



Main Labor Economic Indicators

December 28, 2020

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(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

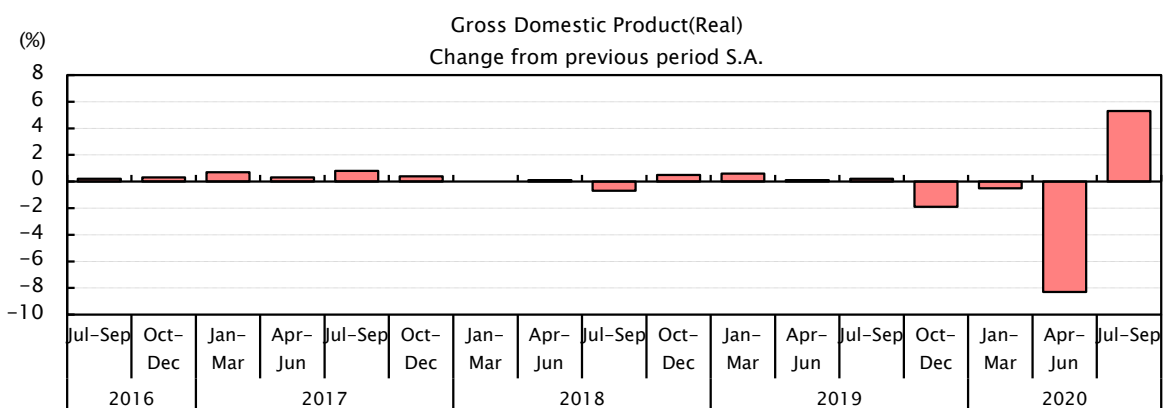
| | Gross Domestic Product | | | Compensation of employees | |
|--------------|---------------------------------------|-----------------------------|-----------------------------|-------------------------------------|-----------------------|
| | Nominal | Change from previous period | Real | (nominal) | Per capita |
| | | | Change from previous period | Annual percent change | Annual percent change |
| Fiscal year | ¥billion | % | % | % | % |
| 2014 | 523,418.3 | 2.1 | -0.4 | 1.9 | 1.0 |
| 2015 | 540,739.4 | 3.3 | 1.7 | 1.4 | 0.3 |
| 2016 | 544,827.2 | 0.8 | 0.8 | 2.4 | 1.0 |
| 2017 | 555,687.4 | 2.0 | 1.8 | 2.0 | 0.6 |
| 2018 | 556,827.9 | 0.2 | 0.3 | 3.2 | 1.3 |
| 2019 | 559,698.8 | 0.5 | -0.3 | 2.0 | 0.9 |
| | | (S.A.) % | (S.A.) % | % | % |
| 2016 Jul-Sep | 132,635.6 | 0.1 | 0.2 | 2.7 | 1.2 |
| Oct-Dec | 141,648.6 | 0.3 | 0.3 | 2.7 | 1.1 |
| 2017 Jan-Mar | 136,271.3 | 0.4 | 0.7 | 1.5 | 0.5 |
| Apr-Jun | 136,011.8 | 0.6 | 0.3 | 1.9 | 0.7 |
| Jul-Sep | 135,787.2 | 1.3 | 0.8 | 1.9 | 0.4 |
| Oct-Dec | 145,002.7 | 0.2 | 0.4 | 1.7 | 0.6 |
| 2018 Jan-Mar | 138,885.7 | -0.1 | -0.0 | 2.8 | 0.7 |
| Apr-Jun | 137,854.4 | -0.0 | 0.1 | 4.2 | 1.9 |
| Jul-Sep | 135,122.1 | -0.6 | -0.7 | 3.0 | 1.1 |
| Oct-Dec | 144,327.4 | 0.2 | 0.5 | 3.5 | 1.5 |
| 2019 Jan-Mar | 139,524.0 | 1 | 0.6 | 1.9 | 0.5 |
| Apr-Jun | 139,225.8 | 0.3 | 0.1 | 2.1 | 1.0 |
| Jul-Sep | 137,657.0 | 0.3 | 0.2 | 1.8 | 0.7 |
| Oct-Dec | 144,860.1 | -1.2 | -1.9 | 2.1 | 1.0 |
| 2020 Jan-Mar | 137,955.8 | -0.5 | -0.5 | 1.8 | 0.7 |
| Apr-Jun | 126,703.8 | -7.9 | -8.3 | -2.3 | -1.2 |
| Jul-Sep | 131,352.8 | 5.5 | 5.3 | -2.3 | -1.1 |
| 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: Jul. - Sep. 2020 (The 2nd Preliminary Estimates)

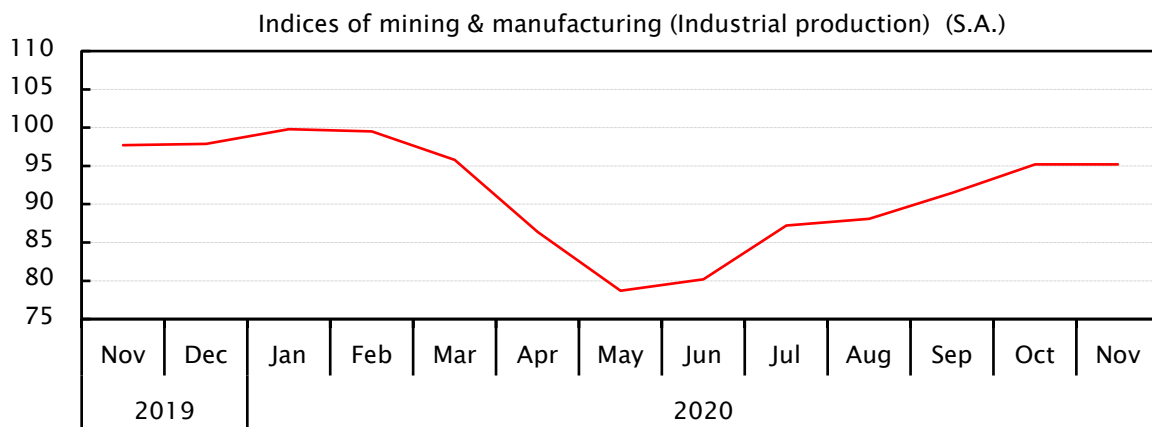


Source: CAO "SNA"

Industrial Productions, Shipments and Inventories

| | | Indices of mining & manufacturing | | | | |
|---------------|------|---|--------------------------------|----------|-----------|-----------------|
| | | Industrial Production | | Shipment | Inventory | Inventory Ratio |
| | | | Change from previous period | | | |
| 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 | 101.1 | -3.0 | 100.2 | 101.7 | 109.6 |
| | | (S.A.) | (S.A.)% | (S.A.) | (S.A.) | (S.A.) |
| 2019 | Nov | 97.7 | -0.6 | 96.8 | 103.6 | 115.0 |
| | Dec | 97.9 | 0.2 | 97.0 | 104.0 | 115.6 |
| 2020 | Jan | 99.8 | 1.9 | 97.9 | 106.2 | 115.2 |
| | Feb | 99.5 | -0.3 | 98.9 | 104.4 | 112.5 |
| | Mar | 95.8 | -3.7 | 93.2 | 106.4 | 121.9 |
| | Apr | 86.4 | -9.8 | 84.3 | 106.1 | 138.5 |
| | May | 78.7 | -8.9 | 76.8 | 103.3 | 148.6 |
| | Jun | 80.2 | 1.9 | 80.5 | 100.8 | 138.0 |
| | Jul | 87.2 | 8.7 | 85.8 | 99.3 | 125.7 |
| | Aug | 88.1 | 1.0 | 87.1 | 98.0 | 123.2 |
| | Sep | 91.5 | 3.9 | 90.5 | 97.5 | 117.8 |
| | Oct | 95.2 | 4.0 | 94.9 | 95.7 | 113.9 |
| | Nov | p 95.2 | p 0.0 | p 94.0 | p 94.6 | p 111.9 |
| | Dec | | (-1.1) | | | |
| 2021 | Jan | | (7.1) | | | |
| Source | | METI "Indices of Industrial Production" | | | | |

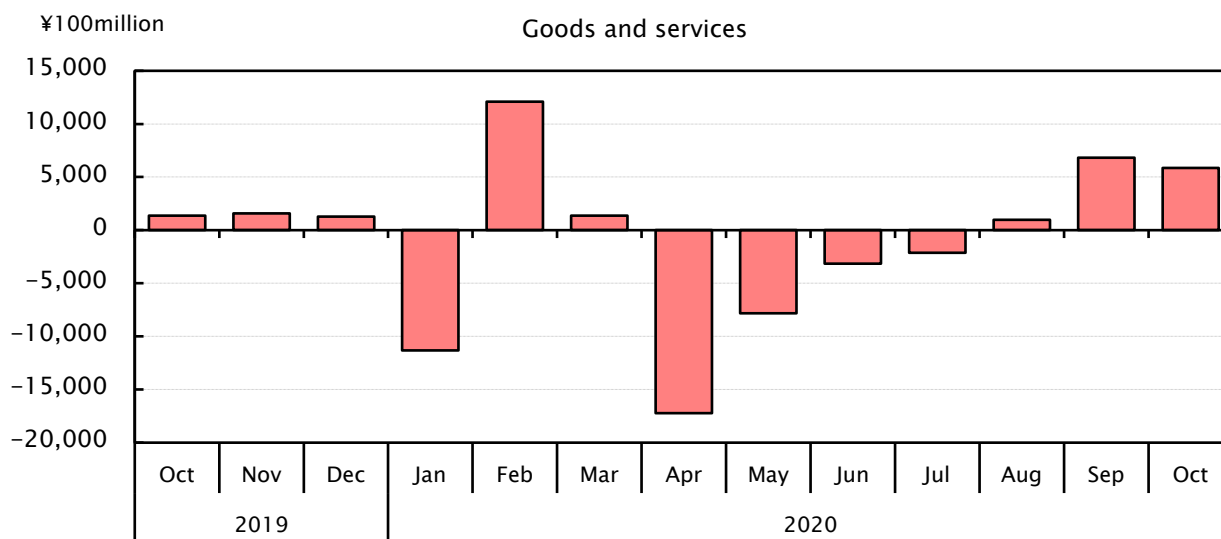
NOTES: () Forecast on manufacturing, 2015=100.



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 | 227,779 | 42,206 |
| 2018 | | 814,788 | 827,033 | 194,001 | 1,052 |
| 2019 | | 769,317 | 785,995 | 205,259 | 5,060 |
| 2019 | Oct | 65,762 | 65,650 | 18,541 | 1,360 |
| | Nov | 63,790 | 64,674 | 14,563 | 1,569 |
| | Dec | 65,761 | 67,352 | 5,449 | 1,269 |
| 2020 | Jan | 54,312 | 67,463 | 6,617 | -11,326 |
| | Feb | 63,213 | 52,147 | 31,804 | 12,080 |
| | Mar | 63,581 | 63,509 | 19,595 | 1,370 |
| | Apr | 52,060 | 61,372 | 2,033 | -17,231 |
| | May | 41,856 | 50,270 | 10,796 | -7,828 |
| | Jun | 48,624 | 52,353 | 1,333 | -3,160 |
| | Jul | 53,692 | 53,621 | p 14,992 | p -2,122 |
| | Aug | 52,331 | 49,887 | p 21,145 | p 966 |
| | Sep | 60,541 | 53,704 | p 16,602 | p 6,810 |
| | Oct | 65,658 | r 56,967 | p 21,447 | p 5,865 |
| | Nov | 61,137 | p 57,475 | | |
| Source | | MOF "Trade Statistics" | | MOF ,BOJ "Balance of Payments" | |



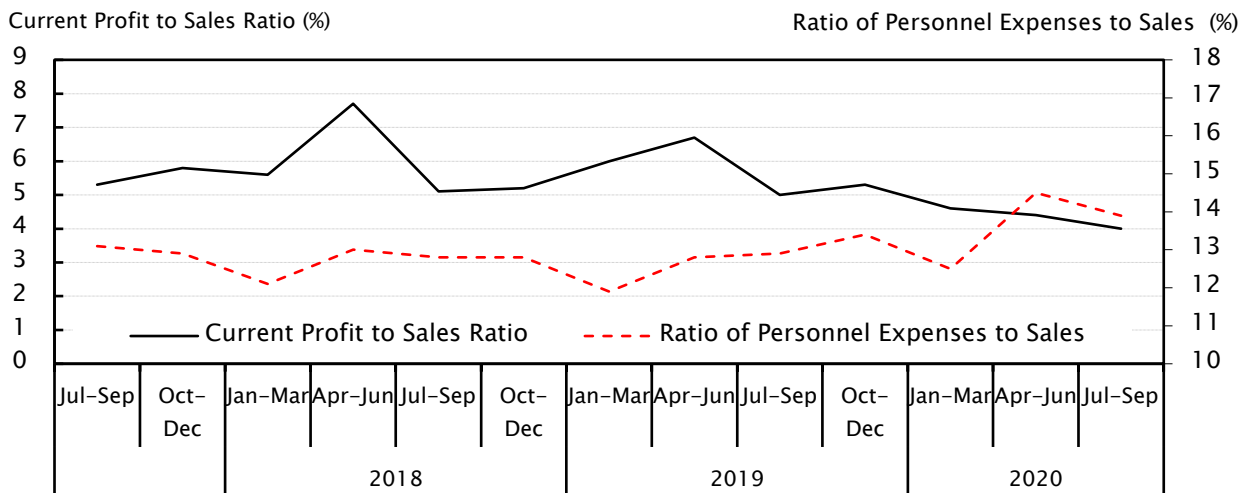
Source: MOF, BOJ "Balance of Payments"

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 | | 2.7 | 4.5 | 13.5 | 68.7 |
| 2014 | | -1.1 | 4.8 | 13.8 | 67.9 |
| 2015 | | 1.7 | 5.2 | 13.9 | 69.1 |
| 2016 | | 6.1 | 5.4 | 13.4 | 68.9 |
| 2017 | | -0.6 | 5.5 | 13.6 | 70.4 |
| 2018 | | -3.5 | 4.8 | 13.6 | - |
| <hr style="border-top: 1px solid black;"/> | | | | | |
| 2017 | 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 | - |
| | Oct-Dec | -6.4 | 5.3 | 13.4 | - |
| <hr style="border-top: 1px dashed red;"/> | | | | | |
| 2020 | Jan-Mar | -7.5 | 4.6 | 12.5 | - |
| | Apr-Jun | -17.7 | 4.4 | 14.5 | - |
| | Jul-Sep | -11.5 | 4.0 | 13.9 | - |
| <hr style="border-top: 1px solid black;"/> | | | | | |
| 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

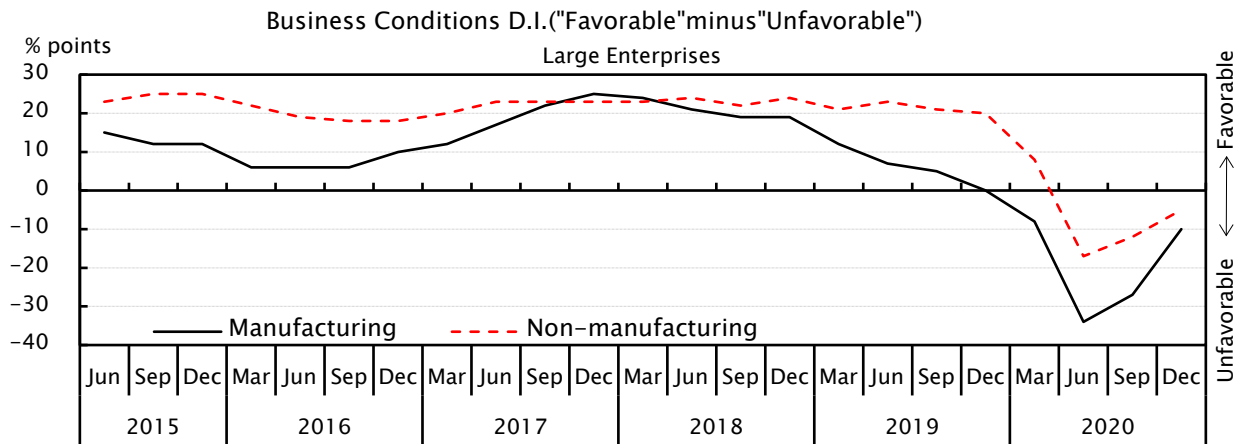


Source: MOF "Financial Statements Statistics of Corporations by Industry"

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 | % | % | % |
| 2015 | Jun | 15 | 23 | 0.1 | -1.4 | 6.95 |
| | Sep | 12 | 25 | | | |
| | Dec | 12 | 25 | -4.5 | -4.2 | 5.22 |
| 2016 | Mar | 6 | 22 | | | |
| | Jun | 6 | 19 | -6.1 | -6.9 | 6.42 |
| | Sep | 6 | 18 | | | |
| 2017 | Dec | 10 | 18 | 0.2 | -0.6 | 6.51 |
| | Mar | 12 | 20 | | | |
| | Jun | 17 | 23 | 5.9 | 5.9 | 8.33 |
| 2018 | Sep | 22 | 23 | | | |
| | Dec | 25 | 23 | 5.4 | 6.0 | 6.62 |
| | Mar | 24 | 23 | | | |
| 2019 | Jun | 21 | 24 | 4.2 | 3.0 | 8.29 |
| | Sep | 19 | 22 | | | |
| | Dec | 19 | 24 | 1.6 | 1.0 | 6.24 |
| 2020 | Mar | 12 | 21 | | | |
| | Jun | 7 | 23 | -1.1 | -0.3 | 7.62 |
| | Sep | 5 | 21 | | | |
| 2021 | Dec | 0 | 20 | -5.1 | -4.6 | 5.45 |
| | Mar | -8 | 8 | | | |
| | Jun | -34 | -17 | (-15.8) | (-13.5) | (5.17) |
| | Sep | -27 | -12 | | | |
| | Dec | -10 | -5 | (-2.6) | (-3.5) | (4.25) |
| | Mar | (-8) | (-6) | | | |
| 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

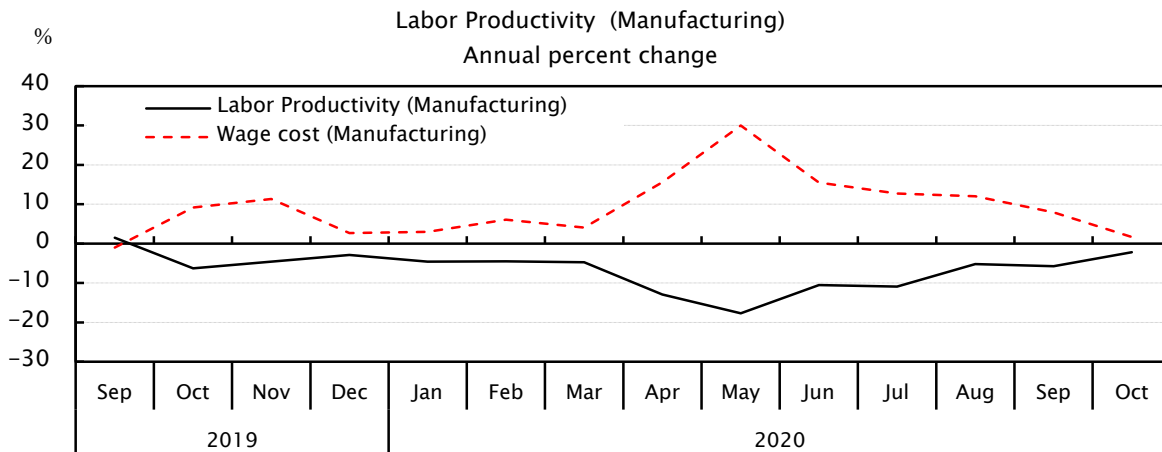
| | Labor Productivity (Manufacturing) | | Wage cost (Manufacturing) |
|---------------|---|-----------------------|---------------------------|
| | Indices (2015=100) | Annual percent change | Annual percent change |
| Calendar year | | | % |
| 2014 | 101.7 | 2.2 | -1.0 |
| 2015 | 100.0 | -1.7 | 1.9 |
| 2016 | 99.8 | -0.2 | 1.1 |
| 2017 | 101.8 | 2.0 | -0.9 |
| 2018 | 102.5 | 0.7 | 1.1 |
| 2019 | 100.7 | -1.8 | 3.8 |
| 2019 | Sep | 104.4 | 1.5 |
| | Oct | 99.1 | -6.3 |
| | Nov | 95.5 | -4.6 |
| | Dec | 98.6 | -2.9 |
| 2020 | Jan | 101.8 | -4.6 |
| | Feb | 94.2 | -4.5 |
| | Mar | 105.8 | -4.7 |
| | Apr | 83.7 | -12.9 |
| | May | 85.3 | -17.7 |
| | Jun | 87.0 | -10.5 |
| | Jul | 91.0 | -10.9 |
| | Aug | 91.8 | -5.2 |
| | Sep | 98.4 | -5.7 |
| | Oct | 96.9 | -2.2 |
| 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.



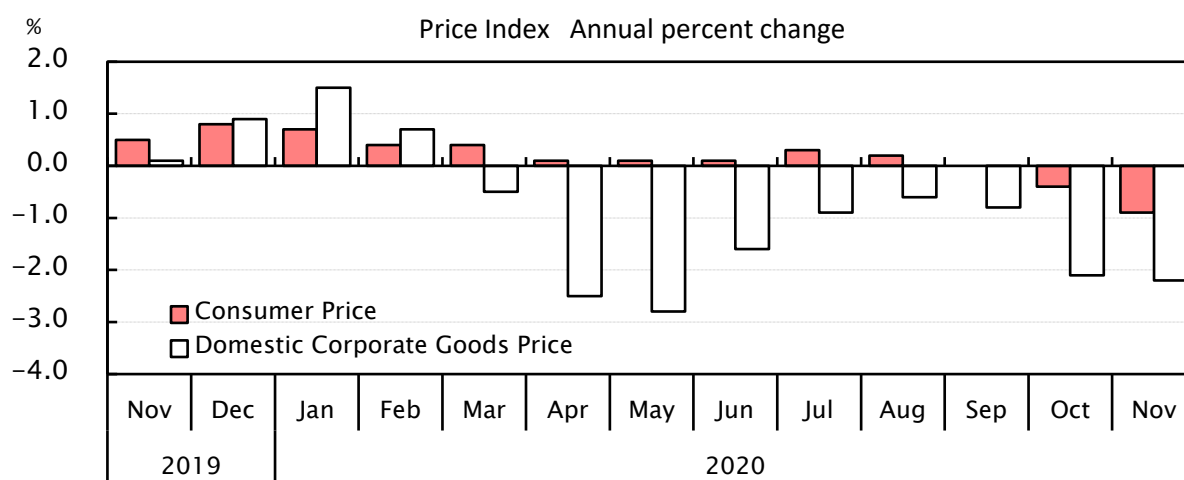
Source: MHLW "Monthly Labour Survey", METI "Indices of Industrial Production"

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 | Nov | 102.3 | 0.5 | 0.5 | 0.8 | 102.1 | 0.1 |
| | Dec | 102.3 | 0.8 | 0.7 | 0.9 | 102.3 | 0.9 |
| 2020 | Jan | 102.2 | 0.7 | 0.8 | 0.8 | 102.3 | 1.5 |
| | Feb | 102.0 | 0.4 | 0.6 | 0.6 | 101.9 | 0.7 |
| | Mar | 101.9 | 0.4 | 0.4 | 0.6 | 101.0 | -0.5 |
| | Apr | 101.9 | 0.1 | -0.2 | 0.2 | 99.4 | -2.5 |
| | May | 101.8 | 0.1 | -0.2 | 0.4 | 98.9 | -2.8 |
| | Jun | 101.7 | 0.1 | 0.0 | 0.4 | 99.6 | -1.6 |
| | Jul | 101.9 | 0.3 | 0.0 | 0.4 | 100.2 | -0.9 |
| | Aug | 102.0 | 0.2 | -0.4 | -0.1 | 100.3 | -0.6 |
| | Sep | 102.0 | 0.0 | -0.3 | 0.0 | 100.1 | -0.8 |
| | Oct | 101.8 | -0.4 | -0.7 | -0.2 | r 99.9 | r -2.1 |
| | Nov | 101.3 | -0.9 | -0.9 | -0.3 | p 99.9 | p -2.2 |
| | Dec | [100.9] | [-1.3] | [-0.9] | [-0.4] | | |
| Source | MIC "Consumer Price Index" | | | | BOJ "Corporate Goods Price Index" | | |

NOTES : 2015=100

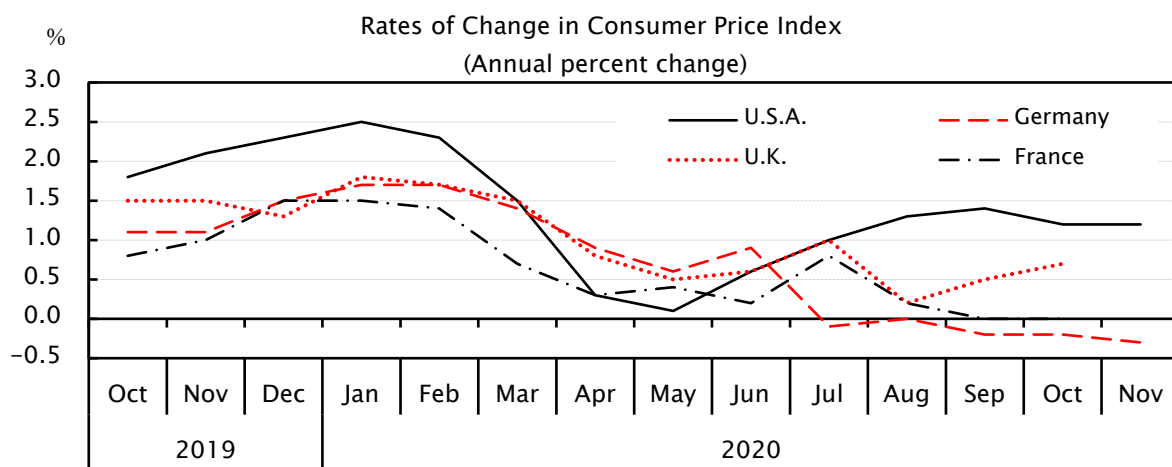
Figures in brackets show Ku-area of Tokyo(preliminary).



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 |
| 2019 | 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 | 1.8 | 1.5 |
| | Feb | 2.3 | 1.7 | 1.7 | 1.4 |
| | Mar | 1.5 | 1.4 | 1.5 | 0.7 |
| | Apr | 0.3 | 0.9 | 0.8 | 0.3 |
| | May | 0.1 | 0.6 | 0.5 | 0.4 |
| | Jun | 0.6 | 0.9 | 0.6 | 0.2 |
| | Jul | 1.0 | -0.1 | 1.0 | 0.8 |
| | Aug | 1.3 | 0.0 | 0.2 | 0.2 |
| | Sep | 1.4 | -0.2 | 0.5 | 0.0 |
| | Oct | 1.2 | -0.2 | 0.7 | 0.0 |
| | Nov | 1.2 | -0.3 | | |
| Source | | MIC "Consumer Price Index (Monthly Report Reference Table) " | | | |



Source: MIC "Consumer Price Index"

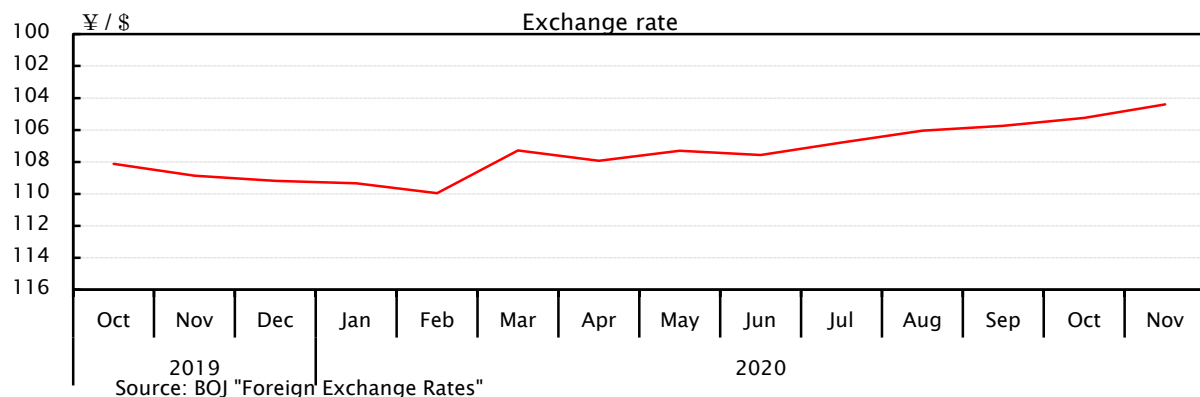
Other Economic Indicators

| | Machinery Orders 1) | New housing construction started | Bankruptcy | Average contracted interest rate on loans & discounts 2) | Exchange rate 3) |
|---------------|-----------------------------|---|-------------------------------|---|------------------------------|
| | Change from previous period | Change from previous period | 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 |
| | (S.A.) % | (S.A.) % | % | % / year | ¥ / \$ |
| 2019 Oct | -3.2 | -0.8 | 6.84 | 0.871 | 108.12 |
| Nov | 11.9 | -5.3 | 1.25 | 0.868 | 108.86 |
| Dec | -11.9 | 0.5 | 13.18 | 0.861 | 109.18 |
| 2020 Jan | 2.9 | -4.6 | 16.06 | 0.858 | 109.34 |
| Feb | 2.3 | 7.2 | 10.71 | 0.857 | 109.96 |
| Mar | -0.4 | 3.9 | 11.78 | 0.850 | 107.29 |
| Apr | -12.0 | -11.4 | 15.19 | 0.833 | 107.93 |
| May | 1.7 | 1.0 | -54.82 | 0.818 | 107.31 |
| Jun | -7.6 | -2.4 | 6.26 | 0.811 | 107.56 |
| Jul | 6.3 | 4.8 | -1.62 | 0.808 | 106.78 |
| Aug | 0.2 | -1.0 | -1.62 | r 0.808 | 106.04 |
| Sep | -4.4 | -0.5 | -19.51 | r 0.809 | 105.74 |
| Oct | 17.1 | -1.6 | -20.00 | 0.809 | 105.24 |
| Nov | | 2.3 | -21.73 | | 104.40 |
| 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)

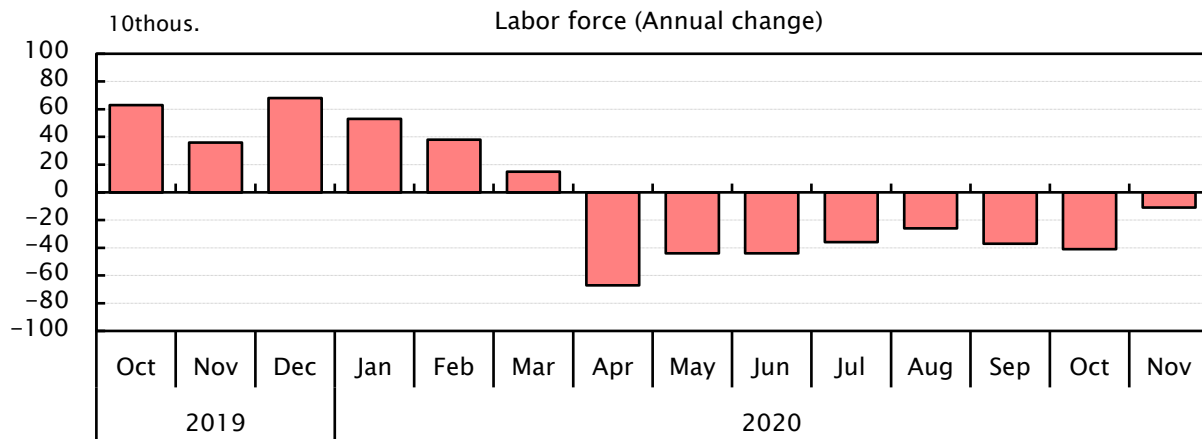
2) Outstanding Loans and Bills Discounted, Total, Domestically Licensed Banks

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



Population and Labor Force

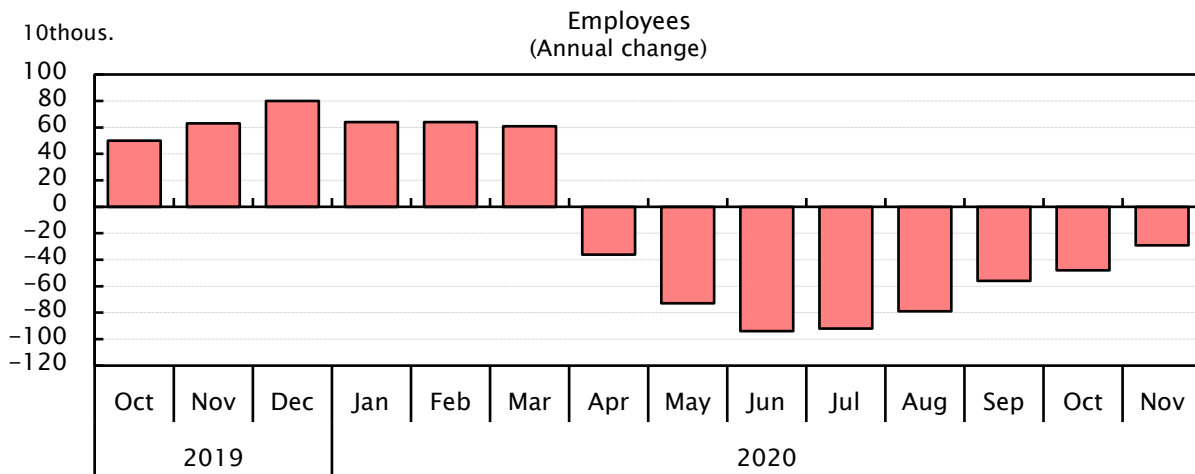
| | Population of 15 years old and over | Labor force | | Labor force participation rate | |
|---------------|---|-------------|---------------|--------------------------------|---------------|
| | | | Annual change | | Annual change |
| Calendar year | 10thous. | 10thous. | 10thous. | % | point |
| 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 |
| 2019 Oct | 11,097 | 6,951 | 63 | 62.6 | 0.6 |
| Nov | 11,097 | 6,913 | 36 | 62.3 | 0.4 |
| Dec | 11,085 | 6,883 | 68 | 62.1 | 0.7 |
| 2020 Jan | 11,086 | 6,846 | 53 | 61.8 | 0.6 |
| Feb | 11,083 | 6,850 | 38 | 61.8 | 0.4 |
| Mar | 11,084 | 6,876 | 15 | 62.0 | 0.1 |
| Apr | 11,080 | 6,817 | -67 | 61.5 | -0.6 |
| May | 11,084 | 6,854 | -44 | 61.8 | -0.4 |
| Jun | 11,086 | 6,865 | -44 | 61.9 | -0.4 |
| Jul | 11,086 | 6,852 | -36 | 61.8 | -0.3 |
| Aug | 11,077 | 6,882 | -26 | 62.1 | -0.2 |
| Sep | 11,085 | 6,899 | -37 | 62.2 | -0.3 |
| Oct | 11,076 | 6,910 | -41 | 62.4 | -0.2 |
| Nov | 11,073 | 6,902 | -11 | 62.3 | 0.0 |
| Source | MIC "Labour Force Survey" | | | | |



Source: MIC "Labour Force Survey"

Employed and Employees

| Calendar year | Employed | | Employees | | |
|---------------|---------------------------|---------------|-----------|---------------|-----------------------------|
| | 10thous. | Annual change | 10thous. | Annual change | Women |
| | | | | | Non-agricultural industries |
| | 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 |
| 2019 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 |
| Feb | 6,691 | 35 | 6,026 | 64 | 1,508 |
| Mar | 6,700 | 13 | 6,009 | 61 | 1,219 |
| Apr | 6,628 | -80 | 5,923 | -36 | 1,449 |
| May | 6,656 | -76 | 5,920 | -73 | 1,184 |
| Jun | 6,670 | -77 | 5,929 | -94 | 1,178 |
| Jul | 6,655 | -76 | 5,942 | -92 | 1,190 |
| Aug | 6,676 | -75 | 5,946 | -79 | 1,209 |
| Sep | 6,689 | -79 | 5,961 | -56 | 1,194 |
| Oct | 6,694 | -93 | 5,998 | -48 | 1,200 |
| Nov | 6,707 | -55 | 6,017 | -29 | 1,224 |
| Source | MIC "Labour Force Survey" | | | | |

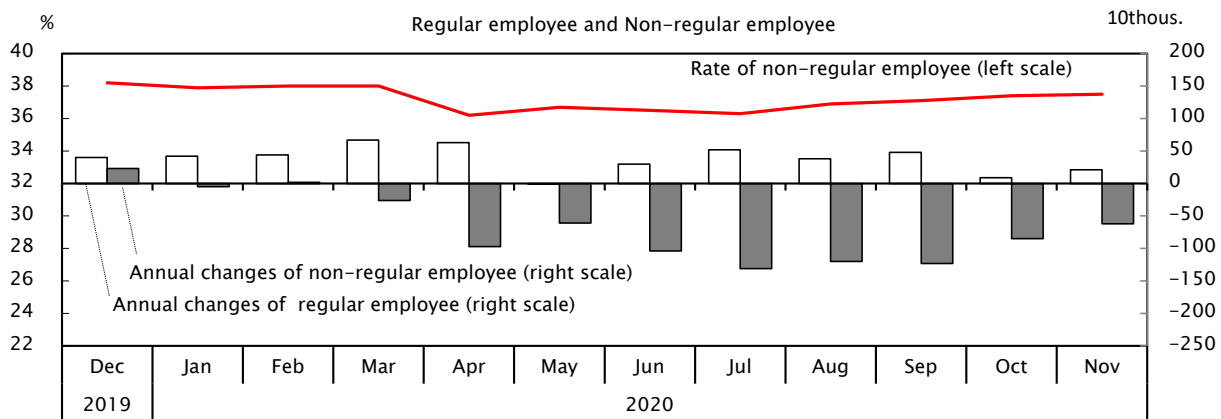


Source: MIC "Labour Force Survey"

Employees by Type of Employment

| | | Employee, excl. executive of company or corporation | Regular employee | Non-regular employee | Part-time worker | <i>Arbeit</i> (temporary worker) | Dispatched worker from temporary labour agency | Contract employee | Entrusted employee | Other |
|---------------|---------------------------|---|------------------|----------------------|------------------|----------------------------------|--|-------------------|--------------------|----------|
| | | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. |
| 2019 | 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 | 89 |
| | Feb | 5,688 | 3,530 | 2,159 | 1059 | 477 | 143 | 278 | 120 | 81 |
| | Mar | 5,656 | 3,506 | 2,150 | 1055 | 461 | 144 | 279 | 125 | 85 |
| | Apr | 5,582 | 3,563 | 2,019 | 995 | 407 | 133 | 282 | 116 | 86 |
| | May | 5,580 | 3,534 | 2,045 | 986 | 421 | 137 | 293 | 118 | 91 |
| | Jun | 5,605 | 3,561 | 2,044 | 987 | 430 | 142 | 275 | 122 | 89 |
| | Jul | 5,621 | 3,578 | 2,043 | 995 | 440 | 125 | 277 | 116 | 90 |
| | Aug | 5,605 | 3,535 | 2,070 | 1007 | 440 | 127 | 296 | 114 | 86 |
| | Sep | 5,608 | 3,529 | 2,079 | 1039 | 445 | 143 | 267 | 109 | 75 |
| | Oct | 5,645 | 3,535 | 2,111 | 1060 | 448 | 135 | 273 | 114 | 81 |
| | Nov | 5,671 | 3,547 | 2,124 | 1060 | 462 | 141 | 270 | 105 | 85 |
| Annual Change | | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. |
| 2019 | Dec | 64 | 40 | 23 | 18 | 19 | 1 | -21 | 0 | 5 |
| 2020 | Jan | 37 | 42 | -5 | 12 | 1 | 2 | -22 | 3 | 1 |
| | Feb | 45 | 44 | 2 | 7 | 25 | 2 | -24 | -2 | -7 |
| | Mar | 40 | 67 | -26 | -18 | 6 | -2 | -30 | 8 | 8 |
| | Apr | -34 | 63 | -97 | -46 | -32 | -4 | -10 | -8 | 2 |
| | May | -61 | -1 | -61 | -37 | -31 | 5 | 7 | -7 | 3 |
| | Jun | -74 | 30 | -104 | -54 | -33 | 0 | -16 | -7 | 7 |
| | Jul | -78 | 52 | -131 | -51 | -33 | -16 | -19 | -15 | 3 |
| | Aug | -83 | 38 | -120 | -41 | -33 | -13 | -20 | -14 | 2 |
| | Sep | -75 | 48 | -123 | -24 | -37 | -3 | -40 | -17 | -3 |
| | Oct | -76 | 9 | -85 | -3 | -35 | -10 | -14 | -18 | -6 |
| | Nov | -41 | 21 | -62 | 15 | -36 | -6 | -7 | -19 | -10 |
| Rates | | % | % | % | % | % | % | % | % | % |
| 2019 | 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 | 1.6 |
| | Feb | - | 62.0 | 38.0 | 18.6 | 8.4 | 2.5 | 4.9 | 2.1 | 1.4 |
| | Mar | - | 62.0 | 38.0 | 18.7 | 8.2 | 2.5 | 4.9 | 2.2 | 1.5 |
| | Apr | - | 63.8 | 36.2 | 17.8 | 7.3 | 2.4 | 5.1 | 2.1 | 1.5 |
| | May | - | 63.3 | 36.7 | 17.7 | 7.5 | 2.5 | 5.3 | 2.1 | 1.6 |
| | Jun | - | 63.5 | 36.5 | 17.6 | 7.7 | 2.5 | 4.9 | 2.2 | 1.6 |
| | Jul | - | 63.7 | 36.3 | 17.7 | 7.8 | 2.2 | 4.9 | 2.1 | 1.6 |
| | Aug | - | 63.1 | 36.9 | 18.0 | 7.9 | 2.3 | 5.3 | 2.0 | 1.5 |
| | Sep | - | 62.9 | 37.1 | 18.5 | 7.9 | 2.5 | 4.8 | 1.9 | 1.3 |
| | Oct | - | 62.6 | 37.4 | 18.8 | 7.9 | 2.4 | 4.8 | 2.0 | 1.4 |
| | Nov | - | 62.5 | 37.5 | 18.7 | 8.1 | 2.5 | 4.8 | 1.9 | 1.5 |
| Source | MIC "Labour Force Survey" | | | | | | | | | |

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

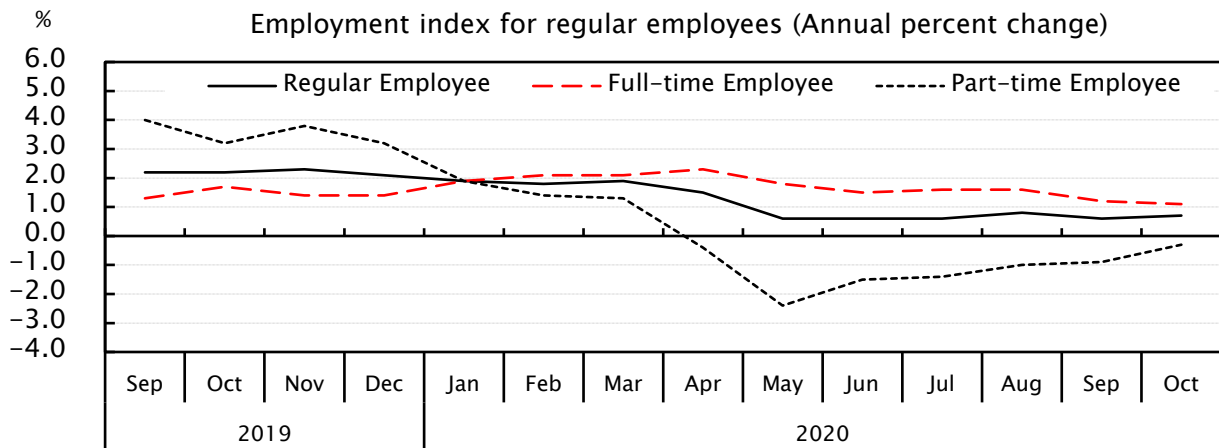


Source: MIC "Labour Force Survey"

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 | 2.0 | 1.0 | 1.0 | 4.2 | |
| 2019 | 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 | 2.1 | 0.6 | 1.4 | 3.2 |
| 2020 | Jan | 1.9 | 0.6 | 1.9 | 1.9 |
| | Feb | 1.8 | 0.5 | 2.1 | 1.4 |
| | Mar | 1.9 | 0.7 | 2.1 | 1.3 |
| | Apr | 1.5 | 0.5 | 2.3 | -0.4 |
| | May | 0.6 | 0.3 | 1.8 | -2.4 |
| | Jun | 0.6 | 0.3 | 1.5 | -1.5 |
| | Jul | 0.6 | 0.2 | 1.6 | -1.4 |
| | Aug | 0.8 | 0.1 | 1.6 | -1.0 |
| | Sep | 0.6 | 0.1 | 1.2 | -0.9 |
| | Oct | r 0.7 | r 0.0 | r 1.1 | r -0.3 |
| Source | MHLW "Monthly Labour Survey" | | | | |

NOTES 5 or more regular employees.

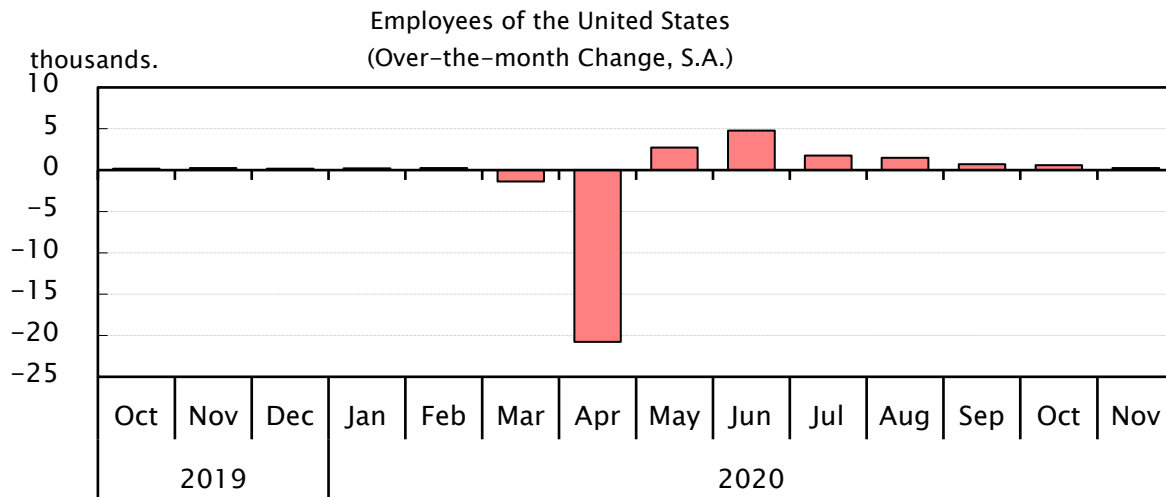


Employees of Selected Countries

| | | Employees | | | | |
|---------------|---|-----------|--------------------------|---------|--------|--------|
| | | U.S.A. | | Germany | U.K. | France |
| | | thous. | 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 | 23,222 |
| | 2016 | 144,336 | 2,511 | 36,320 | 26,012 | 23,278 |
| | 2017 | 146,608 | 2,272 | 36,705 | 26,339 | 23,509 |
| | 2018 | 148,908 | 2,300 | 36,986 | 26,710 | 23,693 |
| | 2019 | 150,939 | 2,031 | 37,477 | 26,797 | 23,643 |
| | | (S.A.) | (S.A.) | | | |
| 2019 | Oct | 151,553 | 185 | | | |
| | Nov | 151,814 | 261 | | | |
| | Dec | 151,998 | 184 | 37,985 | 26,910 | 23,698 |
| 2020 | Jan | 152,212 | 214 | | | |
| | Feb | 152,463 | 251 | | | |
| | Mar | 151,090 | -1,373 | | 26,929 | 23,560 |
| | Apr | 130,303 | -20,787 | | | |
| | May | 133,028 | 2,725 | | | |
| | Jun | 137,809 | 4,781 | | 26,910 | 23,104 |
| | Jul | 139,570 | 1,761 | | | |
| | Aug | 141,063 | 1,493 | | | |
| | Sep | 141,774 | 711 | | 27,018 | 23,400 |
| | Oct | p 142,384 | p 610 | | | |
| | Nov | p 142,629 | p 245 | | | |
| Source | U.S.A. Bureau of Labor Statistics "The Employment Situation" Germany, U.K., France "Eurostat Database(Eurostat)" | | | | | |

NOTES : U.S.A : Total nonfarm

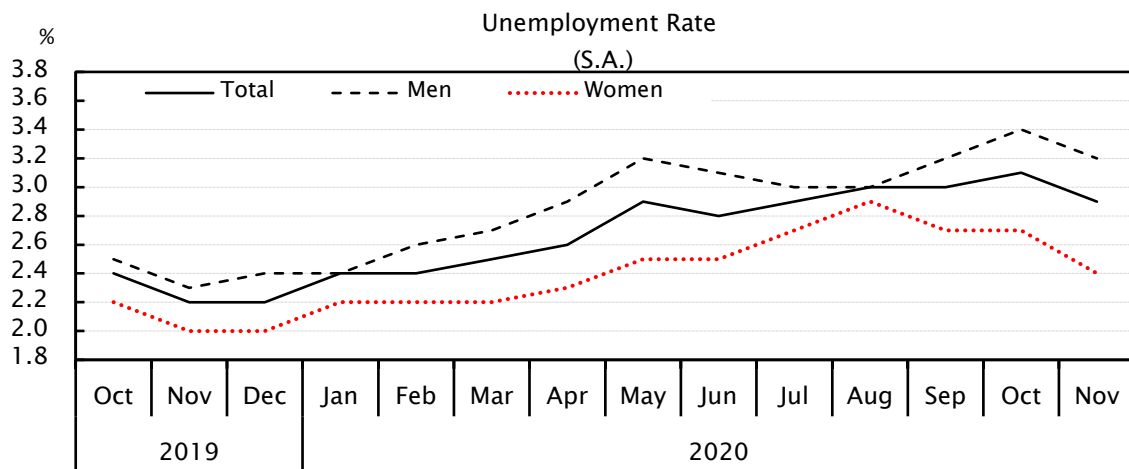
Germany, U.K., France : The figure for the quarter, from 15 to 64 years



Source: Bureau of Labor Statistics "The Employment Situation"

Unemployment and Employment Insurance

| | Unemployed | Unemployment rate | | | Beneficiaries receiving benefits |
|---------------|---------------------------|-------------------|----------|----------|--|
| | | | Men | Women | Annual percent change |
| Calendar year | 10thous. | % | % | % | % |
| 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 | 3.3 |
| | (S.A.) 10thous. | (S.A.) % | (S.A.) % | (S.A.) % | % |
| 2019 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 |
| Feb | 166 | 2.4 | 2.6 | 2.2 | 3.6 |
| Mar | 172 | 2.5 | 2.7 | 2.2 | 6.7 |
| Apr | 178 | 2.6 | 2.9 | 2.3 | 1.0 |
| May | 197 | 2.9 | 3.2 | 2.5 | 3.0 |
| Jun | 194 | 2.8 | 3.1 | 2.5 | 25.8 |
| Jul | 196 | 2.9 | 3.0 | 2.7 | 27.6 |
| Aug | 205 | 3.0 | 3.0 | 2.9 | 33.2 |
| Sep | 206 | 3.0 | 3.2 | 2.7 | 35.8 |
| Oct | 214 | 3.1 | 3.4 | 2.7 | 32.2 |
| Nov | 198 | 2.9 | 3.2 | 2.4 | 27.4 |
| Source | MIC "Labour Force Survey" | | | | MHLW "Employment Insurance Statistics" |

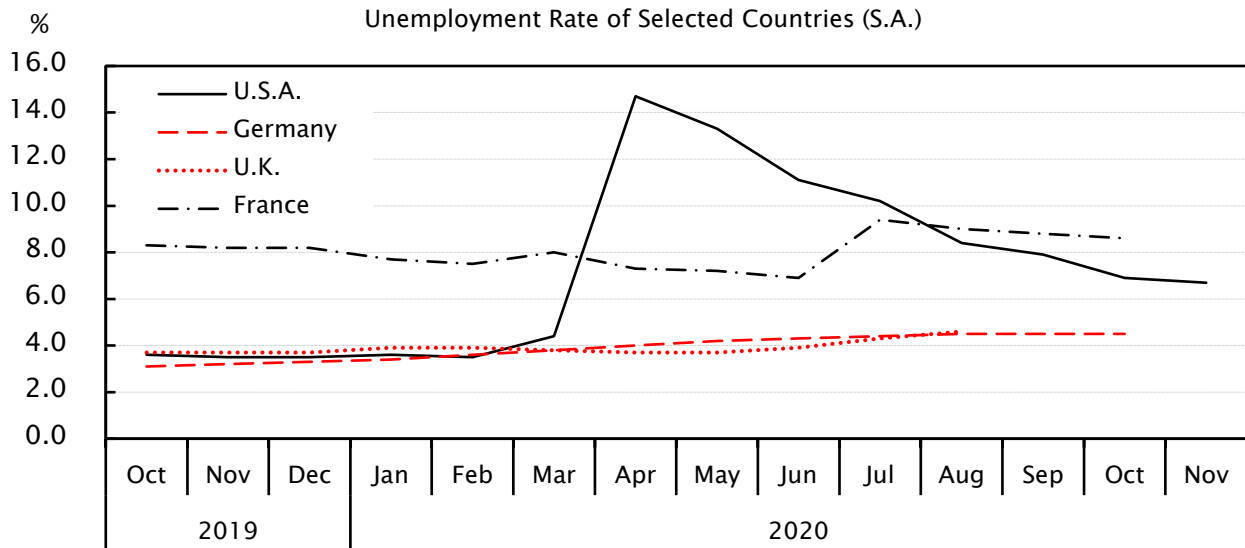


Source: MIC "Labour Force Survey"

Unemployment Rate of Selected Countries

| | | Unemployment Rate | | | |
|---------------|--|-------------------|------------|--------|--------|
| | | U.S.A. | Germany | U.K. | France |
| 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 | 10.0 |
| | 2017 | 4.4 | 3.8 | 4.3 | 9.4 |
| | 2018 | 3.9 | 3.4 | 4.0 | 9.0 |
| | 2019 | 3.7 | 3.1 | 3.8 | 8.5 |
| | | (S.A.) | (S.A.) | (S.A.) | (S.A.) |
| 2019 | Oct | 3.6 | 3.1 | 3.7 | 8.3 |
| | Nov | 3.5 | 3.2 | 3.7 | 8.2 |
| | Dec | 3.5 | 3.3 | 3.7 | 8.2 |
| 2020 | Jan | 3.6 | <u>3.4</u> | 3.9 | 7.7 |
| | Feb | 3.5 | <u>3.6</u> | 3.9 | 7.5 |
| | Mar | 4.4 | <u>3.8</u> | 3.8 | 8.0 |
| | Apr | 14.7 | <u>4.0</u> | 3.7 | 7.3 |
| | May | 13.3 | <u>4.2</u> | 3.7 | 7.2 |
| | Jun | 11.1 | <u>4.3</u> | 3.9 | 6.9 |
| | Jul | 10.2 | <u>4.4</u> | 4.3 | 9.4 |
| | Aug | 8.4 | <u>4.5</u> | 4.6 | 9.0 |
| | Sep | 7.9 | <u>4.5</u> | | 8.8 |
| | Oct | 6.9 | <u>4.5</u> | | 8.6 |
| | Nov | 6.7 | | | |
| Source | U.S.A. Bureau of Labor Statistics" The Employment Situation " Germany, U.K., France "Eurostat Database(Eurostat)" | | | | |

NOTES Estimated: January to October 2020, Germany

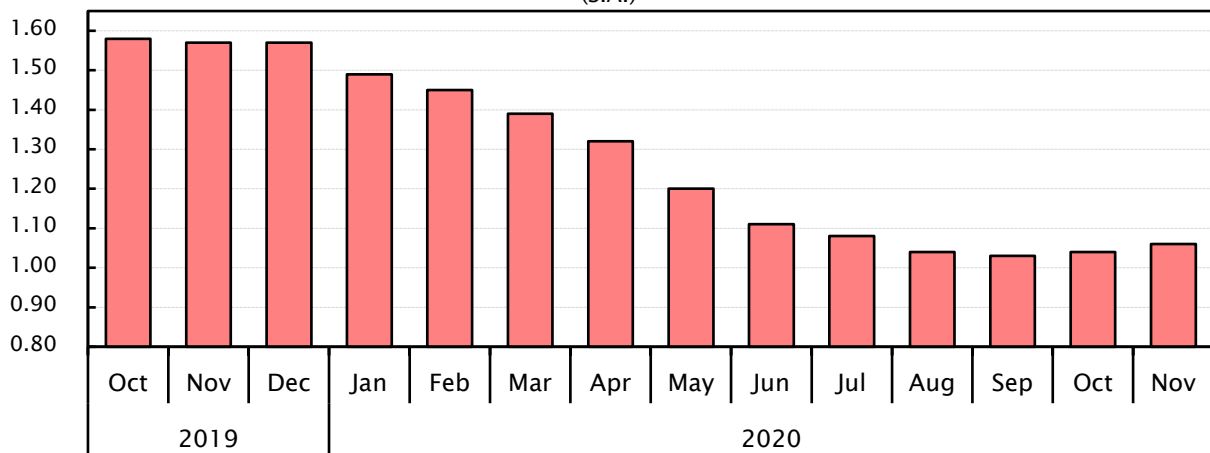


Source: See above

Job openings-to-applicants ratio

| | Active job openings-to-applicants ratio (S.A.) | | | New job openings-to-applicants ratio | | |
|---------------|--|---|-------------|--|---|-------------|
| | 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 |
| | (S.A.) | (S.A.) | (S.A.) | (S.A.) | (S.A.) | (S.A.) |
| 2019 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 |
| Feb | 1.45 | 1.37 | 1.59 | 2.22 | 2.00 | 2.64 |
| Mar | 1.39 | 1.32 | 1.51 | 2.26 | 2.07 | 2.65 |
| Apr | 1.32 | 1.25 | 1.44 | 1.85 | 1.65 | 2.28 |
| May | 1.20 | 1.14 | 1.31 | 1.88 | 1.68 | 2.32 |
| Jun | 1.11 | 1.06 | 1.23 | 1.72 | 1.60 | 1.96 |
| Jul | 1.08 | 1.02 | 1.19 | 1.72 | 1.58 | 1.96 |
| Aug | 1.04 | 0.99 | 1.13 | 1.82 | 1.68 | 2.09 |
| Sep | 1.03 | 0.98 | 1.12 | 2.02 | 1.88 | 2.29 |
| Oct | 1.04 | 1.00 | 1.11 | 1.82 | 1.74 | 1.99 |
| Nov | 1.06 | 1.02 | 1.13 | 2.02 | 1.85 | 2.30 |
| Source | MHLW "Employment Referrals for General Workers" | | | | | |

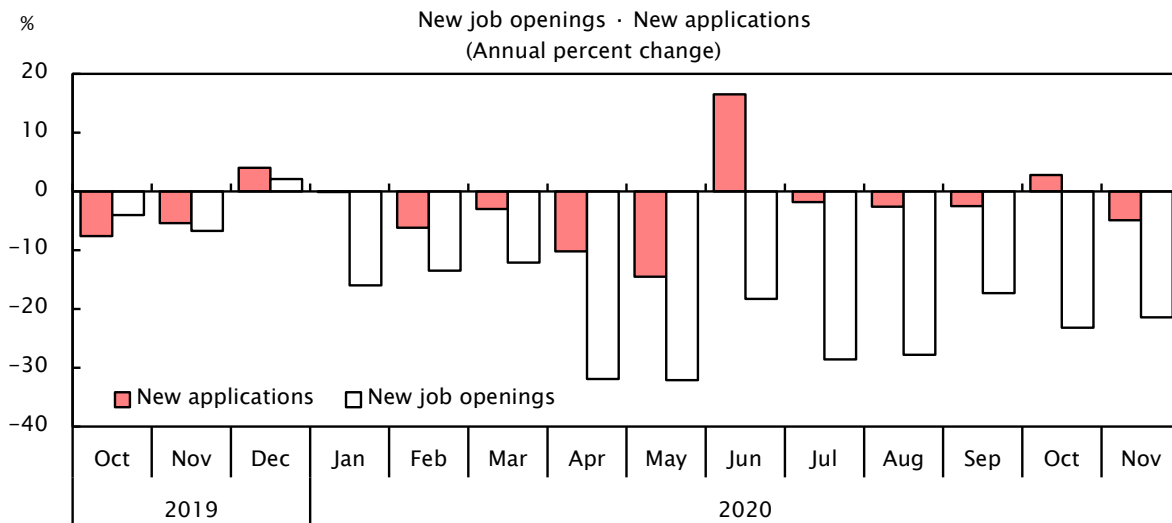
Active job openings-to-applicants ratio
(S.A.)



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 |
| 2019 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 |
| Feb | 2,566,745 | -10.2 | 897,143 | -13.5 | 1,680,543 | 1.0 | 390,263 | -6.2 | 109,810 |
| Mar | 2,492,339 | -13.6 | 834,554 | -12.1 | 1,748,482 | 0.7 | 410,542 | -3.0 | 151,475 |
| Apr | 2,197,079 | -20.6 | 656,148 | -31.9 | 1,779,720 | -2.3 | 469,017 | -10.2 | 106,284 |
| May | 1,938,331 | -28.1 | 637,335 | -32.1 | 1,761,499 | -3.1 | 356,652 | -14.5 | 80,622 |
| Jun | 1,929,801 | -28.1 | 756,004 | -18.3 | 1,835,032 | 3.5 | 434,634 | 16.5 | 103,832 |
| Jul | 1,958,833 | -27.7 | 700,142 | -28.6 | 1,869,444 | 7.2 | 388,642 | -1.8 | 102,429 |
| Aug | 1,966,645 | -26.6 | 662,446 | -27.8 | 1,905,688 | 12.2 | 340,537 | -2.6 | 90,066 |
| Sep | 2,009,091 | -25.5 | 758,091 | -17.3 | 1,941,943 | 14.3 | 368,736 | -2.5 | 102,575 |
| Oct | 2,097,019 | -23.2 | 788,994 | -23.2 | 1,987,640 | 16.5 | 400,930 | 2.8 | 110,008 |
| Nov | 2,116,356 | -21.7 | 708,540 | -21.4 | 1,936,448 | 16.8 | 321,612 | -4.9 | 98,340 |
| 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.) | | | | | | | | | | | | |
|-----------|---|------|-------|------|------|------|------|------|------|------|------|------|------|
| | Nov 2019 | Dec | ##### | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov |
| All Japan | 1.57 | 1.57 | 1.49 | 1.45 | 1.39 | 1.32 | 1.20 | 1.11 | 1.08 | 1.04 | 1.03 | 1.04 | 1.06 |
| Hokkaido | 1.27 | 1.28 | 1.18 | 1.17 | 1.12 | 1.11 | 0.96 | 0.96 | 0.97 | 0.96 | 0.94 | 0.97 | 0.99 |
| Aomori | 1.22 | 1.23 | 1.12 | 1.13 | 1.10 | 1.00 | 0.93 | 0.91 | 0.92 | 0.91 | 0.89 | 0.95 | 0.97 |
| Iwate | 1.31 | 1.26 | 1.26 | 1.28 | 1.20 | 1.12 | 1.01 | 1.01 | 1.00 | 0.99 | 1.00 | 1.03 | 1.02 |
| Miyagi | 1.60 | 1.60 | 1.48 | 1.46 | 1.35 | 1.33 | 1.26 | 1.21 | 1.17 | 1.14 | 1.14 | 1.16 | 1.19 |
| Akita | 1.46 | 1.47 | 1.43 | 1.39 | 1.37 | 1.34 | 1.28 | 1.24 | 1.25 | 1.23 | 1.23 | 1.21 | 1.25 |
| Yamagata | 1.49 | 1.46 | 1.37 | 1.35 | 1.30 | 1.24 | 1.10 | 1.06 | 1.04 | 1.04 | 1.03 | 1.05 | 1.06 |
| Fukushima | 1.49 | 1.48 | 1.44 | 1.37 | 1.36 | 1.32 | 1.23 | 1.22 | 1.19 | 1.18 | 1.15 | 1.18 | 1.17 |
| Ibaraki | 1.61 | 1.60 | 1.56 | 1.51 | 1.47 | 1.41 | 1.36 | 1.30 | 1.27 | 1.19 | 1.19 | 1.19 | 1.23 |
| Tochigi | 1.38 | 1.38 | 1.31 | 1.32 | 1.17 | 1.15 | 1.08 | 1.00 | 0.97 | 0.95 | 0.93 | 0.91 | 0.96 |
| Gunma | 1.60 | 1.64 | 1.52 | 1.52 | 1.51 | 1.51 | 1.33 | 1.17 | 1.10 | 1.07 | 1.08 | 1.15 | 1.14 |
| Saitama | 1.29 | 1.30 | 1.23 | 1.20 | 1.17 | 1.15 | 1.07 | 0.98 | 0.93 | 0.87 | 0.86 | 0.88 | 0.89 |
| Chiba | 1.29 | 1.30 | 1.26 | 1.21 | 1.16 | 1.10 | 1.00 | 0.93 | 0.88 | 0.84 | 0.85 | 0.86 | 0.86 |
| Tokyo | 2.07 | 2.08 | 1.96 | 1.96 | 1.87 | 1.73 | 1.55 | 1.35 | 1.29 | 1.22 | 1.19 | 1.19 | 1.19 |
| Kanagawa | 1.17 | 1.18 | 1.08 | 1.06 | 1.07 | 1.03 | 0.95 | 0.85 | 0.79 | 0.75 | 0.74 | 0.75 | 0.75 |
| Niigata | 1.61 | 1.63 | 1.53 | 1.49 | 1.39 | 1.35 | 1.21 | 1.18 | 1.20 | 1.16 | 1.18 | 1.17 | 1.21 |
| Toyama | 1.86 | 1.84 | 1.61 | 1.57 | 1.51 | 1.43 | 1.30 | 1.21 | 1.17 | 1.14 | 1.15 | 1.17 | 1.20 |
| Ishikawa | 1.89 | 1.89 | 1.73 | 1.70 | 1.59 | 1.46 | 1.32 | 1.19 | 1.15 | 1.10 | 1.09 | 1.12 | 1.18 |
| Fukui | 1.99 | 2.02 | 1.93 | 1.93 | 1.84 | 1.88 | 1.66 | 1.53 | 1.48 | 1.43 | 1.44 | 1.49 | 1.51 |
| Yamanashi | 1.36 | 1.36 | 1.31 | 1.28 | 1.20 | 1.11 | 1.02 | 0.97 | 0.93 | 0.90 | 0.91 | 0.95 | 0.99 |
| Nagano | 1.51 | 1.51 | 1.48 | 1.45 | 1.39 | 1.29 | 1.12 | 1.03 | 0.99 | 0.98 | 1.00 | 1.03 | 1.09 |
| Gifu | 1.93 | 1.95 | 1.84 | 1.76 | 1.64 | 1.51 | 1.40 | 1.27 | 1.24 | 1.18 | 1.20 | 1.23 | 1.27 |
| Shizuoka | 1.47 | 1.47 | 1.38 | 1.27 | 1.22 | 1.17 | 1.06 | 0.96 | 0.90 | 0.88 | 0.90 | 0.93 | 0.96 |
| Aichi | 1.86 | 1.82 | 1.69 | 1.54 | 1.50 | 1.44 | 1.28 | 1.14 | 1.07 | 1.02 | 1.01 | 1.02 | 1.02 |
| Mie | 1.56 | 1.54 | 1.44 | 1.39 | 1.34 | 1.29 | 1.17 | 1.08 | 1.04 | 1.01 | 1.01 | 1.04 | 1.06 |
| Shiga | 1.31 | 1.37 | 1.27 | 1.25 | 1.14 | 1.08 | 0.93 | 0.83 | 0.81 | 0.82 | 0.82 | 0.81 | 0.84 |
| Kyoto | 1.58 | 1.58 | 1.55 | 1.54 | 1.44 | 1.36 | 1.24 | 1.13 | 1.04 | 1.00 | 1.01 | 1.01 | 0.97 |
| Osaka | 1.76 | 1.76 | 1.65 | 1.64 | 1.60 | 1.48 | 1.33 | 1.23 | 1.17 | 1.14 | 1.12 | 1.10 | 1.12 |
| Hyogo | 1.40 | 1.40 | 1.31 | 1.26 | 1.21 | 1.13 | 1.05 | 1.01 | 0.98 | 0.93 | 0.93 | 0.93 | 0.93 |
| Nara | 1.44 | 1.47 | 1.45 | 1.43 | 1.40 | 1.32 | 1.24 | 1.16 | 1.11 | 1.11 | 1.09 | 1.10 | 1.11 |
| Wakayama | 1.38 | 1.39 | 1.27 | 1.22 | 1.19 | 1.14 | 1.02 | 1.00 | 1.00 | 0.97 | 0.96 | 0.98 | 0.95 |
| Tottori | 1.71 | 1.69 | 1.58 | 1.58 | 1.51 | 1.42 | 1.23 | 1.20 | 1.26 | 1.20 | 1.19 | 1.20 | 1.22 |
| Shimane | 1.69 | 1.72 | 1.70 | 1.69 | 1.60 | 1.52 | 1.43 | 1.37 | 1.44 | 1.35 | 1.30 | 1.36 | 1.38 |
| Okayama | 2.01 | 2.01 | 1.91 | 1.92 | 1.90 | 1.76 | 1.59 | 1.50 | 1.44 | 1.43 | 1.38 | 1.44 | 1.43 |
| Hiroshima | 1.97 | 1.96 | 1.81 | 1.78 | 1.76 | 1.64 | 1.52 | 1.43 | 1.35 | 1.22 | 1.19 | 1.18 | 1.20 |
| Yamaguchi | 1.60 | 1.59 | 1.47 | 1.42 | 1.35 | 1.29 | 1.23 | 1.21 | 1.22 | 1.18 | 1.20 | 1.24 | 1.23 |
| Tokushima | 1.45 | 1.45 | 1.39 | 1.35 | 1.32 | 1.20 | 1.18 | 1.10 | 1.12 | 1.08 | 1.05 | 1.05 | 1.09 |
| Kagawa | 1.79 | 1.81 | 1.73 | 1.75 | 1.64 | 1.59 | 1.42 | 1.25 | 1.30 | 1.27 | 1.25 | 1.29 | 1.31 |
| Ehime | 1.64 | 1.63 | 1.57 | 1.53 | 1.48 | 1.38 | 1.34 | 1.31 | 1.30 | 1.25 | 1.23 | 1.19 | 1.18 |
| Kochi | 1.28 | 1.27 | 1.24 | 1.19 | 1.18 | 1.07 | 0.95 | 0.92 | 0.93 | 0.92 | 0.93 | 0.99 | 0.97 |
| Fukuoka | 1.55 | 1.56 | 1.45 | 1.41 | 1.34 | 1.27 | 1.18 | 1.11 | 1.08 | 1.03 | 1.00 | 1.00 | 1.02 |
| Saga | 1.27 | 1.28 | 1.22 | 1.20 | 1.17 | 1.13 | 1.08 | 1.01 | 1.03 | 1.04 | 1.02 | 1.04 | 1.07 |
| Nagasaki | 1.17 | 1.17 | 1.13 | 1.10 | 1.10 | 1.04 | 0.94 | 0.93 | 0.93 | 0.91 | 0.88 | 0.90 | 0.94 |
| Kumamoto | 1.61 | 1.61 | 1.52 | 1.45 | 1.40 | 1.32 | 1.23 | 1.13 | 1.13 | 1.11 | 1.10 | 1.13 | 1.16 |
| Oita | 1.49 | 1.49 | 1.45 | 1.43 | 1.32 | 1.27 | 1.18 | 1.13 | 1.10 | 1.07 | 1.08 | 1.11 | 1.11 |
| Miyazaki | 1.40 | 1.38 | 1.34 | 1.30 | 1.28 | 1.20 | 1.12 | 1.10 | 1.10 | 1.14 | 1.11 | 1.15 | 1.15 |
| Kagoshima | 1.35 | 1.34 | 1.35 | 1.28 | 1.20 | 1.15 | 1.11 | 1.08 | 1.07 | 1.08 | 1.08 | 1.08 | 1.10 |
| Okinawa | 1.20 | 1.19 | 1.11 | 1.11 | 1.06 | 0.91 | 0.78 | 0.68 | 0.67 | 0.67 | 0.64 | 0.66 | 0.71 |
| 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.) | | | | | | | | | | | | |
|-----------|---|------|-------|------|------|------|------|------|------|------|------|------|------|
| | Nov 2019 | Dec | ##### | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov |
| All Japan | 2.38 | 2.44 | 2.04 | 2.22 | 2.26 | 1.85 | 1.88 | 1.72 | 1.72 | 1.82 | 2.02 | 1.82 | 2.02 |
| Hokkaido | 1.81 | 1.81 | 1.63 | 1.72 | 1.71 | 1.48 | 1.51 | 1.44 | 1.41 | 1.59 | 1.61 | 1.54 | 1.74 |
| Aomori | 1.78 | 1.80 | 1.47 | 1.77 | 1.58 | 1.36 | 1.41 | 1.35 | 1.41 | 1.42 | 1.62 | 1.63 | 1.58 |
| Iwate | 1.79 | 1.82 | 1.75 | 1.75 | 1.82 | 1.40 | 1.55 | 1.69 | 1.45 | 1.54 | 1.73 | 1.71 | 1.74 |
| Miyagi | 2.24 | 2.34 | 1.91 | 2.23 | 2.01 | 1.92 | 2.06 | 1.74 | 1.76 | 1.90 | 1.98 | 1.85 | 2.03 |
| Akita | 2.06 | 2.22 | 1.93 | 1.95 | 2.06 | 1.78 | 1.89 | 1.93 | 1.84 | 1.84 | 2.22 | 1.97 | 2.14 |
| Yamagata | 2.02 | 2.02 | 1.70 | 1.88 | 1.98 | 1.51 | 1.64 | 1.59 | 1.47 | 1.73 | 1.66 | 1.59 | 1.97 |
| Fukushima | 2.05 | 1.95 | 1.90 | 1.91 | 1.99 | 1.71 | 1.74 | 1.83 | 1.64 | 1.75 | 1.89 | 1.86 | 1.90 |
| Ibaraki | 2.34 | 2.22 | 2.12 | 2.15 | 2.15 | 1.96 | 2.14 | 1.75 | 1.86 | 1.86 | 2.08 | 2.00 | 2.02 |
| Tochigi | 2.12 | 2.15 | 1.64 | 2.02 | 1.83 | 1.65 | 1.82 | 1.59 | 1.45 | 1.69 | 1.80 | 1.56 | 1.99 |
| Gunma | 2.24 | 2.45 | 1.76 | 2.09 | 2.37 | 1.92 | 1.66 | 1.50 | 1.66 | 1.64 | 2.00 | 2.03 | 1.87 |
| Saitama | 2.02 | 2.09 | 1.72 | 1.93 | 2.08 | 1.78 | 1.78 | 1.43 | 1.53 | 1.55 | 1.61 | 1.65 | 1.63 |
| Chiba | 2.23 | 2.32 | 1.98 | 2.09 | 2.05 | 1.89 | 1.73 | 1.52 | 1.54 | 1.72 | 1.74 | 1.56 | 1.65 |
| Tokyo | 3.40 | 3.69 | 2.77 | 3.14 | 3.37 | 2.52 | 2.57 | 2.18 | 2.10 | 2.25 | 2.74 | 2.16 | 2.41 |
| Kanagawa | 1.83 | 1.82 | 1.55 | 1.77 | 1.84 | 1.46 | 1.50 | 1.23 | 1.17 | 1.33 | 1.48 | 1.27 | 1.47 |
| Niigata | 2.22 | 2.28 | 1.95 | 2.19 | 2.00 | 1.71 | 1.91 | 1.87 | 1.78 | 1.87 | 2.01 | 1.77 | 2.07 |
| Toyama | 2.53 | 2.47 | 2.07 | 2.30 | 2.31 | 1.77 | 1.92 | 1.77 | 1.71 | 2.06 | 2.04 | 1.62 | 2.35 |
| Ishikawa | 2.64 | 2.86 | 2.21 | 2.47 | 2.59 | 1.83 | 2.13 | 1.74 | 1.59 | 1.91 | 1.92 | 2.02 | 2.26 |
| Fukui | 2.74 | 3.04 | 2.56 | 2.55 | 2.69 | 2.61 | 2.35 | 2.19 | 2.04 | 2.11 | 2.37 | 2.40 | 2.50 |
| Yamanashi | 1.89 | 1.95 | 1.83 | 1.86 | 1.78 | 1.36 | 1.73 | 1.51 | 1.36 | 1.47 | 1.73 | 1.69 | 1.84 |
| Nagano | 2.18 | 2.26 | 2.14 | 2.20 | 2.18 | 1.72 | 1.68 | 1.57 | 1.58 | 1.73 | 1.87 | 1.88 | 2.10 |
| Gifu | 2.82 | 3.07 | 2.25 | 2.44 | 2.51 | 2.07 | 2.07 | 1.81 | 1.93 | 1.88 | 2.34 | 2.24 | 2.24 |
| Shizuoka | 2.25 | 2.41 | 1.84 | 1.90 | 2.10 | 1.72 | 1.61 | 1.50 | 1.48 | 1.69 | 1.87 | 1.80 | 1.92 |
| Aichi | 2.90 | 2.73 | 2.41 | 2.45 | 2.66 | 2.20 | 1.92 | 1.71 | 1.76 | 1.84 | 2.01 | 1.85 | 1.99 |
| Mie | 2.23 | 2.19 | 2.01 | 2.09 | 2.09 | 1.76 | 1.79 | 1.57 | 1.60 | 1.76 | 1.91 | 1.82 | 2.02 |
| Shiga | 1.95 | 2.32 | 1.61 | 1.92 | 1.81 | 1.46 | 1.33 | 1.23 | 1.39 | 1.62 | 1.42 | 1.46 | 1.80 |
| Kyoto | 2.54 | 2.66 | 2.36 | 2.62 | 2.35 | 2.07 | 2.18 | 1.76 | 1.68 | 2.05 | 2.19 | 1.85 | 2.14 |
| Osaka | 2.79 | 2.86 | 2.52 | 2.71 | 2.81 | 2.23 | 2.19 | 2.08 | 1.98 | 2.17 | 2.43 | 2.05 | 2.37 |
| Hyogo | 2.19 | 2.20 | 1.76 | 1.93 | 1.99 | 1.64 | 1.69 | 1.62 | 1.54 | 1.59 | 2.00 | 1.59 | 1.79 |
| Nara | 2.31 | 2.35 | 1.90 | 2.21 | 2.13 | 1.88 | 2.03 | 1.68 | 1.68 | 1.98 | 1.95 | 2.02 | 2.06 |
| Wakayama | 2.13 | 2.24 | 1.67 | 1.96 | 1.81 | 1.74 | 1.69 | 1.80 | 1.55 | 1.63 | 1.87 | 1.82 | 1.90 |
| Tottori | 2.71 | 2.50 | 2.25 | 2.84 | 2.29 | 1.98 | 1.97 | 2.26 | 2.42 | 2.08 | 2.28 | 2.30 | 2.33 |
| Shimane | 2.46 | 2.76 | 2.44 | 2.53 | 2.48 | 2.17 | 2.37 | 2.22 | 2.63 | 2.25 | 2.30 | 2.53 | 2.52 |
| Okayama | 2.88 | 2.92 | 2.59 | 3.08 | 2.87 | 2.29 | 2.33 | 2.18 | 2.15 | 2.43 | 2.28 | 2.52 | 2.56 |
| Hiroshima | 2.90 | 2.93 | 2.64 | 2.67 | 2.78 | 2.32 | 2.60 | 2.22 | 2.13 | 1.93 | 2.37 | 2.17 | 2.28 |
| Yamaguchi | 2.21 | 2.31 | 1.94 | 2.20 | 2.04 | 1.82 | 2.03 | 1.88 | 1.99 | 1.94 | 2.30 | 2.11 | 2.07 |
| Tokushima | 2.19 | 2.34 | 2.20 | 1.91 | 2.21 | 1.76 | 2.10 | 1.94 | 1.87 | 1.86 | 2.02 | 1.90 | 1.96 |
| Kagawa | 2.49 | 2.79 | 2.08 | 2.56 | 2.37 | 2.00 | 2.11 | 1.79 | 2.10 | 2.09 | 2.10 | 2.41 | 2.57 |
| Ehime | 2.50 | 2.56 | 2.35 | 2.34 | 2.29 | 2.01 | 2.41 | 2.18 | 2.11 | 2.29 | 2.33 | 2.08 | 2.39 |
| Kochi | 1.99 | 2.09 | 1.80 | 1.66 | 1.77 | 1.72 | 1.53 | 1.55 | 1.67 | 1.58 | 1.88 | 1.91 | 1.79 |
| Fukuoka | 2.23 | 2.41 | 1.79 | 2.05 | 2.14 | 1.75 | 1.86 | 1.71 | 1.72 | 1.85 | 1.96 | 1.75 | 1.93 |
| Saga | 1.95 | 1.95 | 1.57 | 1.87 | 1.89 | 1.46 | 1.80 | 1.58 | 1.71 | 1.77 | 1.81 | 1.76 | 1.91 |
| Nagasaki | 1.59 | 1.60 | 1.54 | 1.63 | 1.67 | 1.35 | 1.42 | 1.47 | 1.48 | 1.42 | 1.61 | 1.50 | 1.70 |
| Kumamoto | 2.45 | 2.52 | 1.95 | 2.12 | 2.45 | 1.80 | 1.87 | 1.85 | 1.86 | 1.86 | 2.13 | 2.04 | 2.16 |
| Oita | 2.18 | 2.15 | 1.87 | 2.14 | 1.82 | 1.64 | 1.89 | 1.68 | 1.65 | 1.79 | 2.06 | 1.67 | 1.94 |
| Miyazaki | 2.01 | 2.02 | 1.86 | 1.98 | 1.91 | 1.64 | 1.84 | 1.87 | 1.80 | 2.04 | 2.00 | 2.08 | 2.04 |
| Kagoshima | 1.97 | 1.93 | 1.94 | 1.88 | 1.83 | 1.69 | 1.77 | 1.79 | 1.79 | 1.93 | 1.99 | 1.81 | 1.83 |
| Okinawa | 1.82 | 1.80 | 1.60 | 1.81 | 1.60 | 1.03 | 1.13 | 1.16 | 1.16 | 1.36 | 1.22 | 1.12 | 1.63 |
| Source | MHLW "Employment Referrals for General Workers" | | | | | | | | | | | | |

NOTES : Excluding new school graduates and including part-timers

Employment Condition

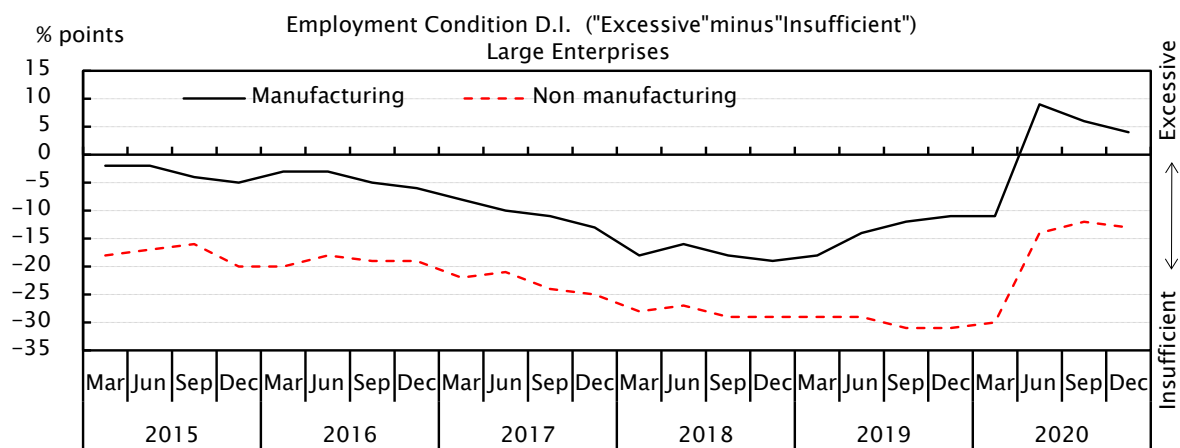
| | | Employment Condition D.I. | | | | |
|--------|-----|---------------------------|---------------|-------------------|--------------------------|-------------------|
| | | Large Enterprises | | | Medium-sized Enterprises | Small Enterprises |
| | | All industries | Manufacturing | Non manufacturing | All industries | All industries |
| | | %points | %points | %points | %points | %points |
| 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 | -20 | -11 | -30 | -28 | -31 |
| | Jun | -3 | 9 | -14 | -6 | -7 |
| | Sep | -2 | 6 | -12 | -7 | -6 |
| | Dec | -4 | 4 | -13 | -10 | -13 |
| 2021 | Mar | (-7) | (0) | (-14) | (-12) | (-16) |
| 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.

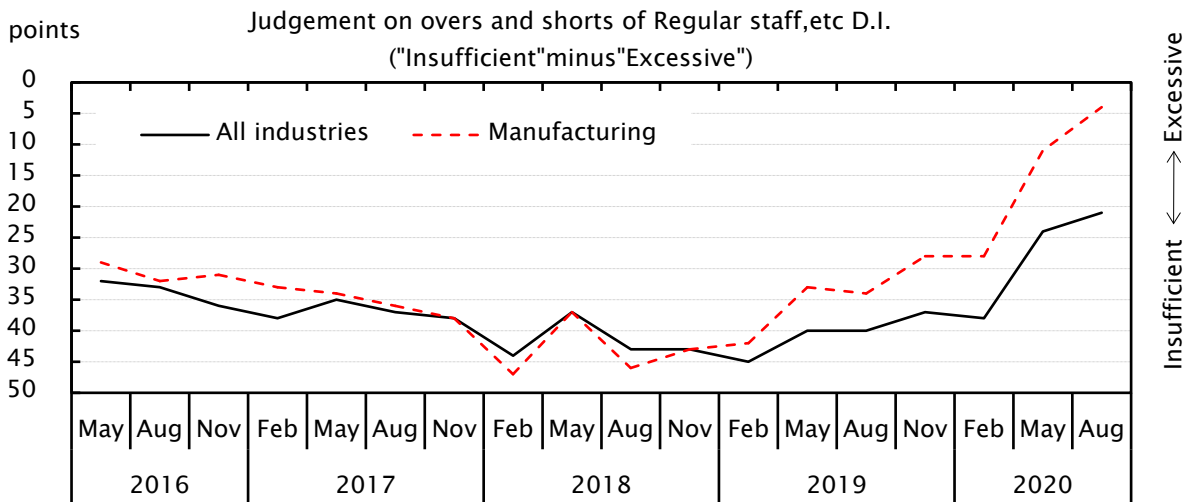


Source: BOI "TANKAN"

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 |
| 2016 | 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 |
| 2018 | Feb | 32 | 29 | 44 | 47 |
| | May | 29 | 28 | 37 | 37 |
| | Aug | 30 | 27 | 43 | 46 |
| 2019 | Feb | 30 | 27 | 45 | 42 |
| | May | 34 | 34 | 40 | 33 |
| | Aug | 36 | 34 | 40 | 34 |
| 2020 | Feb | 35 | 36 | 37 | 28 |
| | May | 34 | 37 | 38 | 28 |
| | Aug | 49 | 64 | 21 | 4 |
| 2021 | Feb | (39) | (51) | | |
| | May | (30) | (37) | | |
| | Aug | | | | |
| 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

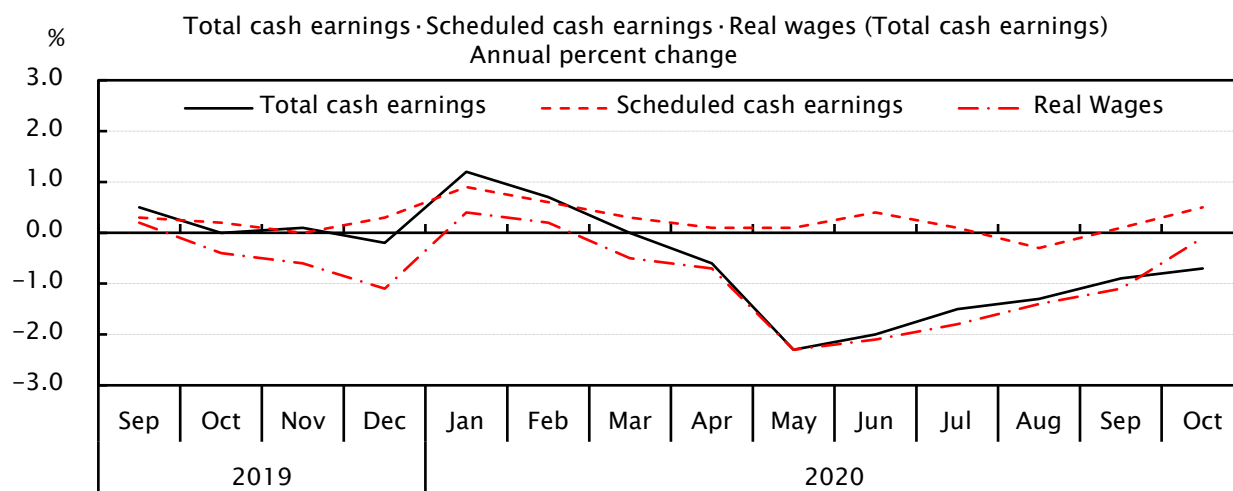


Source: MHLW "Survey on Labour Economy Trends"

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 | 322,552 | -0.4 | -0.3 | -1.0 | -0.9 | -0.2 | -0.1 | |
| 2019 | Sep | 271,893 | 0.5 | -0.6 | 0.2 | -0.8 | 0.3 | 0.3 |
| | Oct | 272,218 | 0.0 | -0.6 | -0.4 | -0.8 | 0.2 | 0.2 |
| | Nov | 285,429 | 0.1 | 1.1 | -0.6 | 0.6 | -0.2 | 0.0 |
| | Dec | 564,630 | -0.2 | -1.8 | -1.1 | -2.7 | 0.1 | 0.3 |
| 2020 | Jan | 275,175 | 1.2 | -0.1 | 0.4 | -0.9 | 0.7 | 0.9 |
| | Feb | 266,662 | 0.7 | -0.4 | 0.2 | -0.9 | 0.5 | 0.6 |
| | Mar | 281,554 | 0.0 | -2.2 | -0.5 | -2.7 | 0.1 | 0.3 |
| | Apr | 274,747 | -0.6 | -2.3 | -0.7 | -2.5 | -1.0 | 0.1 |
| | May | 268,761 | -2.3 | -4.5 | -2.3 | -4.6 | -2.0 | 0.1 |
| | Jun | 442,703 | -2.0 | -5.9 | -2.1 | -6.0 | -1.4 | 0.4 |
| | Jul | 368,810 | -1.5 | -5.0 | -1.8 | -5.2 | -1.1 | 0.1 |
| | Aug | 273,186 | -1.3 | -3.6 | -1.4 | -3.7 | -1.3 | -0.3 |
| | Sep | 269,323 | -0.9 | -1.8 | -1.1 | -1.8 | -0.8 | 0.1 |
| | Oct | r 270,381 | r -0.7 | r -1.3 | r -0.1 | r -0.9 | r -0.5 | r 0.5 |
| Source | MHLW "Monthly Labour Survey" | | | | | | | |

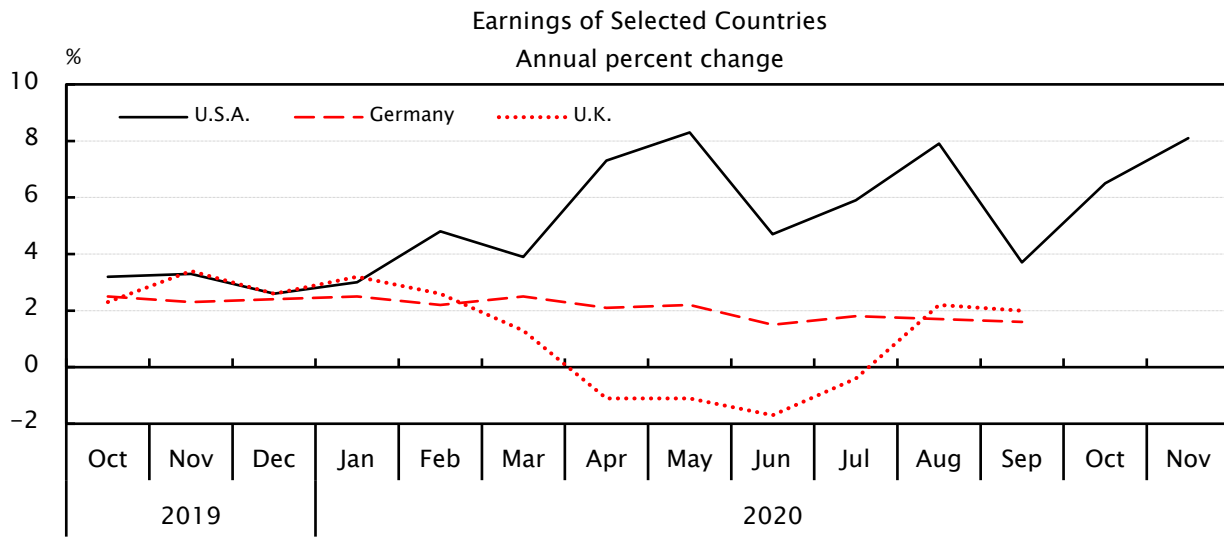
NOTES : 5 or more regular employees.



Source: MHLW "Monthly Labour Survey"

Earnings of Selected Countries

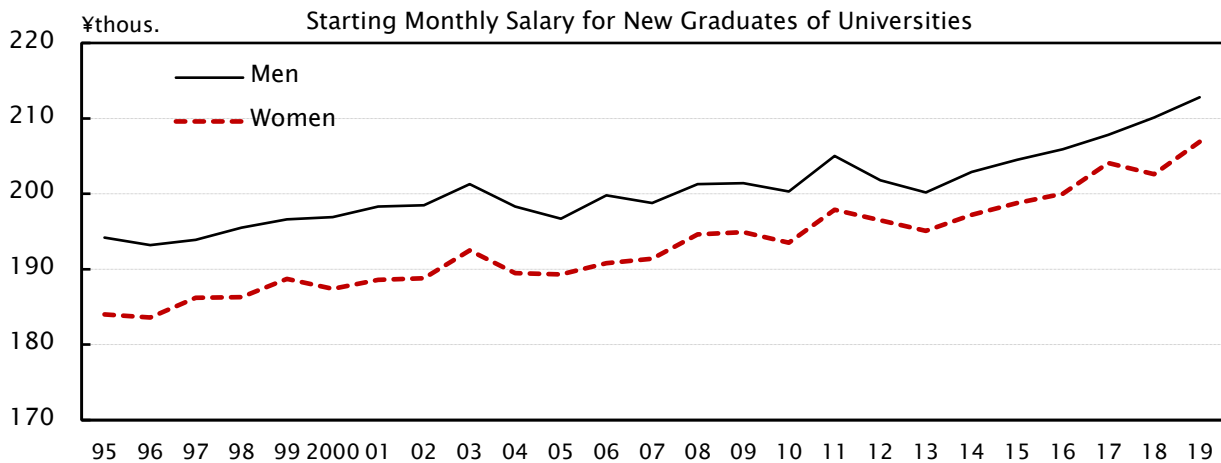
| | | Earnings(Nominal) | | | |
|---------------|--|-----------------------|-----------------------|-----------------------|-----------------------|
| | | U.S.A. | Germany | U.K. | France |
| | | Annual percent change | Annual percent change | Annual percent change | Annual percent change |
| Calendar year | | % | % | % | % |
| | 2014 | 2.5 | 3.1 | 1.1 | 1.5 |
| | 2015 | 2.0 | 2.4 | 2.4 | 1.2 |
| | 2016 | 2.0 | 2.1 | 2.4 | 1.2 |
| | 2017 | 2.7 | 2.1 | 2.3 | 1.3 |
| | 2018 | 3.3 | 2.8 | 3.0 | 1.5 |
| | 2019 | 3.1 | 2.9 | 3.4 | 1.8 |
| 2019 | Oct | 3.2 | 2.5 | 2.3 | |
| | Nov | 3.3 | 2.3 | 3.4 | |
| | Dec | 2.6 | 2.4 | 2.6 | 1.8 |
| 2020 | Jan | 3.0 | 2.5 | 3.2 | |
| | Feb | 4.8 | 2.2 | 2.6 | |
| | Mar | 3.9 | 2.5 | 1.3 | - |
| | Apr | 7.3 | 2.1 | -1.1 | |
| | May | 8.3 | 2.2 | -1.1 | |
| | Jun | 4.7 | 1.5 | -1.7 | 1.6 |
| | Jul | 5.9 | 1.8 | -0.4 | |
| | Aug | 7.9 | 1.7 | 2.2 | |
| | Sep | 3.7 | 1.6 | 2.0 | |
| | Oct | p 6.5 | | | |
| | Nov | p 8.1 | | | |
| 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" | | | |

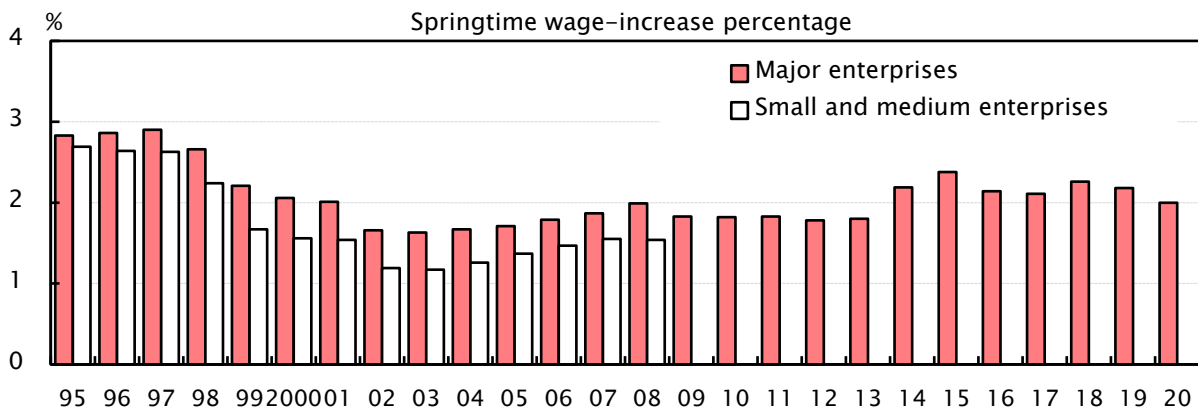


Source: MHLW "Basic Survey on Wage Structures"

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 | — | — |
| 2020 | 6,286 | — | 2.00 | — | — |
| Source | MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation" | | | | JILPT "Useful Labor Statistics" |

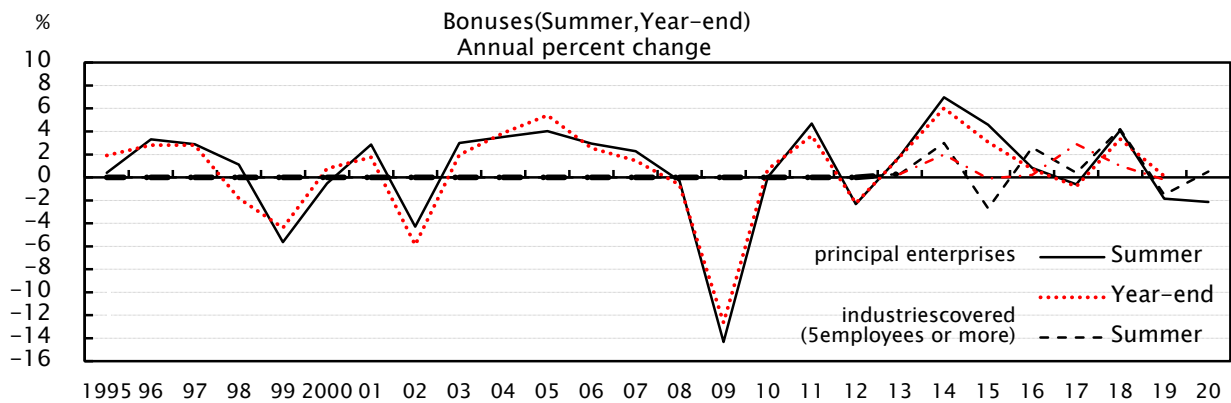
NOTES: Laspeyres Wage Index is estimated based on data from the Ministry of Health, Labour and Welfare's on Wage Structure by fixing the structure of employee (sex, educational level, age, and years of service). Survey on "Small and medium enterprises" is ceased in 2009.



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 | 381,343 | -1.5 | 868,604 | 0.10 | 389,220 | -0.2 |
| 2020 | 828,171 | -2.14 | 383,431 | 0.5 | | | | |
| Source | MHLW "The Result of Summer Bonus" | MHLW "Monthly Labour Survey" | MHLW "The Result of Year-end Bonus" | MHLW "Monthly Labour Survey" | | | | |

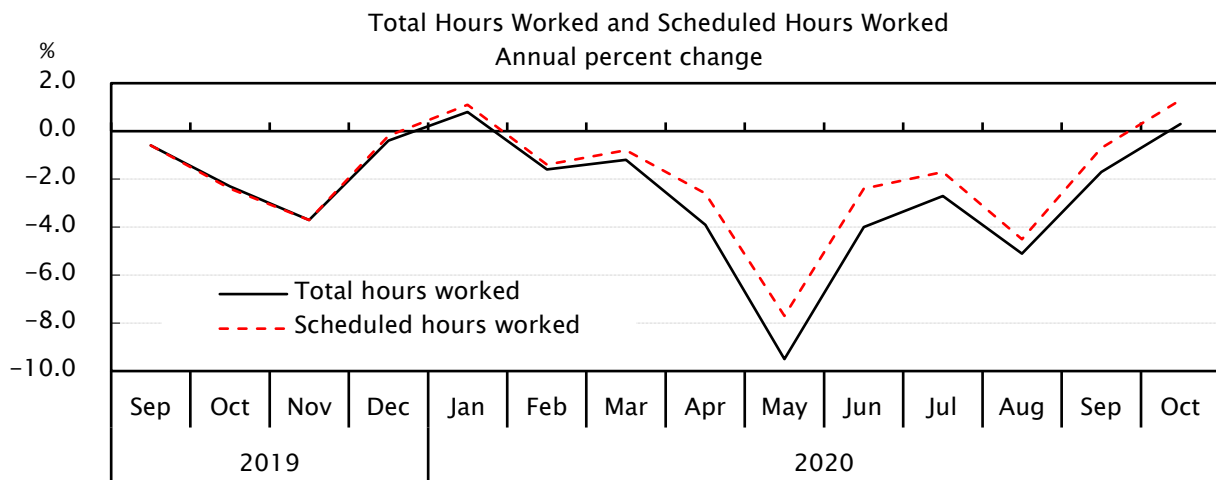


Source: MHLW "The Result of Summer Bonus", "The Result of Year-end Bonus", "Monthly Labour Survey"

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 | 139.1 | -2.2 | 128.5 | -2.2 | |
| 2019 | 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 | 140.3 | -0.4 | 129.7 | -0.2 |
| 2020 | Jan | 131.3 | 0.8 | 121.3 | 1.1 |
| | Feb | 135.6 | -1.6 | 125.3 | -1.4 |
| | Mar | 137.0 | -1.2 | 126.8 | -0.8 |
| | Apr | 137.8 | -3.9 | 128.8 | -2.6 |
| | May | 121.8 | -9.5 | 114.6 | -7.7 |
| | Jun | 136.9 | -4.0 | 128.9 | -2.4 |
| | Jul | 140.2 | -2.7 | 131.4 | -1.7 |
| | Aug | 128.8 | -5.1 | 120.3 | -4.5 |
| | Sep | 135.9 | -1.7 | 126.8 | -0.7 |
| | Oct | r 141.1 | r 0.3 | r 131.5 | r 1.3 |
| Source | MHLW "Monthly Labour Survey" | | | | |

NOTES 5 or more regular employees.

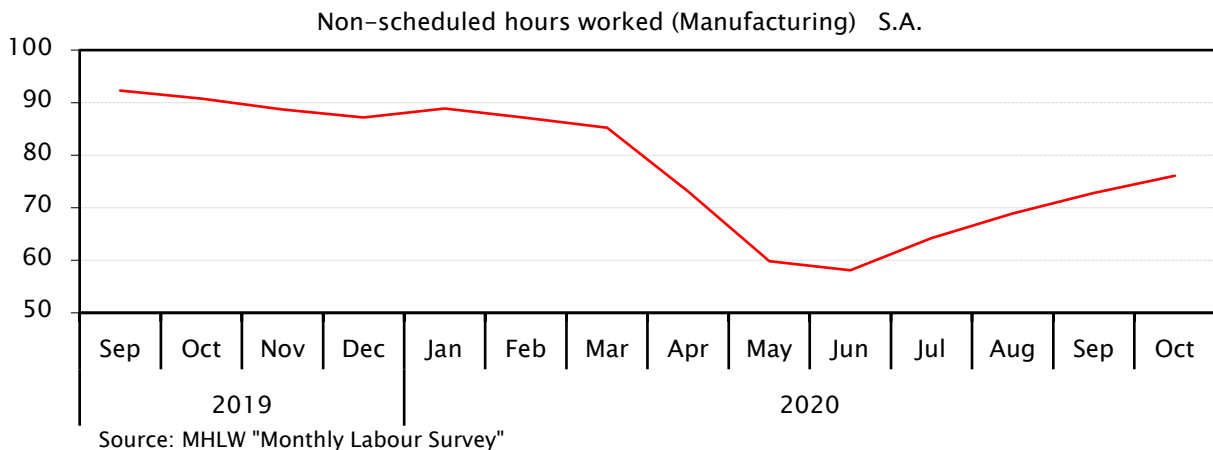


Source: MHLW "Monthly Labour Survey"

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 | 10.6 | -1.9 | 15.1 | -8.5 | 94.1 | - |
| | | | | | | (S.A.) | (S.A.) % |
| 2019 | Sep | 10.5 | 0.0 | 14.7 | -9.3 | 92.3 | -1.9 |
| | Oct | 10.8 | -1.8 | 14.9 | -11.8 | 90.8 | -1.6 |
| | Nov | 10.8 | -2.7 | 14.9 | -14.4 | 88.7 | -2.3 |
| | Dec | 10.6 | -2.7 | 14.7 | -13.5 | 87.2 | -1.7 |
| 2020 | Jan | 10.0 | -1.9 | 13.2 | -8.9 | 88.9 | 1.9 |
| | Feb | 10.3 | -3.8 | 14.4 | -11.2 | 87.1 | -2.0 |
| | Mar | 10.2 | -6.5 | 14.2 | -11.7 | 85.2 | -2.2 |
| | Apr | 9.0 | -18.9 | 12.0 | -25.0 | 73.1 | -14.2 |
| | May | 7.2 | -30.7 | 8.9 | -38.2 | 59.8 | -18.2 |
| | Jun | 8.0 | -23.9 | 9.1 | -38.9 | 58.1 | -2.8 |
| | Jul | 8.8 | -16.2 | 10.2 | -32.4 | 64.2 | 10.5 |
| | Aug | 8.5 | -14.1 | 10.4 | -26.8 | 68.9 | 7.3 |
| | Sep | 9.1 | -13.4 | 11.6 | -21.1 | 72.8 | 5.7 |
| | Oct | r 9.6 | r -11.1 | r 12.5 | r -16.1 | r 76.1 | r 4.5 |
| Source | MHLW "Monthly Labour Survey" | | | | | | |

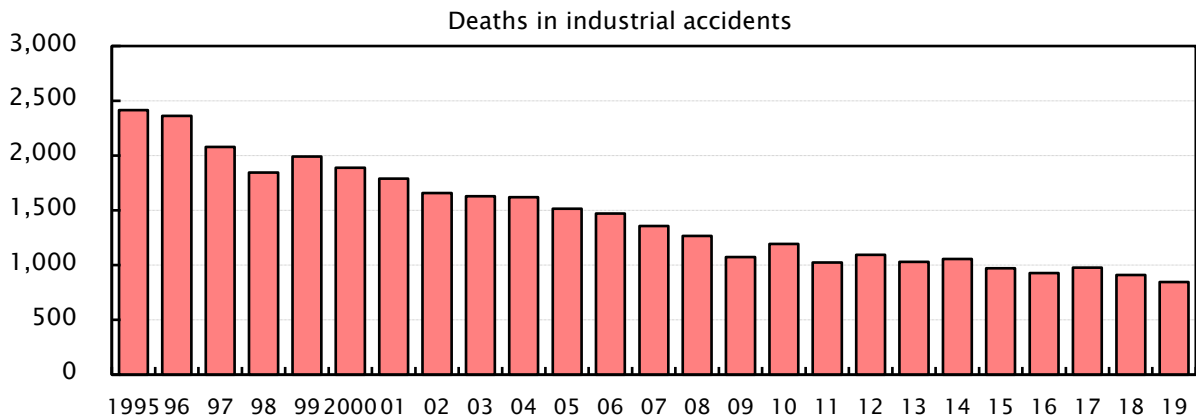
NOTES : 5 or more regular employees.



Industrial Injuries

| Calendar year | Number of industrial injuries and occupational diseases | | | |
|---------------|--|---------------|---------------------------|---------------|
| | Deaths | | Number of grave accidents | |
| | | Annual change | | Annual change |
| 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 | — | — |
| 2019 | 845 | -64 | — | — |
| 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.

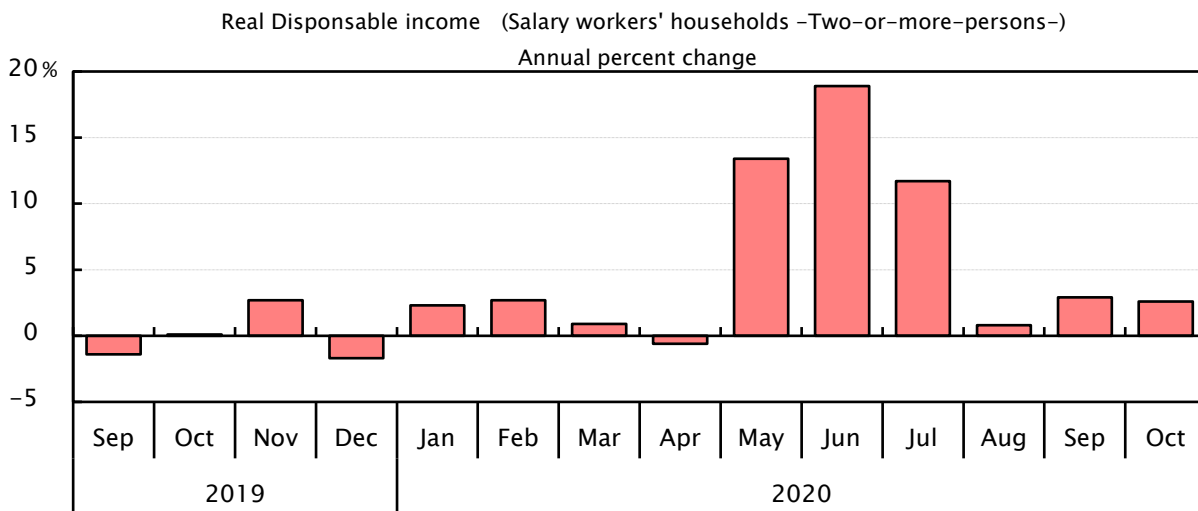


Source: MHLW "The number of grave industrial accidents and deaths"

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 |
| 2019 Sep | 457,427 | -0.1 | 370,189 | -1.1 | -1.4 |
| Oct | 536,075 | -0.2 | 446,417 | 0.4 | 0.1 |
| Nov | 475,548 | 2.5 | 389,935 | 3.3 | 2.7 |
| Dec | 1,074,143 | -1.0 | 889,500 | -0.8 | -1.7 |
| 2020 Jan | 484,697 | 2.9 | 395,821 | 3.1 | 2.3 |
| Feb | 537,666 | 2.2 | 450,124 | 3.2 | 2.7 |
| Mar | 490,589 | 2.0 | 397,872 | 1.4 | 0.9 |
| Apr | 531,017 | 1.0 | 428,397 | -0.5 | -0.6 |
| May | 502,403 | 9.8 | 383,245 | 13.4 | 13.4 |
| Jun | 1,019,095 | 15.7 | 843,846 | 19.0 | 18.9 |
| Jul | 685,717 | 9.5 | 561,673 | 12.0 | 11.7 |
| Aug | 528,891 | 1.4 | 436,280 | 1.0 | 0.8 |
| Sep | 469,235 | 2.6 | 380,986 | 2.9 | 2.9 |
| Oct | 546,786 | 2.0 | 455,775 | 2.1 | 2.6 |
| Source | MIC "Family Income and Expenditure Survey" | | | | |

NOTES : "Annual percent change" of 2018 and 2019 are discontinuity-adjusted figures.

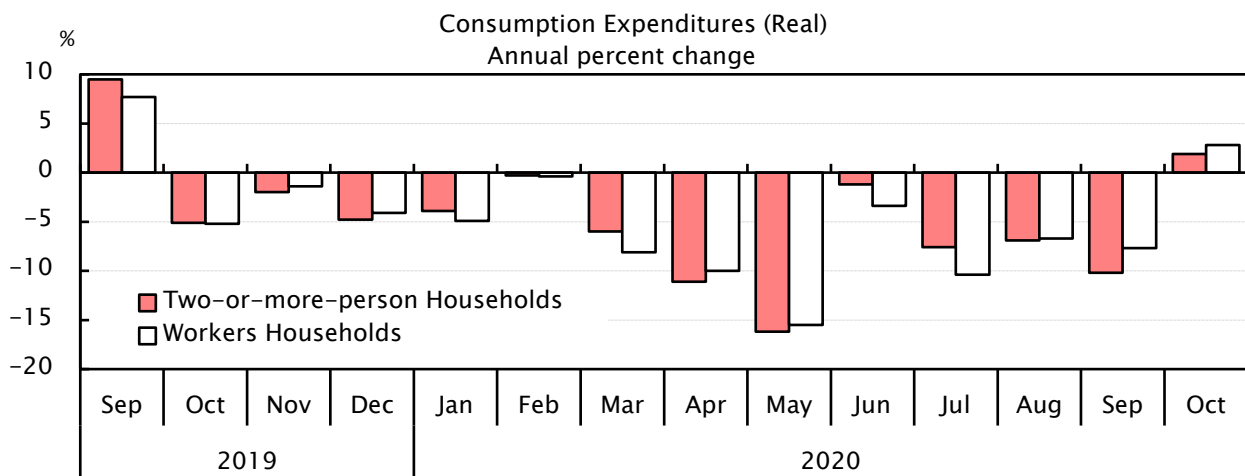


Source: MIC "Family Income and Expenditure Survey"

Family Income and Expenditure - Consumption Expenditures

| Calendar year | 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) | |
| | ¥ | % | % | % | % |
| 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 |
| 2019 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 |
| 2020 Jan | 312,473 | -4.1 | -4.9 | 78.9 | -3.9 |
| Feb | 303,166 | 0.1 | -0.4 | 67.4 | -0.3 |
| Mar | 322,461 | -7.6 | -8.1 | 81.0 | -6.0 |
| Apr | 303,621 | -9.9 | -10.0 | 70.9 | -11.1 |
| May | 280,883 | -15.5 | -15.5 | 73.3 | -16.2 |
| Jun | 298,367 | -3.3 | -3.4 | 35.4 | -1.2 |
| Jul | 288,622 | -10.1 | -10.4 | 51.4 | -7.6 |
| Aug | 304,458 | -6.5 | -6.7 | 69.8 | -6.9 |
| Sep | 304,161 | -7.7 | -7.7 | 79.8 | -10.2 |
| Oct | 312,334 | 2.3 | 2.8 | 68.5 | 1.9 |
| Source | MIC "Family Income and Expenditure Survey" | | | | |

NOTES : "Annual percent change" of 2018 and 2019 are discontinuity-adjusted figures.

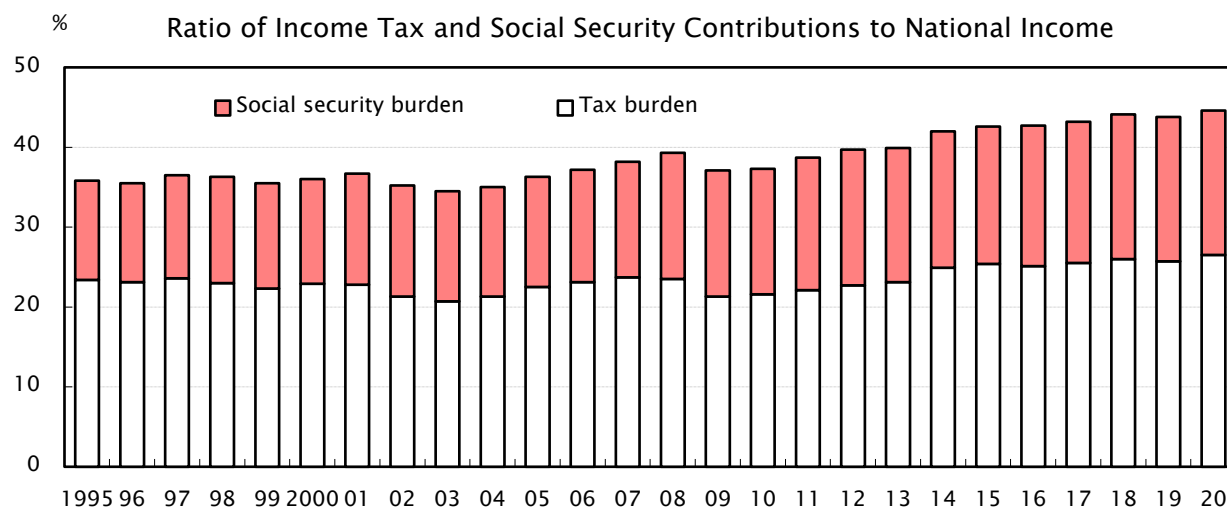


Source: MIC "Family Income and Expenditure Survey"

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" | | |

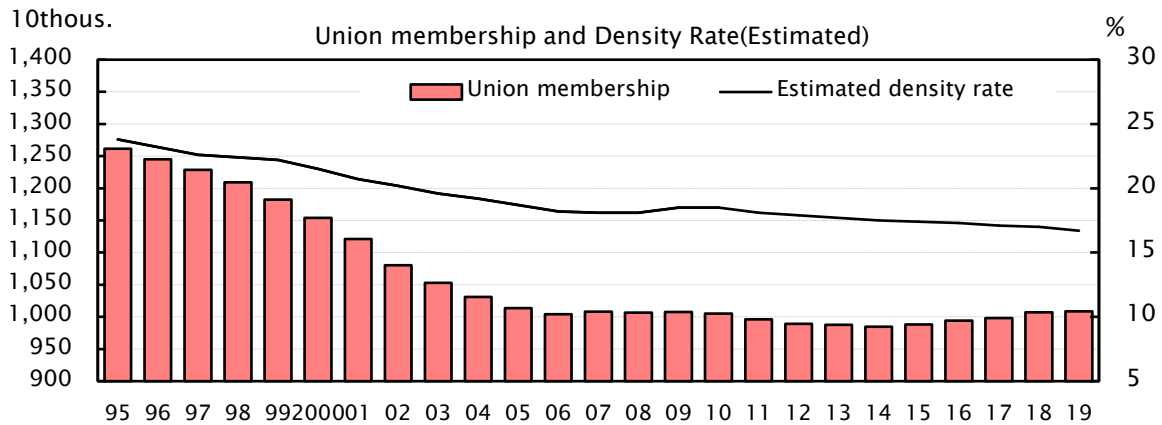
NOTES : 2019,2020 = Forecast



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" | | | | |

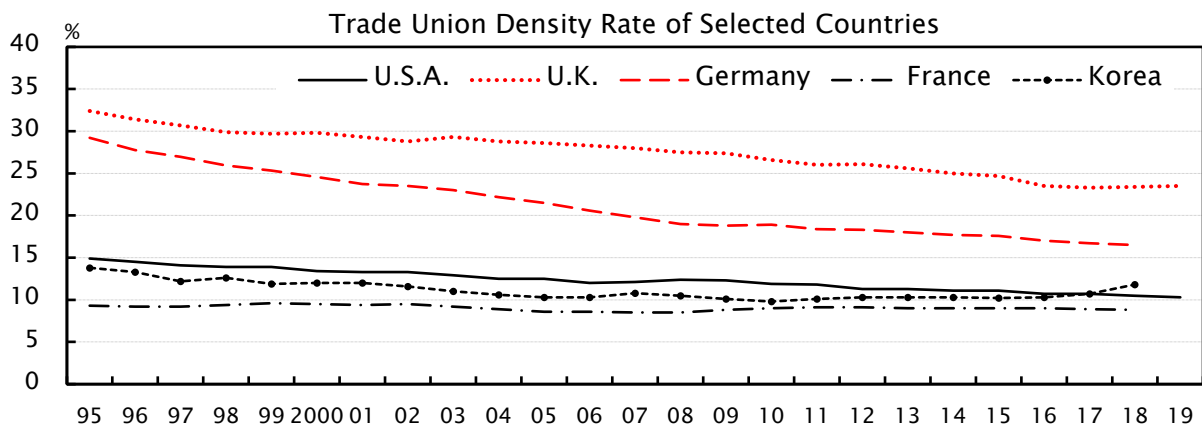


Source: MHLW "Basic Survey on Labour Unions"

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 | | 23.5 | | |

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



Source: See above