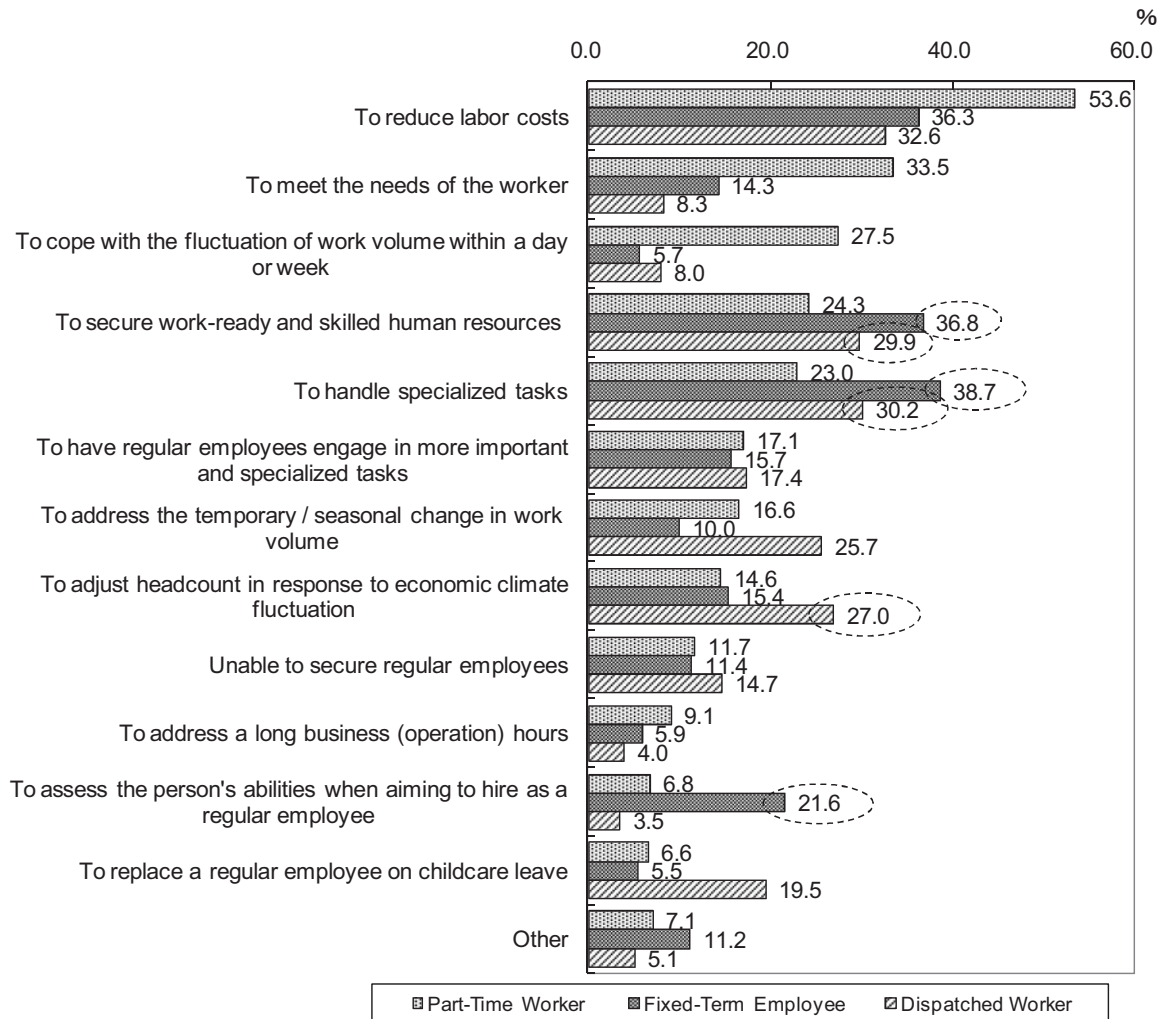
(1) Reasons of Business Establishments utilizing Non-Regular Employment

Next, let us examine the increase in non-regular employees by considering the reasons why business establishments utilize non-regular employment. The following data is from the aforementioned JILPT survey (hereinafter, “D-Survey”). Also, data will primarily be analyzed for three employment types: part-time workers, fixed-term employees (fixed-term, full-time employees) and dispatched workers.

Figure 3 illustrates reasons for business establishments to utilize non-regular employment. The most common reason for hiring part-time workers included “To reduce labor costs” (53.6%), followed by “To meet the needs of the worker” (33.5%) and “To cope with fluctuations of work volume within a day or week.” In comparison, for contract employees, the highest percentage (38.7%) of business establishments responded that they hire them “To handle specialized tasks,” followed by “To secure work-ready and skilled human resources” at 36.8%, and 36.3% cited “To reduce labor costs.” In addition, compared to other employment types, a relatively large percentage of business establishments (21.6%) also responded “To assess the person’s abilities in case of hiring him/her as a regular employee.” “To reduce labor costs” at 32.6% was the highest reason for business establishments to hire dispatched workers, followed by nearly a tie for second between “To handle specialized tasks” (30.2%) and “To secure work-ready and skilled human resources” (29.9%). In addition, compared to other employment types, a relatively large percentage of business establishments also responded that they hire dispatched employees “To address the temporary/seasonal change in work volume” (27.0%) and “To substitute a regular employee on childcare leave” (19.5%).

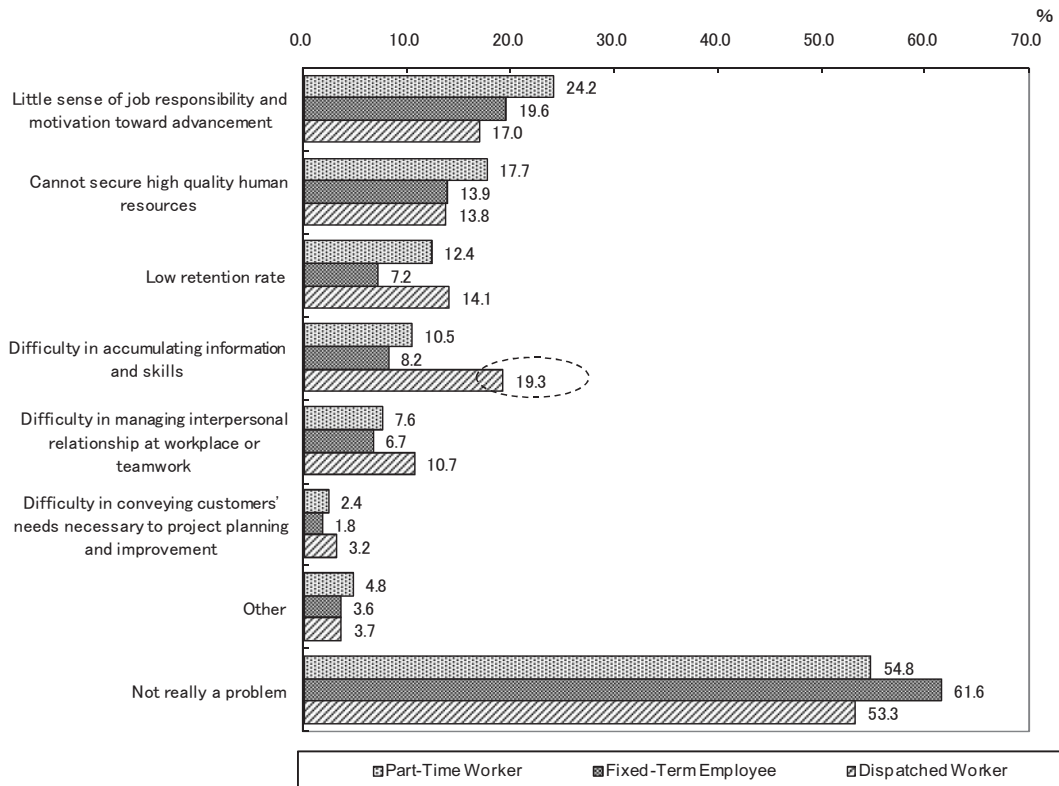
Without a doubt, to reduce labor costs is one of the principle reasons for a business establishment to utilize non-regular employment. This is particularly true for part-time workers. However, the same was not necessarily implied with the same emphasis for contract employees and dispatched workers. Additionally, another factor for the use of part-time workers was to match the needs of the worker.

Figure 3 Reasons for Preferring a Certain Employment Type Over Others (Multiple Answers)



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

Figure 4 Problems in Hiring And Using Non-regular Employees from the Business Perspective (Multiple Answers)



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

On the other hand, certain issues with the utilization of non-regular employment have also been recognized. More than half of all business establishments responded “Not really a problem,” yet, most often responded was “Little sense of job responsibility and motivation toward advancement,” followed by “Cannot secure high quality human resources” and “low retention rate.” In addition, as for dispatched workers, compared to part-time workers and contract employees, a larger percentage of business establishments cited “Difficulty in accumulating information and skills” and “Difficulty in managing interpersonal relationship at workplace or teamwork” (Figure 4).¹³

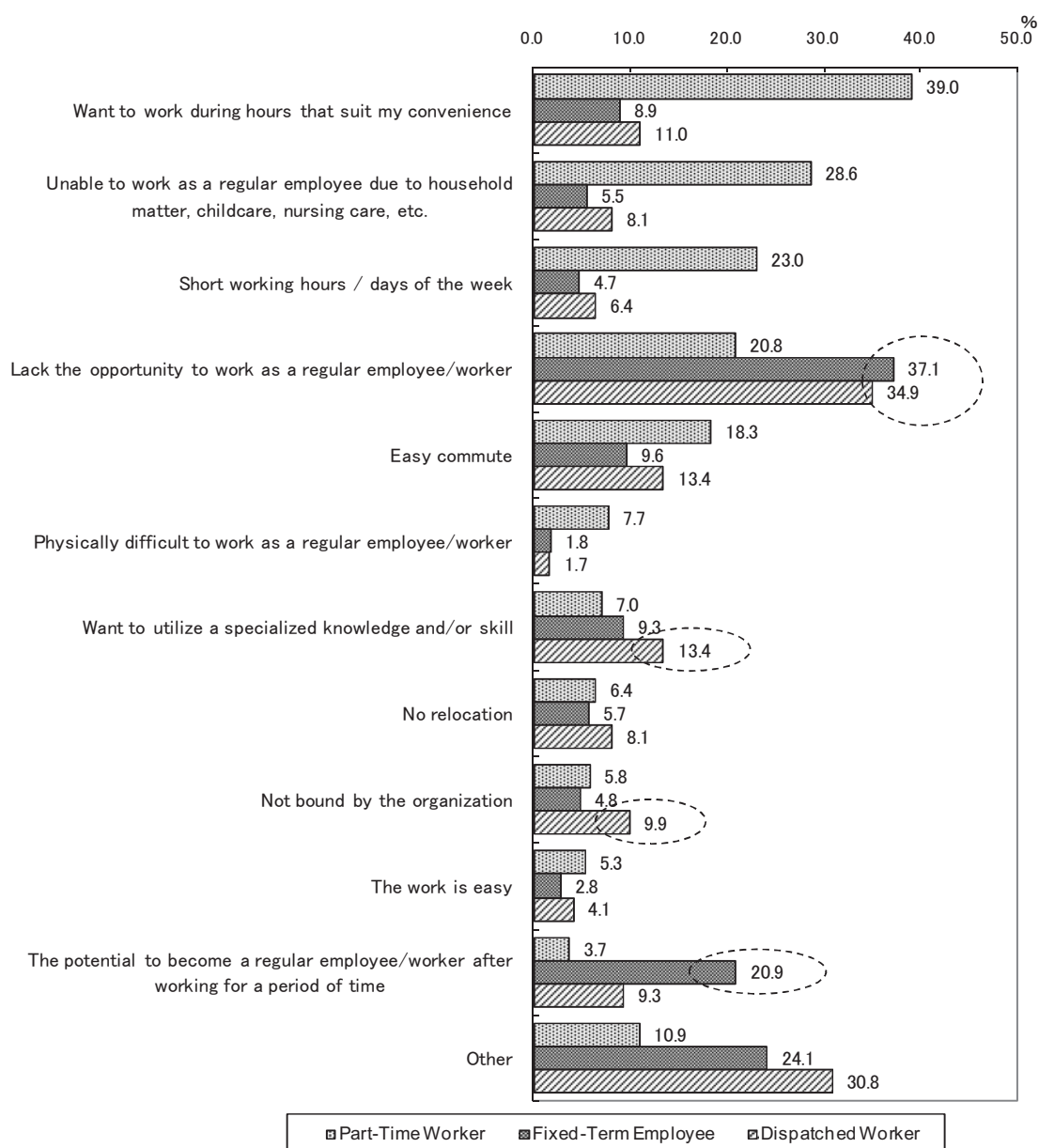
(2) Reasons of Workers Choosing a Non-regular Employment Type

Figure 5 shows the reasons why non-regular employees chose a non-regular employment type. The reasons vary greatly among part-time workers, contract employees and dispatched workers. For part-time workers, the reasons were “Want to work during hours that suit my convenience” (39.0%), “Unable to work as a regular employee due to household matter, childcare, nursing care, etc.” (28.6%) and “Short working hours / days of the week is suitable” (23.0%). The main reasons tended to focus on working hours and work-life balance. In

¹³ Although this paper does not reserve space for further discussion, strong distinctions were also seen between industries in terms of reasons for utilizing non-regular employment and related issues. For those interested, please refer to Table 4 and Table 5 in the accompanying Data Section.

contrast, for contract employees and dispatched workers, “Lack the opportunity to work as a regular employee/worker” was the largest response at 37.1% and 34.9% respectively, which was much higher than other responses. Other than this, receiving a relatively large number of responses among contract employees was “The potential to become a regular employee/worker after working for a certain period of time” (20.9%), while for dispatched workers this was “Want to utilize a specialized knowledge and/or skill” (13.4%) and “Not bound by the organization” (9.9%).

Figure 5 Reasons for Non-Regular Employees to Choose the Current Work Style (Multiple Answers)



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

(3) A Brief Summary on the Background to the Increase in Non-Regular Employment

While issues surrounding non-regular employment in post-war Japan were mostly related to migrant workers and day laborers, since around 1970 the issues of part-time workers have gradually attracted public attention. Initially this trend evolved slowly from a combination of changes in both the workforce and business establishments amidst the move toward a service economy and expansion of tertiary industries. While business establishments saw fluctuations in their daily or weekly work volume and needed to provide more customized services, the differentiation of jobs that required fewer skills was made possible in the so-called distribution revolution. Meanwhile, women, in particular housewives, began entering the labor market.

The explanation behind the momentum to this trend in Japan can be found in Japan's asset-inflated bubble economy and its collapse in mid-1980s and labor law reform which took place during that time. The bubble economy caused a temporary over tightening of the labor supply-demand balance, and brought about a trend in which youth no longer needed to be employed following the "cookie cutter type of regular employment," and this continued well after the bursting of the bubble economy. Meanwhile, as the bubble burst, and a long economic recession ensued, the demand for regular employees by businesses fell by a rather significant amount, and before long the economy drew the attention of companies to utilize the labor force through non-regular employment to every extent possible. As this took place during the same period when the Worker Dispatching Act and the Equal Employment Opportunity Law were enacted and promulgated, businesses began adopting a human resource management policy to hire workers following an explicitly indicated employment track. This climate of supply and demand in the labor market that "unfortunately" coincided with revisions to labor laws created an unstoppable torrent for the non-regular employment type to be adopted more widespread in Japan, which not only includes part-time workers, but has been expanded to include other full-time forms of non-regular employment such as contract employees and dispatched workers to date.

3. A Matter of Voluntary Employment versus Involuntary Employment

Whether someone chooses an employment type voluntarily or involuntarily is one of the arguments concerning non-regular employment. Although being dictated by family duties to choose a certain type can also be considered as a "forced decision," for the discussion of this paper, "the lack of opportunity to work as a regular employee" is considered as an involuntary choice.

Looking at the Reason for Choosing One's Current Employment Type

Data on the reasons why workers choose their current employment type are given in Figure 5 shown above. Ratio of involuntary employment in this aspect for part-time workers accounts for 20.8%, which was less than that of contract employees at 37.1% and dispatched workers at 34.9%.

Table 2 further examines this data by gender and age group. While part-time workers only make up a relatively small part, the ratio is high among males in their 40s and 50s. As for contract employees, the involuntary employment rate is high for female workers up to their 40s, while in the dispatched worker category the rate is relatively high for female workers in

their 30s. Although fixed-term employees and dispatched workers may have the potential to become employed as a “full-time” worker, the above data indicates a particular lack of opportunity for these groups of workers to become hired as a regular employee.

Table 2 Ratio of Involuntary Non-Regular Employees by Employment Type

	Part-Time Worker		Fixed-Term Employee		Dispatched Worker	
	Male	Female	Male	Female	Male	Female
Total	20.2	20.8	28.6	42.3	21.1	38.8
Age 29 and under	28.6	22.2	35.0	46.3	28.6	33.3
Age 30-39	23.8	17.2	29.6	46.8	27.3	44.6
Age 40-49	40.0	23.5	35.9	45.7	22.2	30.3
Age 50-59	41.2	23.5	42.6	32.7	33.3	71.4
Age 60 and over	10.0	13.2	10.7	11.5	0.0	0.0

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2011).

Note: Percentage of "Lack the opportunity to work as a regular employee" as reasons for choosing the present employment type.

From the Perspective of Desire for a Different Future Employment Type

The involuntary non-regular employment type related to the insufficient opportunity for regular employment can be understood from one other perspective. That is, to inquire into the desire of people who are currently employed as a non-regular employee on how they wish to be employed in the future. Table 3 shows related data categorized by gender and age. Regardless of whether the person desires to work at their current company or another company, the percentage of those desiring a different employment type than their current one (most non-regular employees desire to become a regular employee) by gender is 20.6% for males and 25.1% for females among part-time workers, 33.6% and 41.5% among fixed-term employees, and 26.4% and 53.7% among dispatched workers respectively. A further look at this data by age suggests that more people among the relatively younger generation desire for a change in their current employment type. It is believed that this data includes a large number of workers who did not enter the workforce as a regular employee right after graduation, but have been working as a non-regular employee continuously.

Moreover, about 15-17% of those who are currently working as a regular employee want to see a change in their employment type. Even though the rate of desire for an employment type change among part-time workers is higher at 20 - 25%, the difference is certainly not that large. Overall, it can be summarized that the involuntary rate is relatively low for part-time workers, and quite high for females who are fixed-term employees or dispatched workers. However, the degree of severity of each individual case should be considered separate from this conclusion.

Table 3 Future Employment Desire (Willingness to Continue the Current Employment Type, etc.)

(%)

		Male						Female				
		Total	Want to continue working at the present company, following the same status	Want to work at another company, following the same status	Want to work at the present company, following another status	Want to work at another company, following another status	No response	Want to continue working at the present company, following the same status	Want to work at another company, following the same status	Want to work at the present company, following the same status	Want to work at another company, following the same status	No response
Regular employees/workers	Total	100.0	76.1	5.6	5.2	10.7	2.4	70.7	8.2	4.9	12.4	3.8
	Age 29 and under	100.0	68.9	9.4	5.7	14.8	1.1	60.4	12.4	4.4	19.8	2.9
	Age 30-39	100.0	74.4	5.8	5.7	12.5	1.6	70.6	8.0	5.3	13.9	2.2
	Age 40-49	100.0	79.8	4.1	5.1	8.9	2.1	77.7	7.7	4.4	7.5	2.7
	Age 50-59	100.0	79.8	4.5	4.9	7.3	3.5	79.1	3.4	5.6	3.9	8.1
	Age 60 and over	100.0	83.8	1.8	0.9	2.7	10.8	81.6	2.0	4.1	4.1	8.2
	No response	100.0	61.7	8.5	0.0	19.1	10.6	51.4	2.9	8.6	20.0	17.1
Part-time workers	Total	100.0	64.5	3.5	7.9	12.7	11.4	63.8	4.6	10.1	15.1	6.4
	Age 29 and under	100.0	28.6	0.0	38.1	28.6	4.8	45.9	5.9	13.3	28.9	5.9
	Age 30-39	100.0	38.1	4.8	23.8	33.3	0.0	56.3	6.1	13.6	21.9	2.0
	Age 40-49	100.0	50.0	0.0	10.0	35.0	5.0	59.9	6.0	12.5	15.9	5.8
	Age 50-59	100.0	76.5	2.9	5.9	5.9	8.8	73.8	2.6	7.3	8.9	7.3
	Age 60 and over	100.0	73.8	4.6	0.8	4.6	16.2	82.8	1.0	1.5	2.0	12.7
	No response	100.0	50.0	0.0	0.0	50.0	0.0	45.9	2.7	2.7	27.0	21.6
Fixed-Term workers	Total	100.0	55.1	4.1	17.4	16.2	7.2	48.8	6.0	21.2	20.3	3.7
	Age 29 and under	100.0	41.3	6.3	25.0	25.0	2.5	44.9	4.8	23.1	25.2	2.0
	Age 30-39	100.0	50.0	3.1	28.6	17.3	1.0	40.7	6.9	26.9	23.1	2.3
	Age 40-49	100.0	53.1	1.6	20.3	21.9	3.1	51.0	7.3	20.5	17.9	3.3
	Age 50-59	100.0	44.3	4.9	16.4	19.7	14.8	65.3	6.1	11.2	12.2	5.1
	Age 60 and over	100.0	77.7	4.5	0.9	3.6	13.4	73.1	0.0	7.7	11.5	7.7
	No response	100.0	25.0	0.0	25.0	25.0	25.0	25.0	0.0	16.7	25.0	33.3
Dispatched Workers	Total	100.0	60.5	10.5	13.2	13.2	2.6	36.6	6.0	22.4	31.3	3.7
	Age 29 and under	100.0	42.9	14.3	42.9	0.0	0.0	40.0	3.3	20.0	33.3	3.3
	Age 30-39	100.0	36.4	9.1	18.2	27.3	9.1	25.0	7.1	25.0	39.3	3.6
	Age 40-49	100.0	55.6	22.2	0.0	22.2	0.0	48.5	6.1	24.2	18.2	3.0
	Age 50-59	100.0	100.0	0.0	0.0	0.0	0.0	71.4	0.0	14.3	14.3	0.0
	Age 60 and over	100.0	100.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0
	No response							16.7	16.7	16.7	50.0	0.0

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

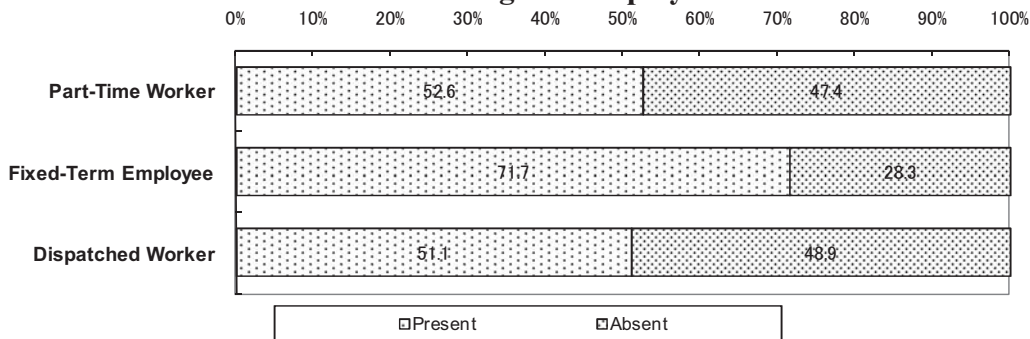
4. Equal Treatment

Another argument concerning non-regular employment is the issue of disparity on working condition between regular and non-regular employees. In Japan, this issue has received particular public interest in recent years. Here, a number of different sets of data from the D-Survey will be discussed.

4.1 Wage differential as perceived by business establishments

When various business establishments were asked whether there were non-regular employees who perform the same job duties as regular employees, of business establishments with different categorizes of non-regular employees, part-time workers made up 52.6%, fixed-term employees 71.7% and dispatched workers 51.1% (Figure 6).

Figure 6 Presence / Absence of Non-Regular Employees who Perform the Same Job Duties as Regular Employees

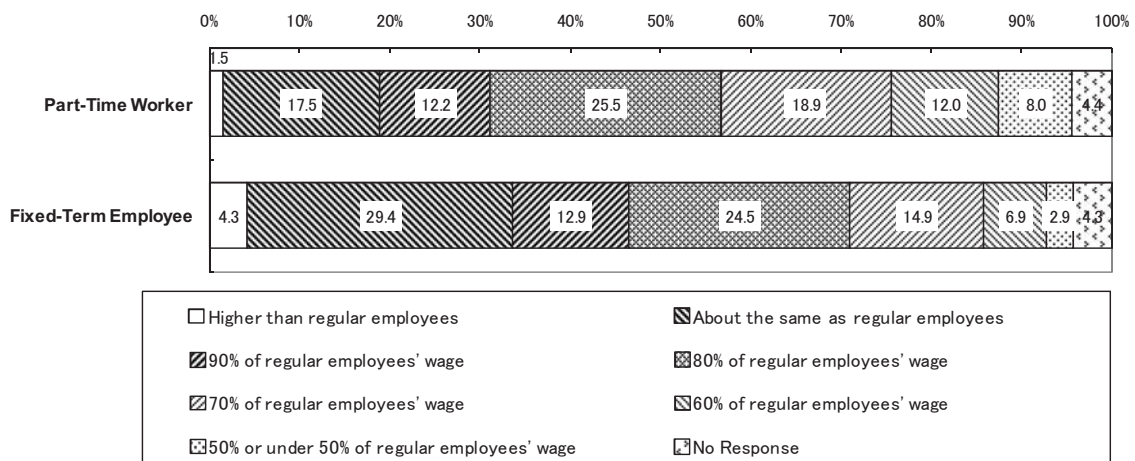


Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

Note: The above excludes offices that do not have the relevant employment type and those without a response.

Looking at the results of a question asked on the wage standard for a non-regular employee performing the same duties as regular employees, 17.5% of business establishments offer “About the same as regular employees” for part-time workers and 29.4% for fixed-term employees, In most cases non-regular employees receive less pay than their regular counterparts. The highest percentage of (about one out of four) business establishments set a pay scale for non-regular employees at “80% of regular employees’ wage” for both part-time workers and fixed-term employees, while average pay ranges from 60% to 90% of a regular employee’s pay (Figure 7).

Figure 7 Standard Pay Scale Compared to Regular Employees with the Same Job Duties (hourly basis)
—Companies with non-regular employees performing the same job duties as regular-employees—

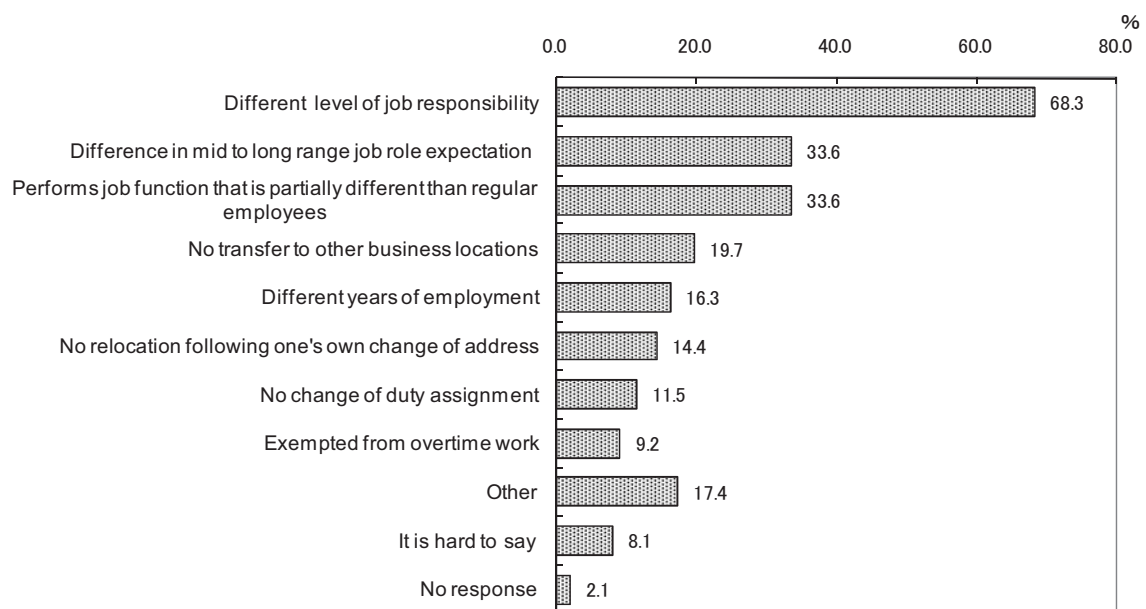


Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

Wage Differential - Reasons for the Difference as Indicated by Business Establishments

Business establishments that offer a lower wage to non-regular employees who perform the same duties were asked for their reasoning. A decidedly large percentage of companies answered “Different level of job responsibility” (68.3%), followed by the reason of “Difference in mid to long range job role expectations” (33.6%), “Performs job function that is partially different than regular employees” (33.6%), and so on (Figure 8).

**Figure 8 Reasons for the Discrepancy in Wages between Regular and Non-Regular Employees from the Company's Perspective (Multiple Answers)
—Companies whose non-regular employees have a lower wage standard than regular employees—**



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

4.2 Wage differential as perceived by employees

Next, let us review related data from the employee side of the D-Survey. First, we examined the response of regular employees to the question on whether there are any other people at the workplace who perform the same duties but under a different employment type. As a result, 38.2% of regular employees responded yes to this question, with 9.5% answering that their non-regular counterpart is a part-time worker, 6.4% a fixed-term employee, and 3.9% a dispatched worker.¹⁴

¹⁴ When comparing these rates with one another, however, it is important to take heed that only a small percentage of fixed-term employees and dispatched workers as opposed to 20% of part-time workers make up the entire workforce. That is, it should not be concluded that non-regular employees performing the same job as regular employees are mostly part-time workers.

Table 4 Presence of People of Different Employment Type and Work Style with the Same Job Content in the Workplace**1. Regular employee/worker**

	Total	Present	Employment Type of Counterpart			Absent	No Response
			Part-Time Worker	Fixed-Term Employee	Dispatched Worker		
Total of regular employee/worker	100.0	38.2	9.5	6.4	3.9	59.7	2.1

2. Non-Regular employee/worker

	Total	Present	Regular Employees	Absent	No Response
Fixed-Term Employee	100.0	71.8	48.8	26.4	1.8
Dispatched Worker	100.0	58.1	40.1	40.1	1.7

Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

On the other hand, 60-70% of non-regular employees responded yes to the same question, with 35.1% part-time workers, 48.8% fixed-term employees, and 40.1% dispatched workers answering that their counterpart is a regular employee (Table 4).

Next, let us examine from the perspectives of regular employees and non-regular employees on the topic of unequal treatment.

(1) Wage Differential as Perceived by Regular Employees

From the perspective of regular employees, a large number answered "Don't know" to the question whether their wage is higher than their non-regular counterpart. While a little more than half rated their wage as higher than part-time workers and fixed-term employees, only 39.0% feel their wage is higher than dispatched workers. Clearly, only a small percentage of regular employees feel their wage is lower. Most feel there is a 10-30% discrepancy in their wages (Table 5-1).

When asked about the wage difference and whether they felt this was reasonable, for regular employees who feel their own wage is higher, 60% rated such a difference as "Reasonable," and only a small percentage of them rated this as "Unreasonable." Conversely, although a large number of regular employees who feel their own wage is lower also felt the difference as "Reasonable," about 25% (their non-regular counterpart being part-time worker or dispatched worker) to 40% (fixed-term employee counterpart) felt the difference was "Unreasonable" (Table 5-2).

Table 5-1 Responses of Regular Employees / Wage Comparison with Non-Regular Employees with the Same Job Content (hourly basis)

Employment Type of Counterpart	Total	Higher	Almost the Same	About 10% Less	About 20% Less	About 30% Less	About 40% Less	Less than 50%	Don't Know	No Response
Fixed-Term Employee	100.0	50.9	12.6	1.8	3.0	1.3	0.5	0.5	28.5	1.0
Dispatched Worker	100.0	39.0	7.7	0.8	0.4	2.4	0.8	0.8	46.3	1.6

Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Note: Response of regular employees who said there are non-regular employees with the same job content in their workplace.

Table 5-2 Responses of Regular Employees about the Fairness of Wage Difference Between Regular and Non-Regular Employees

		(%)				
Employment Type	Difference	Total	It Is Fair	Cannot Tell	Don't Think It Is Fair	No Response
Part-Time Worker	Mine is Higher	100.0	62.2	31.9	4.6	1.2
	Almost the Same	100.0	18.4	52.6	26.3	2.6
	Mine is Lower	100.0	52.9	20.6	26.5	0.0
Fixed-Term Employee	Mine is Higher	100.0	56.4	33.7	8.9	1.0
	Almost the Same	100.0	22.0	52.0	22.0	4.0
	Mine is Lower	100.0	25.0	35.7	39.3	0.0
Dispatched Worker	Mine is Higher	100.0	59.4	34.4	6.3	0.0
	Almost the Same	100.0	36.8	57.9	5.3	0.0
	Mine is Lower	100.0	38.5	38.5	23.1	0.0

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Difference in Wage and Employment Conditions

We asked regular employees who responded that they receive a higher wage than employees of other employment types what are the differences of employment conditions as the reason why they believe the wage difference was reasonable. As the result, the ratio of those who answered "Think it is reasonable" was much higher than those who responded "Do not think it is reasonable," for "Job responsibility" and "Frequency of overtime work" for all the employment types. For part-time workers and fixed-term employees, in addition to these conditions "Possibility of changing to another job," "Possibility of changing to another business establishment" and "Consecutive years of work" were also selected as the difference of employment conditions. For dispatched workers, however, this type of trend is not observed for these conditions. Additionally, among regular employees who responded "The same" to either multiple choice employment conditions, it can be said this was a factor for the response "Do not think it is reasonable" (Figures 9-1, 9-2 and 9-3).

Figure 9-1 Difference of Conditions Compared to Non-Regular Employees Seen by Regular Employees (By Opinion on Fairness / Employment Status: Part-Time)

— Regular Employees with Higher Wages —

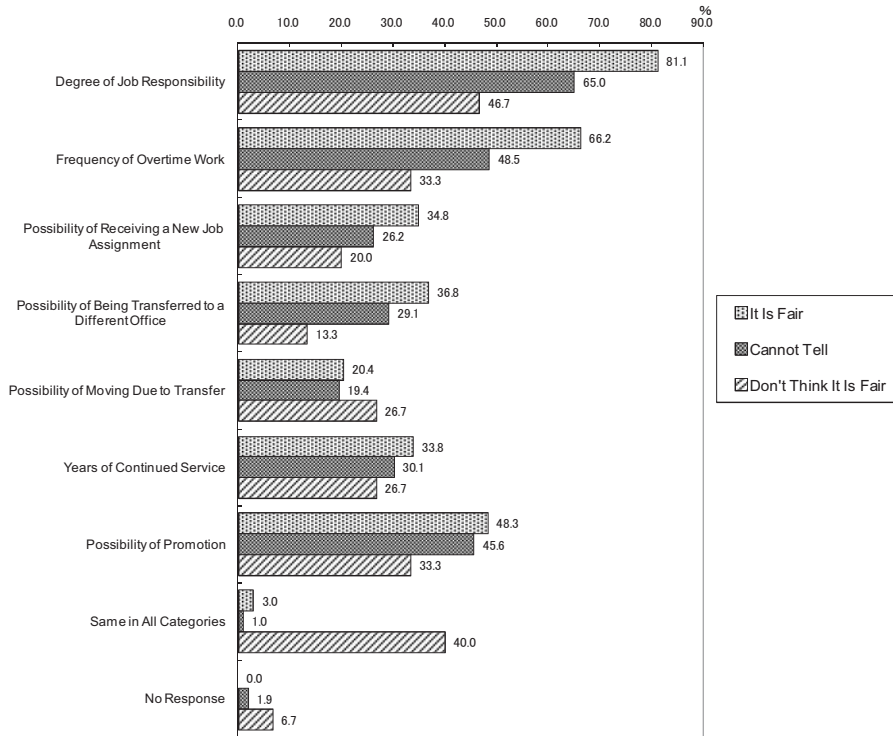


Figure 9-2 Difference of Conditions Compared to Non-Regular Employees Seen by Regular Employees (By Opinion on Fairness / Employment Status: Fixed-Term)

— Regular Employees with Higher Wages —

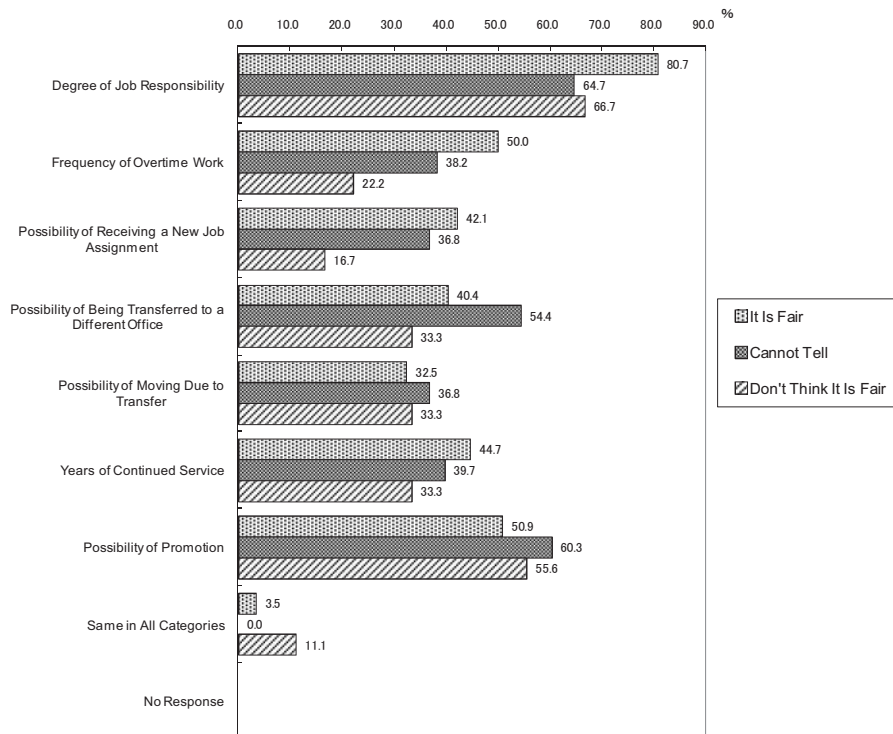
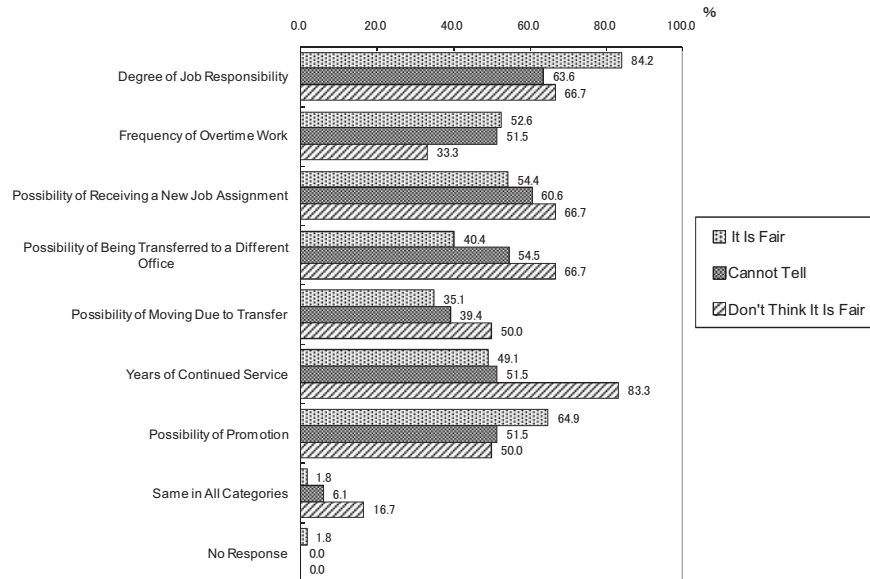


Figure 9-3 Difference of Conditions Compared to Non-Regular Employees Seen by Regular Employees (By Opinion on Fairness / Employment Status: Dispatched Worker) — Regular Employees with Higher Wages —



Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

(2) Wage Differential as seen from Non-Regular Employees/Workers

While a large number of non-regular employees responded “Do not know” to whether their wage was lower than regular employees, the percentage who responded they received a higher wage was 10% for part-time workers and fixed-term employees, slightly over 20% for dispatched workers; many of them responded that they received lower wages than their regular employee counterparts. When paid less, in terms of the wage discrepancy, the largest response for part-time workers was that they received less than 50% of regular employees, while for fixed-term employees and dispatched workers the largest response was that they received 30% less than regular employees (Table 6-1).

Table 6-1 Responses of Non-Regular Employees / Wage Comparison with Regular Employees with the Same Job Content (hourly basis)

Employment Type	Total	(%)								
		Higher	Almost the Same	About 10% Less	About 20% Less	About 30% Less	About 40% Less	Less than 50%	Don't Know	No Response
Part-Time Worker	100.0	11.3	3.4	1.6	3.7	6.0	7.6	17.5	47.2	1.7
Fixed-Term Employee	100.0	9.9	7.0	3.0	8.8	11.8	7.6	8.6	41.7	1.5
Dispatched Worker	100.0	21.7	1.4	1.4	2.9	8.7	5.8	8.7	47.8	1.4

Source: JILPT's "Suvey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Note: Response of regular employees who said there are regular employees with the same job content in their workplace.

Table 6-2 Fairness of Wage Disparity Between Regular and Non-Regular Employees

Employment Type	Difference	(%)				
		Total	It Is Fair	Cannot Tell	Don't Think It Is Fair	No Response
Part-Time Worker	Mine is Higher	100.0	48.8	22.1	24.4	4.7
	Almost the Same	100.0	65.4	23.1	7.7	3.8
	Mine is Lower	100.0	27.4	33.6	39.0	0.0
Fixed-Term Employee	Mine is Higher	100.0	46.2	28.8	23.1	1.9
	Almost the Same	100.0	27.0	56.8	10.8	5.4
	Mine is Lower	100.0	16.7	31.6	51.2	0.5
Dispatched Worker	Mine is Higher	100.0	33.3	53.3	13.3	0.0
	Almost the Same	100.0	0.0	100.0	0.0	0.0
	Mine is Lower	100.0	26.3	31.6	36.8	5.3

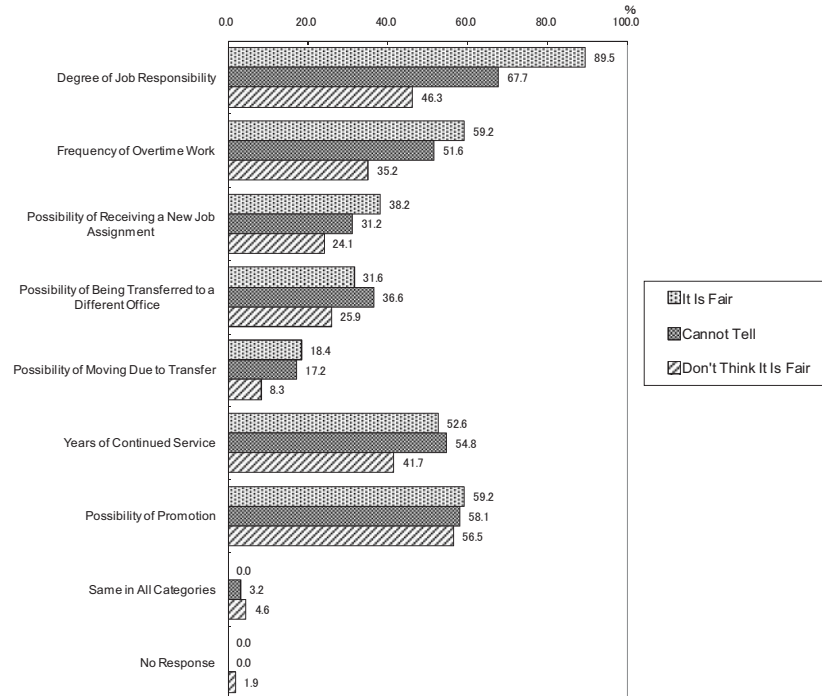
Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Examining whether workers felt wage difference as reasonable or not, among the non-regular employees who felt they received a lower wage compared to regular employees, a small percentage of them responded "Think it is reasonable," while relatively a large percentage of them responded "Do not think it is reasonable" (Table 6-2).

Differences in Wage and Employment Conditions

Examining differences in employment conditions recognized by non-regular employees who receive lower wages than comparable regular employees showed nearly the same tendency as was observed with regular employees above, except some minute differences. That is, common responses that worked in the direction of viewing wage inequality as reasonable due to differences in working conditions included "Job responsibility" and "Frequency of overtime." Among part-time workers and fixed-term employees, "Possibility of changing to another job," "Possibility of changing to another business establishment" and "Consecutive years of work" are included. Additionally, from the perspective of non-regular employees, "Possibility of job transfer involving relocation" also corresponds to this view of wage inequality as being reasonable. Whereas, for dispatched workers, the same type of trend is not observed for these abovementioned conditions (Figures 10-1, 10-2 and 10-3).

Figure 10-1 Difference of Conditions Compared to Regular Employees Seen by Non-Regular Employees (By Opinion on Fairness)
— Part-Time Workers with Lower Wages —



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Figure 10-2 Difference of Conditions Compared to Regular Employees Seen by Non-Regular Employees (By Opinion on Fairness)
— Fixed-Term Workers with Lower Wages —

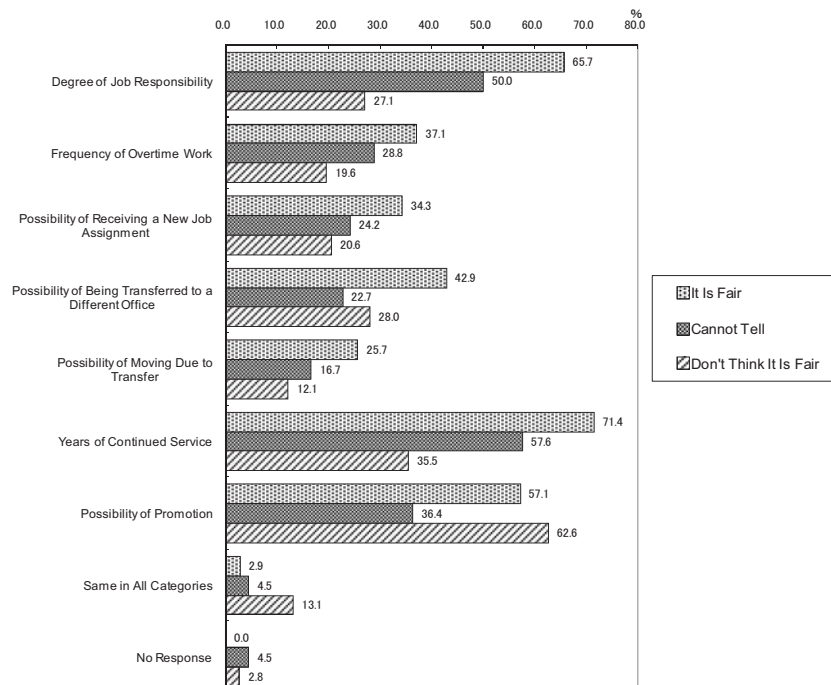
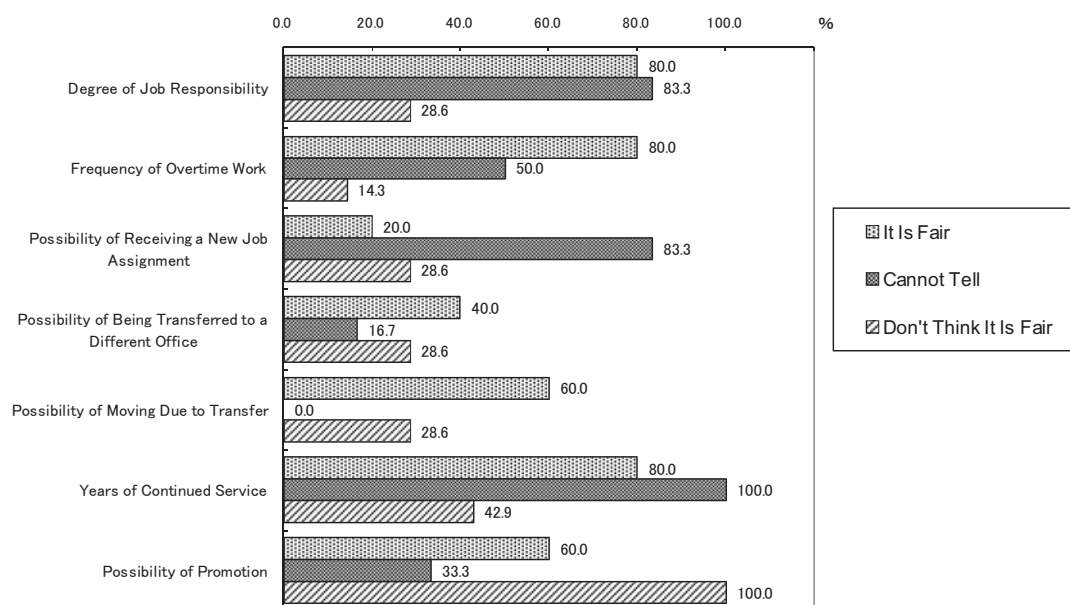


Figure 10-3 Difference of Conditions Compared to Regular Employees Seen by Non-Regular Employees (By Opinion on Fairness)
— Dispatched Workers with Lower Wages —



Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Employee Survey) (Implemented in 2010).

Note: There were no responses of "Same in All Categories" and "No Response."

5. Employment Stability

Next let us examine the argument that non-regular employment lacks employment stability.

In most instances, non-regular employment is fixed-term employment, while most business establishments state the reason for utilizing non-regular employment as "To cope with the temporary / seasonal change in work volume" (refer to Figure 3). As such, it goes without saying that non-regular employment lacks employment stability.

However, the characteristics of fixed-term employment, that is, whether the fixed-term employment contract is renewed or not when it expires, must be kept in mind. Results from the D-Survey on contract renewal of fixed-term employment indicated that 70% to over 80% of business establishments with fixed-term part-time workers and 60% to 70% with fixed-term employees responded "Will in principle renew the contract." Just because employment is fixed-term in nature, it does not necessarily mean that the employment is instable.¹⁵ Although no similar survey was conducted for dispatched workers, it can be easily envisioned that dispatched workers lack similar employment stability as found even in direct employment such as part-time or fixed-term employees.

¹⁵ As mentioned above, while regulations exist regarding single fixed-term employment contracts, there are no legal regulations in place governing multiple contract renewals.

Table 7 Handling of Employment Contract Renewal when the Contract Expires - by Department (for Business Establishments with Relevant Departments) -

(%)

	Total	Fixed-Term Part-time Worker				Fixed-Term Employee			
		Will in principle renew the contract	Will renew up to the maximum renewable number of terms	Will in principle not renew the contract	It is hard to say	Will in principle renew the contract	Will renew up to the maximum renewable number of terms	Will in principle not renew the contract	It is hard to say
Clerical and Planning Department	100.0	76.9	12.2	1.0	9.8	65.2	19.7	1.3	13.7
Development and Technical Department	100.0	73.4	11.7	2.1	12.8	62.1	18.4	1.0	18.4
Field Work Department	100.0	84.2	6.5	0.8	8.5	65.7	18.5	0.9	14.8
Sales Department	100.0	82.5	5.2	1.3	11.0	72.7	12.9	0.8	13.6
Other Department	100.0	77.0	8.0	0.6	14.4	61.3	19.4	1.6	17.7

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

Note: The above excludes offices that do not have the relevant employment type and those without a response.

Economic Changes and Employment Instability – Experiences in the Post Lehman's Failure Era

Even though some consideration is needed as mentioned above, there is no doubt that non-regular employment is essentially subject to employment instability. The rapid changes in employment climate seen from the global economic changes occurring since the second half of 2008 has made this much clearer. The D-Survey conducted in August 2010 identified underlying trends during the period of economic change by surveying net sales and changes (increase/decrease) in employment compared to three years earlier. Table 8 organizes these findings. Results show that net sales, which are an indicator of business volume, fell about 5% for all industries combined compared to three years earlier, but the manufacturing industry saw a much wider margin of decline, as the machinery equipment manufacturing industry saw a nearly 20% drop. The only industry that recorded an increase in net sales was medical/welfare. In terms of employment, although regular employees and fixed-term part-time workers remained nearly unchanged, the total number of dispatched workers declined by about 5% across all industries and over 10% in the manufacturing industry.¹⁶ This data also suggests that during the current economic recession dispatched workers have become subject to employment adjustments. As indicated by employment adjustments concentrating on dispatched workers during this recession, whenever there is a certain degree of economic upheaval it is an undeniable fact that non-regular employees will be the first to become fodder for employment adjustments.

¹⁶ The principal reason behind why the number of fixed-term employees and entrusted employees is on the rise can be attributed to the fact that the baby boomer generation entered their 60s during this time and these employment types were used as a platform to employing these older age workers.

**Table 8 Fluctuation Index of Sales and Employment in Most Recent Three Years
(Weighted Average of Composition Ratio based on Class Value)**

	Sales	Regular employee	Fixed-term part-time worker	Fixed-Term employee	Entrusted employee	Dispatched worker	Outsourcee company employee
Industry Total	94.8	99.9	100.5	102.9	106.4	94.3	100.4
Manufacturing industry	87.4	98.1	97.6	103.0	107.6	88.6	98.9
Consumer related manufacturing	92.5	98.2	98.5	103.4	108.1	93.3	99.7
Materials related manufacturing	87.0	98.5	96.5	105.0	107.6	88.4	102.2
Machinery related manufacturing	82.4	97.6	97.7	101.3	106.6	85.3	94.7
Financial and insurance industry	96.7	101.8	96.0	108.9	111.0	91.3	107.5
Medical care and welfare industry	108.4	105.4	104.6	102.0	107.1	98.1	103.6

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Type" (Establishment Survey) (Implemented in 2010).

- Note: 1. The above shows the weighted average of each class value using the composition ratio for the survey response ranking the standard index of the most recent business year or July 2010, assuming the sales from 3 years ago and the employment volume of each employment status has an index value of 100. This table shows to which side the business is leaning in terms of an increase/decrease trend. It does not directly indicate the quantitative increase/decrease ratio.
2. "Weighted average based on class value" of sales is calculated with the exclusion of "the office did not exist 3 years ago" and "no response."
3. "Weighted average based on class value" of employment is calculated with the exclusion of "are not currently in the office, nor were they 3 years ago" and "no relevant type of employment or no response."

6. Societal and Political Challenges concerning Non-Regular Employment

The societal and political challenges concerning non-regular employment mostly correspond to the points in question discussed above.

Converting to Regular Employee

The first challenge is to provide every opportunity possible for non-regular employees who desire to work as regular employees to fulfill their desire. Measures to address this include internal policies for companies to convert non-regular employees to regular employees and to promote direct hiring of regular employees across companies. In addition, this problem is also closely related to decline in the hiring of new graduates as regular employees. In the process of transitioning from school to employment, the ratio of new graduates hired as directly-employed regular employees has declined, while the percentage of those who start as non-regular employees has risen. As was the case earlier when examining the reason for utilizing non-regular employment or selecting non-regular employment, primarily fixed-term employees (contract employees) are now fulfilling this function. Together with further improving internal policies to convert non-regular employees to regular employees, it is also important to reduce the mismatch seen in Japan caused by new graduates preferring large corporations as an employment destination through providing more accurate information and enable new graduates to begin their career as a regular employee to every extent possible. Additionally, in order to promote industry-wide practices of converting non-regular employees to regular employees, Japan must improve on the occupational skills development of its non-regular employees as well as establish a relevant assessment system within society.

Balanced and Equal Treatment

The second challenge is the issue of unequal treatment between regular and non-regular employees, especially wage differential. This is also an important issue to address from the perspective of developing an employment environment of non-regular employees. As discussed above, however, a social consensus has yet to be reached on what is fair treatment in terms of wage. This issue is considered a product of Japanese labor society where wages are based on “job titles” that include a combination of factors, rather than jobs classified by work tasks. The challenge remains for Japanese society to establish a Japanese-style “equal pay for equal work” system involving non-regular employees that responds to the scheme of society.

In this regard, an important step forward was made in April 2008 as the Revised Part-Time Employment Act was promulgated. In the revised Act, job duties and accompanying level of job responsibility, determination of employment period, and range of change in job assignment (prospective career development) are stipulated as the key factors to prohibit discriminatory treatment including wages.

Meanwhile, another major challenge still exists. In Japanese labor society, the labor-management relationship in a company plays an essentially important role. A consensus on a “job title,” which forms the basis of wages, must be reached between labor and management. However, to date, we cannot say that non-regular employees are sufficiently involved in the same labor-management relationship.

Economic Change and Non-Regular Employment

The third challenge is addressing the instability of non-regular employment. However, it is fundamentally impossible to give the same level of stability of regular employment to non-regular employees. For fixed-term employment, as long as appropriate measures are taken, such as clear statement of possibility/impossibility of contract renewal or condition of renewal, it is a matter of course that the employment relationship will end as the contract period expires and normally, the employee can only seek other employment opportunities through another job hunting process. In the recent global economic crisis, however, large scale economic shifts have proven unavoidable. At these times it is very difficult to look for so called “other employment opportunities.” In such situations, it should be appropriate to temporarily establish a generous system for the employment security of non-regular employees.

Epilogue

It is believed that developed countries in their economic maturity see in common an increase of non-regular employment and share the same challenges. Given this, it is particularly meaningful for such countries to exchange experiences in this regard taking into account country-specific differences. While this paper sketches only a brief outline of the conditions of non-regular employment in Japan, it is the author’s sincere hope that the above information and discussion serves as pertinent reference material for the aforementioned seminar.

Table 1 Number of Employees in Each Industry Categorized by Employment Type

< Survey in 2002 >	Number of employees excluding executives (1000 persons)	Employment Type Composition of each Industry (%)							Industry Composition of each Employment Type (%)						
		Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract /Entrusted employees	Other	Number of employees excluding executives	Regular Employees /Workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract /Entrusted Employees	Other
Total	50,837.5	100.0	68.0	15.4	8.3	1.4	4.9	1.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, and fishery	411.2	100.0	50.9	25.0	12.3	0.4	3.6	7.7	0.8	0.6	1.3	1.2	0.2	0.6	3.3
Mining	34.0	100.0	90.0	4.7	1.5	0.3	2.4	0.9	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Construction	4,175.8	100.0	79.8	3.9	6.1	0.5	3.4	5.8	8.2	9.6	2.1	6.0	3.1	5.7	25.6
Manufacturing	10,457.1	100.0	76.5	14.2	3.1	1.9	3.4	0.7	20.6	23.1	19.0	7.8	27.1	14.3	8.1
Food articles manufacturing	1,274.5	100.0	49.5	37.7	7.2	1.1	3.6	0.7	2.5	1.8	6.1	2.2	2.0	1.9	1.0
Clothing / Other textile manufacturing	397.0	100.0	60.3	31.1	3.1	0.7	3.2	1.7	0.8	0.7	1.6	0.3	0.4	0.5	0.7
Machinery equipment manufacturing	4,161.6	100.0	82.4	8.8	1.9	2.7	3.6	0.4	8.2	9.9	4.7	1.9	15.6	6.1	2.0
Electricity, gas, heat supply, water	373.8	100.0	91.2	1.7	1.1	0.4	4.8	0.8	0.7	1.0	0.1	0.1	0.2	0.7	0.3
Information and communication	1,608.2	100.0	79.7	4.0	4.7	3.8	7.2	0.7	3.2	3.7	0.8	1.8	8.5	4.7	1.2
Transportation	2,995.6	100.0	76.6	7.9	6.9	0.9	6.7	0.8	5.9	6.6	3.0	4.9	3.7	8.1	2.7
Wholesale	3,031.2	100.0	80.8	10.4	2.9	1.2	4.0	0.6	6.0	7.1	4.0	2.1	5.2	4.8	1.8
Retail	6,049.1	100.0	43.2	33.0	18.5	0.6	3.7	0.8	11.9	7.6	25.5	26.5	5.0	9.1	5.3
Various merchandise retail	550.7	100.0	32.3	45.3	13.9	1.3	6.6	0.5	1.1	0.5	3.2	1.8	1.0	1.5	0.3
Financing / Insurance	1,659.1	100.0	77.7	10.1	1.3	4.8	5.6	0.6	3.3	3.7	2.1	0.5	11.1	3.8	1.0
Real estate	490.6	100.0	67.4	13.8	4.5	1.2	11.1	1.9	1.0	1.0	0.9	0.5	0.8	2.2	1.0
Accommodations, eating and drinking service	2,607.9	100.0	32.5	30.6	32.7	0.4	2.9	0.9	5.1	2.5	10.2	20.1	1.4	3.0	2.4
Medical, health care and welfare	4,490.9	100.0	69.7	19.4	2.7	0.7	5.3	2.0	8.8	9.1	11.2	2.9	4.3	9.7	9.4
Education and learning support	2,484.9	100.0	70.3	7.0	8.8	0.5	8.1	5.2	4.9	5.1	2.2	5.1	1.9	8.2	13.6
Compound services	750.9	100.0	75.1	12.2	6.2	0.1	4.3	2.0	1.5	1.6	1.2	1.1	0.1	1.3	1.6
Services (not elsewhere classified)	6,189.1	100.0	60.5	17.8	10.3	1.7	7.2	2.2	12.2	10.8	14.1	15.0	14.6	18.1	14.4
Laundry, beauty and bath services	610.5	100.0	52.7	34.9	7.5	0.2	2.5	2.3	1.2	0.9	2.7	1.1	0.2	0.6	1.5
Miscellaneous living-related services	359.9	100.0	51.0	24.2	11.3	2.6	9.0	1.8	0.7	0.5	1.1	1.0	1.3	1.3	0.7
Entertainment	756.3	100.0	45.7	17.5	25.3	0.5	7.7	3.3	1.5	1.0	1.7	4.5	0.5	2.4	2.7
Miscellaneous business services	1,771.4	100.0	46.7	25.9	11.4	3.5	10.7	1.3	3.5	2.4	5.9	4.8	8.7	7.6	2.5
Government (not elsewhere classified)	2,174.0	100.0	88.3	2.4	2.2	0.1	4.8	2.2	4.3	5.6	0.7	1.1	0.3	4.3	5.1
Industries unable to classify	854.2	100.0	50.0	14.3	15.9	10.6	4.3	3.7	1.7	1.2	1.6	3.2	12.6	1.5	3.4

Table 1 Number of Employees in Each Industry Categorized by Employment Type (continuation)

< Survey in 2007 >	Number of employees excluding executives (1000 persons)	Employment Type Composition of each Industry (%)								Industry Composition of each Employment Type (%)							
		Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract employee	Entrusted employee	Other	Number of employees excluding executives	Regular Employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract employee	Entrusted employee	Other
Total	53,262.5	100.0	64.4	16.6	7.7	3.0	4.2	2.0	2.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, and fishery	623.2	100.0	53.1	19.3	8.4	0.8	2.2	0.8	15.4	1.2	1.0	1.4	1.3	0.3	0.6	0.5	9.2
Mining	25.5	100.0	87.8	3.1	2.7	-	3.1	2.7	0.4	0.0	0.1	0.0	0.0	-	0.0	0.1	0.0
Construction	3,729.1	100.0	79.9	4.3	5.7	0.6	3.1	1.3	4.9	7.0	8.7	1.8	5.2	1.5	5.1	4.4	17.4
Manufacturing	10,221.3	100.0	72.8	13.4	2.4	5.7	3.5	1.3	0.8	19.2	21.7	15.4	6.1	36.1	15.9	12.9	8.3
Food articles manufacturing	1,194.4	100.0	48.7	36.7	5.9	3.1	3.7	0.8	1.0	2.2	1.7	5.0	1.7	2.3	1.9	0.9	1.2
Clothing / Other textile manufacturing	285.3	100.0	61.8	28.1	2.6	0.8	2.7	1.3	2.8	0.5	0.5	0.9	0.2	0.1	0.3	0.3	0.8
Machinery equipment manufacturing	4,239.9	100.0	76.7	7.9	1.4	8.1	3.8	1.4	0.6	8.0	9.5	3.8	1.4	21.2	7.2	5.7	2.5
Electricity, gas, heat supply, water	375.6	100.0	91.0	1.1	0.8	0.9	1.9	3.4	0.9	0.7	1.0	0.0	0.1	0.2	0.3	1.2	0.3
Information and communication	2,041.9	100.0	75.6	5.5	4.2	4.6	7.9	1.2	0.9	3.8	4.5	1.3	2.1	5.9	7.2	2.3	1.8
Transportation	2,968.8	100.0	71.5	10.2	5.7	2.8	6.2	2.7	0.7	5.6	6.2	3.4	4.2	5.2	8.1	7.6	2.1
Wholesale	2,917.7	100.0	78.0	11.5	2.6	2.1	3.8	1.4	0.6	5.5	6.6	3.8	1.8	3.8	4.9	4.0	1.7
Retail	6,353.7	100.0	41.2	34.3	17.2	1.3	4.0	0.9	1.1	11.9	7.6	24.6	26.8	5.1	11.1	5.3	6.7
Various merchandise retail	541.0	100.0	28.1	49.0	12.3	2.0	7.4	0.8	0.3	1.0	0.4	3.0	1.6	0.7	1.8	0.4	0.2
Financing / Insurance	1,597.7	100.0	75.1	9.9	0.9	6.6	4.2	2.9	0.4	3.0	3.5	1.8	0.3	6.6	3.0	4.3	0.6
Real estate	568.9	100.0	63.4	14.3	5.2	2.2	7.4	5.4	1.9	1.1	1.1	0.9	0.7	0.8	1.9	2.9	1.0
Accommodations, eating and drinking service	2,664.4	100.0	30.8	32.3	31.6	0.9	2.6	0.6	1.2	5.0	2.4	9.7	20.6	1.5	3.1	1.6	3.0
Medical, health care and welfare	5,534.3	100.0	64.1	23.3	2.8	1.4	3.6	2.8	1.9	10.4	10.3	14.6	3.8	4.9	8.7	14.6	10.1
Education and learning support	2,641.3	100.0	67.1	8.7	8.5	0.9	4.7	4.2	5.8	5.0	5.2	2.6	5.5	1.5	5.5	10.4	14.7
Compound services	499.1	100.0	76.9	12.1	3.1	0.5	3.8	2.1	1.3	0.9	1.1	0.7	0.4	0.2	0.9	1.0	0.6
Services (not elsewhere classified)	6,459.9	100.0	58.3	19.0	9.3	2.3	6.4	2.5	2.1	12.1	11.0	13.8	14.8	9.2	18.3	15.4	13.1
Laundry, beauty and bath services	697.1	100.0	54.2	32.8	6.6	0.3	2.4	1.0	2.7	1.3	1.1	2.6	1.1	0.1	0.7	0.6	1.8
Miscellaneous living-related services	334.6	100.0	48.7	26.4	10.0	3.5	8.0	1.2	2.2	0.6	0.5	1.0	0.8	0.7	1.2	0.4	0.7
Entertainment	680.5	100.0	41.7	17.3	27.6	1.7	7.0	1.8	2.9	1.3	0.8	1.3	4.6	0.7	2.1	1.1	1.9
Miscellaneous business services	1,991.5	100.0	44.3	27.9	9.2	3.0	11.0	3.4	1.2	3.7	2.6	6.3	4.5	3.8	9.7	6.3	2.2
Government (not elsewhere classified)	2,184.7	100.0	87.9	2.3	1.5	0.3	1.2	4.7	2.0	4.1	5.6	0.6	0.8	0.4	1.2	9.6	4.1
Industries unable to classify	1,855.4	100.0	47.1	17.1	11.8	14.5	4.9	1.0	2.9	3.5	2.5	3.6	5.4	16.7	4.1	1.8	5.1

Source: Employment Status Survey from the Statistics Bureau of the Ministry of Internal Affairs and Communications.

Table 2 Number of Employees in Each Occupation Categorized by Employment Type

< Survey in 2002 >	Number of employees excluding executives (1000 persons)	Employment Type Composition of Each Occupation (%)							Occupation Composition of Each Employment Type (%)						
		Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract /Entrusted employees	Other	Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract /Entrusted Employees	Other
Total	50,837.5	100.0	68.0	15.4	8.3	1.4	4.9	1.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Specialized and technical workers	7,581.7	100.0	81.5	6.8	3.4	0.6	5.0	2.6	14.9	17.9	6.6	6.1	6.1	15.3	20.4
Healthcare workers	2,259.0	100.0	78.6	14.6	2.5	-	3.1	1.1	4.4	5.1	4.2	1.3	-	2.8	2.6
Social welfare specialist professionals	659.1	100.0	71.4	14.9	1.9	0.1	8.6	3.0	1.3	1.4	1.3	0.3	0.1	2.3	2.1
Writers, journalists and editors	94.4	100.0	80.3	1.9	4.4	1.4	10.2	1.9	0.2	0.2	0.0	0.1	0.2	0.4	0.2
Artists, photographers, and designers	147.8	100.0	71.0	4.1	9.4	1.6	10.9	2.9	0.3	0.3	0.1	0.3	0.3	0.6	0.5
Musicians and stage designers	77.7	100.0	39.9	3.1	11.3	1.7	22.8	21.4	0.2	0.1	0.0	0.2	0.2	0.7	1.8
Other specialist and technical workers	450.4	100.0	41.2	8.6	29.8	1.8	13.6	4.9	0.9	0.5	0.5	3.2	1.1	2.5	2.3
Administrative and managerial workers	577.5	100.0	95.9	0.2	0.0	-	3.0	0.8	1.1	1.6	0.0	0.0	-	0.7	0.5
Clerical workers	11,641.5	100.0	69.6	15.2	5.4	3.1	5.6	1.1	22.9	23.4	22.6	14.8	50.0	26.4	13.4
General clerical workers	10,702.6	100.0	70.8	15.0	5.1	2.7	5.4	1.0	21.1	21.9	20.5	12.9	40.0	23.2	11.8
Outdoor service workers	85.1	100.0	28.1	27.7	15.2	0.6	23.4	5.2	0.2	0.1	0.3	0.3	0.1	0.8	0.5
Office appliance operators	494.2	100.0	50.8	18.1	8.5	14.3	6.9	1.3	1.0	0.7	1.1	1.0	9.8	1.4	0.7
Sales workers	7,067.0	100.0	69.5	13.7	11.2	0.7	4.2	0.6	13.9	14.2	12.4	18.7	6.7	12.0	4.6
Service workers	4,813.7	100.0	40.2	29.6	22.0	0.9	5.4	1.8	9.5	5.6	18.2	25.0	6.0	10.5	9.3
Customer service workers	1,608.9	100.0	26.7	26.6	42.0	0.6	3.0	1.0	3.2	1.2	5.5	15.9	1.3	2.0	1.8
Security workers	1,025.9	100.0	78.5	3.9	7.5	-	7.3	2.0	2.0	2.3	0.5	1.8	-	3.0	2.1
Agricultural, forestry and fishery workers	381.2	100.0	52.4	21.6	12.4	0.3	4.0	9.1	0.7	0.6	1.1	1.1	0.2	0.6	3.7
Transport and communication workers	2,029.1	100.0	81.3	3.6	6.6	0.6	6.3	1.4	4.0	4.8	0.9	3.2	1.6	5.2	3.1
Production process and related workers	14,993.6	100.0	65.5	18.9	7.4	1.3	4.1	2.5	29.5	28.4	36.2	26.3	26.6	25.0	39.7
Electrical machinery assembly and repair workers	1,120.9	100.0	71.6	16.3	2.9	4.0	4.4	0.5	2.2	2.3	2.3	0.8	6.3	2.0	0.6
Food manufacturing workers	1,142.4	100.0	37.7	47.5	9.9	0.9	3.3	0.7	2.2	1.2	6.9	2.7	1.4	1.5	0.9
Apparel, fiber product manufacturing workers	323.0	100.0	52.6	40.9	2.7	0.3	1.6	1.9	0.6	0.5	1.7	0.2	0.1	0.2	0.7
Transportation labor workers	1,532.7	100.0	50.2	24.3	16.0	0.9	6.4	1.9	3.0	2.2	4.8	5.8	1.9	3.9	3.1
Other labor workers	1,706.3	100.0	28.6	45.5	15.0	1.4	6.7	2.7	3.4	1.4	9.9	6.1	3.2	4.6	4.9
Workers not classifiable by occupation	726.3	100.0	55.1	15.5	17.1	2.9	4.2	4.1	1.4	1.2	1.4	2.9	2.9	1.2	3.1

Table 2 Number of Employees in Each Occupation Categorized by Employment Type (continuation)

< Survey in 2007 >	Number of employees excluding executives (1000 persons)	Employment Type Composition of Each Occupation (%)								Occupation Composition of Each Employment Type (%)							
		Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract employee	Entrusted Employee	Other	Number of employees excluding executives	Regular employees /workers	Part-time workers	Temporary workers	Dispatched workers from temp agency	Contract Employee	Entrusted Employee	Other
Total	53,262.5	100.0	64.4	16.6	7.7	3.0	4.2	2.0	2.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Specialized and technical workers	8,152.4	100.0	78.8	8.4	3.3	0.9	3.4	2.5	2.6	15.3	18.7	7.7	6.6	4.7	12.4	19.0	20.1
Healthcare workers	2,585.9	100.0	75.6	17.0	2.4	0.2	1.8	1.9	1.0	4.9	5.7	5.0	1.5	0.3	2.0	4.7	2.5
Social welfare specialist professionals	725.4	100.0	67.5	17.5	2.2	0.4	4.9	5.2	2.3	1.4	1.4	1.4	0.4	0.2	1.6	3.6	1.6
Writers, journalists and editors	89.9	100.0	76.9	2.0	5.0	1.3	8.2	4.7	2.0	0.2	0.2	0.0	0.1	0.1	0.3	0.4	0.2
Artists, photographers, and designers	191.2	100.0	73.3	3.8	6.7	2.6	9.4	0.8	3.3	0.4	0.4	0.1	0.3	0.3	0.8	0.1	0.6
Musicians and stage designers	85.4	100.0	44.8	2.9	6.6	2.0	15.1	5.9	22.5	0.2	0.1	0.0	0.1	0.1	0.6	0.5	1.8
Other specialist and technical workers	499.0	100.0	39.3	10.2	27.8	1.7	9.3	6.1	5.4	0.9	0.6	0.6	3.4	0.5	2.1	2.9	2.6
Administrative and managerial workers	466.0	100.0	97.3	0.1	0.0	-	0.5	1.7	0.3	0.9	1.3	0.0	0.0	-	0.1	0.8	0.2
Clerical workers	12,401.4	100.0	65.6	16.4	4.9	4.7	4.4	2.6	1.3	23.3	23.7	23.0	14.9	36.6	24.4	30.8	14.9
General clerical workers	11,656.1	100.0	66.4	16.3	4.7	4.5	4.1	2.6	1.2	21.9	22.6	21.5	13.5	32.5	21.3	28.6	13.9
Outdoor service workers	77.4	100.0	24.4	28.8	14.7	0.5	9.3	16.1	5.8	0.1	0.1	0.3	0.3	0.0	0.3	1.2	0.4
Office appliance operators	314.8	100.0	49.5	13.8	5.9	19.5	9.1	1.2	0.9	0.6	0.5	0.5	0.5	3.8	1.3	0.4	0.3
Sales workers	6,879.2	100.0	66.9	14.6	11.1	1.3	4.2	1.1	0.8	12.9	13.4	11.3	18.7	5.6	12.8	7.1	5.1
Service workers	5,473.9	100.0	39.0	32.0	19.0	1.3	4.7	1.8	2.1	10.3	6.2	19.8	25.5	4.5	11.3	9.5	10.9
Customer service workers	1,520.6	100.0	25.1	28.9	39.9	1.6	2.7	0.5	1.3	2.9	1.1	5.0	14.9	1.5	1.8	0.7	1.9
Security workers	1,083.3	100.0	77.5	4.7	6.8	-	5.8	3.4	1.7	2.0	2.4	0.6	1.8	-	2.8	3.5	1.8
Agricultural, forestry and fishery workers	596.3	100.0	55.5	15.9	8.2	0.6	2.5	1.2	16.0	1.1	1.0	1.1	1.2	0.2	0.7	0.7	9.2
Transport and communication workers	1,965.5	100.0	75.4	4.9	6.5	1.6	6.9	3.4	1.2	3.7	4.3	1.1	3.1	1.9	6.0	6.2	2.3
Production process and related workers	14,652.1	100.0	62.1	19.4	6.5	4.3	4.0	1.5	2.2	27.5	26.5	32.0	23.2	39.6	25.8	20.4	30.7
Electrical machinery assembly and repair workers	1,077.5	100.0	65.5	13.7	1.9	11.9	5.1	1.0	0.8	2.0	2.1	1.7	0.5	8.0	2.4	1.0	0.8
Food manufacturing workers	1,227.0	100.0	35.9	47.4	8.9	2.4	3.2	0.6	1.3	2.3	1.3	6.6	2.7	1.9	1.8	0.7	1.5
Apparel, fiber product manufacturing workers	241.2	100.0	52.5	36.8	2.2	1.3	2.5	0.8	3.8	0.5	0.4	1.0	0.1	0.2	0.3	0.2	0.9
Transportation labor workers	1,589.3	100.0	46.8	26.2	12.7	5.3	5.5	1.9	1.5	3.0	2.2	4.7	5.0	5.2	3.9	2.8	2.3
Other labor workers	1,711.0	100.0	27.3	46.5	13.6	3.3	4.2	2.6	2.4	3.2	1.4	9.0	5.7	3.6	3.2	4.2	4.0
Workers not classifiable by occupation	1,592.4	100.0	51.4	18.4	12.8	6.9	5.2	1.3	3.3	3.0	2.4	3.3	5.0	6.8	3.6	1.9	5.0

Source: Employment Status Survey from the Statistics Bureau of the Ministry of Internal Affairs and Communications.

Table 3 Number of Employees by Gender and Age Group Categorized by Employment Type**(1) Percentage of Female Employees**

2002						
	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	42.5	46.6	39.9	43.9	40.1	36.4
Regular employees/workers	29.4	39.7	25.3	26.1	25.8	35.7
Part-time workers	92.0	86.9	97.3	97.3	86.6	60.3
Temporary workers	50.5	50.1	61.0	62.6	39.6	22.7
Dispatched workers	71.8	71.0	77.9	72.8	46.9	35.3
Contract/Entrusted employees	47.2	63.5	63.9	60.3	23.1	13.7
Other	42.5	48.6	55.1	46.0	32.5	24.1

2007

	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	44.2	47.4	42.0	46.1	42.9	42.6
Regular employees/workers	30.7	41.2	27.0	27.6	27.6	46.2
Part-time workers	89.7	83.6	96.0	96.8	85.7	61.1
Temporary workers	49.5	48.9	62.6	64.2	39.5	22.5
Dispatched workers	62.1	59.9	68.7	61.7	45.5	31.6
Contract employees	48.4	58.5	55.8	54.6	29.6	14.5
Entrusted employees	37.8	68.5	75.2	76.3	21.3	13.5
Other	51.4	47.7	57.1	62.9	47.5	40.8

(2) Employment Type Composition by Age (Male Employees)

2002						
	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	100.0	100.0	100.0	100.0	100.0	100.0
Regular employees/workers	83.5	73.9	93.2	92.6	73.4	33.7
Part-time workers	2.1	1.5	0.7	1.0	5.0	17.6
Temporary workers	7.2	18.9	2.5	1.8	5.0	15.8
Dispatched workers	0.7	1.2	0.6	0.3	0.5	1.0
Contract/Entrusted employees	4.5	3.1	2.0	2.3	12.3	21.4
Other	1.9	1.3	1.0	1.7	3.4	10.0

2007

	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	100.0	100.0	100.0	100.0	100.0	100.0
Regular employees/workers	80.0	69.2	90.5	91.4	71.0	29.0
Part-time workers	3.1	1.9	1.0	1.3	6.1	21.8
Temporary workers	6.9	19.3	2.4	1.7	5.0	16.5
Dispatched workers	2.0	3.4	2.0	1.3	1.3	2.4
Contract employees	3.9	4.2	2.7	2.6	6.4	8.8
Entrusted employees	2.2	0.4	0.3	0.5	7.5	13.1
Other	1.7	1.5	1.0	1.2	2.4	8.1

Source: Employment Status Survey from the Statistics Bureau of the Ministry of Internal Affairs and Communications.

(3) Employment Type Composition by Age (Female Employees)

2002						
	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	100.0	100.0	100.0	100.0	100.0	100.0
Regular employees/workers	47.0	55.9	47.6	41.8	38.1	32.6
Part-time workers	33.3	11.4	36.0	46.8	48.1	46.6
Temporary workers	9.9	21.8	5.8	3.9	4.9	8.1
Dispatched workers	2.4	3.3	3.4	1.1	0.7	1.0
Contract/Entrusted employees	5.4	6.1	5.3	4.5	5.5	5.9
Other	1.9	1.4	1.8	1.8	2.4	5.5

2007

	Age Total	Age 15-29	Age 30-44	Age 45-54	Age 55-64	Age 65 and over
Number of employees excluding executives	100.0	100.0	100.0	100.0	100.0	100.0
Regular employees/workers	44.7	53.9	46.4	40.7	36.1	33.5
Part-time workers	33.7	11.0	33.8	45.2	48.8	46.1
Temporary workers	8.6	20.5	5.7	3.6	4.3	6.4
Dispatched workers	4.2	5.6	6.1	2.4	1.4	1.5
Contract employees	4.6	6.6	4.7	3.7	3.6	2.0
Entrusted employees	1.7	0.9	1.4	2.0	2.7	2.7
Other	2.3	1.5	1.8	2.3	2.9	7.5

Table 4 Reasons for Hiring and Job Assignment Categorized by Employment Type (Multiple Answers)

1. Open-ended / Fixed-Term Part-Time Worker

(%)

	Total	To handle specialized tasks	To secure work-ready and skilled human resources	To have regular employees engage in more important and specialized tasks	To assess the person's abilities when aiming to hire as a regular employee	To adjust headcount in response to economic climate fluctuation	To address a long business (operation) hours	To address the business fluctuation within a day or week	To address the temporary / seasonal change in work volume	To reduce labor costs	Unable to secure regular employees	To replace a regular employee on childcare leave	To meet the needs of the worker	Other
Total	100.0	23.0	24.3	17.1	6.8	14.6	9.1	27.5	16.6	53.6	11.7	6.6	33.5	7.1
Manufacturing industry	100.0	12.3	17.5	18.3	3.0	26.4	6.0	15.3	11.8	56.6	8.1	4.7	31.1	5.1
Consumer related manufacturing	100.0	13.1	21.4	15.5	4.7	21.4	14.2	27.3	14.2	60.8	9.5	4.7	26.2	5.9
Materials related manufacturing	100.0	20.6	19.1	17.6	-	25.0	1.5	10.4	7.4	55.9	1.5	1.5	30.9	5.9
Machinery related manufacturing	100.0	5.1	11.4	21.5	3.8	34.2	1.3	7.6	13.9	54.4	11.4	6.3	38.0	2.5
Information and communications	100.0	23.1	7.6	15.5	7.6	-	-	23.1	7.6	30.7	-	-	15.5	15.5
Transport and postal activities	100.0	23.0	20.8	4.1	10.4	12.4	16.7	31.4	16.7	58.4	8.3	2.0	31.4	6.3
Retail	100.0	14.1	30.8	24.4	3.9	16.7	32.1	41.1	20.5	66.7	5.2	1.3	38.5	2.6
Financing and insurance	100.0	7.0	27.9	32.6	-	2.3	4.7	30.2	18.6	55.7	-	9.4	41.8	-
Accommodations, eating and drinking services	100.0	15.1	27.2	30.3	3.1	24.2	21.2	51.5	30.3	69.7	6.1	-	24.2	12.1
Education and learning support	100.0	40.0	16.7	33.4	4.4	4.4	2.2	18.9	36.6	42.2	17.7	13.3	12.3	10.0
Medical, health care and welfare	100.0	43.3	35.9	8.3	12.9	5.5	10.6	37.8	5.1	41.9	26.3	12.4	53.0	6.0
Services (not elsewhere classified)	100.0	18.9	22.6	9.0	4.5	21.6	2.7	26.1	19.8	58.5	7.3	1.0	34.2	10.8

2. Fixed-Term Employee

(%)

	Total	To handle specialized tasks	To secure work-ready and skilled human resources	To have regular employees engage in more important and specialized tasks	To assess the person's abilities when aiming to hire as a regular employee	To adjust headcount in response to economic climate fluctuation	To address a long business (operation) hours	To address the business fluctuation within a day or week	To address the temporary / seasonal change in work volume	To reduce labor costs	Unable to secure regular employees	To replace a regular employee on childcare leave	To meet the needs of the worker	Other
Total	100.0	38.7	36.8	15.7	21.6	15.4	5.9	5.7	10.0	36.3	11.4	5.5	14.3	11.2
Manufacturing industry	100.0	29.1	38.2	17.2	22.5	26.7	6.6	4.2	11.3	37.5	12.6	1.1	11.3	10.2
Consumer related manufacturing	100.0	36.4	40.9	25.1	15.8	11.3	9.0	9.0	9.0	40.9	6.9	2.4	6.9	11.3
Materials related manufacturing	100.0	33.3	44.3	14.7	25.9	33.3	3.7	3.7	5.6	37.1	7.5	1.9	7.5	13.1
Machinery related manufacturing	100.0	22.1	29.4	14.7	23.5	30.9	7.4	1.5	17.6	36.8	19.1	-	17.6	7.4
Information and communications	100.0	45.0	25.1	20.0	30.0	20.0	-	5.0	5.0	20.0	-	-	15.0	5.0
Transport and postal activities	100.0	30.2	30.2	21.3	36.4	9.2	12.1	3.0	9.2	48.5	15.1	-	12.1	3.0
Retail	100.0	23.2	56.6	23.2	16.8	10.1	6.7	-	3.4	46.8	10.1	-	10.1	-
Financing and insurance	100.0	57.9	31.5	42.1	15.8	-	5.1	5.1	-	26.4	-	5.1	57.9	-
Accommodations, eating and drinking services	100.0	33.3	55.5	11.2	27.7	11.2	22.1	11.2	11.2	27.7	11.2	-	-	5.6
Education and learning support	100.0	57.7	39.5	18.3	19.7	4.3	-	4.3	14.1	36.7	16.9	14.1	5.6	11.2
Medical, health care and welfare	100.0	47.8	33.3	11.1	28.9	6.7	6.7	13.3	7.8	31.1	18.9	17.8	22.2	14.4
Services (not elsewhere classified)	100.0	39.6	31.9	8.9	13.2	17.5	5.5	4.3	16.5	37.4	12.0	-	19.9	17.5

Table 4 Reasons for Hiring and Job Assignment Categorized by Hiring/Employment Type (Multiple Answers) (continuation)

3. Dispatched Worker (%)

	Total	To handle specialized tasks	To secure work-ready and skilled human resources	To have regular employees engage in more important and specialized tasks	To assess the person's abilities when aiming to hire as a regular employee	To adjust headcount in response to economic climate fluctuation	To address a long business (operation) hours	To address the business fluctuation within a day or week	To address the temporary / seasonal change in work volume	To reduce labor costs	Unable to secure regular employees	To replace a regular employee on childcare leave	To meet the needs of the worker	Other
Total	100.0	30.2	29.9	17.4	3.5	27.0	4.0	8.0	25.7	32.6	14.7	19.5	8.3	5.1
Manufacturing industry	100.0	28.7	27.0	17.0	3.3	48.7	4.7	4.7	28.4	38.7	12.8	15.6	5.6	2.8
Consumer related manufacturing	100.0	28.8	27.0	11.6	3.8	40.4	9.6	7.6	25.0	34.6	9.6	11.6	3.8	7.6
Materials related manufacturing	100.0	27.3	28.8	16.6	6.1	50.0	4.6	4.6	28.8	43.9	9.2	18.1	4.6	-
Machinery related manufacturing	100.0	30.1	24.7	20.4	1.1	52.7	2.2	3.2	30.1	36.6	17.2	15.1	7.5	2.2
Information and communications	100.0	34.7	30.4	30.4	4.3	21.8	-	4.3	26.1	30.4	17.4	13.1	13.1	-
Transport and postal activities	100.0	6.5	20.1	6.5	-	46.7	13.0	6.5	13.0	33.1	20.1	13.0	6.5	6.5
Retail	100.0	36.2	40.8	9.2	4.6	13.8	4.6	9.2	4.6	13.8	18.3	13.8	4.6	9.2
Financing and insurance	100.0	43.5	30.5	47.7	8.8	8.8	-	21.8	34.7	47.7	8.8	4.2	47.7	4.2
Accommodations, eating and drinking services	100.0	7.7	22.9	7.7	-	22.9	30.6	61.3	22.9	22.9	7.7	-	7.7	7.7
Education and learning support	100.0	34.5	28.9	25.1	-	3.8	-	7.7	38.4	34.5	11.5	38.4	2.0	5.9
Medical, health care and welfare	100.0	26.9	22.4	9.0	6.0	9.0	4.5	11.9	4.5	26.9	32.8	23.9	4.5	7.5
Services (not elsewhere classified)	100.0	37.2	31.2	17.5	2.1	15.8	-	7.7	17.5	31.2	11.9	13.7	6.0	11.9

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Table 5 Problem in Hiring and Using Non-regular Employees (Multiple Answers)

	Total	Cannot secure high quality human resources	Low retention rate	Little sense of job responsibility and motivation toward advancement	Difficulty with managing interpersonal relationship at workplace or teamwork	Difficulty in accumulating information and skills	Difficulty in conveying customers' needs necessary to project planning and improvement	Other	Not really a problem	Cannot secure high quality human resources	Low retention rate	Little sense of job responsibility and motivation toward advancement	Difficulty with managing interpersonal relationship at workplace or teamwork	Difficulty in accumulating information and skills	Difficulty in conveying customers' needs necessary to project planning and improvement	Other	Not really a problem
		Open-ended / Fixed-Term Part-Time Worker								Fixed-Term Employee							
Total	100.0	17.7	12.4	24.2	7.6	10.5	2.4	4.8	54.8	13.9	7.2	19.6	6.7	8.2	1.8	3.6	61.6
Manufacturing industry	100.0	17.2	8.8	20.4	7.4	10.1	2.2	0.9	63.9	17.9	7.6	22.4	7.6	13.6	1.9	5.7	55.2
Consumer related manufacturing	100.0	32.4	17.6	28.4	9.4	5.3	5.3	1.4	48.6	27.0	10.7	29.8	5.3	13.5	5.3	5.3	48.6
Materials related manufacturing	100.0	11.0	4.7	17.1	6.3	7.9	1.6	1.6	71.9	14.7	3.7	22.1	3.7	7.5	1.9	7.5	57.3
Machinery related manufacturing	100.0	6.8	4.1	16.2	6.8	17.6	-	-	71.6	14.3	9.5	19.0	12.7	19.0	-	4.8	57.1
Information and communications	100.0	-	-	27.3	9.0	9.0	-	-	72.7	-	5.2	10.6	15.8	-	-	-	79.0
Transport and postal activities	100.0	17.8	17.8	20.0	6.7	6.7	2.2	4.3	57.7	23.4	13.4	19.9	13.4	3.3	-	6.5	56.7
Retail	100.0	38.5	20.5	39.8	10.2	12.8	8.9	5.2	38.5	34.6	4.4	39.0	13.2	8.8	8.8	-	52.2
Financing and insurance	100.0	4.9	-	9.8	2.4	4.9	2.4	-	80.5	-	-	53.0	-	5.7	5.7	-	41.2
Accommodations, eating and drinking services	100.0	32.3	38.3	32.3	14.7	11.7	5.9	3.0	26.4	17.5	23.5	5.9	5.9	-	-	-	58.8
Education and learning support	100.0	5.7	3.5	14.8	1.2	9.1	-	21.6	58.0	2.9	2.9	11.7	2.9	13.3	-	10.3	64.7
Medical, health care and welfare	100.0	20.0	13.2	32.2	7.3	12.7	2.4	9.3	42.0	11.0	11.0	19.5	9.8	4.9	1.2	3.7	58.5
Services (not elsewhere classified)	100.0	25.0	23.2	25.9	8.3	11.1	1.8	1.8	52.7	23.3	10.4	18.5	7.1	7.1	3.5	2.3	59.4

	Total	Cannot secure high quality human resources	Low retention rate	Little sense of job responsibility and motivation toward advancement	Difficulty with managing interpersonal relationship at workplace or teamwork	Difficulty in accumulating information and skills	Difficulty in conveying customers' needs necessary to project planning and improvement	Other	Not really a problem
		Dispatched Worker							
Total	100.0	13.8	14.1	17.0	10.7	19.3	3.2	3.7	53.3
Manufacturing industry	100.0	20.0	21.5	22.1	15.6	25.0	4.1	4.1	48.4
Consumer related manufacturing	100.0	15.8	9.0	25.1	15.8	29.6	6.9	2.4	47.8
Materials related manufacturing	100.0	28.1	21.9	25.0	15.6	17.1	3.1	6.3	51.6
Machinery related manufacturing	100.0	16.5	27.5	18.7	15.4	28.6	3.3	3.3	46.2
Information and communications	100.0	4.3	8.8	13.1	-	13.1	-	4.3	73.9
Transport and postal activities	100.0	15.1	23.3	23.3	30.8	7.5	-	7.5	38.4
Retail	100.0	14.4	4.8	14.4	4.8	19.2	9.6	-	52.4
Financing and insurance	100.0	-	-	34.7	4.2	13.0	4.2	4.2	47.7
Accommodations, eating and drinking services	100.0	22.4	-	33.2	11.2	11.2	11.2	-	44.4
Education and learning support	100.0	2.2	6.3	14.7	10.5	18.8	-	10.5	58.4
Medical, health care and welfare	100.0	19.0	20.7	17.2	6.9	20.7	3.4	5.2	36.2
Services (not elsewhere classified)	100.0	12.4	6.2	8.0	10.2	16.4	2.2	2.2	59.1

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Table 6 Reasons for Choosing the Employment Type of Non-Regular Employment (Multiple Answers)

	Total	Want to work during hours that suit my convenience	Want to utilize a specialized knowledge and/or skill	The work is easy	Short working hours / days of the week	Easy commute	Not bound by the organization	No relocation	The potential to become a regular employee / worker after working for a period of time	Unable to work as a regular employee due to household matter, childcare, nursing care, etc.	Physically difficult to work as a regular employee/worker	Lack the opportunity to work as a regular employee/worker	Other	No response	
Total	100.0	24.6	9.9	4.1	13.8	13.5	5.4	6.1	9.4	16.1	5.0	25.6	20.8	7.0	
Gender / Age	Male / Age 29 and under	100.0	16.4	6.7	3.6	4.6	7.7	4.6	5.1	42.1	1.0	1.5	25.6	15.9	4.1
	Male / Age 30-39	100.0	15.9	17.3	3.4	2.4	6.7	5.3	5.8	34.1	1.9	1.4	29.3	15.9	6.3
	Male / Age 40-49	100.0	8.8	9.6	5.6	4.8	6.4	11.2	7.2	21.6	1.6	2.4	33.6	17.6	4.8
	Male / Age 50-59	100.0	6.8	14.8	3.4	4.5	11.9	6.3	6.8	7.4	2.3	5.1	36.4	27.8	10.2
	Male / Age 60 and over	100.0	12.7	23.4	7.6	10.7	10.4	4.7	6.2	0.3	0.3	3.9	9.8	40.0	13.8
	Female / Age 29 and under	100.0	23.9	7.8	3.4	9.7	11.0	6.7	8.0	20.5	12.2	1.8	32.9	18.9	2.1
	Female / Age 30-39	100.0	28.2	7.2	2.7	14.4	10.1	5.6	5.3	9.8	31.5	5.7	29.3	16.1	3.6
	Female / Age 40-49	100.0	35.1	6.0	2.8	19.9	15.8	5.2	6.7	4.8	29.3	5.3	28.4	14.6	3.6
	Female / Age 50-59	100.0	29.3	5.9	3.8	19.3	20.2	5.3	5.7	2.9	15.0	8.4	26.0	19.5	8.0
	Female / Age 60 and over	100.0	23.6	8.2	7.5	17.7	22.6	4.3	4.6	1.0	6.2	5.9	14.4	24.9	15.7
Employment Type	Part-time workers	100.0	39.0	7.0	5.3	23.0	18.3	5.8	6.4	3.7	28.6	7.7	20.8	10.9	6.2
	Temporary workers	100.0	38.2	6.9	4.3	13.2	13.8	7.9	9.9	9.5	8.9	3.0	24.0	16.8	5.3
	Contract employees	100.0	8.9	9.3	2.8	4.7	9.6	4.8	5.7	20.9	5.5	1.8	37.1	24.1	5.9
	Entrusted employees	100.0	6.5	19.1	3.3	4.7	6.5	3.5	4.7	8.8	2.5	4.3	20.6	38.7	10.7
	Dispatched workers from temp agency	100.0	11.0	13.4	4.1	6.4	13.4	9.9	8.1	9.3	8.1	1.7	34.9	30.8	4.1
	Outsourcee company employees	100.0	7.2	17.4	4.3	2.9	10.1	4.3	4.3	7.2	2.9	-	20.3	30.4	18.8
	Other	100.0	11.4	12.5	1.0	7.3	8.0	4.5	3.1	10.0	7.3	3.5	27.0	38.8	9.0

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Employee Survey) (Implemented in 2010).

Table 7 Future Employment Desire Categorized by Employment Type

	Total	Want to continue working at the present company following the same format	Want to work at another company, following the same format	Want to work at the present company, following another format	Want to work at another company, following another format	No response	
Total	100.0	67.6	5.6	8.7	13.5	4.6	
Employment Type	Regular employees/workers	100.0	73.8	6.6	5.1	11.3	3.2
	Other than regular employees/workers	100.0	59.4	4.3	13.5	16.6	6.2
	Part-time workers	100.0	63.9	4.5	9.9	14.8	7.0
	Temporary workers	100.0	55.6	0.7	12.5	26.6	4.6
	Contract employees	100.0	51.3	5.2	19.7	18.6	5.1
	Entrusted employees	100.0	65.8	3.3	13.7	10.2	6.9
	Dispatched workers from temp agency	100.0	41.9	7.0	20.3	27.3	3.5
	Outsourcee company employees	100.0	65.2	1.4	11.6	17.4	4.3
	Other	100.0	55.0	4.8	14.5	19.7	5.9

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Employee Survey) (Implemented in 2010).

Table 8 Presence / Absence of Non-Regular Employees who Perform the Same Job Duties as Regular Employees

(%)

	Total	Open-ended / Fixed-Term Part-Time Worker		Fixed-Term Employee		Dispatched Worker	
		Present	Absent	Present	Absent	Present	Absent
Total	100.0	52.6	47.4	71.7	28.3	51.1	48.9
Manufacturing industry	100.0	50.0	50.0	74.5	25.5	57.9	42.1
Consumer related manufacturing	100.0	42.2	57.8	69.4	30.6	53.6	46.4
Materials related manufacturing	100.0	47.8	52.2	79.3	20.7	58.1	41.9
Machinery related manufacturing	100.0	59.7	40.3	74.6	25.4	60.7	39.3
Information and communications	100.0	25.0	75.0	72.2	27.8	45.0	55.0
Transport and postal activities	100.0	48.9	51.1	75.0	25.0	57.9	42.1
Retail	100.0	56.8	43.2	69.0	31.0	42.0	58.0
Financing and insurance	100.0	56.1	43.9	85.1	14.9	38.1	61.9
Accommodations, eating and drinking services	100.0	62.1	37.9	80.0	20.0	50.0	50.0
Education and learning support	100.0	21.4	78.6	51.3	48.7	22.6	77.4
Medical, health care and welfare	100.0	72.6	27.4	78.4	21.6	59.7	40.3
Services (not elsewhere classified)	100.0	50.9	49.1	74.8	25.2	63.9	36.1

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Note: The above excludes offices that do not have the relevant employment type and those without a response.

Table 9 Standard Pay Scale Compared to Regular Employees with the Same Job Duties (hourly basis)
—Companies with non-regular employees performing the same job duties as regular-employees—

(%)

	Total	Open-ended / Fixed-Term Part-Time Worker								Fixed-Term Employee							
		Higher than regular employees	About the same as regular employees	90% of regular employees' wage	80% of regular employees' wage	70% of regular employees' wage	60% of regular employees' wage	50% or under 50% of regular employees' wage	No Response	Higher than regular employees	About the same as regular employees	90% of regular employees' wage	80% of regular employees' wage	70% of regular employees' wage	60% of regular employees' wage	50% or under 50% of regular employees' wage	No Response
Total	100.0	1.5	17.5	12.2	25.5	18.9	12.0	8.0	4.4	4.3	29.4	12.9	24.5	14.9	6.9	2.9	4.3
Manufacturing industry	100.0	-	6.1	7.9	33.3	21.9	16.7	8.8	5.3	6.9	18.3	11.5	25.2	17.6	10.7	4.6	5.3
Consumer related manufacturing	100.0	-	5.7	11.4	37.1	22.9	17.1	2.9	2.9	5.9	20.6	14.7	26.5	17.6	5.9	5.9	2.9
Materials related manufacturing	100.0	-	6.1	3.0	33.3	18.2	15.2	15.2	9.1	13.0	15.2	6.5	23.9	21.7	10.9	2.2	6.5
Machinery related manufacturing	100.0	-	7.0	9.3	27.9	23.3	18.6	9.3	4.7	2.0	20.0	14.0	26.0	12.0	14.0	6.0	6.0
Information and communications	100.0	-	-	-	-	-	66.7	33.3	-	15.4	38.5	-	15.4	23.1	7.7	-	-
Transport and postal activities	100.0	9.1	31.8	9.1	27.3	9.1	4.5	9.1	-	4.2	41.7	25.0	12.5	4.2	4.2	4.2	4.2
Retail	100.0	-	14.3	7.1	33.3	23.8	16.7	2.4	2.4	-	20.0	25.0	30.0	25.0	-	-	-
Financing and insurance	100.0	-	4.3	30.4	-	21.7	34.8	8.7	-	-	76.5	5.9	11.8	5.9	-	-	-
Accommodations, eating and drinking services	100.0	11.1	22.2	16.7	33.3	11.1	5.6	-	-	18.8	25.0	12.5	37.5	6.3	-	-	-
Education and learning support	100.0	-	27.8	-	11.1	11.1	5.6	22.2	22.2	-	43.6	7.7	15.4	10.3	12.8	2.6	7.7
Medical, health care and welfare	100.0	2.0	26.3	14.6	29.1	15.2	4.6	6.0	2.0	1.4	27.5	18.8	27.5	13.0	2.9	2.9	5.8
Services (not elsewhere classified)	100.0	-	16.7	13.0	16.7	25.9	11.1	13.0	3.7	4.4	29.4	13.2	20.6	4.4	1.5	5.9	

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Table 10 Reasons for the Discrepancy in Wages between Regular and Non-Regular Employees from the Company's Perspective (Multiple Answers)
—Companies whose non-regular employees have a lower wage standard than regular employees—

(%)

	Total	Different level of job responsibility	Exempted from overtime work	No change of duty assignment	No transfer to other business locations	No relocation following one's own change of address	Different years of employment	Difference in mid to long range job role expectation	Performs job function that is partially different than regular employees	Other	It is hard to say	No response
Total	100.0	68.3	9.2	11.5	19.7	14.4	16.3	33.6	33.6	17.4	8.1	2.1
Manufacturing industry	100.0	67.9	2.4	12.1	18.8	18.8	15.2	40.6	31.5	16.4	9.1	3.0
Consumer related manufacturing	100.0	73.5	6.1	16.3	16.3	20.4	12.2	28.6	40.8	14.3	10.2	6.1
Materials related manufacturing	100.0	66.7	2.0	17.6	15.7	9.8	13.7	39.2	33.3	17.6	9.8	2.0
Machinery related manufacturing	100.0	64.5	-	4.8	22.6	24.2	17.7	53.2	22.6	16.1	8.1	1.6
Information and communications	100.0	80.0	-	10.0	30.0	30.0	10.0	50.0	30.0	-	-	-
Transport and postal activities	100.0	56.5	8.7	21.7	30.4	17.4	17.4	21.7	39.1	8.7	21.7	-
Retail	100.0	74.4	4.7	14.0	39.5	39.5	9.3	39.5	41.9	16.3	-	-
Financing and insurance	100.0	91.7	8.3	4.2	12.5	16.7	16.7	37.5	58.3	8.3	-	-
Accommodations, eating and drinking services	100.0	77.8	-	16.7	27.8	5.6	16.7	38.9	50.0	5.6	-	-
Education and learning support	100.0	66.7	8.3	8.3	8.3	4.2	29.2	37.5	37.5	20.8	12.5	-
Medical, health care and welfare	100.0	68.0	18.9	4.9	17.2	4.1	15.6	19.7	26.2	24.6	10.7	1.6
Services (not elsewhere classified)	100.0	63.4	5.6	15.5	15.5	9.9	16.9	38.0	28.2	15.5	5.6	4.2

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Table 11 Job Duties Categorized by Department (Industry Total/Offices with Relevant Departments)

									(%)
	Total	Administrative duties	Project planning	Highly specialized duties	Decision-making duties	Routine duties	Supportive role	Other duties	No relevant employment type/no response
Clerical and Planning Department									
Regular employees	100.0	89.8	62.1	41.9	71.3	70.2	42.5	29.5	4.9
Open-ended/Fixed-term part-time workers	100.0	3.5	1.2	2.1	3.2	26.2	32.6	11.8	59.2
Fixed-term employees	100.0	4.6	3.4	4.0	5.0	19.4	17.2	7.8	74.1
Dispatched workers	100.0	1.6	0.6	2.8	1.4	17.1	19.2	5.0	74.2
Development and Technical Department									
Regular employees	100.0	83.1	73.3	77.9	77.3	66.0	45.0	29.6	5.6
Open-ended/Fixed-term part-time workers	100.0	0.8	1.0	2.3	2.1	14.2	19.0	6.5	76.3
Fixed-term employees	100.0	3.5	3.5	8.8	3.5	13.8	12.9	4.4	76.7
Dispatched workers	100.0	0.6	0.4	9.4	2.5	15.2	15.8	3.3	75.0
Field Work Department									
Regular employees	100.0	74.5	38.8	51.9	65.2	69.3	42.3	24.8	10.0
Open-ended/Fixed-term part-time workers	100.0	2.8	1.1	6.3	6.3	40.4	39.1	13.2	47.4
Fixed-term employees	100.0	4.2	1.7	7.0	8.3	30.1	24.5	8.5	63.7
Dispatched workers	100.0	1.1	0.5	1.8	2.2	19.5	17.2	4.8	74.4
Sales and Marketing Department									
Regular employees	100.0	85.2	63.7	42.6	75.8	66.9	39.5	26.3	6.3
Open-ended/Fixed-term part-time workers	100.0	2.8	1.5	1.4	2.8	22.6	24.8	7.8	69.9
Fixed-term employees	100.0	3.7	3.1	2.9	4.5	15.3	13.4	5.9	79.4
Dispatched workers	100.0	0.6	0.4	1.2	1.3	12.4	13.4	2.2	82.5
Other Department									
Regular employees	100.0	62.0	41.7	50.1	53.1	49.0	33.0	38.9	24.2
Open-ended/Fixed-term part-time workers	100.0	4.3	2.8	10.8	5.4	29.6	35.6	24.0	48.2
Fixed-term employees	100.0	4.5	3.9	13.8	7.8	18.1	17.5	13.8	68.3
Dispatched workers	100.0	1.1	0.6	3.2	1.9	13.6	14.5	7.6	79.7

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

**Table 12 Handling of Employment Contract Renewal when the Contract Expires
- by Department (for Companies with Relevant Departments) -**

(%)

	Total	Fixed-Term Part-time Worker				Fixed-Term Employee				
		Will in principle renew the contract	Will renew up to the maximum renewable number of terms	Will in principle not renew the contract	It is hard to say	Will in principle renew the contract	Will renew up to the maximum renewable number of terms	Will in principle not renew the contract	It is hard to say	
Clerical and Planning Department	Industry total	100.0	76.9	12.2	1.0	9.8	65.2	19.7	1.3	13.7
	Manufacturing	100.0	80.9	6.0	1.9	11.2	51.9	25.2	1.4	21.5
	Information and communications	100.0	50.0	29.9	-	20.1	54.5	27.2	-	18.3
	Transport and postal services	100.0	86.9	6.5	-	6.5	84.9	15.1	-	-
	Retail	100.0	96.9	-	-	3.1	94.0	-	-	6.0
	Financing and insurance	100.0	97.0	-	-	3.0	94.2	-	-	5.8
	Accommodations, eating and drinking services	100.0	81.7	-	-	18.3	81.7	-	-	18.3
	Education and learning support	100.0	40.0	44.2	-	15.7	22.0	63.9	4.0	10.1
	Medical, healthcare and welfare	100.0	88.2	3.5	2.4	5.9	76.7	5.0	1.7	16.7
	Services (not elsewhere classified)	100.0	84.1	6.9	-	8.9	75.1	10.9	-	13.9
Development and Technical Department	Industry total	100.0	73.4	11.7	2.1	12.8	62.1	18.4	1.0	18.4
	Manufacturing	100.0	78.7	7.5	2.9	10.9	52.8	20.1	1.9	25.2
	Information and communications	100.0	33.3	33.3	-	33.3	50.0	37.6	-	12.4
	Transport and postal services	100.0	-	-	-	100.0	50.0	50.0	-	-
	Retail	100.0	100.0	-	-	-	100.0	-	-	-
	Financing and insurance	100.0	100.0	-	-	-	50.0	-	-	50.0
	Accommodations, eating and drinking services	100.0	100.0	-	-	-	100.0	-	-	-
	Education and learning support	100.0	33.0	58.3	-	8.7	10.4	79.2	-	10.4
	Medical, healthcare and welfare	100.0	81.8	4.5	4.5	9.1	80.0	5.0	-	15.0
	Services (not elsewhere classified)	100.0	82.0	-	-	18.0	68.5	6.7	-	24.7
Field Work Department	Industry total	100.0	84.2	6.5	0.8	8.5	65.7	18.5	0.9	14.8
	Manufacturing	100.0	83.5	6.1	0.8	9.6	54.3	24.4	2.3	19.0
	Information and communications	100.0	42.9	42.9	-	14.2	44.5	44.5	-	11.0
	Transport and postal services	100.0	86.6	8.9	-	4.5	76.4	23.6	-	-
	Retail	100.0	100.0	-	-	-	100.0	-	-	-
	Financing and insurance	100.0	100.0	-	-	-	50.0	-	-	50.0
	Accommodations, eating and drinking services	100.0	100.0	-	-	-	100.0	-	-	-
	Education and learning support	100.0	74.8	16.5	-	8.7	36.2	36.2	-	27.6
	Medical, healthcare and welfare	100.0	92.1	2.6	1.3	3.9	85.4	4.9	-	9.8
	Services (not elsewhere classified)	100.0	83.0	5.2	-	11.8	69.1	15.5	-	15.5
Sales and Marketing Department	Industry total	100.0	82.5	5.2	1.3	11.0	72.7	12.9	0.8	13.6
	Manufacturing	100.0	77.4	4.3	4.3	13.9	60.9	16.5	-	22.6
	Information and communications	100.0	33.5	50.0	-	16.5	55.7	33.3	-	11.0
	Transport and postal services	100.0	80.4	19.6	-	-	89.1	10.9	-	-
	Retail	100.0	92.4	-	-	7.6	95.8	-	-	4.2
	Financing and insurance	100.0	93.5	-	-	6.5	59.8	-	-	40.2
	Accommodations, eating and drinking services	100.0	89.4	-	-	10.6	83.2	8.4	-	8.4
	Education and learning support	100.0	79.7	13.3	-	7.0	28.4	56.7	-	14.9
	Medical, healthcare and welfare	100.0	88.9	-	5.6	5.6	87.5	-	-	12.5
	Services (not elsewhere classified)	100.0	79.2	-	-	20.8	79.1	8.2	-	12.7
Other Department	Industry total	100.0	77.0	8.0	0.6	14.4	61.3	19.4	1.6	17.7
	Manufacturing	100.0	81.6	7.8	-	10.7	56.8	16.0	-	27.2
	Information and communications	100.0	60.3	19.9	-	19.9	50.0	16.5	-	33.5
	Transport and postal services	100.0	75.3	12.4	-	12.4	75.6	24.4	-	-
	Retail	100.0	100.0	-	-	-	100.0	-	-	-
	Financing and insurance	100.0	100.0	-	-	-	50.0	-	-	50.0
	Accommodations, eating and drinking services	100.0	74.9	-	-	25.1	88.8	-	-	11.2
	Education and learning support	100.0	45.3	35.8	-	19.0	23.8	55.2	5.2	15.7
	Medical, healthcare and welfare	100.0	86.7	1.1	2.2	10.0	79.6	4.1	2.0	14.3
	Services (not elsewhere classified)	100.0	92.1	-	-	7.9	68.2	15.9	-	15.9

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Types" (Establishment Survey) (Implemented in 2010).

Note: The above excludes offices that do not have the relevant employment type and those without a response.

Table 13 Fluctuation Index of Sales and Employment in Most Recent Three Years(Weighted Average of Composition Ratio based on Class Value)

	Sales	Regular employee	Fixed-term part-time worker	Fixed-Term employee	Entrusted employee	Dispatched worker	Outsourcee company employee
Industry Total	94.8	99.9	100.5	102.9	106.4	94.3	100.4
Construction	89.3	96.5	101.6	96.1	110.2	97.8	99.0
Manufacturing	87.4	98.1	97.6	103.0	107.6	88.6	98.9
Consumer related manufacturing	92.5	98.2	98.5	103.4	108.1	93.3	99.7
Materials related manufacturing	87.0	98.5	96.5	105.0	107.6	88.4	102.2
Machinery related manufacturing	82.4	97.6	97.7	101.3	106.6	85.3	94.7
Electricity, gas, heat supply and water	102.6	101.0	95.8	100.0	103.1	100.6	100.0
Information and Communications	87.6	98.3	98.8	99.7	103.4	98.8	99.0
Transport and postal services	91.7	99.7	103.4	99.7	105.3	96.3	98.4
Wholesale	91.5	99.3	93.7	95.2	99.9	93.6	102.5
Retail	95.4	95.8	98.0	101.0	102.9	95.7	110.8
Financing and insurance	96.7	101.8	96.0	108.9	111.0	91.3	107.5
Real estate and goods rental and leasing	110.2	108.4	98.0	95.5	100.8	96.2	100.0
Academic research, specialized and technological service	92.6	104.3	100.0	109.8	111.4	95.5	99.3
Accommodations, eating and drinking services	97.0	100.6	104.1	100.4	108.2	92.3	97.0
Living related service	92.8	98.0	100.0	104.0	102.5	107.5	-
Entertainment	92.9	95.4	96.1	100.0	122.5	100.0	-
Education and learning support	95.5	98.4	105.6	110.8	103.7	104.0	104.1
Medical, healthcare and welfare	108.4	105.4	104.6	102.0	107.1	98.1	103.6
Compound services	93.4	97.5	106.0	101.9	105.8	97.1	100.0
Services industry (not elsewhere classified)	98.0	100.4	98.6	101.4	105.2	97.5	95.6
Other	98.8	99.7	102.3	103.8	108.2	96.9	104.5
No response	89.2	104.8	107.0	107.5	102.4	95.8	101.3

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Formats" (Establishment Survey) (Implemented in 2010).

Note: 1. The above shows the weighted average of each class value using the composition ratio for the survey response ranking the standard index of the most recent business year or July 2010, assuming the sales from 3 years ago and the employment volume of each employment format has an index value of 100. This table shows to which side is the business leaning in terms of an increase/decrease trend. It does not directly indicate the quantitative increase/decrease ratio.

2. "Weighted average based on class value" of sales is calculated with the exclusion of "the office did not exist 3 years ago" and "no response."

3. "Weighted average based on class value" of employment is calculated with the exclusion of "they are not currently in the office, nor were they 3 years ago" and "no relevant type of employment or no response."

Table 14 Index of Future Fluctuation Forecast on Employment of Workers and Number of Employees by Employment Format

	(Points)							
	Regular employee	Open-ended part-time worker	Fixed-term part-time worker	Fixed-term employee	Entrusted employee	Temporary worker	Dispatched worker	Outsourcee company employee
Industry Total	98.9	99.3	99.5	99.7	101.7	98.9	95.7	98.2
Construction	98.2	100.0	96.2	95.6	103.1	102.0	97.4	100.0
Manufacturing	98.4	97.7	98.3	99.0	101.7	99.4	95.2	97.9
Consumer related manufacturing	99.7	97.8	99.8	99.4	100.5	100.0	94.4	97.2
Materials related manufacturing	98.7	96.6	95.3	100.4	103.3	100.0	95.9	98.9
Machinery related manufacturing	96.8	98.1	99.2	97.8	101.0	98.6	95.2	97.4
Electricity, gas, heat supply and water	98.8	100.0	100.0	98.0	102.8	100.0	96.7	100.0
Information and Communications	99.1	100.0	97.3	101.1	98.2	90.0	96.1	100.8
Transport and postal services	97.9	100.8	101.5	102.6	102.8	100.0	96.0	96.3
Wholesale	98.4	99.4	97.4	96.3	100.5	100.0	94.8	96.3
Retail	96.4	96.1	98.9	99.3	100.3	92.9	94.6	101.7
Financing and insurance	98.7	98.5	97.0	103.0	100.3	96.0	92.1	100.0
Real estate and goods rental and leasing	105.0	-	104.0	102.5	100.0	-	100.0	100.0
Academic research, specialized and technological services	97.0	100.0	98.4	98.0	105.4	100.0	96.0	91.4
Accommodations, eating and drinking services	99.5	100.0	101.4	99.4	103.5	100.0	93.8	100.0
Living related services	97.8	100.0	100.0	98.0	90.0	100.0	95.0	-
Entertainment	97.1	100.0	104.5	100.0	105.0	-	100.0	-
Education and learning support	97.2	97.8	100.7	100.5	102.2	98.5	96.2	101.4
Medical, healthcare and welfare	102.7	101.9	101.2	101.3	101.9	98.7	96.3	98.3
Compound services	96.7	97.6	100.6	99.4	103.6	96.6	99.0	90.0
Services industry (not elsewhere classified)	98.8	97.2	98.7	99.6	101.3	99.5	94.3	94.4
Other	97.9	104.1	101.3	99.2	100.4	98.0	99.1	98.6
No response	102.5	110.0	105.0	102.5	102.8	100.0	100.0	102.5

Source: JILPT's "Survey on the Current Conditions of Employment of Workers with Diverse Employment Formats" (Establishment Survey) (Implemented in 2010).

Note: The above reflects the weighted averages of the composition ratio for the "estimation index," which is set at 120 for "increases quite a bit," 110 for "increases somewhat," 100 for "stays roughly the same," 90 for "decreases somewhat," and 80 for "decreases quite a bit," excluding "not currently nor in the future" and "no response." Therefore, there is no tendency for an increase or decrease beyond the extent of those shown above.