



Main Labor Economic Indicators

February 28, 2020

General Economy

National Accounts	1
Industrial Productions,Shipments and Inventories	2
Foreign Trade and International Balance of Payments	3
Business Operation and Labor's Share	4
Business Conditions	5
Productivity and Wage Cost	6
Prices	7
Consumer Price Index of Selected Countries	8
Other Economic Indicators	9

Population,Employment and Unemployment

Population and Labor Force	10
Employed and Employees	11
Employees by Type of Employment	12
Employment Index for Regular Employees	13
Employees of Selected Countries	14
Unemployment and Employment Insurance	15
Unemployment Rate of Selected Countries	16
Job openings-to-applicants ratio	17
Job Openings, Job Applications and Placements	18
Active job openings-to-applicants ratio by prefecture	19
New job openings-to-applicants ratio by prefecture	20
Employment Condition	21
Employment Adjustment	22

Wages

Average Monthly Cash Earnings of Regular Employees	23
Earnings of Selected Countries	24
Starting Monthly Salary for New Graduates	25
Springtime Wage Increase	26
Bonuses	27

Working Hours

Total Hours Worked and Scheduled Hours Worked	28
Non-scheduled Hours Worked	29

Industrial Injuries

Industrial Injuries	30
---------------------	----

Salary worker's Living Conditions

Family Income and Expenditure – Income	31
Family Income and Expenditure - Consumption Expenditures	32
Ratio of Income Tax and Social Security Contributions to National Income	33

Trade Union,Industrial Relations

Industrial Relations	34
Trade Union Density Rate of Selected Countries	35

(Signs) S.A. : Seasonally adjusted

p : Preliminary figure r : Revised figure

CAO : Cabinet Office

MIC : Ministry of Internal Affairs and Communications

MOF : Ministry of Finance

MHLW : Ministry of Health, Labour and Welfare

METI : Ministry of Economy, Trade and Industry

MLIT : Ministry of Land, Infrastructure and Transport

BOJ : The Bank of Japan

TSR : Tokyo Shoko Research.Ltd.

National Accounts

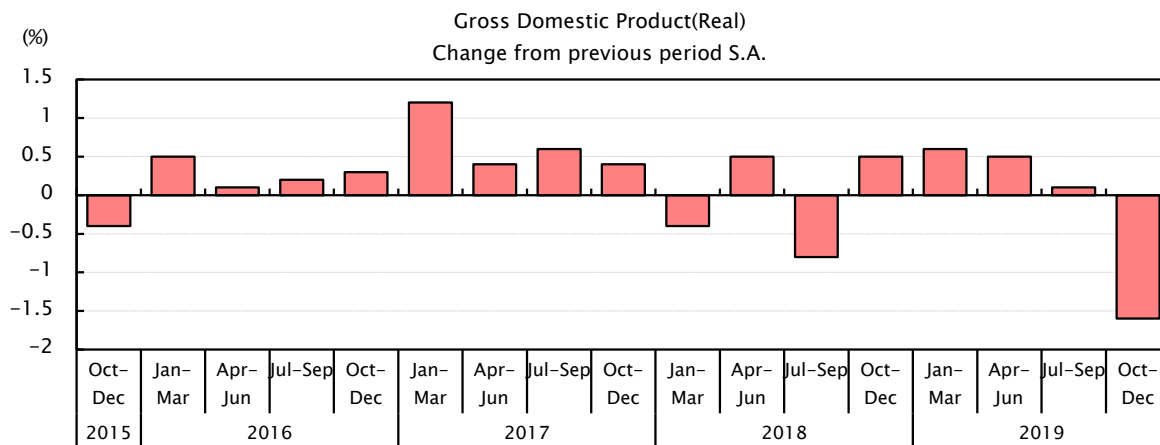
Fiscal year	Gross Domestic Product			Compensation of employees	
	Nominal	Change from previous period S.A.	Real	(nominal)	Per capita
			Change from previous period S.A.	Annual percent change	Annual percent change
	¥billion	%	%	%	%
2013	507,255.2	2.6	2.6	0.9	-0.2
2014	518,235.2	2.2	-0.4	1.9	1.0
2015	532,786.0	2.8	1.3	1.5	0.5
2016	536,850.8	0.8	0.9	2.4	1.0
2017	547,586.0	2.0	1.9	1.9	0.4
2018	548,366.6	0.1	0.3	3.0	1.2
2015 Oct-Dec	137,883.2	-0.2	-0.4	1.7	0.7
2016 Jan-Mar	133,195.4	0.7	0.5	2.7	1.1
Apr-Jun	132,294.8	-0.2	0.1	2.6	1.0
Jul-Sep	130,701.6	0.2	0.2	2.7	1.2
Oct-Dec	139,345.4	0.3	0.3	2.8	1.1
2017 Jan-Mar	134,509.0	0.8	1.2	1.5	0.5
Apr-Jun	134,461.1	0.4	0.4	1.7	0.5
Jul-Sep	134,034.1	1.1	0.6	1.8	0.3
Oct-Dec	142,893.2	0.3	0.4	1.6	0.5
2018 Jan-Mar	136,197.6	-0.5	-0.4	2.6	0.5
Apr-Jun	136,033.5	0.2	0.5	4.0	1.7
Jul-Sep	133,231.4	-0.6	-0.8	2.9	1.0
Oct-Dec	141,662.9	0.1	0.5	3.3	1.3
2019 Jan-Mar	137,438.7	1.2	0.6	1.7	0.4
Apr-Jun	137,773.7	0.5	0.5	2.3	1.3
Jul-Sep	136,336.6	0.5	0.1	1.6	0.5
Oct-Dec	142,914.0	-1.2	-1.6	1.7	0.6
Source	CAO "SNA(National Accounts of Japan)"			CAO "SNA" MIC "Labour Force Survey"	

NOTES: Benchmark year = 2011

Compensation of employees per capita = Compensation of employees / Number of employees.

Data of number of employees from April 2012 through December 2016 are the compatible time-series data adjusted to the 2015-base benchmark revision.

Quarterly Estimates of GDP: Oct. - Dec. 2019 (The 1st Preliminary Estimates)

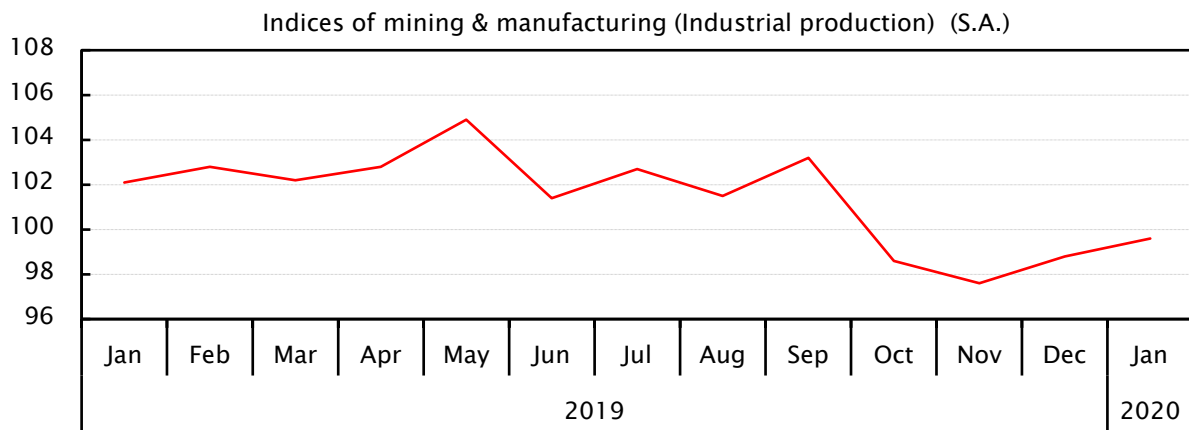


Source: CAO "SNA"

Industrial Productions, Shipments and Inventories

		Indices of mining & manufacturing				
		Industrial Production		Shipment	Inventory	Inventory Ratio
		S.A.	Change from previous Year			
			%	S.A.	S.A.	S.A.
Calendar year			%			
	2014	101.2	2.0	101.4	100.3	97.2
	2015	100.0	-1.2	100.0	98.0	100.0
	2016	100.0	0.0	99.7	94.9	101.0
	2017	103.1	3.1	102.2	98.8	100.6
	2018	104.2	1.1	103.0	100.5	104.6
	2019	101.2	-2.9	100.3	101.8	109.6
2019	Jan	102.1	-2.5	100.6	102.0	105.0
	Feb	102.8	0.7	102.2	102.4	105.5
	Mar	102.2	-0.6	100.9	103.8	107.2
	Apr	102.8	0.6	102.7	103.8	104.6
	May	104.9	2.0	104.0	104.3	106.4
	Jun	101.4	-3.3	99.8	104.7	109.8
	Jul	102.7	1.3	102.5	104.5	107.5
	Aug	101.5	-1.2	101.2	104.4	110.5
	Sep	103.2	1.7	102.7	102.9	108.4
	Oct	98.6	-4.5	98.1	104.2	113.4
	Nov	97.6	-1.0	96.4	103.3	115.9
	Dec	98.8	1.2	96.7	104.2	116.8
2020	Jan	p 99.6	p 0.8	p 96.9	p 105.8	p 115.0
	Feb		(5.3)			
	Mar		(-6.9)			
Source		METI "Indices of Industrial Production"				

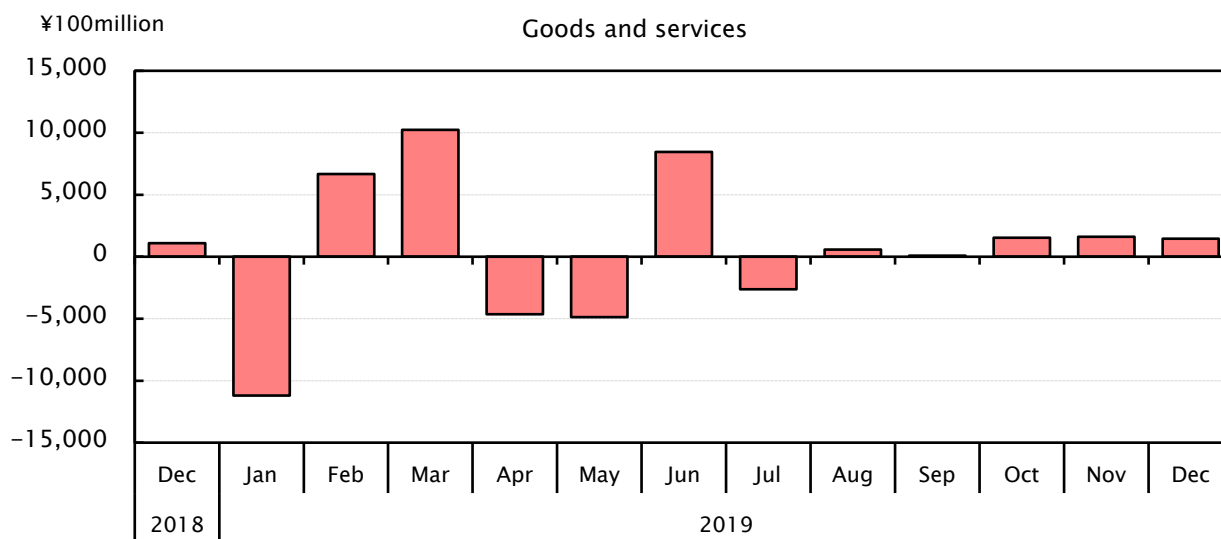
NOTES: () Forecast on manufacturing, 2015=100.



Source: METI "Indices of Industrial Production"

Foreign Trade and International Balance of Payments

		Values of foreign trade		International balance of payments	
		Exports	Imports	Current account	Goods and services
Calendar year		¥100million	¥100million	¥100million	¥100million
	2014	730,930	859,091	39,215	-134,988
	2015	756,139	784,055	165,194	-28,169
	2016	700,358	660,420	213,910	43,888
	2017	782,865	753,792	226,067	42,206
	2018	814,788	827,033	192,222	3,919
	2019	769,275	p 785,757	p 200,597	p 7,294
2018	Dec	70,218	70,775	4,644	1,099
2019	Jan	55,747	69,924	5,743	-11,197
	Feb	63,849	60,534	25,928	6,670
	Mar	72,020	66,793	27,871	10,229
	Apr	66,589	66,054	16,626	-4,635
	May	58,353	68,055	16,501	-4,883
	Jun	65,858	59,983	12,549	8,456
	Jul	66,434	68,957	r 20,284	r -2,624
	Aug	61,412	62,869	r 21,517	r 584
	Sep	63,683	64,966	r 15,802	r 92
	Oct	65,771	65,642	p 18,168	p 1,545
	Nov	63,790	r 64,665	p 14,368	p 1,605
	Dec	65,768	p 67,314	p 5,240	p 1,452
2020	Jan	54,312	p 67,444		
Source		MOF "Trade Statistics"		MOF ,BOJ "Balance of Payments"	



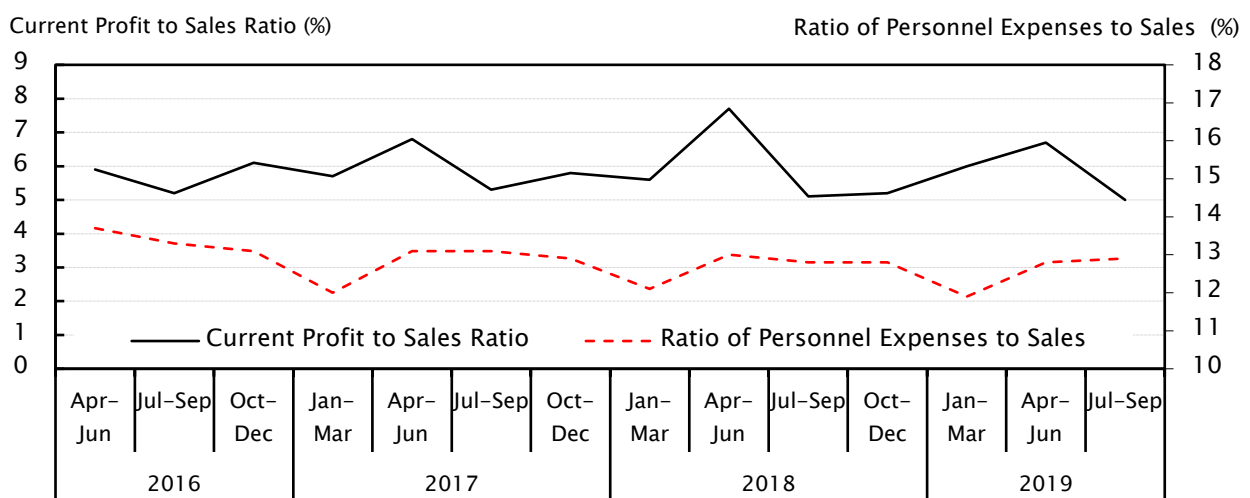
Source: MOF, BOJ "Balance of Payments"

Business Operation and Labor's Share

		Total Sales	Current Profit to Sales Ratio	Ratio of Personnel Expenses to Sales	Labor's Share
		Annual percent change			
Fiscal year		%	%	%	%
2013		2.5	4.2	13.6	68.4
2014		2.7	4.5	13.5	68.7
2015		-1.1	4.8	13.8	67.9
2016		1.7	5.2	13.9	69.1
2017		6.1	5.4	13.4	68.9
2018		-0.6	5.5	13.6	70.4
<hr/>					
2016	Apr-Jun	-3.5	5.9	13.7	72.2
	Jul-Sep	-1.5	5.2	13.3	68.4
	Oct-Dec	2.0	6.1	13.1	75.2
<hr style="border-top: 1px dashed red;"/>					
2017	Jan-Mar	5.6	5.7	12.0	60.3
	Apr-Jun	6.7	6.8	13.1	71.7
	Jul-Sep	4.8	5.3	13.1	67.4
	Oct-Dec	5.9	5.8	12.9	74.3
<hr style="border-top: 1px dashed red;"/>					
2018	Jan-Mar	3.2	5.6	12.1	61.7
	Apr-Jun	5.1	7.7	13.0	73.1
	Jul-Sep	6.0	5.1	12.8	69.4
	Oct-Dec	3.7	5.2	12.8	77.7
<hr style="border-top: 1px dashed red;"/>					
2019	Jan-Mar	3.0	6.0	11.9	61.0
	Apr-Jun	0.4	6.7	12.8	-
	Jul-Sep	-2.6	5.0	12.9	-
<hr/>					
Source	MOF "Financial Statements Statistics of Corporations by Industry"				CAO "SNA"

NOTES : Labor's share = Compensation of employees / National income at factor cost × 100

Current Profit to Sales Ratio, Ratio of personnel expenses to sales

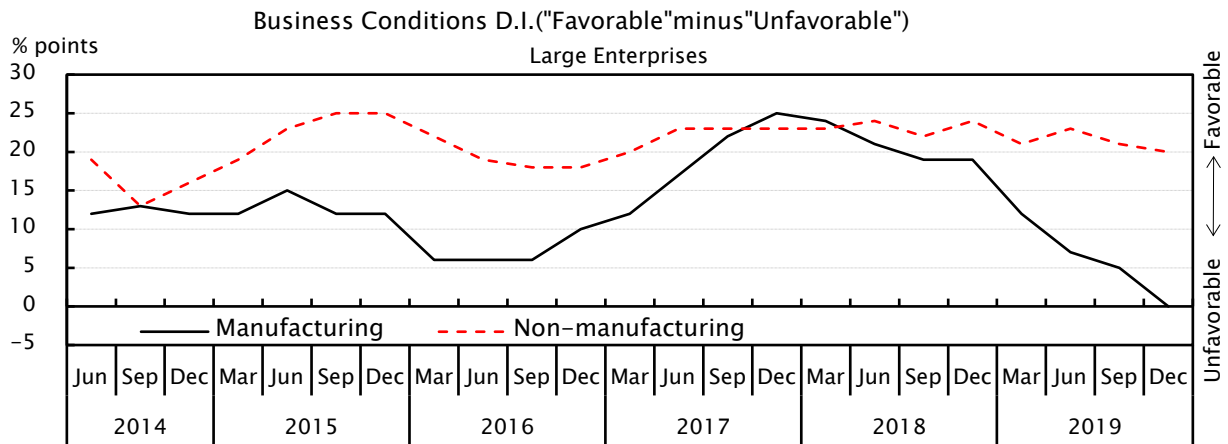


Source: MOF "Financial Statements Statistics of Corporations by Industry"

Business Conditions

		Large Enterprises				
		Business Conditions D.I.		Sales		Ratio of Current Profit to Sales
		Manufacturing	Non-manufacturing	Manufacturing	Non-manufacturing	All industries
		%Points	%Points	%	%	%
2014	Jun	12	19	2.2	2.6	5.91
	Sep	13	13			
	Dec	12	16	0.5	-1.5	5.61
2015	Mar	12	19			
	Jun	15	23	0.1	-1.4	6.95
	Sep	12	25			
2016	Dec	12	25	-4.5	-4.2	5.22
	Mar	6	22			
	Jun	6	19	-6.1	-6.9	6.42
2017	Sep	6	18			
	Dec	10	18	0.2	-0.6	6.51
	Mar	12	20			
2018	Jun	17	23	5.9	5.9	8.33
	Sep	22	23			
	Dec	25	23	5.4	6.0	6.62
2019	Mar	24	23			
	Jun	21	24	4.2	3.0	8.29
	Sep	19	22			
2020	Dec	19	24	1.6	1.0	6.24
	Mar	12	21			
	Jun	7	23	(-1.2)	(-0.2)	7.60
	Sep	5	21			
	Dec	0	20	(2.0)	(-0.4)	(5.69)
Source		BOJ "TANKAN"				

NOTES: D.I. <"Favorable" minus "Unfavorable"> () Forecast
 Large Enterprises = Capital 1 billion yen and more.



Source: BOJ "TANKAN"

Productivity and Wage Cost

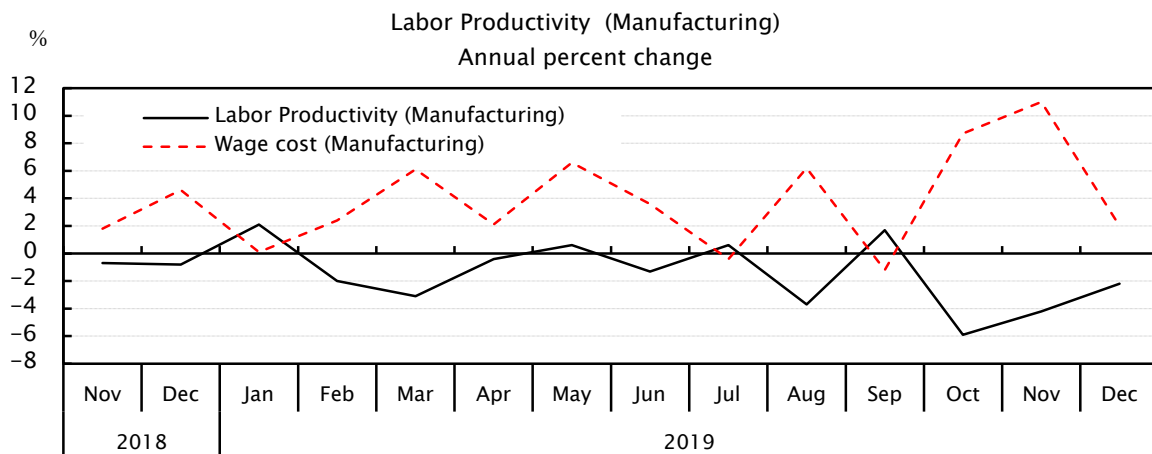
	Labor Productivity (Manufacturing)		Wage cost (Manufacturing)
	Indices (2015=100)	Annual percent change	Annual percent change
Calendar year			%
2014	101.7	2.2	-1.0
2015	100.0	-1.7	1.9
2016	99.8	-0.2	1.1
2017	101.8	2.0	-0.9
2018	102.5	0.7	1.1
2019	100.8	-1.7	3.8
2018 Nov	100.1	-0.7	1.8
2018 Dec	101.5	-0.8	4.6
2019 Jan	107.3	2.1	0.1
2019 Feb	98.2	-2.0	2.4
2019 Mar	110.7	-3.1	6.1
2019 Apr	95.7	-0.4	2.1
2019 May	103.4	0.6	6.6
2019 Jun	97.2	-1.3	3.6
2019 Jul	102.1	0.6	-0.4
2019 Aug	97.6	-3.7	6.2
2019 Sep	104.6	1.7	-1.2
2019 Oct	99.6	-5.9	8.7
2019 Nov	95.9	-4.2	11.0
2019 Dec	99.3	-2.2	2.0
Source	MHLW "Monthly Labour Survey" METI "Indices of Industrial Production"		

NOTES : Calculated by JILPT

Labor productivity indices = [(indices of industrial production(manufacturing) / 100) / {(regular employment indices / 100) * (total hours worked indices / 100)}] * 100

Wage cost = [{(indices of nominal wage / 100) * (regular employment indices / 100)} / (indices of industrial production(manufacturing) / 100)] * 100

Regular employment indices, indices of nominal wage and total hours worked indices : manufacturing, 5 employees or more.



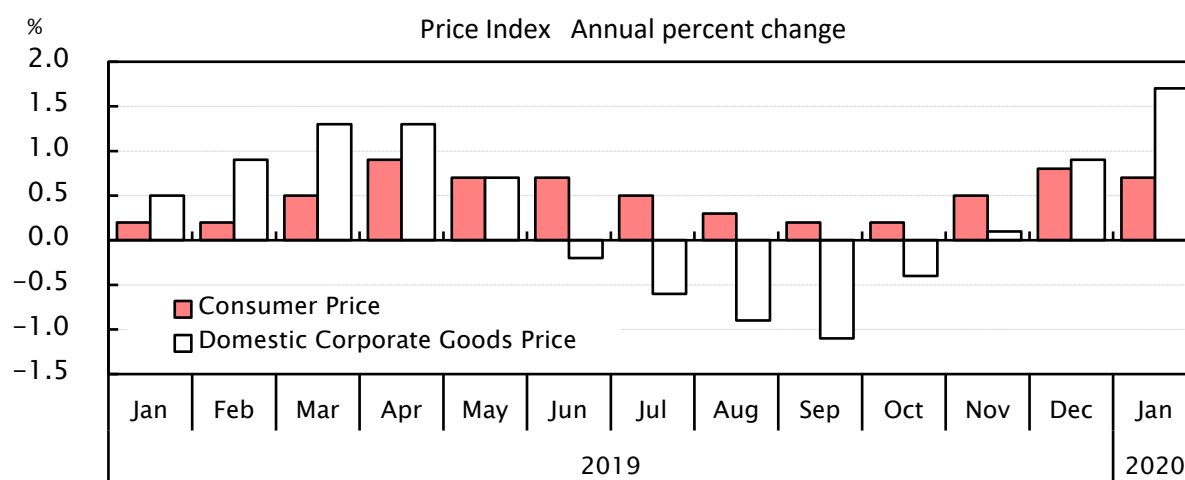
Source: MHLW "Monthly Labour Survey", METI "Indices of Industrial Production"

Prices

	Consumer Price					Domestic Corporate Goods Price	
	All items		All items, less fresh food	All items, less fresh food and energy			
	Index	Annual change	Annual change	Annual change	Index	Annual change	
Calendar year		%	%	%		%	
2014	99.2	2.7	2.6	2.2	102.4	3.2	
2015	100.0	0.8	0.5	1.4	100.0	-2.3	
2016	99.9	-0.1	-0.3	0.6	96.5	-3.5	
2017	100.4	0.5	0.5	0.1	98.7	2.3	
2018	101.3	1.0	0.9	0.4	101.3	2.6	
2019	101.8	0.5	0.6	0.6	101.5	0.2	
2019	Jan	101.5	0.2	0.8	0.4	100.8	0.5
	Feb	101.5	0.2	0.7	0.4	101.2	0.9
	Mar	101.5	0.5	0.8	0.4	101.5	1.3
	Apr	101.8	0.9	0.9	0.6	101.9	1.3
	May	101.8	0.7	0.8	0.5	101.8	0.7
	Jun	101.6	0.7	0.6	0.5	101.2	-0.2
	Jul	101.6	0.5	0.6	0.6	101.2	-0.6
	Aug	101.8	0.3	0.5	0.6	100.9	-0.9
	Sep	101.9	0.2	0.3	0.5	100.9	-1.1
	Oct	102.2	0.2	0.4	0.7	102.0	-0.4
	Nov	102.3	0.5	0.5	0.8	102.2	0.1
	Dec	102.3	0.8	0.7	0.9	r 102.3	r 0.9
2020	Jan	102.2	0.7	0.8	0.8	p 102.5	p 1.7
	Feb	[101.8]	[0.4]	[0.5]	[0.7]		
Source	MIC "Consumer Price Index"					BOJ "Corporate Goods Price Index"	

NOTES : 2015=100

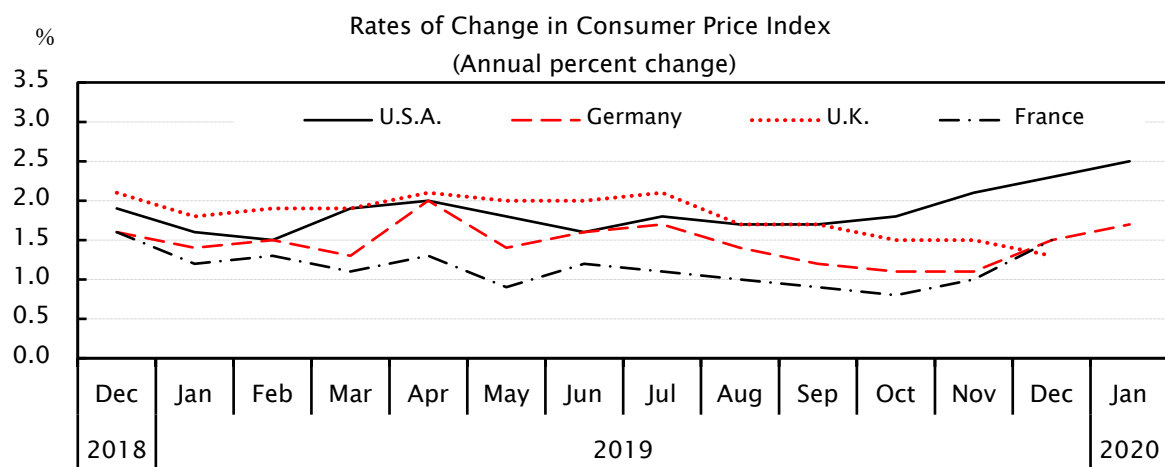
Figures in brackets show Ku-area of Tokyo(preliminary).



Source: MIC "Consumer Price Index", BOJ "Corporate Goods Price Index"

Consumer Price Index of Selected Countries

		Rates of Change in Consumer Price Index			
		U.S.A.	Germany	U.K.	France
		Annual change	Annual change	Annual change	Annual change
Calendar year		%	%	%	%
2014		1.6	0.9	1.5	0.5
2015		0.1	0.3	0.0	0.0
2016		1.3	0.5	0.7	0.2
2017		2.1	1.5	2.7	1.0
2018		2.4	1.8	2.5	1.8
2019		1.8	1.4	1.8	1.1
2018	Dec	1.9	1.6	2.1	1.6
2019	Jan	1.6	1.4	1.8	1.2
	Feb	1.5	1.5	1.9	1.3
	Mar	1.9	1.3	1.9	1.1
	Apr	2.0	2.0	2.1	1.3
	May	1.8	1.4	2.0	0.9
	Jun	1.6	1.6	2.0	1.2
	Jul	1.8	1.7	2.1	1.1
	Aug	1.7	1.4	1.7	1.0
	Sep	1.7	1.2	1.7	0.9
	Oct	1.8	1.1	1.5	0.8
	Nov	2.1	1.1	1.5	1.0
	Dec	2.3	1.5	1.3	1.5
2020	Jan	2.5	1.7		
Source	MIC "Consumer Price Index (Monthly Report Reference Table) "				



Source: MIC "Consumer Price Index"

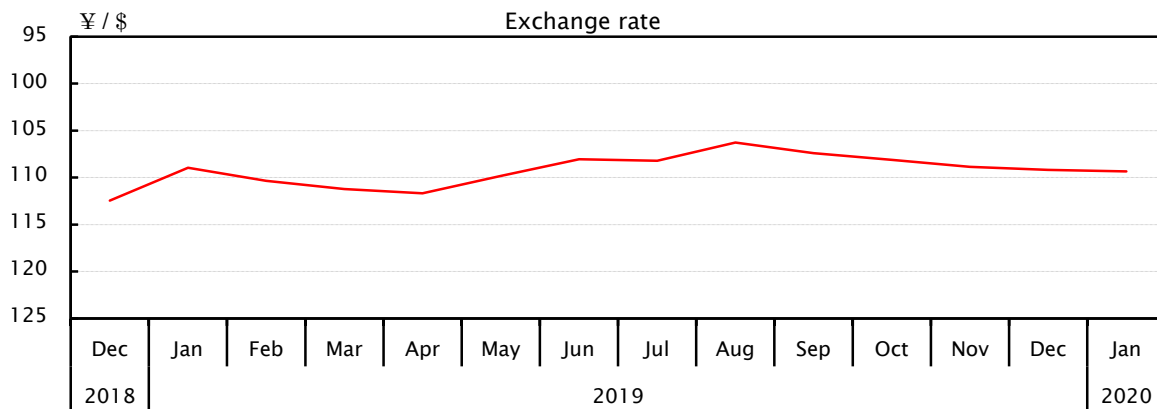
Other Economic Indicators

	Machinery Orders 1)	New housing construction started	Bankruptcy	Average contracted interest rate on loans & discounts	Exchange rate 2)
	Change from previous period S.A.	Change from previous period S.A.	Annual percent change		
Calendar year	%	%	%	% / year	¥ / \$
2014	4.0	-9.0	-10.35	1.180	105.85
2015	4.1	1.9	-9.44	1.110	121.03
2016	1.7	6.4	-4.15	0.998	108.84
2017	-1.1	-0.3	-0.48	0.946	112.16
2018	3.6	-2.3	-2.02	0.901	110.39
2019	-0.7	-4.0	1.79	0.861	109.01
2018 Dec	-0.3	1.1	-10.63	0.901	112.45
2019 Jan	-5.4	-5.9	4.88	0.900	108.95
Feb	1.8	6.9	-4.53	0.898	110.36
Mar	3.8	3.5	-16.09	0.891	111.21
Apr	5.2	-6.4	-0.76	0.888	111.66
May	-7.8	-2.0	-9.38	0.886	109.83
Jun	13.9	0.7	6.37	0.882	108.06
Jul	-6.6	-1.6	14.24	0.879	108.22
Aug	-2.4	0.0	-2.30	0.877	106.27
Sep	-2.9	-0.6	13.04	0.871	107.41
Oct	-6.0	-0.8	6.84	0.871	108.12
Nov	18.0	-5.3	1.39	0.868	108.86
Dec	-12.5	0.5	13.18	0.861	109.18
2020 Jan		-4.6	16.06		109.34
Source	CAO "Machinery Orders"	MLIT "Monthly Economic Construction Statistics"	TSR "Business Failure Report"	BOJ "Average Contracted Interest Rates on Loans and Discounts "	BOJ "Foreign Exchange Rates"

NOTES : 1) Private sector (exc. volatile orders for ships and those from electric power companies)

2) Outstanding Loans and Bills Discounted, Total, Domestically Licensed Banks

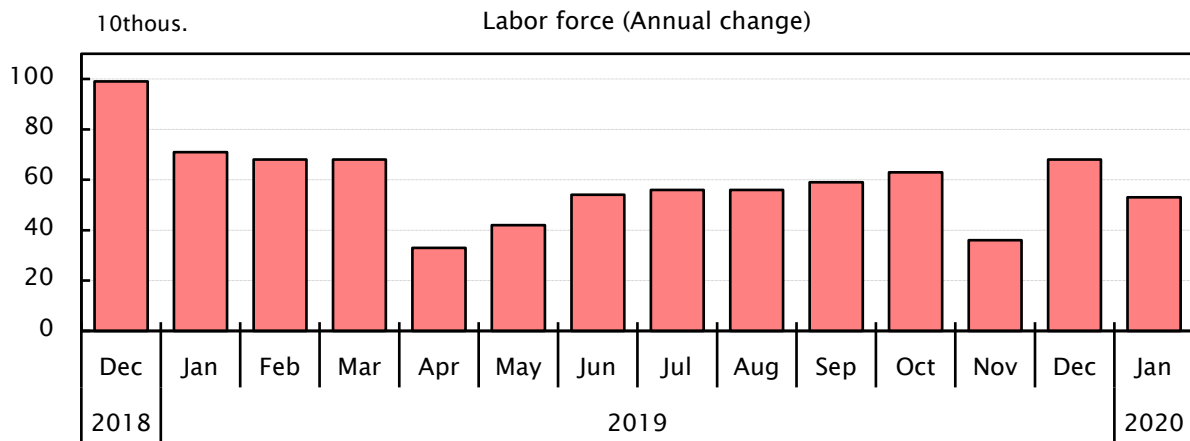
3) US.Dollar/Yen Central Rate, Average in the Month, Tokyo Market



Source: BOJ "Foreign Exchange Rates"

Population and Labor Force

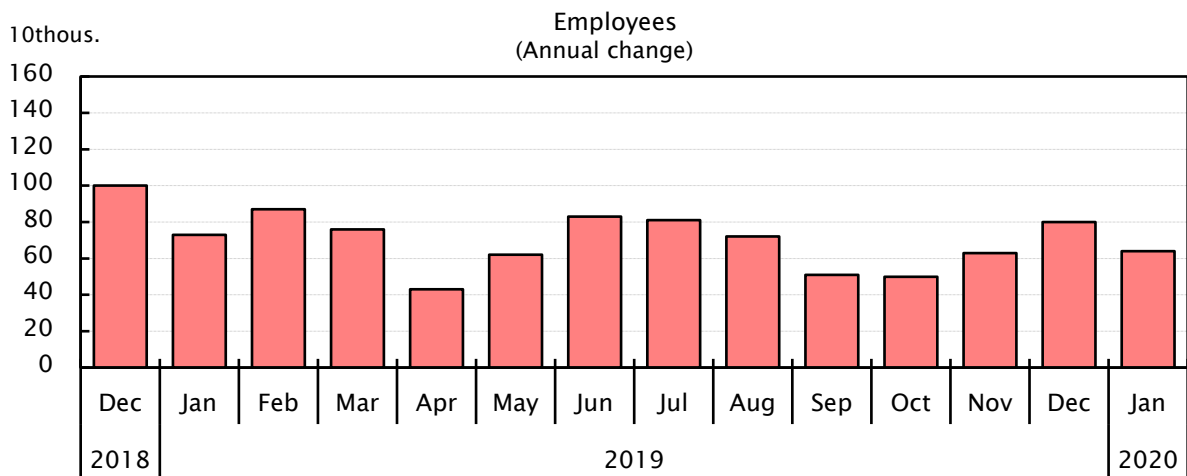
Calendar year	Population of 15 years old and over	Labor force		Labor force participation rate	
			Annual change		Annual change
	10thous.	10thous.	10thous.	%	point
2014	11,109	6,609	16	59.4	0.1
2015	11,110	6,625	16	59.6	0.2
2016	11,111	6,673	48	60.0	0.4
2017	11,108	6,720	47	60.5	0.5
2018	11,101	6,830	110	61.5	1.0
2019	11,092	6,886	56	62.1	0.6
2018 Dec	11,093	6,815	99	61.4	0.9
2019 Jan	11,097	6,793	71	61.2	0.7
Feb	11,088	6,812	68	61.4	0.6
Mar	11,090	6,861	68	61.9	0.7
Apr	11,089	6,884	33	62.1	0.4
May	11,093	6,898	42	62.2	0.5
Jun	11,093	6,909	54	62.3	0.6
Jul	11,096	6,888	56	62.1	0.6
Aug	11,091	6,908	56	62.3	0.6
Sep	11,092	6,936	59	62.5	0.6
Oct	11,097	6,951	63	62.6	0.6
Nov	11,097	6,913	36	62.3	0.4
2018 Dec	11,085	6,883	68	62.1	0.7
2020 Jan	11,086	6,846	53	61.8	0.6
Source	MIC "Labour Force Survey"				



Source: MIC "Labour Force Survey"

Employed and Employees

	Employed		Employees		
			Annual change	Women	
	Annual change	Non-agricultural industries		Weekly Hours of Work: 1 ~ 34hours	
Calendar year	10thous.	10thous.	10thous.	10thous.	10thous.
2014	6,371	45	5,613	46	1,111
2015	6,401	30	5,663	50	1,110
2016	6,465	64	5,750	87	1,147
2017	6,530	65	5,819	69	1,123
2018	6,664	134	5,936	117	1,231
2019	6,724	60	6,004	68	1,243
2018 Dec	6,656	114	5,963	100	1,553
2019 Jan	6,628	66	5,953	73	1,289
Feb	6,656	78	5,962	87	1,216
Mar	6,687	67	5,948	76	1,191
Apr	6,708	37	5,959	43	1,618
May	6,732	34	5,993	62	1,184
Jun	6,747	60	6,023	83	1,168
Jul	6,731	71	6,034	81	1,172
Aug	6,751	69	6,025	72	1,197
Sep	6,768	53	6,017	51	1,232
Oct	6,787	62	6,046	50	1,229
Nov	6,762	53	6,046	63	1,311
Dec	6,737	81	6,043	80	1,231
2020 Jan	6,687	59	6,017	64	1,209
Source	MIC "Labour Force Survey"				



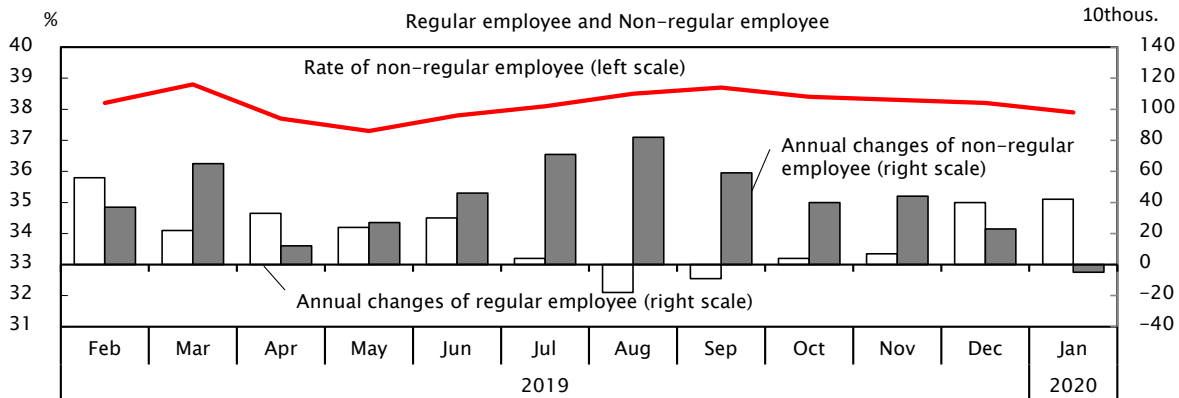
Source: MIC "Labour Force Survey"

Employees by Type of Employment

		Employee, excl. executive of company or corporation	Regular employee	Non-regular employee	Part-time worker	Arbeit (temporary worker)	Dispatched worker from temporary labour agency	Contract employee	Entrusted employee	Other
		10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.
2019	Feb	5,643	3,486	2,157	1052	452	141	302	122	88
	Mar	5,616	3,439	2,176	1073	455	146	309	117	77
	Apr	5,616	3,500	2,116	1041	439	137	292	124	84
	May	5,641	3,535	2,106	1023	452	132	286	125	88
	Jun	5,679	3,531	2,148	1041	463	142	291	129	82
	Jul	5,699	3,526	2,174	1046	473	141	296	131	87
	Aug	5,688	3,497	2,190	1048	473	140	316	128	84
	Sep	5,683	3,481	2,202	1063	482	146	307	126	78
	Oct	5,721	3,526	2,196	1063	483	145	287	132	87
	Nov	5,712	3,526	2,186	1045	498	147	277	124	95
	Dec	5,698	3,518	2,179	1048	504	140	268	121	98
	2020	Jan	5,665	3,516	2,149	1032	487	142	277	123
Annual Change		10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.
2019	Feb	92	56	37	26	2	-4	-2	5	10
	Mar	88	22	65	21	15	16	13	4	-3
	Apr	44	33	12	-5	10	3	0	2	4
	May	51	24	27	0	24	-4	-1	-1	8
	Jun	76	30	46	9	22	6	-2	10	1
	Jul	73	4	71	17	21	7	0	14	11
	Aug	66	-18	82	22	15	7	24	7	6
	Sep	49	-9	59	16	21	11	10	2	0
	Oct	43	4	40	6	4	15	-3	8	11
	Nov	51	7	44	4	15	11	-2	4	11
	Dec	64	40	23	18	19	1	-21	0	5
	2020	Jan	37	42	-5	12	1	2	-22	3
Rates		%	%	%	%	%	%	%	%	%
2019	Feb	-	61.8	38.2	18.6	8.0	2.5	5.4	2.2	1.6
	Mar	-	61.2	38.8	19.1	8.1	2.6	5.5	2.1	1.4
	Apr	-	62.3	37.7	18.5	7.8	2.4	5.2	2.2	1.5
	May	-	62.7	37.3	18.1	8.0	2.3	5.1	2.2	1.6
	Jun	-	62.2	37.8	18.3	8.2	2.5	5.1	2.3	1.4
	Jul	-	61.9	38.1	18.4	8.3	2.5	5.2	2.3	1.5
	Aug	-	61.5	38.5	18.4	8.3	2.5	5.6	2.3	1.5
	Sep	-	61.3	38.7	18.7	8.5	2.6	5.4	2.2	1.4
	Oct	-	61.6	38.4	18.6	8.4	2.5	5.0	2.3	1.5
	Nov	-	61.7	38.3	18.3	8.7	2.6	4.8	2.2	1.7
	Dec	-	61.8	38.2	18.4	8.8	2.5	4.7	2.1	1.7
	2020	Jan	-	62.1	37.9	18.2	8.6	2.5	4.9	2.2

Source MIC "Labour Force Survey"

NOTES: Rates are to the totals of "Regular employee" and "Non-regular employee".

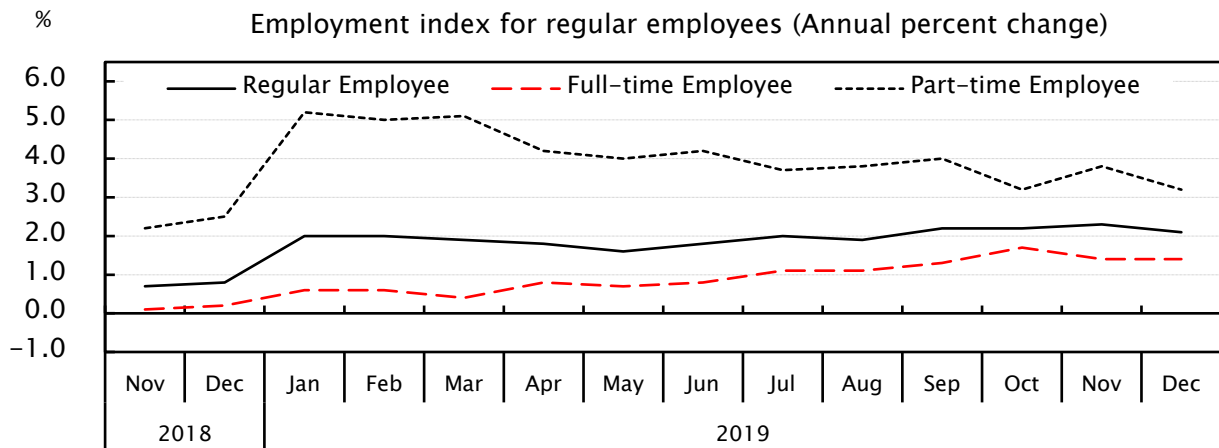


Source: MIC "Labour Force Survey"

Employment Index for Regular Employees

		Employment Index for Regular Employees(Annual percent change)			
		Regular Employee		Full-time Employee	Part-time Employee
		Manufacturing			
Calendar year	%	%	%	%	
2014	1.2	-0.8	0.8	2.3	
2015	2.1	0.4	1.0	4.5	
2016	2.1	0.4	1.8	2.7	
2017	2.5	0.7	2.5	2.7	
2018	1.1	0.4	0.6	2.4	
2019	r 2.0	r 1.1	r 1.0	r 4.2	
2018	Nov	0.7	0.4	0.1	2.2
	Dec	0.8	0.6	0.2	2.5
2019	Jan	2.0	1.3	0.6	5.2
	Feb	2.0	1.4	0.6	5.0
	Mar	1.9	1.1	0.4	5.1
	Apr	1.8	1.2	0.8	4.2
	May	1.6	1.1	0.7	4.0
	Jun	1.8	1.1	0.8	4.2
	Jul	2.0	1.0	1.1	3.7
	Aug	1.9	1.0	1.1	3.8
	Sep	2.2	0.8	1.3	4.0
	Oct	2.2	0.8	1.7	3.2
	Nov	2.3	0.8	1.4	3.8
	Dec	r 2.1	r 0.6	r 1.4	r 3.2
Source	MHLW "Monthly Labour Survey"				

NOTES 5 or more regular employees.

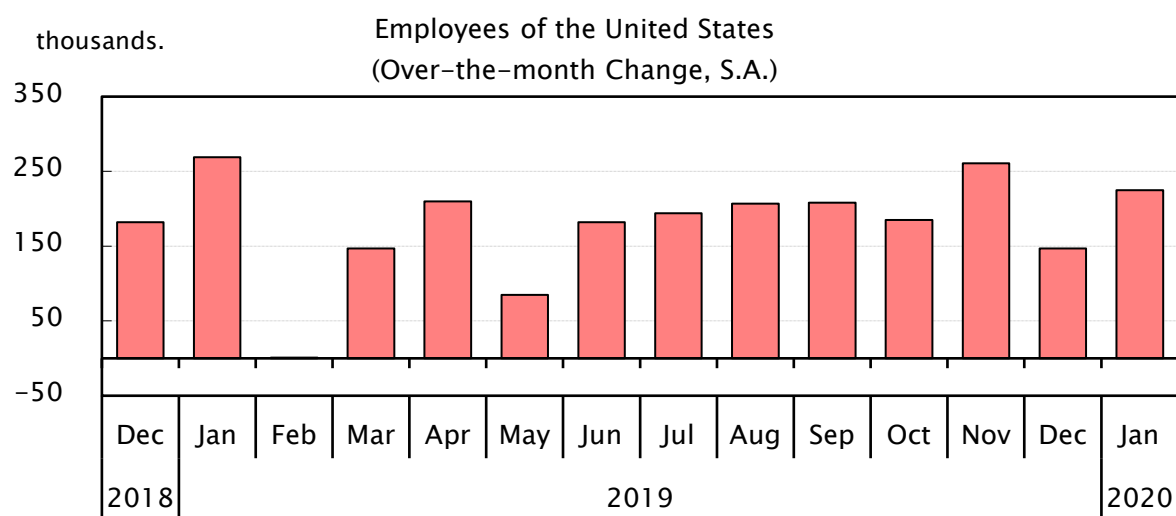


Employees of Selected Countries

		Employees				
		S.A.	U.S.A.	Germany	U.K.	France
			Over-the-month change			
Calendar year		thous.	thous.	thous.	thous.	thous.
2014		138,940	2,576	34,960	25,251	23,163
2015		141,825	2,885	35,292	25,775	23,191
2016		144,336	2,511	36,320	26,012	23,256
2017		146,608	2,272	36,705	26,339	23,541
2018		148,908	2,300	36,986	26,710	23,734
2019		p 150,940	p 2,032			
2018	Dec	149,865	182			
2019	Jan	150,134	269	37,300	26,857	23,738
	Feb	150,135	1			
	Mar	150,282	147			
	Apr	150,492	210	37,290	26,767	23,526
	May	150,577	85			
	Jun	150,759	182			
	Jul	150,953	194	37,046	26,720	23,698
	Aug	151,160	207			
	Sep	151,368	208			
	Oct	151,553	185	37,586	26,792	23,640
	Nov	151,814	261			
	Dec	p 151,961	p 147			
2020	Jan	p 152,186	p 225			
Source	U.S.A. Bureau of Labor Statistics "The Employment Situation" Germany, U.K., France "Eurostat Database(Eurostat)"					

NOTES : U.S.A : Total nonfarm, seasonally adjusted

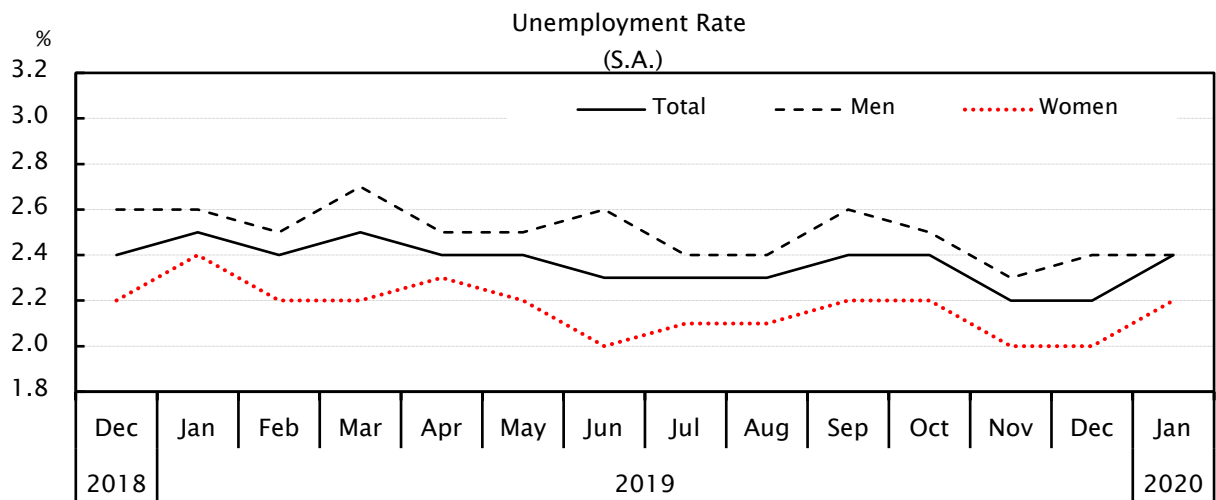
Germany, U.K., France : The figure for the quarter, from 15 to 64 years



Source: Bureau of Labor Statistics "The Employment Situation"

Unemployment and Employment Insurance

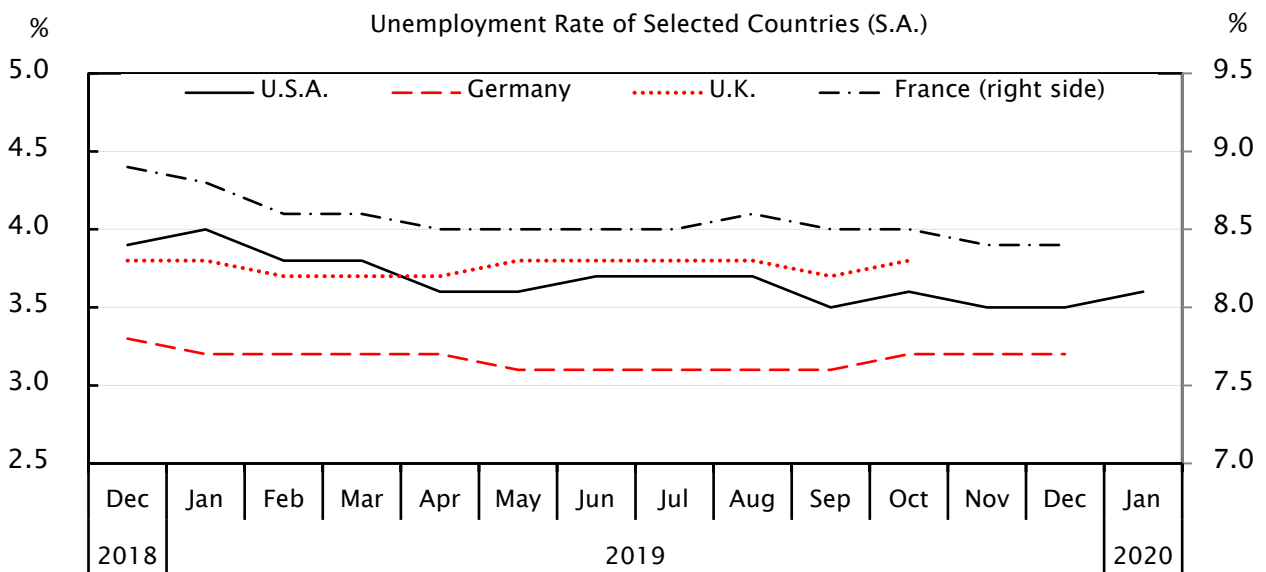
	Unemployed	Unemployment rate			Beneficiaries receiving benefits
		S.A.	S.A.	Men	Women
				S.A.	S.A.
Calendar year	10thous.	%	%	%	Annual percent change
2014	236	3.6	3.7	3.4	-11.4
2015	222	3.4	3.6	3.1	-6.7
2016	208	3.1	3.3	2.8	-8.0
2017	190	2.8	3.0	2.7	-5.6
2018	166	2.4	2.6	2.2	-0.9
2019	162	2.4	2.5	2.2	
2018 Dec	166	2.4	2.6	2.2	-0.7
2019 Jan	171	2.5	2.6	2.4	1.4
Feb	162	2.4	2.5	2.2	1.8
Mar	171	2.5	2.7	2.2	0.8
Apr	166	2.4	2.5	2.3	6.6
May	163	2.4	2.5	2.2	-0.3
Jun	161	2.3	2.6	2.0	2.1
Jul	156	2.3	2.4	2.1	4.8
Aug	156	2.3	2.4	2.1	-1.0
Sep	165	2.4	2.6	2.2	3.3
Oct	164	2.4	2.5	2.2	0.2
Nov	153	2.2	2.3	2.0	1.5
Dec	152	2.2	2.4	2.0	8.1
2020 Jan	164	2.4	2.4	2.2	6.2
Source	MIC "Labour Force Survey"				MHLW "Employment Insurance Statistics"



Source: MIC "Labour Force Survey"

Unemployment Rate of Selected Countries

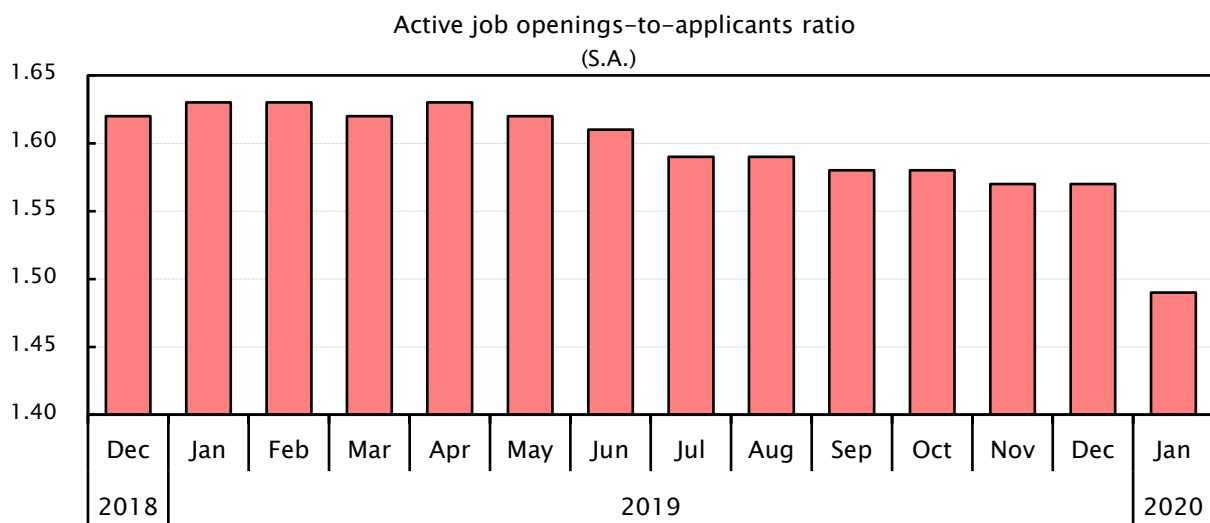
		Unemployment Rate			
		U.S.A.	Germany	U.K.	France
		S.A.	S.A.	S.A.	S.A.
Calendar year		%	%	%	%
	2014	6.2	5.0	6.1	10.3
	2015	5.3	4.6	5.3	10.4
	2016	4.9	4.1	4.8	10.1
	2017	4.4	3.8	4.3	9.4
	2018	3.9	3.4	4.0	9.1
	2019	3.7	3.2		8.5
2018	Dec	3.9	3.3	3.8	8.9
2019	Jan	4.0	3.2	3.8	8.8
	Feb	3.8	3.2	3.7	8.6
	Mar	3.8	3.2	3.7	8.6
	Apr	3.6	3.2	3.7	8.5
	May	3.6	3.1	3.8	8.5
	Jun	3.7	3.1	3.8	8.5
	Jul	3.7	3.1	3.8	8.5
	Aug	3.7	3.1	3.8	8.6
	Sep	3.5	3.1	3.7	8.5
	Oct	3.6	3.2	3.8	8.5
	Nov	3.5	3.2		8.4
	Dec	3.5	3.2		8.4
2020	Jan	3.6			
Source	U.S.A. Bureau of Labor Statistics" The Employment Situation " Germany, U.K., France "Eurostat Database(Eurostat)"				



Source: See above

Job openings-to-applicants ratio

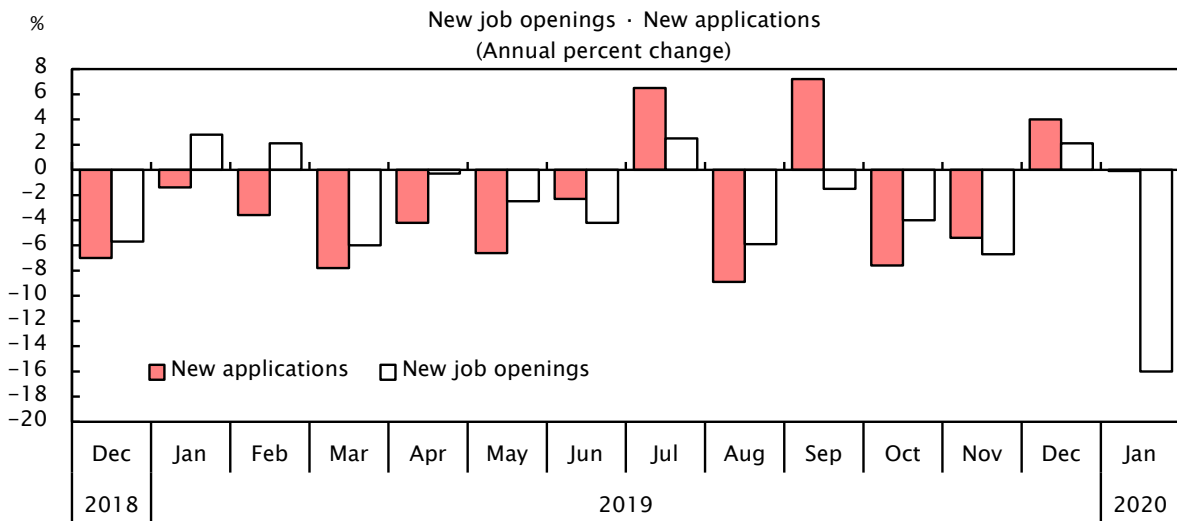
	Active job openings-to-applicants ratio (S.A.)			New job openings-to-applicants ratio (S.A.)		
	Excluding new school graduates and including part-timers	Excluding new graduates and part-timers	Part-timers	Excluding new school graduates and including part-timers	Excluding new graduates and part-timers	Part-timers
Calendar year						
2014	1.09	0.96	1.38	1.66	1.44	2.18
2015	1.20	1.05	1.52	1.80	1.55	2.39
2016	1.36	1.19	1.70	2.04	1.75	2.67
2017	1.50	1.36	1.78	2.24	1.97	2.81
2018	1.61	1.50	1.82	2.39	2.16	2.87
2019	1.60	1.51	1.76	2.42	2.20	2.85
2018 Dec	1.62	1.53	1.80	2.42	2.19	2.86
2019 Jan	1.63	1.53	1.80	2.44	2.21	2.88
Feb	1.63	1.53	1.80	2.45	2.22	2.89
Mar	1.62	1.53	1.79	2.43	2.21	2.85
Apr	1.63	1.53	1.80	2.44	2.22	2.91
May	1.62	1.52	1.79	2.40	2.17	2.85
Jun	1.61	1.51	1.78	2.38	2.17	2.81
Jul	1.59	1.50	1.76	2.37	2.16	2.76
Aug	1.59	1.50	1.75	2.43	2.19	2.86
Sep	1.58	1.49	1.74	2.35	2.14	2.75
Oct	1.58	1.49	1.73	2.43	2.20	2.87
Nov	1.57	1.49	1.72	2.38	2.15	2.76
Dec	1.57	1.49	1.72	2.44	2.21	2.86
2020 Jan	1.49	1.40	1.63	2.04	1.86	2.37
Source	MHLW "Employment Referrals for General Workers"					



Source: MHLW "Employment Referrals for General Workers"

Job Openings, Job Applications and Placements

Calendar year	Excluding new school graduates and including part-timers								
	Monthly active job openings		New job openings		Monthly active applications		New applications		Persons who found employment
	persons	Annual percent change	persons	Annual percent change	persons	Annual percent change	persons	Annual percent change	
2014	2,276,733	7.3	833,610	5.0	2,092,574	-8.7	502,221	-7.4	168,219
2015	2,373,739	4.3	863,045	3.5	1,979,477	-5.4	478,288	-4.8	158,918
2016	2,529,959	6.6	910,698	5.5	1,865,558	-5.8	447,452	-6.4	150,657
2017	2,696,364	6.6	962,766	5.7	1,792,673	-3.9	430,034	-3.9	145,943
2018	2,780,227	3.1	976,762	1.5	1,724,517	-3.8	407,905	-5.1	136,298
2019	2,736,585	-1.6	958,768	-1.8	1,710,001	-0.8	395,998	-2.9	126,887
2018 Dec	2,745,553	0.8	869,219	-5.7	1,582,695	-1.8	302,016	-7.0	111,196
2019 Jan	2,768,171	0.7	1,058,693	2.8	1,616,141	-1.5	435,168	-1.4	105,178
Feb	2,857,040	0.6	1,036,945	2.1	1,664,145	-1.5	415,866	-3.6	130,040
Mar	2,883,601	-0.3	949,673	-6.0	1,736,185	-2.5	423,219	-7.8	165,668
Apr	2,768,214	-0.6	963,317	-0.3	1,821,629	-2.4	522,046	-4.2	145,420
May	2,696,256	-2.1	938,680	-2.5	1,817,353	-2.9	417,227	-6.6	135,994
Jun	2,683,378	-1.7	925,624	-4.2	1,772,821	-1.5	372,963	-2.3	130,152
Jul	2,708,985	-0.5	980,223	2.5	1,743,906	1.2	395,727	6.5	129,524
Aug	2,679,825	-2.5	917,772	-5.9	1,698,204	0.1	349,542	-8.9	108,712
Sep	2,695,305	-1.3	917,174	-1.5	1,698,528	2.1	378,174	7.2	122,367
Oct	2,730,027	-3.8	1,027,758	-4.0	1,705,665	-0.4	389,973	-7.6	129,485
Nov	2,702,084	-4.3	901,638	-6.7	1,658,507	-0.5	338,040	-5.4	115,142
Dec	2,666,128	-2.9	887,713	2.1	1,586,932	0.3	314,030	4.0	104,964
2020 Jan	2,566,525	-7.3	889,131	-16.0	1,638,787	1.4	434,832	-0.1	90,646
Source	MHLW "Employment Referrals for General Workers"								



Source: MHLW "Employment Referrals for General Workers"

Active job openings-to-applicants ratio by prefecture

	Active job openings-to-applicants ratio(S.A.)												
	Jan 2019	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan 2020
All Japan	1.63	1.63	1.62	1.63	1.62	1.61	1.59	1.59	1.58	1.58	1.57	1.57	1.49
Hokkaido	1.22	1.22	1.23	1.22	1.23	1.23	1.23	1.24	1.24	1.26	1.27	1.28	1.18
Aomori	1.32	1.28	1.27	1.27	1.24	1.23	1.22	1.22	1.22	1.22	1.22	1.23	1.12
Iwate	1.46	1.44	1.44	1.43	1.42	1.38	1.37	1.37	1.36	1.35	1.31	1.26	1.26
Miyagi	1.68	1.68	1.66	1.67	1.65	1.64	1.63	1.61	1.61	1.60	1.60	1.60	1.48
Akita	1.53	1.53	1.52	1.52	1.50	1.49	1.46	1.45	1.44	1.48	1.46	1.47	1.43
Yamagata	1.62	1.63	1.59	1.56	1.54	1.53	1.48	1.50	1.51	1.51	1.49	1.46	1.37
Fukushima	1.51	1.52	1.54	1.54	1.53	1.52	1.50	1.50	1.50	1.47	1.49	1.48	1.44
Ibaraki	1.65	1.64	1.63	1.60	1.62	1.63	1.61	1.62	1.59	1.62	1.61	1.60	1.56
Tochigi	1.40	1.43	1.44	1.43	1.45	1.43	1.41	1.39	1.37	1.36	1.38	1.38	1.31
Gunma	1.77	1.74	1.74	1.72	1.73	1.72	1.70	1.67	1.66	1.66	1.60	1.64	1.52
Saitama	1.33	1.32	1.32	1.33	1.34	1.33	1.31	1.32	1.30	1.30	1.29	1.30	1.23
Chiba	1.30	1.29	1.32	1.35	1.35	1.33	1.32	1.32	1.31	1.28	1.29	1.30	1.26
Tokyo	2.12	2.13	2.13	2.12	2.12	2.11	2.09	2.10	2.07	2.08	2.07	2.08	1.96
Kanagawa	1.20	1.19	1.21	1.20	1.19	1.19	1.18	1.18	1.17	1.16	1.17	1.18	1.08
Niigata	1.68	1.67	1.66	1.66	1.66	1.65	1.63	1.60	1.59	1.61	1.61	1.63	1.53
Toyama	1.98	1.99	1.96	1.95	1.94	1.92	1.89	1.88	1.86	1.87	1.86	1.84	1.61
Ishikawa	2.01	1.99	1.95	1.97	1.96	1.97	1.98	1.98	1.96	1.92	1.89	1.89	1.73
Fukui	2.10	2.14	2.12	2.09	2.06	2.02	2.01	1.98	1.99	2.01	1.99	2.02	1.93
Yamanashi	1.45	1.46	1.45	1.44	1.44	1.44	1.41	1.41	1.38	1.39	1.36	1.36	1.31
Nagano	1.67	1.66	1.65	1.66	1.66	1.63	1.60	1.57	1.56	1.53	1.51	1.51	1.48
Gifu	2.06	2.07	2.07	2.08	2.05	2.03	2.01	2.00	1.97	1.95	1.93	1.95	1.84
Shizuoka	1.68	1.67	1.65	1.62	1.58	1.57	1.56	1.56	1.54	1.51	1.47	1.47	1.38
Aichi	1.97	1.98	1.98	1.99	1.97	1.95	1.94	1.92	1.89	1.88	1.86	1.82	1.69
Mie	1.75	1.73	1.72	1.73	1.69	1.67	1.67	1.64	1.60	1.59	1.56	1.54	1.44
Shiga	1.37	1.37	1.36	1.37	1.36	1.35	1.35	1.35	1.32	1.32	1.31	1.37	1.27
Kyoto	1.58	1.59	1.61	1.62	1.61	1.62	1.61	1.60	1.58	1.57	1.58	1.58	1.55
Osaka	1.78	1.79	1.79	1.80	1.80	1.79	1.78	1.77	1.78	1.78	1.76	1.76	1.65
Hyogo	1.45	1.45	1.45	1.44	1.44	1.43	1.42	1.42	1.41	1.40	1.40	1.40	1.31
Nara	1.50	1.51	1.52	1.53	1.51	1.52	1.49	1.48	1.46	1.45	1.44	1.47	1.45
Wakayama	1.38	1.40	1.41	1.45	1.43	1.43	1.43	1.40	1.40	1.38	1.38	1.39	1.27
Tottori	1.67	1.72	1.74	1.77	1.77	1.73	1.72	1.72	1.69	1.71	1.71	1.69	1.58
Shimane	1.74	1.74	1.75	1.74	1.69	1.68	1.64	1.67	1.69	1.69	1.69	1.72	1.70
Okayama	2.01	2.02	2.03	2.08	2.04	2.03	2.00	2.02	2.01	2.01	2.01	2.01	1.91
Hiroshima	2.09	2.10	2.11	2.11	2.09	2.06	2.04	2.02	2.00	2.00	1.97	1.96	1.81
Yamaguchi	1.65	1.65	1.62	1.63	1.62	1.62	1.61	1.60	1.61	1.61	1.60	1.59	1.47
Tokushima	1.51	1.53	1.52	1.53	1.52	1.51	1.50	1.51	1.48	1.46	1.45	1.45	1.39
Kagawa	1.76	1.77	1.79	1.83	1.83	1.82	1.80	1.80	1.83	1.80	1.79	1.81	1.73
Ehime	1.67	1.67	1.66	1.65	1.64	1.64	1.62	1.62	1.63	1.63	1.64	1.63	1.57
Kochi	1.26	1.27	1.29	1.28	1.28	1.30	1.31	1.29	1.30	1.28	1.28	1.27	1.24
Fukuoka	1.57	1.59	1.60	1.62	1.58	1.58	1.56	1.57	1.56	1.54	1.55	1.56	1.45
Saga	1.32	1.32	1.30	1.32	1.31	1.31	1.29	1.29	1.27	1.28	1.27	1.28	1.22
Nagasaki	1.24	1.23	1.24	1.25	1.24	1.21	1.22	1.20	1.19	1.18	1.17	1.17	1.13
Kumamoto	1.66	1.68	1.65	1.64	1.63	1.62	1.61	1.62	1.62	1.61	1.61	1.61	1.52
Oita	1.57	1.56	1.58	1.58	1.57	1.54	1.53	1.52	1.49	1.48	1.49	1.49	1.45
Miyazaki	1.47	1.49	1.47	1.50	1.49	1.48	1.46	1.43	1.43	1.42	1.40	1.38	1.34
Kagoshima	1.33	1.33	1.35	1.36	1.36	1.35	1.35	1.36	1.35	1.36	1.35	1.34	1.35
Okinawa	1.22	1.21	1.19	1.18	1.18	1.19	1.19	1.20	1.19	1.20	1.20	1.19	1.11
Source	MHLW "Employment Referrals for General Workers"												

NOTES : Excluding new school graduates and including part-timers

New job openings-to-applicants ratio by prefecture

	New job openings-to-applicants ratio(S.A.)												Jan 2020
	Jan 2019	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
All Japan	2.44	2.45	2.43	2.44	2.40	2.38	2.37	2.43	2.35	2.43	2.38	2.44	2.04
Hokkaido	1.80	1.73	1.73	1.73	1.73	1.72	1.73	1.73	1.73	1.79	1.81	1.81	1.63
Aomori	1.86	1.77	1.78	1.79	1.66	1.64	1.70	1.73	1.71	1.75	1.78	1.80	1.47
Iwate	2.00	1.94	1.91	1.93	1.89	1.80	1.87	2.00	1.77	1.90	1.79	1.82	1.75
Miyagi	2.31	2.42	2.35	2.36	2.47	2.28	2.34	2.25	2.33	2.40	2.24	2.34	1.91
Akita	2.17	2.11	2.17	2.16	2.04	2.05	1.93	2.01	2.03	2.21	2.06	2.22	1.93
Yamagata	2.13	2.12	2.09	2.04	2.03	2.06	1.89	2.12	2.11	2.06	2.02	2.02	1.70
Fukushima	2.01	2.08	2.11	2.02	2.00	2.01	1.96	2.11	1.94	1.93	2.05	1.95	1.90
Ibaraki	2.33	2.28	2.21	2.21	2.34	2.23	2.20	2.29	2.21	2.32	2.34	2.22	2.12
Tochigi	2.07	2.17	2.11	2.05	2.26	2.02	1.99	2.04	2.07	2.01	2.12	2.15	1.64
Gunma	2.27	2.44	2.30	2.17	2.35	2.23	2.09	2.45	2.22	2.17	2.24	2.45	1.76
Saitama	2.06	2.04	2.10	2.17	2.12	2.11	2.06	2.08	1.99	2.12	2.02	2.09	1.72
Chiba	2.24	2.29	2.30	2.41	2.25	2.21	2.31	2.33	2.08	2.21	2.23	2.32	1.98
Tokyo	3.42	3.43	3.45	3.49	3.43	3.47	3.34	3.54	3.39	3.76	3.40	3.69	2.77
Kanagawa	1.86	1.94	1.89	1.80	1.83	1.83	1.77	1.88	1.76	1.84	1.83	1.82	1.55
Niigata	2.24	2.25	2.27	2.27	2.33	2.24	2.18	2.21	2.17	2.28	2.22	2.28	1.95
Toyama	2.76	2.72	2.66	2.69	2.67	2.53	2.55	2.60	2.46	2.69	2.53	2.47	2.07
Ishikawa	2.83	2.76	2.74	2.93	2.71	2.90	2.88	2.85	2.81	2.78	2.64	2.86	2.21
Fukui	2.88	2.92	2.74	2.62	2.83	2.66	2.59	2.68	2.69	2.64	2.74	3.04	2.56
Yamanashi	2.09	2.16	2.03	2.04	2.02	1.99	1.87	2.12	1.97	2.00	1.89	1.95	1.83
Nagano	2.44	2.41	2.41	2.50	2.41	2.30	2.30	2.31	2.22	2.27	2.18	2.26	2.14
Gifu	2.89	3.06	2.87	2.98	2.89	2.92	2.76	2.83	2.77	2.80	2.82	3.07	2.25
Shizuoka	2.57	2.57	2.47	2.36	2.38	2.44	2.36	2.45	2.31	2.35	2.25	2.41	1.84
Aichi	3.08	3.23	3.17	3.17	3.12	3.10	3.04	3.00	2.90	3.02	2.90	2.73	2.41
Mie	2.55	2.47	2.38	2.54	2.37	2.38	2.42	2.35	2.22	2.31	2.23	2.19	2.01
Shiga	2.11	1.98	2.03	2.12	2.04	2.04	2.12	1.97	1.83	2.08	1.95	2.32	1.61
Kyoto	2.54	2.56	2.62	2.67	2.47	2.55	2.53	2.54	2.50	2.57	2.54	2.66	2.36
Osaka	2.94	2.96	2.85	2.96	2.88	2.81	2.90	2.95	2.87	2.93	2.79	2.86	2.52
Hyogo	2.16	2.22	2.18	2.20	2.22	2.15	2.13	2.21	2.15	2.19	2.19	2.20	1.76
Nara	2.23	2.25	2.35	2.32	2.18	2.23	2.21	2.32	2.20	2.12	2.31	2.35	1.90
Wakayama	2.10	2.10	2.15	2.11	2.00	2.15	2.11	2.16	2.06	2.13	2.13	2.24	1.67
Tottori	2.48	2.61	2.57	2.67	2.65	2.63	2.56	2.53	2.50	2.62	2.71	2.50	2.25
Shimane	2.46	2.61	2.66	2.61	2.45	2.43	2.48	2.63	2.62	2.60	2.46	2.76	2.44
Okayama	2.68	3.20	2.92	2.89	2.86	2.85	2.78	2.98	2.80	2.78	2.88	2.92	2.59
Hiroshima	3.18	3.18	3.17	3.22	3.09	3.04	3.01	3.06	2.94	3.04	2.90	2.93	2.64
Yamaguchi	2.34	2.33	2.31	2.46	2.28	2.28	2.33	2.32	2.31	2.36	2.21	2.31	1.94
Tokushima	2.48	2.31	2.39	2.53	2.33	2.41	2.43	2.39	2.30	2.45	2.19	2.34	2.20
Kagawa	2.39	2.48	2.55	2.47	2.52	2.43	2.44	2.65	2.53	2.47	2.49	2.79	2.08
Ehime	2.46	2.58	2.41	2.46	2.42	2.44	2.43	2.52	2.49	2.50	2.50	2.56	2.35
Kochi	1.92	1.92	1.84	1.93	1.81	1.99	1.93	2.02	2.02	1.97	1.99	2.09	1.80
Fukuoka	2.36	2.33	2.38	2.31	2.27	2.38	2.24	2.33	2.29	2.35	2.23	2.41	1.79
Saga	1.93	1.89	1.83	1.89	2.00	1.85	1.84	1.98	1.82	1.87	1.95	1.95	1.57
Nagasaki	1.70	1.74	1.79	1.74	1.66	1.70	1.70	1.65	1.63	1.66	1.59	1.60	1.54
Kumamoto	2.62	2.54	2.41	2.57	2.41	2.37	2.39	2.43	2.43	2.45	2.45	2.52	1.95
Oita	2.13	2.17	2.28	2.10	2.17	2.16	2.02	2.15	2.07	2.06	2.18	2.15	1.87
Miyazaki	2.09	2.16	2.04	2.17	2.11	2.05	2.03	2.05	2.10	2.04	2.01	2.02	1.86
Kagoshima	1.97	1.96	1.96	2.07	1.96	1.99	1.96	1.98	1.98	2.01	1.97	1.93	1.94
Okinawa	1.81	1.86	1.87	1.80	1.82	1.85	1.78	1.87	1.82	1.85	1.82	1.80	1.60
Source	MHLW "Employment Referrals for General Workers"												

NOTES : Excluding new school graduates and including part-timers

Employment Condition

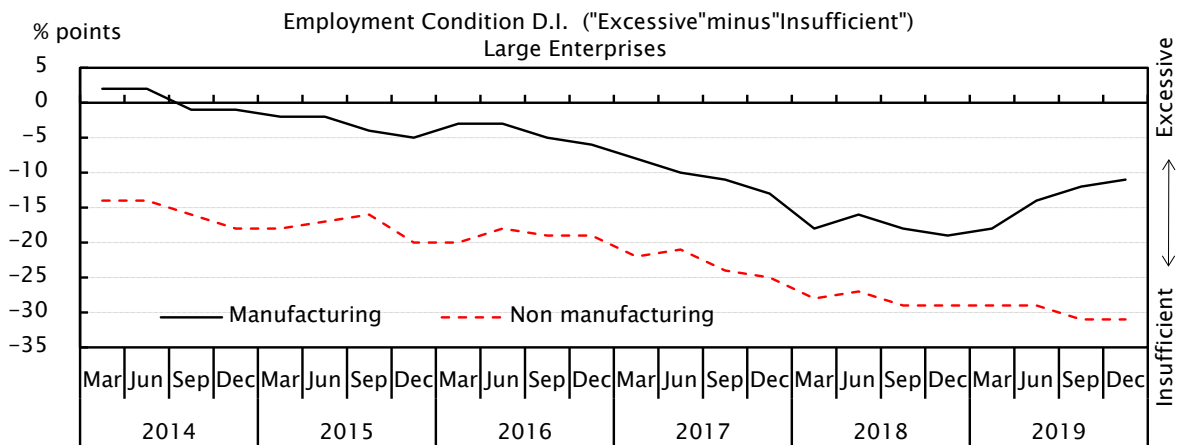
		Employment Condition D.I.				
		Large Enterprises			Medium-sized Enterprises	Small Enterprises
		All industries	Manufacturing	Non manufacturing	All industries	All industries
		%points	%points	%points	%points	%points
2014	Mar	-6	2	-14	-12	-15
	Jun	-6	2	-14	-10	-12
	Sep	-8	-1	-16	-13	-16
	Dec	-9	-1	-18	-15	-18
2015	Mar	-10	-2	-18	-17	-20
	Jun	-9	-2	-17	-16	-16
	Sep	-9	-4	-16	-18	-19
	Dec	-12	-5	-20	-21	-21
2016	Mar	-11	-3	-20	-21	-20
	Jun	-10	-3	-18	-19	-19
	Sep	-12	-5	-19	-20	-20
	Dec	-13	-6	-19	-23	-24
2017	Mar	-15	-8	-22	-26	-28
	Jun	-16	-10	-21	-25	-27
	Sep	-18	-11	-24	-30	-32
	Dec	-19	-13	-25	-33	-34
2018	Mar	-22	-18	-28	-34	-37
	Jun	-21	-16	-27	-32	-35
	Sep	-23	-18	-29	-33	-37
	Dec	-23	-19	-29	-34	-39
2019	Mar	-23	-18	-29	-35	-39
	Jun	-21	-14	-29	-34	-36
	Sep	-21	-12	-31	-32	-36
	Dec	-21	-11	-31	-31	-34
2020	Mar	(-21)	(-11)	(-30)	(-34)	(-38)
Source		BOJ "TANKAN"				

NOTES : D.I. <"Excessive" minus "Insufficient"> () Forecast

Large enterprises = capital with 1 billion yen and more

Medium-sized enterprises = capital with 100 million yen to less than 1 billion yen

Small enterprises = capital with 20 million yen to less than 100 million yen.

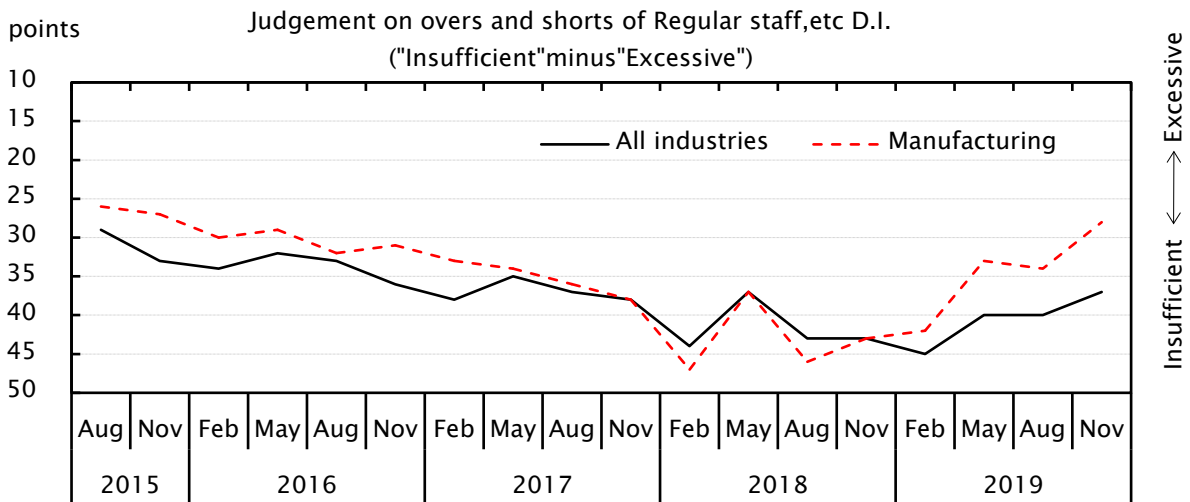


Source: BOI "TANKAN"

Employment Adjustment

		Ratio of establishment for employment adjustment enforced.		Judgement on overs and shorts of regular staff,etc D.I.	
		All industries	Manufacturing	All industries	Manufacturing
		%	%	points	points
2015	Aug	28	32	29	26
	Nov	28	31	33	27
2016	Feb	25	27	34	30
	May	26	31	32	29
	Aug	28	32	33	32
	Nov	27	29	36	31
2017	Feb	25	27	38	33
	May	27	26	35	34
	Aug	30	29	37	36
	Nov	29	29	38	38
2018	Feb	32	29	44	47
	May	29	28	37	37
	Aug	30	27	43	46
	Nov	30	28	43	43
2019	Feb	30	27	45	42
	May	34	34	40	33
	Aug	36	34	40	34
	Nov	35	36	37	28
2020	Feb	(31)	(32)		
	May	(28)	(29)		
Source		MHLW "Survey on Labour Economy Trend"			

NOTES : D.I. The number of establishments with too few workers minus the number of establishments with too many workers. () Forecast

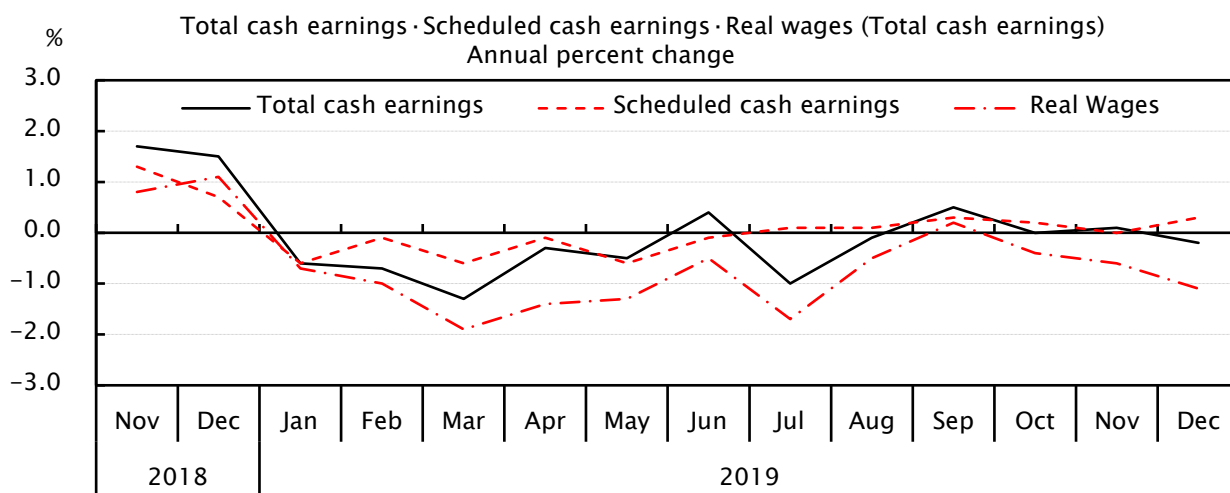


Source: MHLW "Survey on Labour Economy Trends"

Average Monthly Cash Earnings of Regular Employees

Calendar year	Total cash earnings			Real wages (Total cash earnings)		Contractual cash earnings	Scheduled cash earnings	
	¥	Annual percent change		Annual percent change		Annual percent change	Annual percent change	
		%	%	%	%			
			Manufacturing		Manufacturing			
2014	319,175	0.5	1.8	-2.8	-1.6	0.0	-0.3	
2015	315,856	0.1	0.4	-0.8	-0.5	0.3	0.3	
2016	317,862	0.6	0.7	0.8	0.8	0.2	0.3	
2017	319,453	0.4	1.5	-0.2	0.9	0.5	0.5	
2018	323,547	1.4	1.8	0.2	0.6	0.9	0.8	
2019	r 322,612	r -0.3	r -0.3	r -0.9	r -0.9	r -0.2	r -0.1	
2018	Nov	285,187	1.7	3.3	0.8	2.2	1.3	1.3
	Dec	565,789	1.5	2.0	1.1	1.6	0.6	0.7
2019	Jan	272,135	-0.6	-0.5	-0.7	-0.7	-0.6	-0.6
	Feb	264,578	-0.7	-0.1	-1.0	-0.2	-0.2	-0.1
	Mar	281,418	-1.3	0.5	-1.9	-0.1	-0.7	-0.6
	Apr	276,557	-0.3	-0.1	-1.4	-1.1	-0.3	-0.1
	May	275,198	-0.5	3.2	-1.3	2.4	-0.4	-0.6
	Jun	451,692	0.4	-1.4	-0.5	-2.3	-0.2	-0.1
	Jul	374,621	-1.0	-0.8	-1.7	-1.5	0.0	0.1
	Aug	276,699	-0.1	0.3	-0.5	0.0	0.2	0.1
	Sep	271,945	0.5	-0.6	0.2	-0.8	0.3	0.3
	Oct	272,285	0.0	-0.5	-0.4	-0.7	0.2	0.2
	Nov	285,414	0.1	1.2	-0.6	0.7	-0.2	0.0
	Dec	r 564,886	r -0.2	r -1.8	r -1.1	r -2.6	r 0.1	r 0.3
Source	MHLW "Monthly Labour Survey"							

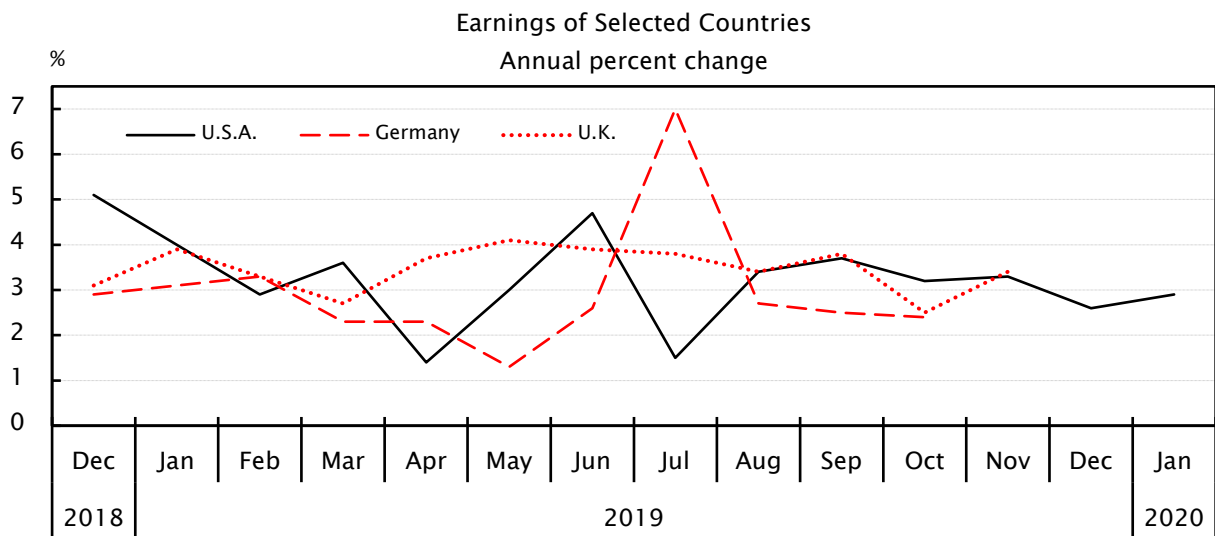
NOTES : 5 or more regular employees.



Source: MHLW "Monthly Labour Survey"

Earnings of Selected Countries

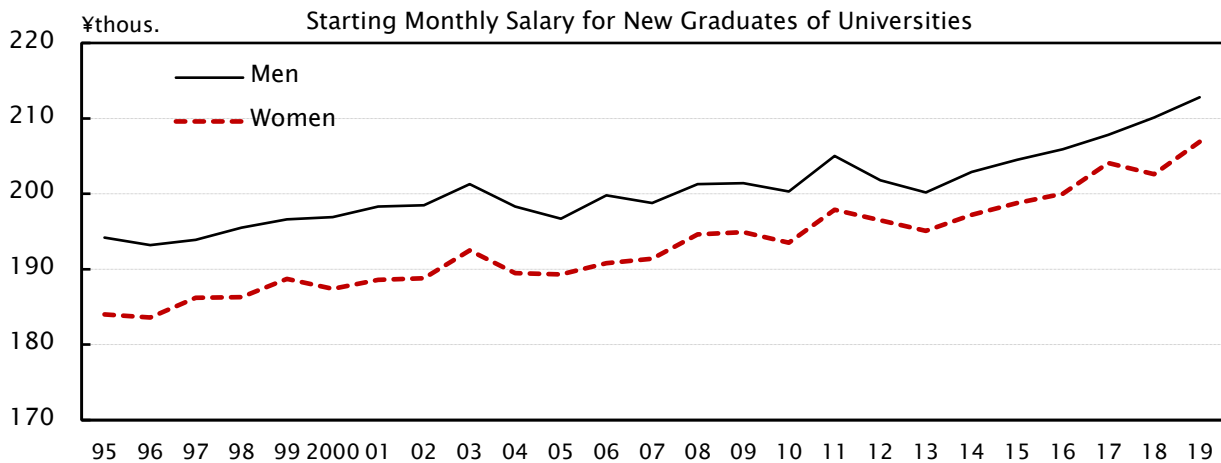
	Earnings(Nominal)			
	U.S.A.	Germany	U.K.	France
	Annual percent change	Annual percent change	Annual percent change	Annual percent change
Calendar year	%	%	%	%
2014	2.5	2.9	1.1	1.5
2015	2.0	2.2	2.4	1.2
2016	2.0	2.1	2.4	1.2
2017	2.7	2.1	2.4	1.3
2018	3.3	2.9	2.9	1.5
2019	p 3.1			
2018 Dec	5.1	2.9	3.1	1.6
2019 Jan	4.0	3.1	3.9	
Feb	2.9	3.3	3.3	
Mar	3.6	2.3	2.7	1.7
Apr	1.4	2.3	3.7	
May	3.0	1.3	4.1	
Jun	4.7	2.6	3.9	1.8
Jul	1.5	7.0	3.8	
Aug	3.4	2.7	3.4	
Sep	3.7	2.5	3.8	1.8
Oct	3.2	2.4	2.5	
Nov	3.3		3.4	
Dec	p 2.6			
2020 Jan	p 2.9			
Source	U.S.A. "Employment, Hours, and Earnings from the Current Employment Statistics survey(Bureau of Labor Statistics)" Others "Economic Indicators Overseas(CAO)"			



Source: See above

Starting Monthly Salary for New Graduates

Calendar year	Starting Monthly salary for new graduates			
	Graduates of senior high schools		Graduates of universities	
	Men	Women	Men	Women
	¥thous.	¥thous.	¥thous.	¥thous.
1995	154.0	144.7	194.2	184.0
1996	154.5	146.1	193.2	183.6
1997	156.0	147.3	193.9	186.2
1998	156.5	147.9	195.5	186.3
1999	157.6	148.3	196.6	188.7
2000	157.1	147.6	196.9	187.4
2001	158.1	148.7	198.3	188.6
2002	157.5	148.8	198.5	188.8
2003	157.5	147.0	201.3	192.5
2004	156.1	147.2	198.3	189.5
2005	155.7	148.0	196.7	189.3
2006	157.6	149.4	199.8	190.8
2007	158.8	150.8	198.8	191.4
2008	160.0	154.3	201.3	194.6
2009	160.8	153.0	201.4	194.9
2010	160.7	153.2	200.3	193.5
2011	159.4	151.8	205.0	197.9
2012	160.1	153.6	201.8	196.5
2013	158.9	151.3	200.2	195.1
2014	161.3	154.2	202.9	197.2
2015	163.4	156.2	204.5	198.8
2016	163.5	157.2	205.9	200.0
2017	164.2	158.4	207.8	204.1
2018	166.6	162.3	210.1	202.6
2019	168.9	164.6	212.8	206.9
Source	MHLW "Basic Survey on Wage Structures"			

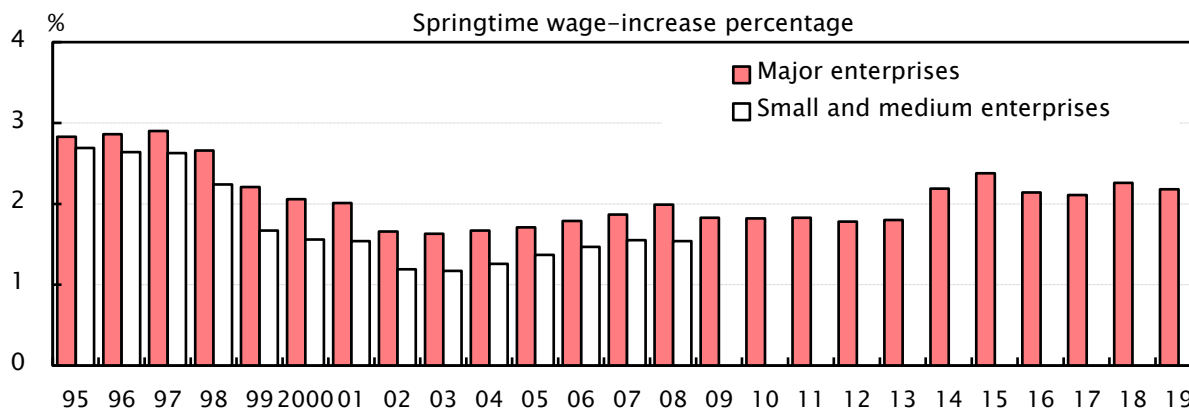


Source: MHLW "Basic Survey on Wage Structures"

Springtime Wage Increase

Calendar year	Average pay raise agreed upon		Wage-increase percentage		Laspeyres Wage Index
	Major enterprises	Small and medium enterprises	Major enterprises	Small and medium enterprises	Annual Change
	¥	¥	%	%	%
1995	8,376	6,184	2.83	2.69	0.1
1996	8,712	6,148	2.86	2.64	0.5
1997	8,927	6,213	2.90	2.63	0.3
1998	8,323	5,381	2.66	2.24	-0.0
1999	7,005	4,042	2.21	1.67	-0.7
2000	6,499	3,798	2.06	1.56	-0.7
2001	6,328	3,775	2.01	1.54	-0.1
2002	5,265	2,913	1.66	1.19	-1.3
2003	5,233	2,860	1.63	1.17	-0.7
2004	5,348	3,048	1.67	1.26	-0.7
2005	5,422	3,359	1.71	1.37	-0.2
2006	5,661	3,587	1.79	1.47	-0.1
2007	5,890	3,807	1.87	1.55	0.1
2008	6,149	3,787	1.99	1.54	-0.5
2009	5,630	—	1.83	—	-1.7
2010	5,516	—	1.82	—	-0.5
2011	5,555	—	1.83	—	-0.1
2012	5,400	—	1.78	—	-0.1
2013	5,478	—	1.80	—	-1.0
2014	6,711	—	2.19	—	0.6
2015	7,367	—	2.38	—	1.2
2016	6,639	—	2.14	—	0.1
2017	6,570	—	2.11	—	-0.0
2018	7,033	—	2.26	—	0.2
2019	6,790	—	2.18	—	—
Source	MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation"				JILPT "Useful Labor Statistics"

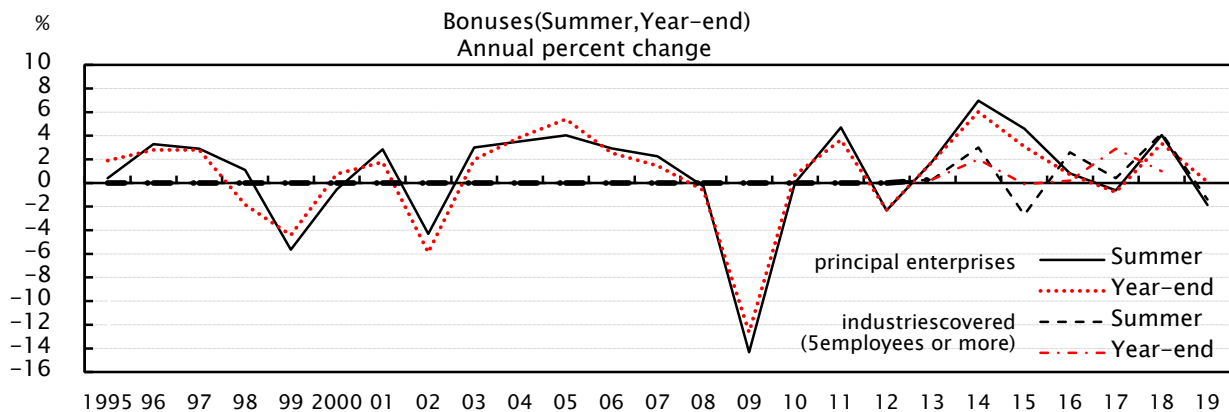
NOTES: Laspeyres Wage Index is estimated based on data from the Ministry of Health, Labour and Welfare's on Wage Structure by fixing the structure of employee(sex, educational level, age, and years of service). Survey on "Small and medium enterprises" is ceased in 2009.



Source: MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation"

Bonuses

Calendar year	Summer				Year-end			
	Principal Enterprises		Industries covered (5 employees or more)		Principal Enterprises		Industries covered (5 employees or more)	
	¥	%	¥	%	¥	%	¥	%
1995	750,221	0.4	-	-	798,848	1.9	-	-
1996	773,481	3.3	-	-	819,667	2.8	-	-
1997	798,340	2.9	-	-	848,575	2.8	-	-
1998	810,685	1.11	-	-	833,801	-1.83	-	-
1999	768,230	-5.65	-	-	801,235	-4.40	-	-
2000	758,804	-0.54	-	-	799,232	0.76	-	-
2001	783,113	2.86	-	-	812,934	1.76	-	-
2002	749,803	-4.30	-	-	755,551	-5.88	-	-
2003	781,930	3.00	-	-	771,540	1.97	-	-
2004	810,052	3.53	-	-	811,082	3.87	-	-
2005	839,313	4.03	-	-	840,516	5.39	-	-
2006	841,817	2.94	-	-	841,854	2.53	-	-
2007	843,779	2.27	-	-	845,119	1.47	-	-
2008	842,270	-0.29	-	-	831,813	-0.63	-	-
2009	710,844	-14.33	-	-	726,933	-12.64	-	-
2010	711,890	0.01	-	-	733,935	0.68	-	-
2011	747,187	4.70	-	-	761,294	3.64	-	-
2012	726,345	-2.33	359,974	-	739,295	-2.26	368,144	-
2013	746,334	1.85	362,794	0.3	761,364	1.81	370,898	0.3
2014	800,653	6.97	375,260	3.0	800,638	6.02	380,012	2.0
2015	832,292	4.59	360,889	-2.7	830,434	3.08	374,338	-0.1
2016	843,577	0.82	370,298	2.6	830,609	0.71	375,207	0.2
2017	825,150	-0.62	371,600	0.4	830,625	-0.78	386,012	2.9
2018	870,731	4.07	387,048	4.2	862,986	3.34	389,970	1.0
2019	845,453	-1.85	381,520	-1.4	868,604	0.10		
Source	MHLW "The Result of Summer Bonus"		MHLW "Monthly Labour Survey"		MHLW "The Result of Year-end Bonus"		MHLW "Monthly Labour Survey"	

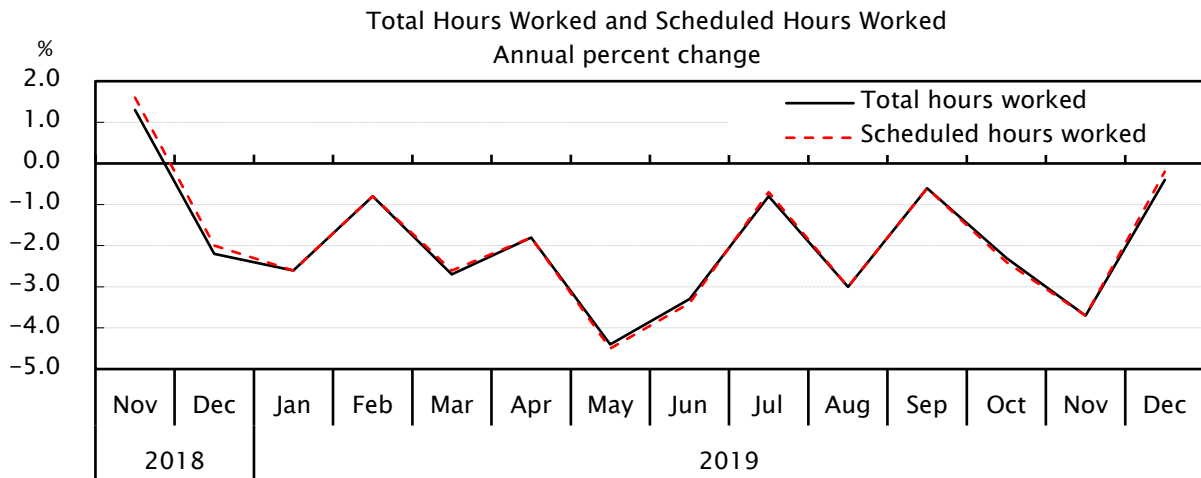


Source: MHLW "The Result of Summer Bonus", "The Result of Year-end Bonus", "Monthly Labour Survey"

Total Hours Worked and Scheduled Hours Worked

		5 or more regular employees			
		Total hours worked		Scheduled hours worked	
		Annual percent change		Annual percent change	
Calendar year		Hours	%	Hours	%
2014		145.1	-0.3	134.1	-0.7
2015		144.5	-0.3	133.5	-0.3
2016		143.7	-0.6	132.9	-0.4
2017		143.3	-0.2	132.4	-0.4
2018		142.2	-0.8	131.4	-0.8
2019		r 139.1	r -2.2	r 128.5	r -2.2
2018	Nov	147.4	1.3	136.3	1.6
	Dec	140.9	-2.2	130.0	-2.0
2019	Jan	130.3	-2.6	120.1	-2.6
	Feb	137.8	-0.8	127.1	-0.8
	Mar	138.8	-2.7	127.9	-2.6
	Apr	143.4	-1.8	132.3	-1.8
	May	134.5	-4.4	124.1	-4.5
	Jun	142.6	-3.3	132.1	-3.4
	Jul	144.1	-0.8	133.6	-0.7
	Aug	135.8	-3.0	125.9	-3.0
	Sep	138.2	-0.6	127.7	-0.6
	Oct	140.6	-2.3	129.8	-2.4
	Nov	142.0	-3.7	131.2	-3.7
	Dec	r 140.3	r -0.4	r 129.7	r -0.2
Source		MHLW "Monthly Labour Survey"			

NOTES 5 or more regular employees.



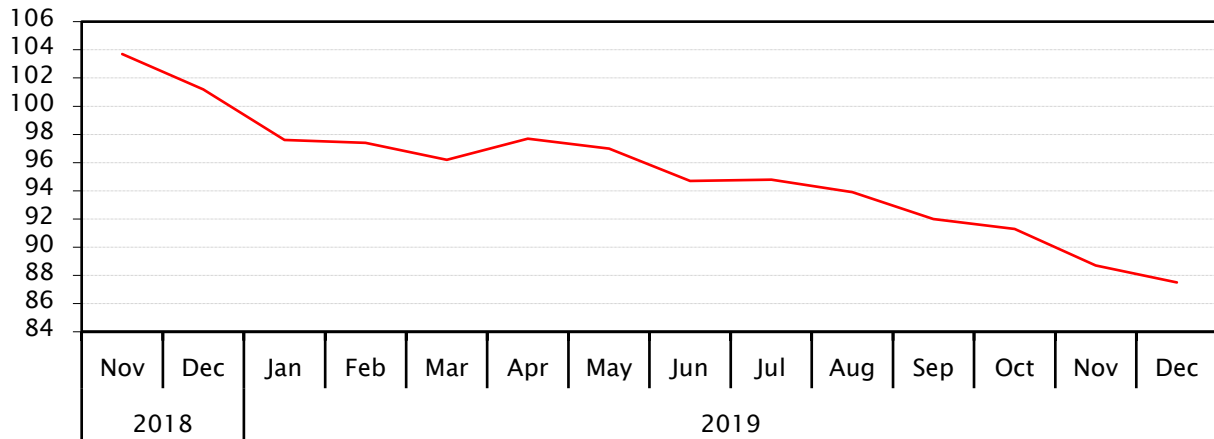
Source: MHLW "Monthly Labour Survey"

Non-scheduled Hours Worked

		Non-scheduled hours worked					
				Manufacturing			
				Annual percent change			Annual percent change
Calendar year	Hours	%	Hours	%			%
2014	11.0	4.1	15.9	6.4	99.9		-
2015	11.0	-1.0	16.0	0.1	100.0		-
2016	10.8	-1.5	15.7	-1.7	98.3		-
2017	10.9	1.1	16.2	3.1	101.3		-
2018	10.8	-1.5	16.4	1.5	102.8		-
2019	r 10.6	r -1.9	r 15.0	r -8.6	r 94.0		-
2018	Nov	11.1	-2.6	17.4	1.2	103.7	0.1
	Dec	10.9	-4.3	17.0	-1.7	101.2	-2.4
2019	Jan	10.2	-1.9	14.5	-5.2	97.6	-3.6
	Feb	10.7	-0.9	16.1	-5.9	97.4	-0.2
	Mar	10.9	-3.5	16.1	-7.5	96.2	-1.2
	Apr	11.1	-1.8	16.0	-5.9	97.7	1.6
	May	10.4	-2.9	14.4	-6.5	97.0	-0.7
	Jun	10.5	-2.7	14.9	-8.1	94.7	-2.4
	Jul	10.5	-0.9	15.1	-6.8	94.8	0.1
	Aug	9.9	-2.0	14.2	-6.5	93.9	-0.9
	Sep	10.5	0.0	14.7	-9.3	92.0	-2.0
	Oct	10.8	-1.8	14.9	-11.8	91.3	-0.8
	Nov	10.8	-2.7	14.9	-14.4	88.7	-2.8
	Dec	r 10.6	r -2.7	r 14.7	r -13.5	r 87.5	r -1.4
Source		MHLW "Monthly Labour Survey"					

NOTES : 5 or more regular employees.

Non-scheduled hours worked (Manufacturing) S.A.

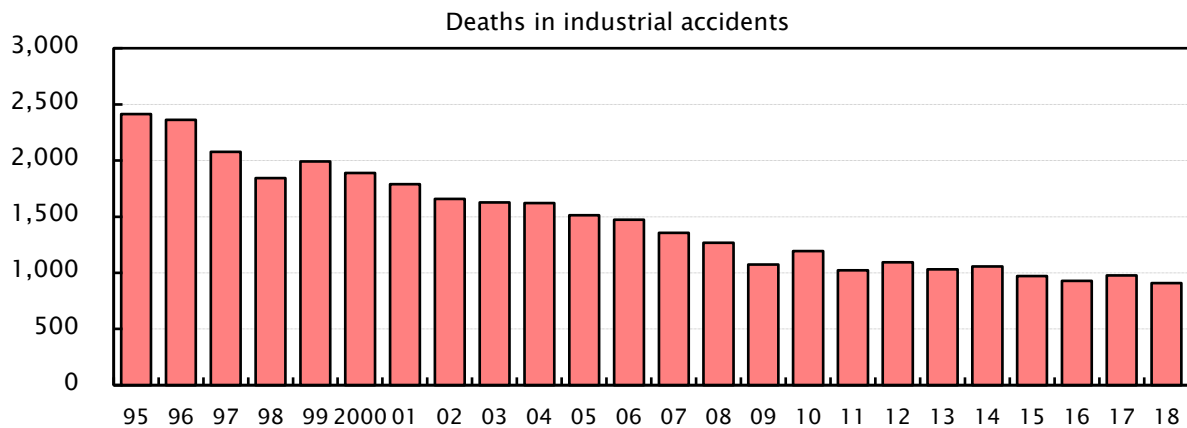


Source: MHLW "Monthly Labour Survey"

Industrial Injuries

	Number of industrial injuries and occupational diseases			
	Deaths		Number of grave accidents	
		Annual change		Annual change
Calendar year				
1995	2,414	113	228	33
1996	2,363	-51	218	-10
1997	2,078	-285	227	9
1998	1,844	-234	201	-26
1999	1,992	148	214	13
2000	1,889	-103	230	16
2001	1,790	-99	225	-5
2002	1,658	-132	231	6
2003	1,628	-30	249	18
2004	1,620	-8	274	25
2005	1,514	-106	265	-9
2006	1,472	-42	318	53
2007	1,357	-115	293	-25
2008	1,268	-89	281	-12
2009	1,075	-193	228	-53
2010	1,195	120	245	17
2011	1,024	-171	255	10
2012	1,093	69	284	29
2013	1,030	-63	244	-40
2014	1,057	27	292	48
2015	972	-85	278	-14
2016	928	-44	—	—
2017	978	50	—	—
2018	909	-69	—	—
Source	MHLW "The number of grave industrial accidents and deaths"			

NOTES :Deaths for 2011 is not included the number(1,314 persons) of the deaths for direct cause of East Japan great earthquake disaster.

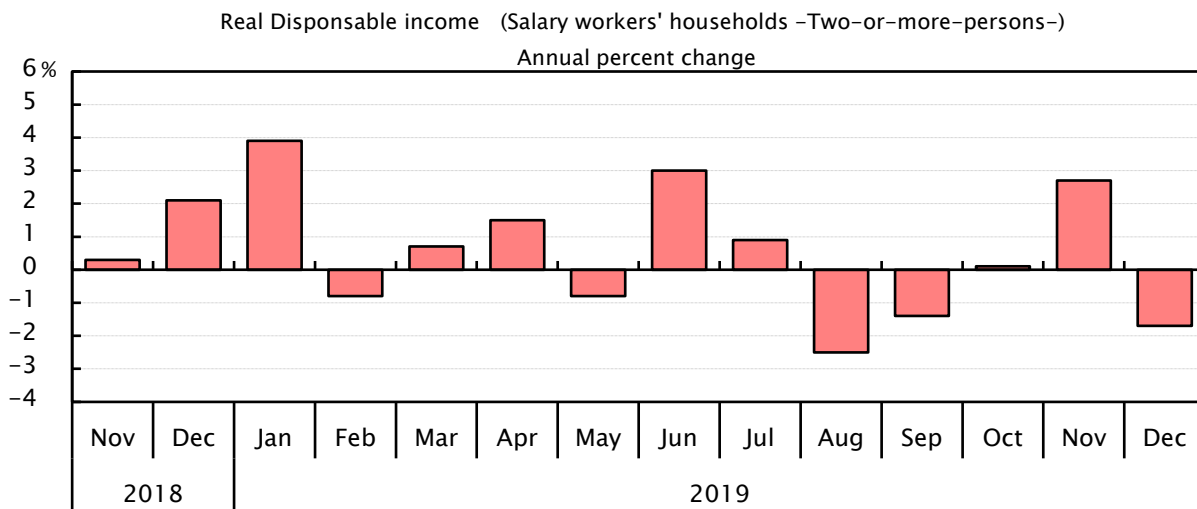


Source: MHLW "The number of grave industrial accidents and deaths"

Family Income and Expenditure - Income

Calendar year	Workers' households(Two-or-more-person)				
	Income		Disposable income		
	¥	Annual percent change(Nominal)	¥	Annual percent change(Nominal)	Annual percent change(Real)
		%		%	%
2014	519,761	-0.7	423,541	-0.6	-3.8
2015	525,669	1.1	427,270	0.9	-0.1
2016	526,973	0.2	428,697	0.3	0.4
2017	533,820	1.3	434,415	1.3	0.7
2018	558,718	0.6	455,125	0.8	-0.4
2019	586,149	1.1	476,645	1.0	0.4
2018 Nov	455,644	1.1	371,282	1.3	0.3
2018 Dec	1,026,628	2.6	849,904	2.4	2.1
2019 Jan	471,124	3.8	384,005	4.1	3.9
2019 Feb	526,271	0.3	435,994	-0.6	-0.8
2019 Mar	481,035	2.0	392,512	1.3	0.7
2019 Apr	525,927	2.1	430,702	2.5	1.5
2019 May	457,376	0.7	337,967	0.1	-0.8
2019 Jun	880,805	4.3	709,195	3.8	3.0
2019 Jul	626,488	1.7	501,522	1.5	0.9
2019 Aug	521,571	-1.8	431,804	-2.2	-2.5
2019 Sep	457,427	-0.1	370,189	-1.1	-1.4
2019 Oct	536,075	-0.2	446,417	0.4	0.1
2019 Nov	475,548	2.5	389,935	3.3	2.7
2019 Dec	1,074,143	-1.0	889,500	-0.8	-1.7
Source	MIC "Family Income and Expenditure Survey"				

NOTES : "Annual percent change" from Jan. 2018 are discontinuity-adjusted figures.

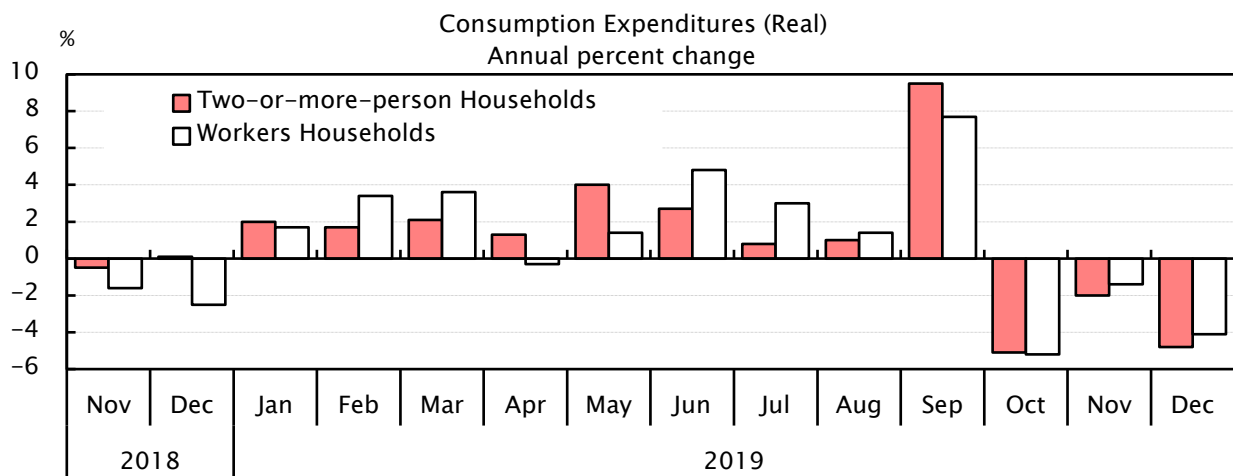


Source: MIC "Family Income and Expenditure Survey"

Family Income and Expenditure - Consumption Expenditures

		Two-or-more-person Households				
		Workers Households			All households	
		Consumption expenditures		Average propensity to consume	Consumption expenditures	
		Annual percent change(Nominal)	Annual percent change (Real)		Annual percent change (Real)	
Calendar year	¥	%	%	%	%	
2014	318,755	-0.1	-3.3	75.3	-2.9	
2015	315,379	-1.1	-2.1	73.8	-2.3	
2016	309,591	-1.8	-1.7	72.2	-1.7	
2017	313,057	1.1	0.5	72.1	-0.3	
2018	315,314	-0.3	-1.5	69.3	-0.4	
2019	323,853	1.8	1.2	67.9	0.9	
2018	Nov	303,516	-0.6	-1.6	81.7	-0.5
	Dec	351,044	-2.2	-2.5	41.3	0.1
2019	Jan	325,768	1.9	1.7	84.8	2.0
	Feb	302,753	3.6	3.4	69.4	1.7
	Mar	348,942	4.2	3.6	88.9	2.1
	Apr	337,164	0.7	-0.3	78.3	1.3
	May	332,273	2.3	1.4	98.3	4.0
	Jun	308,425	5.6	4.8	43.5	2.7
	Jul	321,190	3.6	3.0	64.0	0.8
	Aug	325,516	1.7	1.4	75.4	1.0
	Sep	329,655	8.0	7.7	89.1	9.5
	Oct	305,197	-4.9	-5.2	68.4	-5.1
	Nov	303,986	-0.8	-1.4	78.0	-2.0
	Dec	345,370	-3.2	-4.1	38.8	-4.8
Source	MIC "Family Income and Expenditure Survey"					

NOTES : "Annual percent change" from Jan. 2018 are discontinuity-adjusted figures.

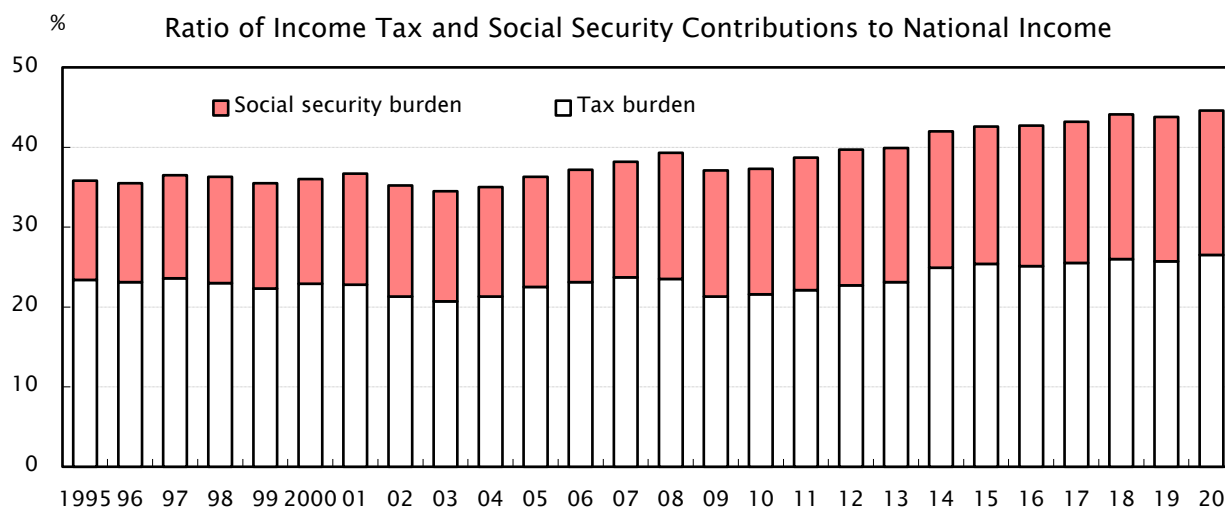


Source: MIC "Family Income and Expenditure Survey"

Ratio of Income Tax and Social Security Contributions to National Income

	Ratio of income tax and social security contributions to national income	Tax burden	Social security burden
Fiscal year	%	%	%
1995	35.8	23.4	12.4
1996	35.5	23.1	12.4
1997	36.5	23.6	12.9
1998	36.3	23.0	13.3
1999	35.5	22.3	13.2
2000	36.0	22.9	13.1
2001	36.7	22.8	13.9
2002	35.2	21.3	13.9
2003	34.4	20.7	13.8
2004	35.0	21.3	13.7
2005	36.3	22.5	13.8
2006	37.2	23.1	14.1
2007	38.2	23.7	14.5
2008	39.3	23.5	15.8
2009	37.2	21.3	15.8
2010	37.2	21.6	15.7
2011	38.8	22.1	16.6
2012	39.7	22.7	17.0
2013	39.9	23.1	16.8
2014	42.1	24.9	17.1
2015	42.6	25.4	17.2
2016	42.7	25.1	17.6
2017	43.3	25.5	17.7
2018	44.1	26.0	18.1
2019	43.8	25.7	18.1
2020	44.6	26.5	18.1
Source	MOF "National Burden Ratio"		

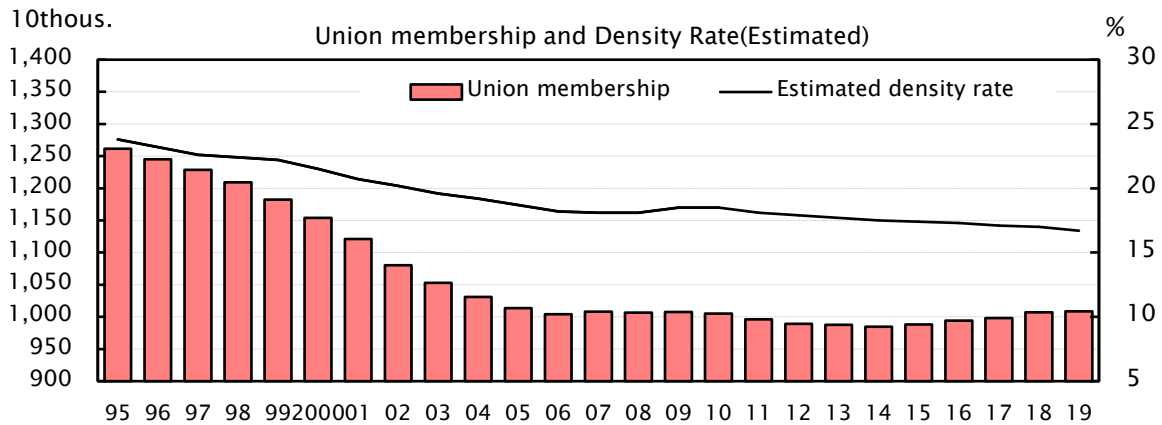
NOTES : 2019,2020 = Forecast



Source: MOF "National Burden Ratio"

Industrial Relations

Calendar year	Union membership persons	Estimated density rate %	Estimated density rate (by size of establishment)		
			Private enterprises		
			1000 employees and over	100 ~ 999 employees	1 ~ 99 employees
			%	%	%
1995	12,613,582	23.8	59.9	21.2	1.6
1996	12,451,149	23.2	58.1	20.5	1.6
1997	12,284,721	22.6	58.4	20.1	1.5
1998	12,092,879	22.4	56.9	19.6	1.5
1999	11,824,593	22.2	57.2	19.5	1.4
2000	11,538,557	21.5	54.2	18.8	1.4
2001	11,212,108	20.7	53.5	17.7	1.3
2002	10,800,608	20.2	54.8	16.8	1.3
2003	10,531,329	19.6	51.9	16.6	1.2
2004	10,309,413	19.2	50.6	15.8	1.2
2005	10,138,150	18.7	47.7	15.0	1.2
2006	10,040,580	18.2	46.7	14.8	1.1
2007	10,079,614	18.1	47.5	14.3	1.1
2008	10,064,823	18.1	45.3	13.9	1.1
2009	10,077,506	18.5	46.2	14.2	1.1
2010	10,053,624	18.5	46.6	14.2	1.1
2011	9,960,609	18.1	-	-	-
2012	9,892,284	17.9	45.8	13.3	1.0
2013	9,874,895	17.7	44.9	13.1	1.0
2014	9,849,176	17.5	45.3	12.4	1.0
2015	9,882,092	17.4	45.7	12.2	0.9
2016	9,940,495	17.3	44.3	12.2	0.9
2017	9,981,437	17.1	44.3	11.8	0.9
2018	10,069,711	17.0	41.5	11.7	0.9
2019	10,087,915	16.7	40.8	11.4	0.8
Source	MHLW "Basic Survey on Labour Unions"				

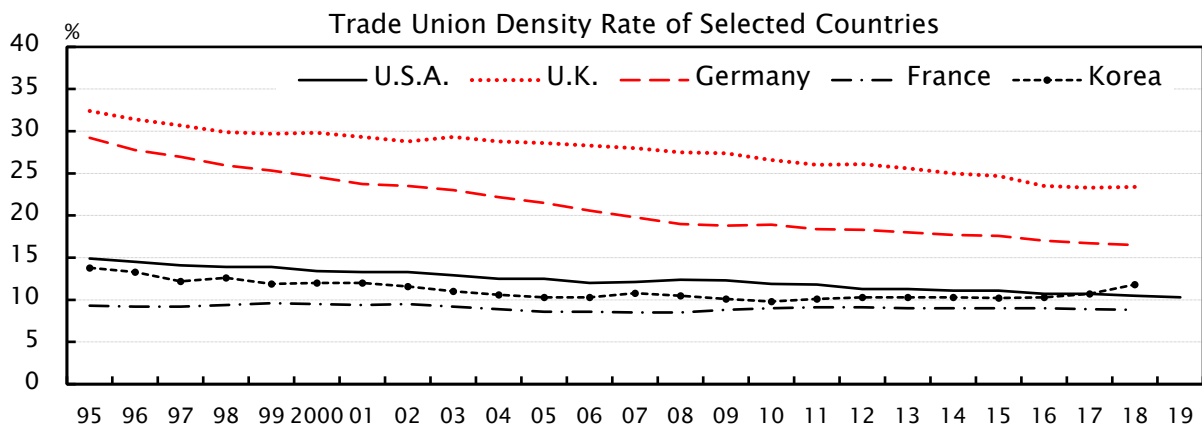


Source: MHLW "Basic Survey on Labour Unions"

Trade Union Density Rate of Selected Countries

Calendar year	Trade Union Density Rate				
	U.S.A.	Germany	U.K.	France	Korea
	%	%	%	%	%
1995	14.9	29.2	32.4	9.3	13.8
1996	14.5	27.8	31.4	9.2	13.3
1997	14.1	27.0	30.7	9.2	12.2
1998	13.9	25.9	29.9	9.4	12.6
1999	13.9	25.3	29.7	9.6	11.9
2000	13.4	24.6	29.8	9.5	12.0
2001	13.3	23.7	29.3	9.4	12.0
2002	13.3	23.5	28.8	9.5	11.6
2003	12.9	23.0	29.3	9.2	11.0
2004	12.5	22.2	28.8	8.9	10.6
2005	12.5	21.5	28.6	8.6	10.3
2006	12.0	20.6	28.3	8.6	10.3
2007	12.1	19.8	28.0	8.5	10.8
2008	12.4	19.0	27.5	8.5	10.5
2009	12.3	18.8	27.4	8.8	10.1
2010	11.9	18.9	26.6	9.0	9.8
2011	11.8	18.4	26.0	9.1	10.1
2012	11.3	18.3	26.1	9.1	10.3
2013	11.3	18.0	25.6	9.0	10.3
2014	11.1	17.7	25.0	9.0	10.3
2015	11.1	17.6	24.7	9.0	10.2
2016	10.7	17.0	23.5	9.0	10.3
2017	10.7	16.7	23.3	8.9	10.7
2018	10.5	16.5	23.4	8.8	11.8
2019	10.3				

Source	U.S.A "Union Members 2019(Bureau of Labor Statistics)" U.K. "Trade Union Membership 2018(Dept. for Business, Innovation & Skills)" Germany,France "Trade Union Density in OECD countries(OECD)" KOREA (Ministry of Employment and Labor)
--------	---



Source: See above