



Main Labor Economic Indicators

December 30, 2025

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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

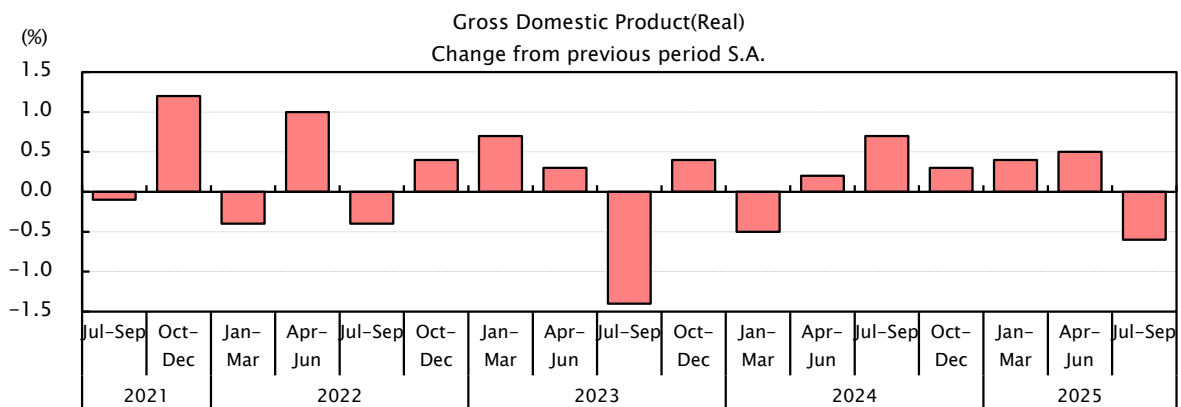
		Gross Domestic Product			Compensation of employees	
		Nominal	Change from previous period	Real Change from previous period	(nominal)	Per capita
					Annual percent change	Annual percent change
Fiscal year		¥billion	%	%	%	%
2019		570,618.9	0.1	-0.9	1.9	0.7
2020		554,342.3	-2.9	-3.8	-1.6	-0.8
2021		576,554.0	4.0	3.9	2.7	2.4
2022		591,651.3	2.6	1.4	2.6	2.0
2023		619,390.4	4.7	-0.0	1.8	1.1
2024		642,414.7	3.7	0.5	4.1	3.3
		(S.A.)	%	(S.A.) %	%	%
2021	Jul-Sep	139,641.6	0.0	-0.1	3.2	2.6
	Oct-Dec	150,907.8	1.1	1.2	2.2	2.5
2022	Jan-Mar	145,033.9	0.1	-0.4	2.0	2.3
	Apr-Jun	143,711.0	0.6	1.0	2.6	1.9
	Jul-Sep	141,719.4	-0.2	-0.4	2.5	1.9
	Oct-Dec	154,436.3	2.0	0.4	3.5	2.8
2023	Jan-Mar	151,784.6	2.0	0.7	1.6	1.2
	Apr-Jun	151,771.6	1.9	0.3	2.7	2.1
	Jul-Sep	150,454.6	0.0	-1.4	1.4	0.7
	Oct-Dec	162,022.1	1.0	0.4	1.3	0.6
2024	Jan-Mar	155,142.0	-0.7	-0.5	1.8	0.9
	Apr-Jun	155,368.7	2.1	0.2	3.5	3.0
	Jul-Sep	155,702.1	1.1	0.7	4.0	3.4
	Oct-Dec	168,013.2	1.1	0.3	5.1	3.9
2025	Jan-Mar	163,330.8	0.9	0.4	3.9	2.7
	Apr-Jun	163,645.3	2.1	0.5	4.0	2.8
	Jul-Sep	162,045.6	-0.1	-0.6	3.4	2.4
Source		CAO "SNA(National Accounts of Japan)"				CAO "SNA" MIC "Labour Force Survey"

NOTES: Benchmark year=2020

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

Data of number of employees are the compatible time-series data adjusted to the 2020-base benchmark revision.

Quarterly Estimates of GDP: Jul. - Sep. 2025 (The 2nd Preliminary Estimates)

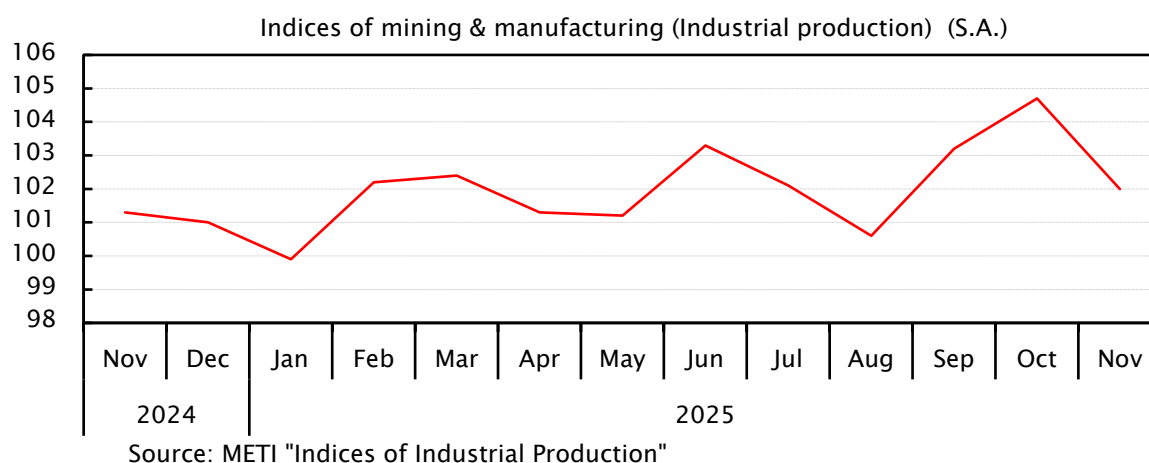


Source: CAO "SNA"

Industrial Productions, Shipments and Inventories

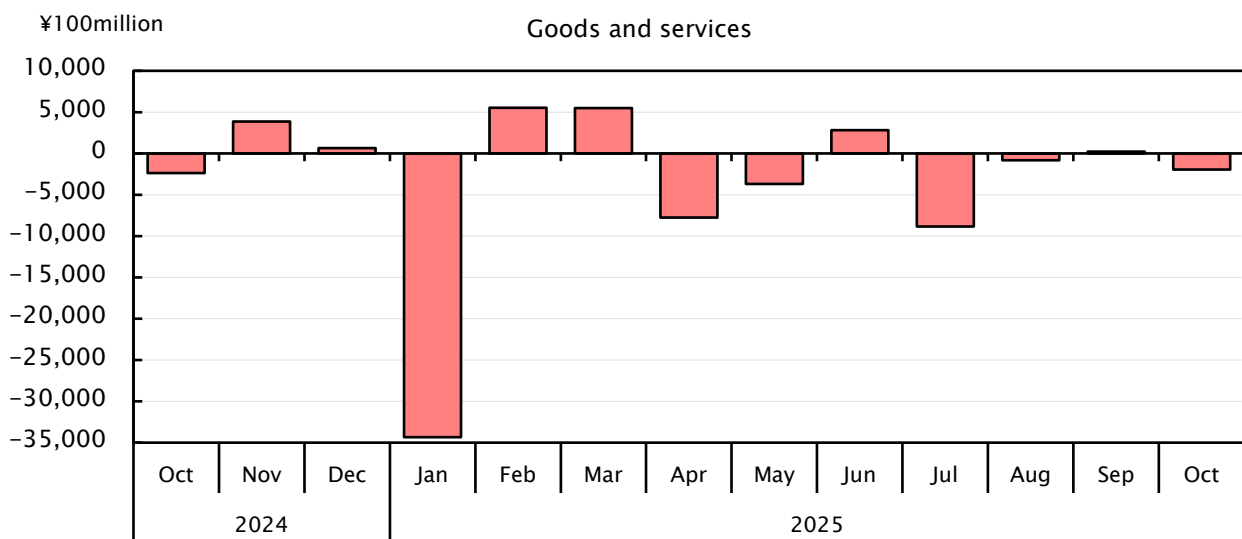
		Indices of mining & manufacturing				
		Industrial Production		Shipment	Inventory	Inventory Ratio
			Change from previous period			
Calendar year		%				
	2019	111.6	-2.6	112.0	101.0	89.5
	2020	100.0	-10.4	100.0	92.6	100.0
	2021	105.4	5.4	104.4	98.5	89.8
	2022	105.3	-0.1	103.9	101.2	96.6
	2023	103.9	-1.3	103.2	100.7	104.0
	2024	101.2	-2.6	99.9	98.8	106.1
		(S.A.)	(S.A.)%	(S.A.)	(S.A.)	(S.A.)
2024	Nov	101.3	-1.7	99.5	101.4	108.0
	Dec	101.0	-0.3	99.5	101.1	106.9
2025	Jan	99.9	-1.1	98.5	102.6	106.5
	Feb	102.2	2.3	101.5	100.9	102.8
	Mar	102.4	0.2	99.7	102.1	107.3
	Apr	101.3	-1.1	99.8	101.3	106.7
	May	101.2	-0.1	102.2	99.5	105.5
	Jun	103.3	2.1	101.4	99.2	106.4
	Jul	102.1	-1.2	99.3	100.1	106.5
	Aug	100.6	-1.5	99.5	99.1	109.0
	Sep	103.2	2.6	100.6	99.9	106.5
	Oct	104.7	1.5	102.3	100.3	104.0
	Nov	p 102.0	p -2.6	p 100.7	p 97.3	p 104.0
	Dec		(1.3)			
2026	Jan		(8.0)			
Source		METI "Indices of Industrial Production"				

NOTES: () Forecast on manufacturing, 2020=100.



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
2019		769,317	785,995	192,513	-9,318
2020		683,991	680,108	159,917	-8,773
2021		830,914	848,750	214,667	-24,834
2022		981,736	1,185,032	114,425	-210,665
2023		1,008,730	1,103,951	222,784	-99,521
2024		1,070,875	1,127,160	286,868	-64,367
2024	Oct	94,257	99,257	24,538	-2,393
	Nov	91,520	92,728	33,389	3,868
	Dec	99,066	97,863	10,718	652
2025	Jan	78,652	106,069	-3,446	-34,328
	Feb	91,901	86,046	40,087	5,540
	Mar	98,526	92,983	36,688	5,487
	Apr	91,572	92,855	21,396	-7,754
	May	81,345	87,770	33,221	-3,710
	Jun	91,627	90,150	12,566	2,831
	Jul	93,595	94,827	p 26,099	p -8,849
	Aug	84,258	86,760	p 37,014	p -840
	Sep	94,133	96,557	p 44,833	p 214
	Oct	97,662	99,983	p 28,335	p -1,963
	Nov	97,095	p 93,928		
Source		MOF "Trade Statistics"		MOF ,BOJ "Balance of Payments"	



Source: MOF, BOJ "Balance of Payments"

Business Operation and Labor's Share

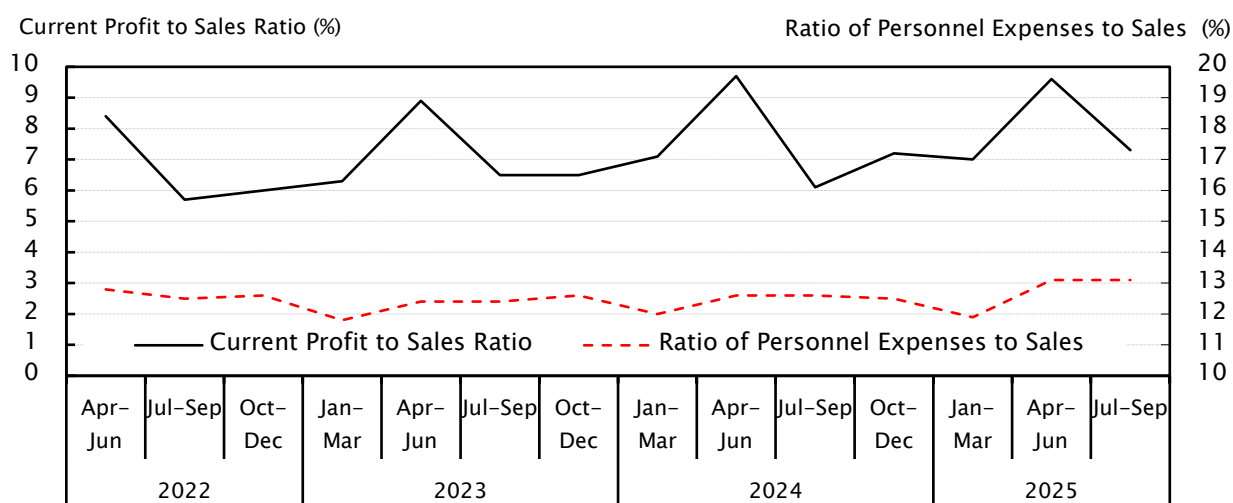
		Total Sales	Current Profit to Sales Ratio	Ratio of Personnel Expenses to Sales	Labor's Share
		Annual percent change			
Fiscal year		%	%	%	%
2019		-3.5	4.8	13.6	71.0
2020		-8.1	4.6	14.3	74.2
2021		6.3	5.8	14.3	71.7
2022		9.0	6.0	13.6	70.7
2023		3.5	6.5	13.6	68.3
2024		3.6	6.8	13.6	69.5
2022	Apr-Jun	7.2	8.4	12.8	74.9
	Jul-Sep	8.3	5.7	12.5	71.0
	Oct-Dec	6.1	6.0	12.6	76.2
2023	Jan-Mar	5.0	6.3	11.8	60.4
	Apr-Jun	5.8	8.9	12.4	72.6
	Jul-Sep	5.0	6.5	12.4	66.7
	Oct-Dec	4.2	6.5	12.6	72.9
2024	Jan-Mar	2.3	7.1	12.0	60.5
	Apr-Jun	3.5	9.7	12.6	73.8
	Jul-Sep	2.6	6.1	12.6	63.0
	Oct-Dec	2.5	7.2	12.5	79.1
2025	Jan-Mar	4.3	7.0	11.9	61.9
	Apr-Jun	0.8	9.6	13.1	-
	Jul-Sep	0.5	7.3	13.1	-
Source		MOF "Financial Statements Statistics of Corporations by Industry"			CAO "SNA"

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

Calculated by JILPT. Annual Report on National Accounts for 2024.

Ratio of Personnel Expenses to Sales (Fiscal year) = Calculated by JILPT

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

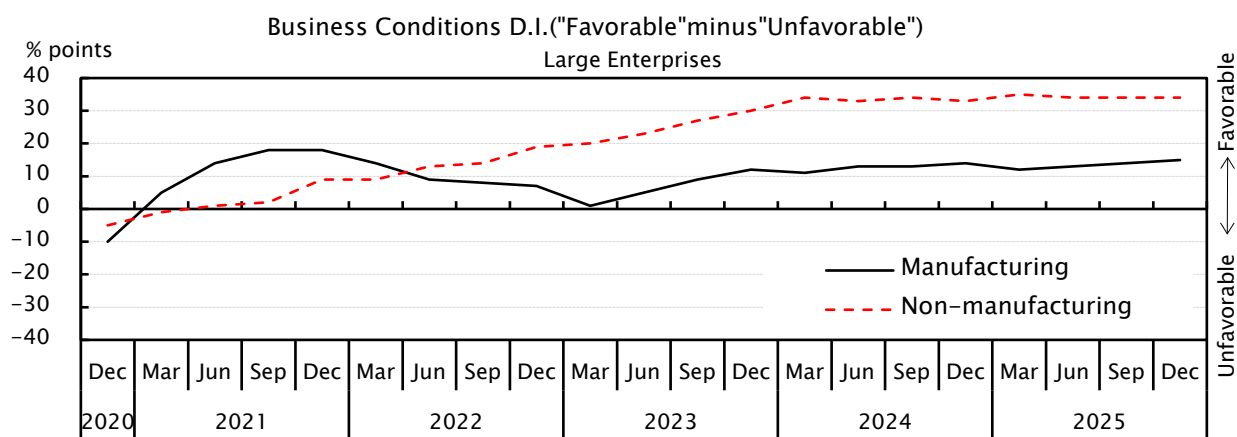


Source: MOF "Financial Statements Statistics of Corporations by Industry"

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	%	%	%
2020	Dec	-10	-5	-0.1	-4.8	5.91
2021	Mar	5	-1			
	Jun	14	1	15.8	2.1	8.66
	Sep	18	2			
	Dec	18	9	5.7	3.0	7.71
2022	Mar	14	9			
	Jun	9	13	12.5	12.5	10.26
	Sep	8	14			
	Dec	7	19	10.2	8.0	7.66
2023	Mar	1	20			
	Jun	5	23	4.4	2.2	11.39
	Sep	9	27			
	Dec	12	30	2.4	-0.1	8.51
2024	Mar	11	34			
	Jun	13	33	2.9	3.8	10.75
	Sep	13	34			
	Dec	14	33	3.2	4.0	9.23
2025	Mar	12	35			
	Jun	13	34	0.8	2.0	11.18
	Sep	14	34			
	Dec	15	34	(1.5)	(1.6)	(7.88)
2026	Mar	(15)	(28)			
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

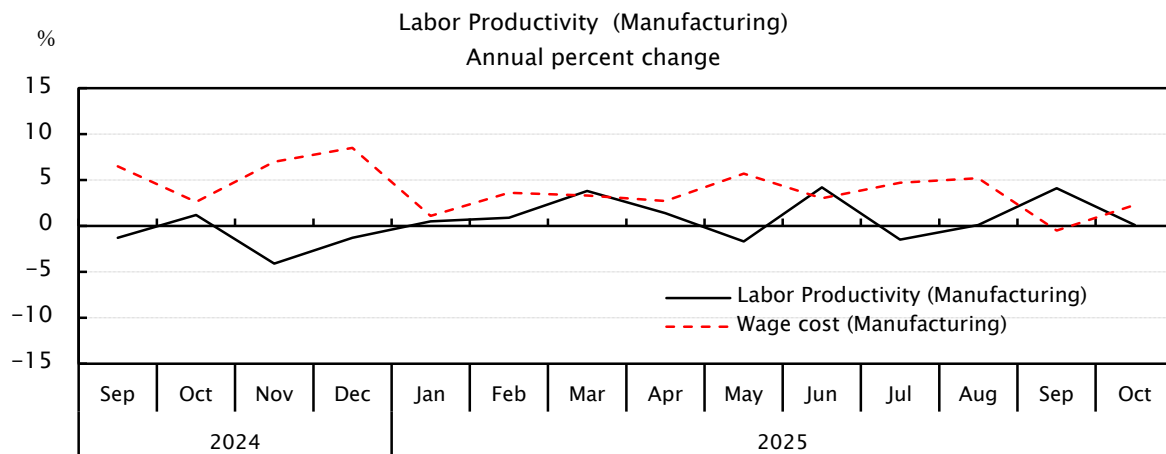
	Labor Productivity (Manufacturing)		Wage cost (Manufacturing)
	Indices (2020=100)	Annual percent change	Annual percent change
Calendar year		%	%
2019	107.0	-1.4	3.3
2020	100.0	-6.5	7.9
2021	104.7	4.7	-4.4
2022	105.1	0.4	0.8
2023	103.3	-1.7	3.2
2024	101.0	-2.2	6.5
2024 Sep	103.8	-1.3	6.5
Oct	104.3	1.2	2.6
Nov	97.7	-4.1	7.0
Dec	102.7	-1.3	8.5
2025 Jan	103.2	0.5	1.1
Feb	98.1	0.9	3.6
Mar	114.7	3.8	3.3
Apr	98.3	1.4	2.7
May	98.9	-1.7	5.7
Jun	99.6	4.2	3.0
Jul	101.7	-1.5	4.7
Aug	97.0	0.1	5.2
Sep	108.1	4.1	-0.5
Oct	104.4	0.1	2.3
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.



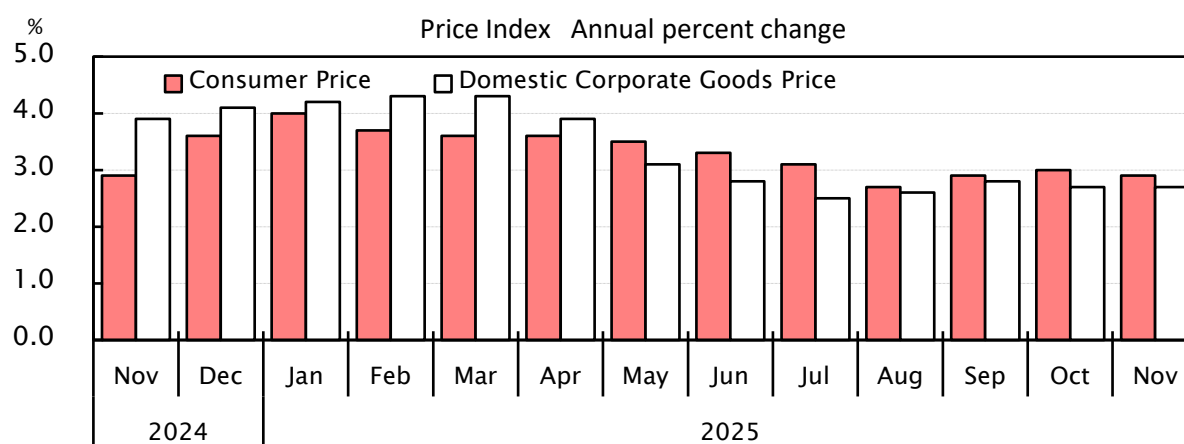
Source: MHLW "Monthly Labour Survey", METI "Indices of Industrial Production"

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		%	%	%		%
2019	100.0	0.5	0.6	0.6	101.2	0.2
2020	100.0	0.0	-0.2	0.2	100.0	-1.2
2021	99.8	-0.2	-0.2	-0.5	104.6	4.6
2022	102.3	2.5	2.3	1.1	114.9	9.8
2023	105.6	3.2	3.1	4.0	119.9	4.4
2024	108.5	2.7	2.5	2.4	122.8	2.4
2024 Nov	110.0	2.9	2.7	2.4	124.6	3.9
Dec	110.7	3.6	3.0	2.4	125.1	4.1
2025 Jan	111.2	4.0	3.2	2.5	125.5	4.2
Feb	110.8	3.7	3.0	2.6	125.8	4.3
Mar	111.1	3.6	3.2	2.9	126.2	4.3
Apr	111.5	3.6	3.5	3.0	126.6	3.9
May	111.8	3.5	3.7	3.3	126.5	3.1
Jun	111.7	3.3	3.3	3.4	126.4	2.8
Jul	111.9	3.1	3.1	3.4	126.7	2.5
Aug	112.1	2.7	2.7	3.3	126.4	2.6
Sep	112.0	2.9	2.9	3.0	127.0	2.8
Oct	112.8	3.0	3.0	3.1	r 127.6	r 2.7
Nov	113.2	2.9	3.0	3.0	p 128.0	p 2.7
Dec	[111.9]	[2.0]	[2.3]	[2.6]		
Source	MIC "Consumer Price Index"				BOJ "Corporate Goods Price Index"	

NOTES : 2020=100

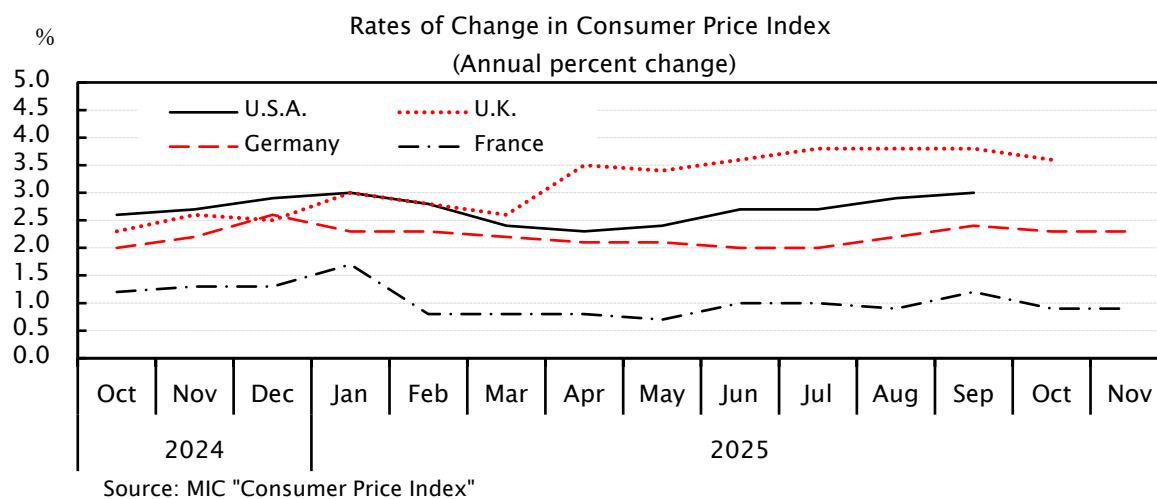
Figures in brackets show Ku-area of Tokyo(preliminary).



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

Consumer Price Index of Selected Countries

		Consumer Price Index			
		U.S.A.	U.K.	Germany	France
		Annual change	Annual change	Annual change	Annual change
Calendar year		%	%	%	%
	2019	1.8	1.8	1.4	1.1
	2020	1.2	0.9	0.5	0.5
	2021	4.7	2.6	3.1	1.6
	2022	8.0	9.1	6.9	5.2
	2023	4.1	7.3	5.9	4.9
	2024	2.9	2.5	2.2	2.0
2024	Oct	2.6	2.3	2.0	1.2
	Nov	2.7	2.6	2.2	1.3
	Dec	2.9	2.5	2.6	1.3
2025	Jan	3.0	3.0	2.3	1.7
	Feb	2.8	2.8	2.3	0.8
	Mar	2.4	2.6	2.2	0.8
	Apr	2.3	3.5	2.1	0.8
	May	2.4	3.4	2.1	0.7
	Jun	2.7	3.6	2.0	1.0
	Jul	2.7	3.8	2.0	1.0
	Aug	2.9	3.8	2.2	0.9
	Sep	3.0	3.8	2.4	1.2
	Oct		3.6	2.3	0.9
	Nov			2.3	0.9
Source	MIC "Consumer Price Index (Monthly Report Reference Table) "				



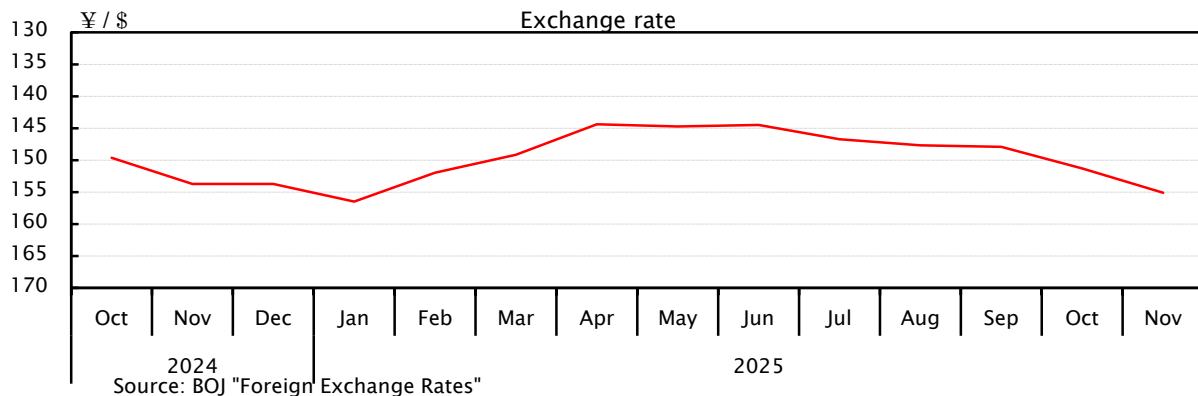
Other Economic Indicators

	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	¥ / \$
2019	-0.7		-4.0	1.79	0.861	109.01
2020	-8.4		-9.9	-7.27	0.814	106.78
2021	6.8		5.0	-22.42	0.795	109.80
2022	5.2		0.4	6.60	0.771	131.38
2023	-3.6		-4.6	35.18	0.779	140.48
2024	1.5		-3.3	15.14	0.943	151.48
	(S.A.) %		(S.A.) %	%	% / year	¥ / \$
2024 Oct	1.6		-1.9	14.62	0.885	149.63
Nov	2.6		-0.7	4.21	0.892	153.72
Dec	-0.8		1.3	3.95	0.943	153.72
2025 Jan	-3.5		-1.2	19.82	0.973	156.49
Feb	4.3		4.1	7.30	0.997	151.96
Mar	13.0		34.6	-5.84	1.045	149.18
Apr	-9.1		-42.2	5.74	1.063	144.39
May	-0.6		-15.6	-15.06	1.073	144.75
Jun	3.0		22.4	3.41	1.125	144.50
Jul	-4.6		9.9	0.83	1.137	146.71
Aug	-0.9		-0.1	11.34	1.140	147.67
Sep	4.2		2.4	8.17	1.154	147.94
Oct	7.0		10.2	6.16	1.159	151.28
Nov			-10.6	-7.49	1.164	155.12
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)

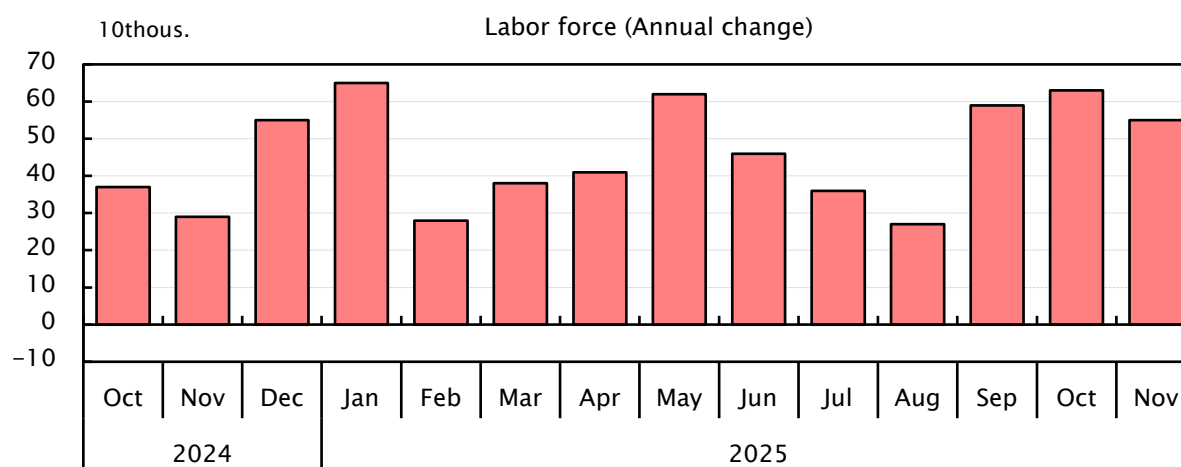
2) Outstanding Loans and Bills Discounted, Total, Domestically Licensed Banks

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



Population and Labor Force

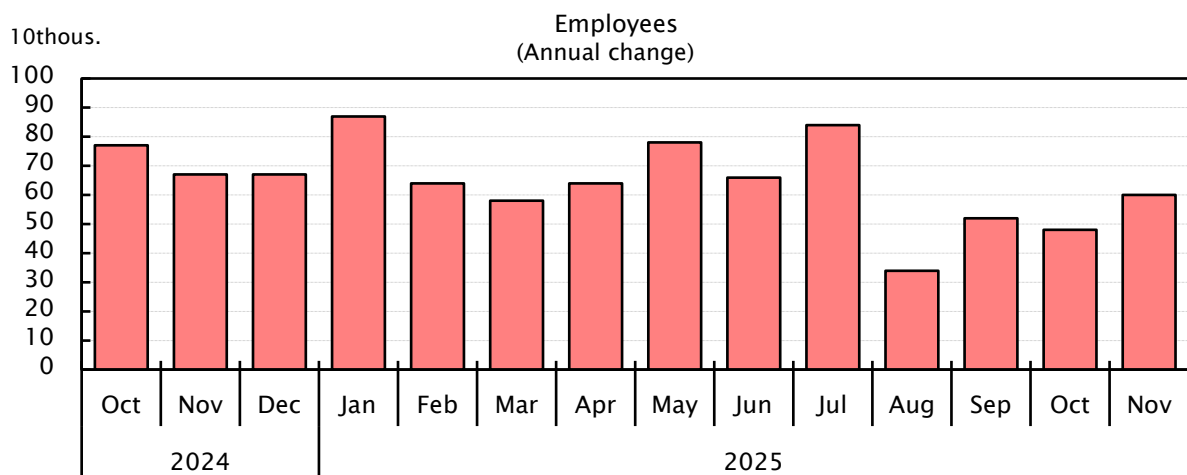
	Population of 15 years old and over	Labor force		Labor force participation rate	
			Annual change		Annual change
Calendar year	10thous.	10thous.	10thous.	%	point
2019	11,112	6,912	63	62.1	0.6
2020	11,108	6,902	-10	62.0	-0.1
2021	11,087	6,907	5	62.1	0.1
2022	11,038	6,902	-5	62.5	0.4
2023	11,017	6,925	23	62.9	0.4
2024	10,995	6,957	32	63.3	0.4
2024	Oct	10,998	6,984	37	63.5
	Nov	10,997	6,978	29	63.5
	Dec	10,984	6,965	55	63.4
2025	Jan	10,982	6,942	65	63.2
	Feb	10,976	6,933	28	63.2
	Mar	10,975	6,949	38	63.3
	Apr	10,972	6,984	41	63.7
	May	10,976	7,021	62	64.0
	Jun	10,972	7,049	46	64.2
	Jul	10,976	7,019	36	63.9
	Aug	10,967	7,017	27	64.0
	Sep	10,974	7,046	59	64.2
	Oct	10,975	7,047	63	64.2
	Nov	10,975	7,033	55	64.1
Source		MIC "Labour Force Survey"			



Source: MIC "Labour Force Survey"

Employed and Employees

		Employed		Employees		
					Annual change	Women
						Non-agricultural industries
		Weekly Hours of Work: 1 ~ 34hours				
Calendar year		10thous.	10thous.	10thous.	10thous.	10thous.
	2019	6,750	68	6,028	74	1,248
	2020	6,710	-40	6,005	-23	1,255
	2021	6,713	3	6,016	11	1,271
	2022	6,723	10	6,041	25	1,275
	2023	6,747	24	6,076	35	1,248
	2024	6,781	34	6,123	47	1,301
2024	Oct	6,813	42	6,166	77	1,244
	Nov	6,814	34	6,167	67	1,236
	Dec	6,811	57	6,181	67	1,302
2025	Jan	6,779	65	6,163	87	1,261
	Feb	6,768	40	6,152	64	1,613
	Mar	6,770	44	6,138	58	1,263
	Apr	6,796	46	6,151	64	1,677
	May	6,838	72	6,174	78	1,254
	Jun	6,873	51	6,205	66	1,235
	Jul	6,850	55	6,197	84	1,254
	Aug	6,835	20	6,174	34	1,238
	Sep	6,863	49	6,201	52	1,238
	Oct	6,865	52	6,214	48	1,252
	Nov	6,862	48	6,227	60	1,621
Source		MIC "Labour Force Survey"				

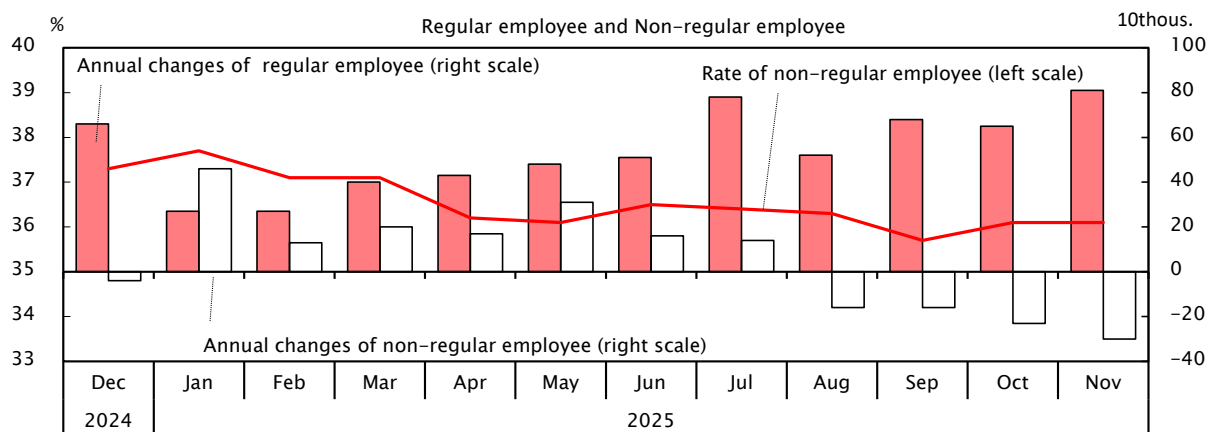


Source: MIC "Labour Force Survey"

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.
2024	Dec	5,838	3,658	2,179	1,028	515	153	290	106	87
2025	Jan	5,822	3,630	2,192	1,033	507	159	287	114	94
	Feb	5,791	3,644	2,147	1,035	488	153	269	116	87
	Mar	5,793	3,642	2,151	1,039	490	154	283	105	80
	Apr	5,810	3,709	2,101	1,030	463	159	269	100	80
	May	5,824	3,723	2,101	1,037	457	153	269	106	78
	Jun	5,857	3,720	2,137	1,049	469	151	273	108	88
	Jul	5,847	3,720	2,128	1,019	482	153	276	111	87
	Aug	5,822	3,711	2,111	1,020	479	148	284	107	73
	Sep	5,851	3,760	2,091	1,023	477	155	264	97	75
	Oct	5,874	3,753	2,121	1,025	484	172	262	100	78
	Nov	5,878	3,756	2,122	1,025	485	165	270	100	77
Annual Change		10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.	10thous.
2024	Dec	63	66	-4	-22	24	-11	8	2	-4
2025	Jan	73	27	46	-7	47	9	-10	6	1
	Feb	40	27	13	0	29	7	-15	4	-10
	Mar	60	40	20	1	23	-6	12	-2	-7
	Apr	60	43	17	16	15	-2	-4	-7	0
	May	79	48	31	25	10	-7	8	-7	2
	Jun	67	51	16	20	-1	-2	1	-3	1
	Jul	90	78	14	-14	13	7	1	4	2
	Aug	36	52	-16	-24	6	0	14	-2	-10
	Sep	52	68	-16	-2	-3	11	-10	-1	-10
	Oct	42	65	-23	13	-15	9	-16	-6	-7
	Nov	51	81	-30	4	-16	7	-11	-8	-6
Rates		%	%	%	%	%	%	%	%	%
2024	Dec	-	62.7	37.3	17.6	8.8	2.6	5.0	1.8	1.5
2025	Jan	-	62.3	37.7	17.7	8.7	2.7	4.9	2.0	1.6
	Feb	-	62.9	37.1	17.9	8.4	2.6	4.6	2.0	1.5
	Mar	-	62.9	37.1	17.9	8.5	2.7	4.9	1.8	1.4
	Apr	-	63.8	36.2	17.7	8.0	2.7	4.6	1.7	1.4
	May	-	63.9	36.1	17.8	7.8	2.6	4.6	1.8	1.3
	Jun	-	63.5	36.5	17.9	8.0	2.6	4.7	1.8	1.5
	Jul	-	63.6	36.4	17.4	8.2	2.6	4.7	1.9	1.5
	Aug	-	63.7	36.3	17.5	8.2	2.5	4.9	1.8	1.3
	Sep	-	64.3	35.7	17.5	8.2	2.6	4.5	1.7	1.3
	Oct	-	63.9	36.1	17.4	8.2	2.9	4.5	1.7	1.3
	Nov	-	63.9	36.1	17.4	8.3	2.8	4.6	1.7	1.3
Source		MIC "Labour Force Survey"								

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

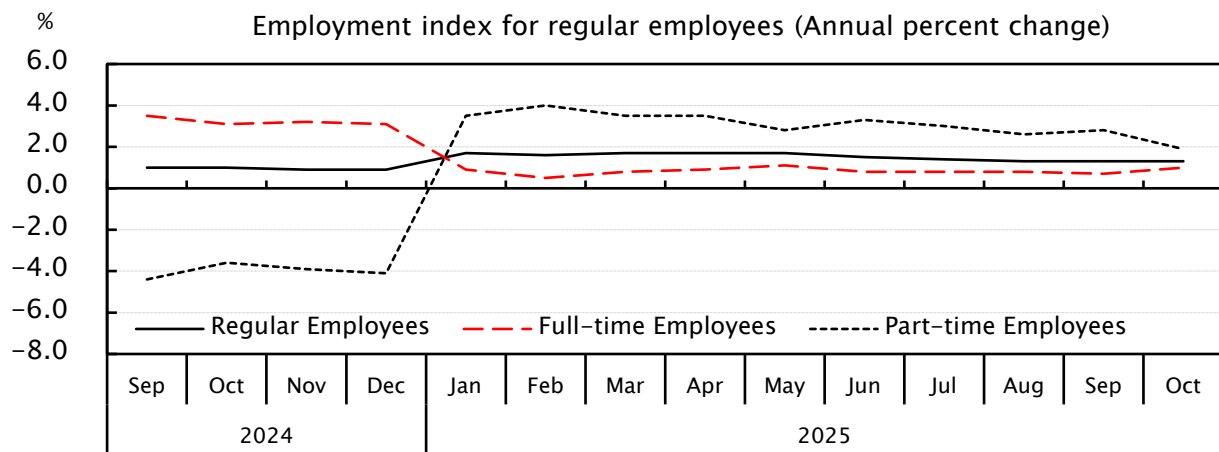


Source: MIC "Labour Force Survey"

Employment Index for Regular Employees

		Employment Index for Regular Employees(Annual percent change)			
		Regular Employees		Full-time Employees	Part-time Employees
			Manufacturing		
Calendar year		%	%	%	%
2019		1.2	0.9	0.2	3.3
2020		0.2	0.0	0.8	-1.0
2021		0.5	-1.1	0.3	1.0
2022		0.8	-0.9	0.3	1.8
2023		1.9	0.2	0.9	3.9
2024		1.2	-0.1	3.2	-3.2
2024	Sep	1.0	-0.1	3.5	-4.4
	Oct	1.0	-0.1	3.1	-3.6
	Nov	0.9	-0.1	3.2	-3.9
	Dec	0.9	-0.1	3.1	-4.1
2025	Jan	1.7	0.0	0.9	3.5
	Feb	1.6	-0.1	0.5	4.0
	Mar	1.7	-0.1	0.8	3.5
	Apr	1.7	-0.1	0.9	3.5
	May	1.7	0.1	1.1	2.8
	Jun	1.5	0.1	0.8	3.3
	Jul	1.4	-0.1	0.8	3.0
	Aug	1.3	0.1	0.8	2.6
	Sep	1.3	0.2	0.7	2.8
	Oct	r 1.3	r 0.2	r 1.0	r 1.9
Source		MHLW "Monthly Labour Survey"			

NOTES 5 or more regular employees.

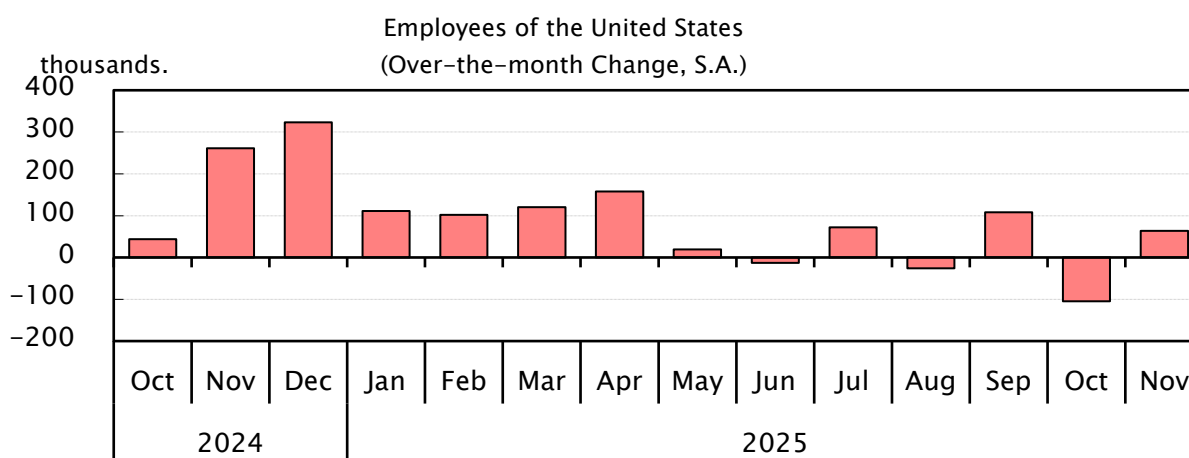


Employees of Selected Countries

		Employees				
		U.S.A.		U.K.	Germany	France
			Over-the-month change			
Calendar year		thous.	thous.	thous.	thous.	thous.
2019		150,905	1,996	27,781	37,477	23,616
2020		142,186	-8,719	27,841	36,865	23,405
2021		146,285	4,099	28,196	36,322	23,953
2022		152,520	6,235	28,564	37,217	24,331
2023		155,868	3,348	28,820	37,658	24,543
2024		157,959	2,091	29,125	37,870	24,743
		(S.A.)	(S.A.)	(S.A.)		
2024	Oct	158,358	44			
	Nov	158,619	261			
	Dec	158,942	323	29,304	38,288	24,626
2025	Jan	159,053	111			
	Feb	159,155	102			
	Mar	159,275	120	29,381	37,874	24,907
	Apr	159,433	158			
	May	159,452	19			
	Jun	159,439	-13	29,642	37,838	25,092
	Jul	159,511	72			
	Aug	159,485	-26			
	Sep	159,593	108	29,629	37,715	25,177
	Oct	p 159,488	p -105			
	Nov	p 159,552	p 64			
Source		U.S.A. Bureau of Labor Statistics "The Employment Situation"				
		Germany, France Eurostat "Eurostat Database"				
		U.K. Office for National Statistics "Labour Market Statistics"				

NOTES : U.S.A : Total nonfarm

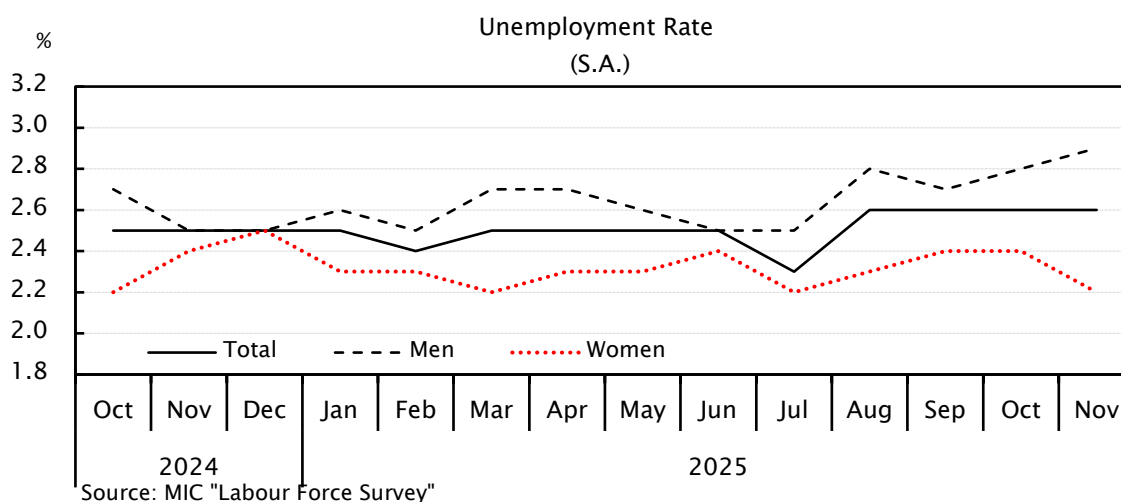
Germany, U.K., France : The figure for the quarter, from 15 to 64 years (U.K. : All aged 16 and over)



Source: Bureau of Labor Statistics "The Employment Situation"

Unemployment and Employment Insurance

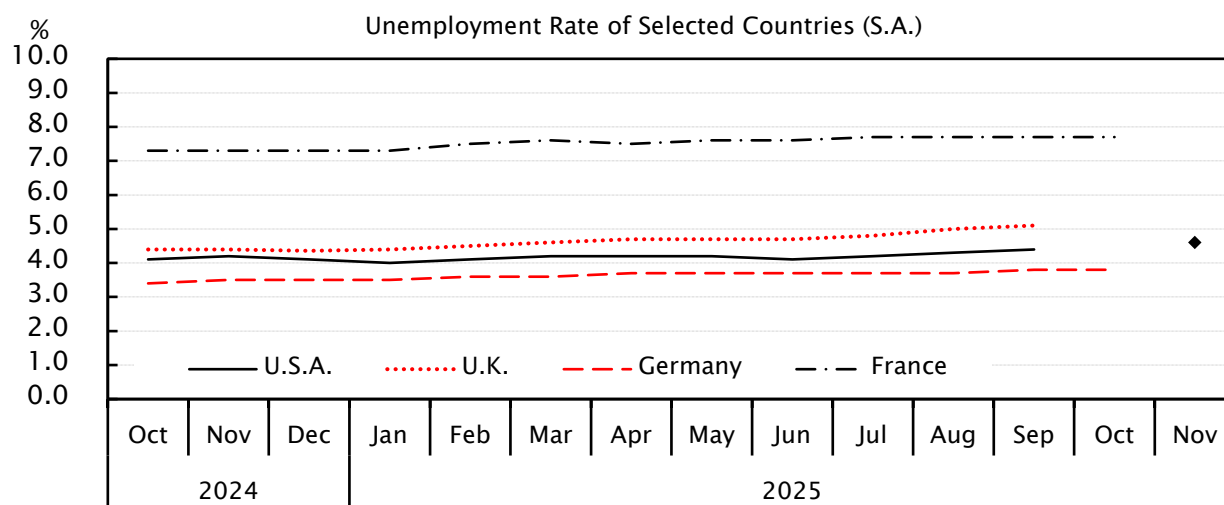
	Unemployed	Unemployment rate			Beneficiaries receiving benefits
			Men	Women	Annual percent change
Calendar year	10thous.	%	%	%	%
2019	162	2.4	2.5	2.2	3.3
2020	192	2.8	3.0	2.5	22.8
2021	195	2.8	3.1	2.5	-8.7
2022	179	2.6	2.8	2.4	-6.7
2023	178	2.6	2.8	2.3	4.4
2024	176	2.5	2.7	2.4	1.0
	(S.A.) 10thous.	(S.A.) %	(S.A.) %	(S.A.) %	%
2024 Oct	172	2.5	2.7	2.2	-0.5
Nov	173	2.5	2.5	2.4	-2.7
Dec	172	2.5	2.5	2.5	2.0
2025 Jan	174	2.5	2.6	2.3	0.8
Feb	168	2.4	2.5	2.3	-0.7
Mar	173	2.5	2.7	2.2	0.9
Apr	176	2.5	2.7	2.3	-2.5
May	172	2.5	2.6	2.3	-2.3
Jun	172	2.5	2.5	2.4	5.4
Jul	164	2.3	2.5	2.2	7.2
Aug	179	2.6	2.8	2.3	8.5
Sep	181	2.6	2.7	2.4	13.9
Oct	185	2.6	2.8	2.4	11.8
Nov	181	2.6	2.9	2.2	9.3
Source	MIC "Labour Force Survey"				MHLW "Employment Insurance Statistics"



Unemployment Rate of Selected Countries

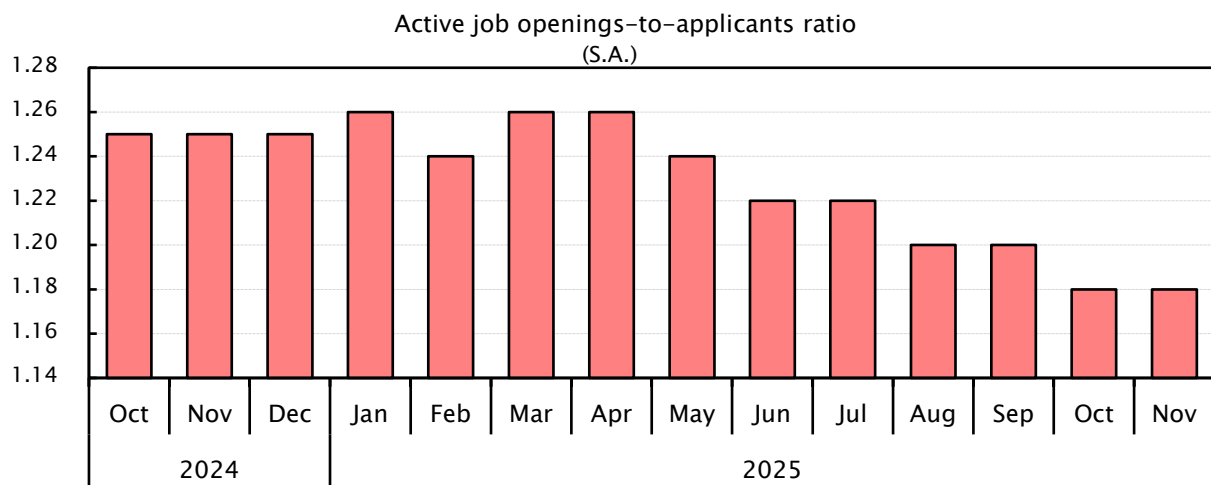
		Unemployment Rate			
		U.S.A.	U.K.	Germany	France
Calendar year		%	%	%	%
2019		3.7	3.8	2.9	8.4
2020		8.1	4.6	3.6	8.0
2021		5.3	4.6	3.6	7.9
2022		3.6	3.8	3.1	7.3
2023		3.6	4.1	3.1	7.3
2024		4.0	4.3	3.4	7.4
		(S.A.)	(S.A.)	(S.A.)	(S.A.)
2024	Oct	4.1	4.4	3.4	7.3
	Nov	4.2	4.4	3.5	7.3
	Dec	4.1	4.4	3.5	7.3
2025	Jan	4.0	4.4	3.5	7.3
	Feb	4.1	4.5	3.6	7.5
	Mar	4.2	4.6	3.6	7.6
	Apr	4.2	4.7	3.7	7.5
	May	4.2	4.7	3.7	7.6
	Jun	4.1	4.7	3.7	7.6
	Jul	4.2	4.8	3.7	7.7
	Aug	4.3	5.0	3.7	7.7
	Sep	4.4	5.1	3.8	7.7
	Oct	-		3.8	7.7
	Nov	4.6			
Source		U.S.A. Bureau of Labor Statistics "The Employment Situation" Germany, France Eurostat "Eurostat Database" U.K. Office for National Statistics "Labour Market Statistics"			

NOTES U.K. : 3-month moving average



Job openings-to-applicants ratio

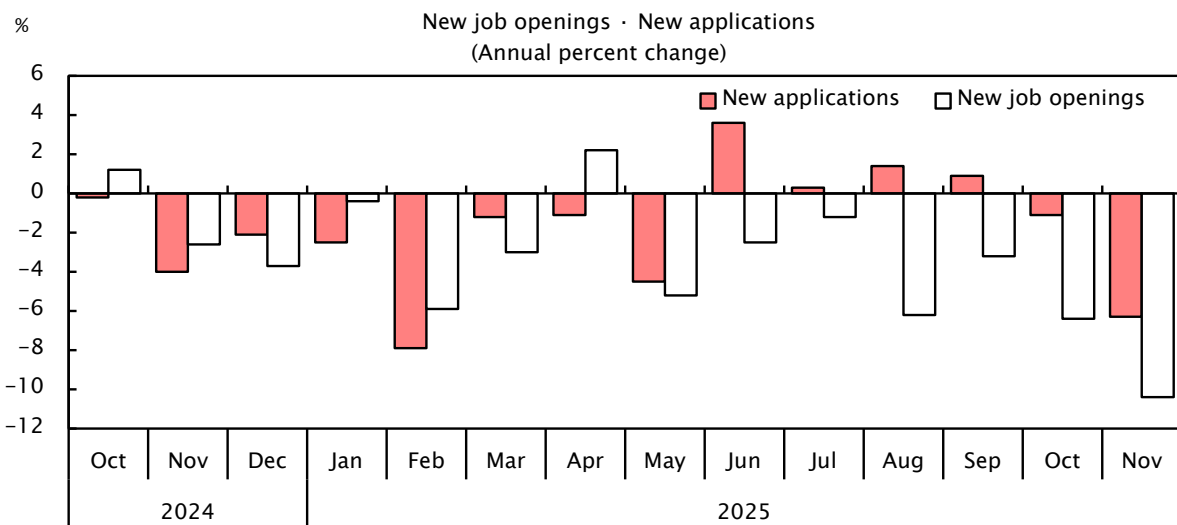
		Active job openings-to-applicants ratio (S.A.)			New job openings-to-applicants ratio		
		Excluding new school graduates and including part-timers	Excluding new graduates and part-timers	Part-timers	Excluding new school graduates and including part-timers	Excluding new graduates and part-timers	Part-timers
Calendar year							
2019		1.60	1.51	1.76	2.42	2.20	2.85
2020		1.18	1.12	1.29	1.95	1.79	2.27
2021		1.13	1.12	1.14	2.02	1.94	2.16
2022		1.28	1.28	1.28	2.26	2.17	2.42
2023		1.31	1.31	1.31	2.29	2.19	2.45
2024		1.25	1.28	1.21	2.25	2.21	2.32
		(S.A.)	(S.A.)	(S.A.)	(S.A.)	(S.A.)	(S.A.)
2024	Oct	1.25	1.29	1.20	2.25	2.21	2.33
	Nov	1.25	1.28	1.19	2.25	2.24	2.24
	Dec	1.25	1.29	1.18	2.27	2.23	2.28
2025	Jan	1.26	1.30	1.18	2.32	2.31	2.30
	Feb	1.24	1.29	1.16	2.30	2.32	2.29
	Mar	1.26	1.31	1.17	2.32	2.31	2.28
	Apr	1.26	1.31	1.18	2.24	2.25	2.31
	May	1.24	1.30	1.18	2.14	2.15	2.19
	Jun	1.22	1.28	1.15	2.18	2.16	2.19
	Jul	1.22	1.27	1.16	2.17	2.16	2.19
	Aug	1.20	1.25	1.14	2.15	2.13	2.15
	Sep	1.20	1.25	1.14	2.14	2.12	2.21
	Oct	1.18	1.23	1.11	2.12	2.11	2.18
	Nov	1.18	1.22	1.11	2.14	2.13	2.08
Source		MHLW "Employment Referrals for General Workers"					



Source: MHLW "Employment Referrals for General Workers"

Job Openings, Job Applications and Placements

	Excluding new school graduates and including part-timers								
	Monthly active job openings		New job openings		Monthly active applications		New applications		Persons who found employment
		Annual percent change		Annual percent change		Annual percent change		Annual percent change	
Calendar year	persons	%	persons	%	persons	%	persons	%	persons
2019	2,736,585	-1.6	958,768	-1.8	1,710,001	-0.8	395,998	-2.9	126,887
2020	2,161,104	-21.0	750,864	-21.7	1,827,866	6.9	384,804	-2.8	103,156
2021	2,195,881	1.6	781,572	4.1	1,948,626	6.6	386,571	0.5	104,935
2022	2,473,966	12.7	866,369	10.8	1,935,621	-0.7	382,607	-1.0	101,431
2023	2,496,403	0.9	866,937	0.1	1,909,496	-1.3	379,330	-0.9	101,861
2024	2,413,695	-3.3	836,071	-3.6	1,929,824	1.1	371,214	-2.1	97,271
2024 Oct	2,437,773	-2.8	919,114	1.2	1,922,809	0.1	377,465	-0.2	99,490
Nov	2,429,222	-2.1	802,467	-2.6	1,873,426	-0.0	313,183	-4.0	87,246
Dec	2,411,182	-1.8	790,791	-3.7	1,787,215	-0.5	289,676	-2.1	82,034
2025 Jan	2,425,463	-1.7	907,161	-0.4	1,813,283	-1.2	397,203	-2.5	74,800
Feb	2,455,941	-3.4	840,398	-5.9	1,856,243	-2.5	361,091	-7.9	95,276
Mar	2,445,346	-2.7	806,519	-3.0	1,899,021	-2.1	378,090	-1.2	125,592
Apr	2,362,579	-1.6	839,759	2.2	1,998,267	-1.8	513,564	-1.1	104,639
May	2,313,881	-2.1	786,018	-5.2	2,027,657	-2.0	392,219	-4.5	97,594
Jun	2,291,278	-1.9	771,856	-2.5	2,003,370	-0.9	349,223	3.6	94,558
Jul	2,299,869	-2.8	833,113	-1.2	1,943,851	-1.0	359,459	0.3	90,925
Aug	2,251,623	-3.6	743,628	-6.2	1,900,535	-0.3	321,725	1.4	74,168
Sep	2,277,911	-3.5	780,853	-3.2	1,905,974	0.2	352,513	0.9	89,501
Oct	2,309,906	-5.2	860,362	-6.4	1,922,403	-0.0	373,457	-1.1	94,846
Nov	2,260,284	-7.0	719,092	-10.4	1,842,150	-1.7	293,427	-6.3	78,571
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 2024	Dec	Jan 2025	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
All Japan	1.25	1.25	1.26	1.24	1.26	1.26	1.24	1.22	1.22	1.20	1.20	1.18	1.18
Hokkaido	1.07	1.08	1.06	1.06	1.07	1.08	1.07	1.07	1.05	1.05	1.02	1.02	1.00
Aomori	1.21	1.21	1.23	1.24	1.21	1.21	1.20	1.20	1.21	1.22	1.19	1.18	1.19
Iwate	1.28	1.29	1.30	1.30	1.31	1.30	1.29	1.27	1.23	1.18	1.18	1.17	1.16
Miyagi	1.23	1.22	1.22	1.21	1.26	1.23	1.23	1.20	1.20	1.18	1.19	1.14	1.18
Akita	1.41	1.40	1.40	1.39	1.40	1.38	1.34	1.34	1.34	1.35	1.34	1.32	1.31
Yamagata	1.49	1.47	1.52	1.46	1.48	1.48	1.44	1.41	1.41	1.38	1.35	1.39	1.36
Fukushima	1.38	1.39	1.42	1.39	1.43	1.43	1.42	1.40	1.38	1.36	1.38	1.35	1.33
Ibaraki	1.53	1.52	1.52	1.48	1.47	1.45	1.44	1.39	1.40	1.36	1.33	1.31	1.31
Tochigi	1.30	1.31	1.33	1.33	1.35	1.33	1.33	1.30	1.30	1.29	1.29	1.29	1.27
Gunma	1.42	1.42	1.42	1.42	1.43	1.42	1.42	1.40	1.39	1.34	1.31	1.34	1.36
Saitama	1.19	1.21	1.21	1.21	1.23	1.23	1.21	1.17	1.18	1.16	1.15	1.12	1.09
Chiba	1.26	1.26	1.27	1.24	1.25	1.25	1.27	1.23	1.25	1.23	1.23	1.21	1.22
Tokyo	1.12	1.12	1.12	1.10	1.12	1.13	1.12	1.09	1.09	1.07	1.08	1.08	1.07
Kanagawa	1.11	1.10	1.11	1.10	1.11	1.11	1.08	1.05	1.04	1.01	1.03	1.01	1.00
Niigata	1.49	1.50	1.50	1.47	1.47	1.53	1.46	1.42	1.43	1.41	1.41	1.39	1.39
Toyama	1.56	1.55	1.57	1.60	1.65	1.67	1.69	1.69	1.69	1.67	1.69	1.63	1.62
Ishikawa	1.48	1.51	1.53	1.53	1.59	1.59	1.57	1.55	1.51	1.51	1.51	1.47	1.45
Fukui	1.90	1.90	1.85	1.85	1.84	1.87	1.86	1.84	1.89	1.86	1.81	1.80	1.82
Yamanashi	1.52	1.52	1.50	1.50	1.54	1.55	1.54	1.51	1.48	1.49	1.54	1.52	1.54
Nagano	1.43	1.43	1.42	1.42	1.43	1.43	1.39	1.38	1.39	1.36	1.38	1.37	1.39
Gifu	1.56	1.56	1.56	1.52	1.51	1.50	1.49	1.48	1.50	1.48	1.48	1.47	1.46
Shizuoka	1.24	1.22	1.25	1.24	1.24	1.23	1.23	1.23	1.19	1.18	1.17	1.18	1.17
Aichi	1.25	1.25	1.26	1.27	1.29	1.31	1.29	1.25	1.26	1.25	1.24	1.23	1.21
Mie	1.33	1.33	1.34	1.37	1.39	1.38	1.37	1.33	1.35	1.34	1.38	1.36	1.36
Shiga	1.28	1.30	1.30	1.30	1.29	1.29	1.30	1.32	1.34	1.31	1.33	1.32	1.33
Kyoto	1.27	1.28	1.26	1.26	1.30	1.30	1.31	1.28	1.28	1.27	1.26	1.23	1.24
Osaka	1.06	1.07	1.07	1.04	1.04	1.05	1.05	1.04	1.04	1.01	1.02	1.00	1.00
Hyogo	1.13	1.13	1.13	1.13	1.15	1.16	1.15	1.13	1.12	1.09	1.09	1.07	1.08
Nara	1.35	1.36	1.38	1.34	1.34	1.37	1.36	1.34	1.32	1.28	1.31	1.28	1.27
Wakayama	1.21	1.22	1.24	1.20	1.22	1.23	1.23	1.17	1.17	1.13	1.14	1.11	1.11
Tottori	1.46	1.48	1.52	1.51	1.53	1.51	1.44	1.39	1.41	1.43	1.44	1.42	1.43
Shimane	1.56	1.54	1.54	1.53	1.56	1.60	1.56	1.49	1.51	1.54	1.55	1.49	1.48
Okayama	1.40	1.39	1.42	1.43	1.44	1.46	1.44	1.40	1.40	1.38	1.37	1.35	1.33
Hiroshima	1.30	1.29	1.31	1.33	1.36	1.38	1.36	1.34	1.35	1.33	1.33	1.29	1.29
Yamaguchi	1.65	1.63	1.65	1.69	1.70	1.70	1.68	1.65	1.60	1.56	1.51	1.50	1.48
Tokushima	1.25	1.26	1.26	1.28	1.31	1.29	1.29	1.28	1.28	1.28	1.30	1.31	1.30
Kagawa	1.63	1.61	1.63	1.66	1.69	1.72	1.70	1.62	1.63	1.57	1.59	1.54	1.52
Ehime	1.49	1.49	1.50	1.47	1.45	1.51	1.52	1.49	1.55	1.53	1.51	1.47	1.45
Kochi	1.17	1.18	1.18	1.18	1.23	1.21	1.21	1.17	1.14	1.10	1.15	1.12	1.15
Fukuoka	1.07	1.06	1.09	1.08	1.08	1.06	1.05	1.05	1.06	1.02	1.02	0.99	0.98
Saga	1.45	1.46	1.47	1.42	1.43	1.44	1.39	1.40	1.42	1.37	1.34	1.31	1.30
Nagasaki	1.36	1.36	1.35	1.31	1.32	1.30	1.28	1.29	1.30	1.25	1.25	1.23	1.19
Kumamoto	1.37	1.34	1.37	1.35	1.36	1.38	1.38	1.33	1.32	1.29	1.28	1.26	1.25
Oita	1.54	1.55	1.54	1.50	1.46	1.48	1.45	1.37	1.39	1.37	1.39	1.37	1.36
Miyazaki	1.40	1.40	1.39	1.41	1.41	1.39	1.38	1.36	1.34	1.30	1.31	1.27	1.30
Kagoshima	1.21	1.21	1.19	1.18	1.22	1.21	1.21	1.18	1.16	1.17	1.12	1.07	1.08
Okinawa	1.12	1.11	1.09	1.08	1.08	1.10	1.09	1.12	1.12	1.09	1.11	1.08	1.08
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 2024	Dec	Jan 2025	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
All Japan	2.25	2.27	2.32	2.30	2.32	2.24	2.14	2.18	2.17	2.15	2.14	2.12	2.14
Hokkaido	1.81	1.90	1.86	1.88	1.96	1.83	1.81	1.89	1.75	1.79	1.74	1.84	1.78
Aomori	1.98	1.98	2.08	2.03	1.93	1.98	1.92	2.03	2.14	1.99	1.90	2.08	2.04
Iwate	2.00	1.97	1.99	2.11	2.08	2.12	1.94	1.98	1.82	1.78	1.91	1.93	1.84
Miyagi	1.91	2.00	2.01	2.09	2.00	2.01	1.98	2.01	2.01	1.92	2.00	1.90	2.09
Akita	2.17	2.04	2.30	2.14	2.13	2.17	1.99	2.16	2.17	2.01	2.09	2.03	2.09
Yamagata	2.24	2.19	2.33	2.12	2.08	2.24	2.05	2.11	2.23	2.06	2.03	2.24	1.97
Fukushima	2.13	2.20	2.29	2.20	2.30	2.08	2.01	2.14	2.16	2.20	2.15	2.14	2.12
Ibaraki	2.46	2.56	2.39	2.39	2.51	2.25	2.24	2.31	2.28	2.12	2.35	2.27	2.21
Tochigi	2.30	2.31	2.33	2.31	2.41	2.36	2.18	2.25	2.24	2.31	2.26	2.25	2.33
Gunma	2.20	2.34	2.25	2.26	2.45	2.22	2.22	2.28	2.07	2.08	2.18	2.27	2.03
Saitama	2.34	2.20	2.24	2.31	2.19	2.15	2.11	2.02	2.22	2.08	2.05	2.03	1.99
Chiba	2.35	2.37	2.44	2.27	2.46	2.33	2.26	2.26	2.27	2.25	2.26	2.24	2.19
Tokyo	2.30	2.23	2.42	2.33	2.39	2.31	2.15	2.21	2.12	2.14	2.18	2.15	2.11
Kanagawa	2.01	1.95	2.19	2.08	2.05	2.13	1.85	1.82	2.01	1.83	1.94	1.90	1.86
Niigata	2.45	2.40	2.28	2.52	2.32	2.48	2.18	2.17	2.37	2.34	2.18	2.32	2.40
Toyama	2.48	2.54	2.69	2.92	2.60	2.71	2.68	2.67	2.79	2.67	2.67	2.56	2.72
Ishikawa	2.52	2.45	2.81	2.82	2.62	2.65	2.43	2.54	2.53	2.50	2.53	2.49	2.51
Fukui	2.74	2.68	2.70	3.03	2.53	2.80	2.82	2.56	2.78	2.65	2.47	2.73	2.70
Yamanashi	2.55	2.53	2.65	2.55	2.62	2.62	2.55	2.41	2.47	2.65	2.55	2.55	2.60
Nagano	2.31	2.42	2.49	2.51	2.47	2.40	2.28	2.38	2.38	2.33	2.45	2.43	2.44
Gifu	2.77	2.73	2.65	2.66	2.63	2.59	2.50	2.68	2.61	2.64	2.66	2.61	2.59
Shizuoka	2.18	2.23	2.33	2.22	2.26	2.34	2.22	2.34	2.09	2.30	2.27	2.22	2.10
Aichi	2.38	2.28	2.38	2.46	2.39	2.46	2.34	2.30	2.36	2.29	2.24	2.28	2.26
Mie	2.12	2.24	2.49	2.35	2.30	2.54	2.30	2.11	2.49	2.34	2.30	2.43	2.16
Shiga	2.10	2.32	2.17	2.16	2.18	2.11	2.19	2.37	2.29	2.11	2.28	2.16	2.05
Kyoto	2.47	2.55	2.36	2.58	2.78	2.42	2.59	2.45	2.42	2.58	2.43	2.25	2.48
Osaka	2.30	2.28	2.26	2.24	2.27	2.20	2.07	2.14	2.12	1.96	2.05	2.05	1.88
Hyogo	2.01	1.99	2.11	2.14	2.13	2.12	2.04	2.02	1.98	1.93	1.97	1.92	1.89
Nara	2.32	2.40	2.38	2.22	2.26	2.38	2.16	2.33	2.24	2.11	2.50	2.18	2.10
Wakayama	2.12	2.18	2.18	2.04	2.22	2.03	2.11	1.92	2.06	1.95	2.02	1.83	1.95
Tottori	2.64	2.67	2.91	2.99	2.65	2.69	2.38	2.46	2.56	2.69	2.41	2.65	2.54
Shimane	2.64	2.80	2.72	2.83	2.94	2.69	2.46	2.84	2.73	2.56	2.60	2.67	2.64
Okayama	2.38	2.46	2.65	2.58	2.44	2.60	2.46	2.30	2.49	2.42	2.31	2.27	2.43
Hiroshima	2.38	2.36	2.52	2.63	2.49	2.56	2.33	2.33	2.40	2.31	2.31	2.28	2.30
Yamaguchi	2.46	2.55	2.72	2.67	2.76	2.67	2.58	2.59	2.37	2.34	2.51	2.46	2.17
Tokushima	2.57	2.35	2.52	2.64	2.35	2.44	2.44	2.50	2.24	2.51	2.42	2.46	2.45
Kagawa	2.59	2.60	2.46	2.84	2.82	2.64	2.41	2.57	2.56	2.53	2.62	2.40	2.37
Ehime	2.76	2.74	2.70	2.88	2.71	2.70	2.53	2.68	2.70	2.48	2.68	2.66	2.32
Kochi	2.09	2.04	2.05	1.88	2.14	2.12	2.07	1.81	2.00	1.91	2.07	1.92	1.97
Fukuoka	1.99	1.99	2.19	2.11	2.05	2.01	1.90	1.98	1.97	1.93	1.95	1.83	1.94
Saga	2.37	2.25	2.18	2.31	2.18	2.31	2.08	2.17	2.13	1.99	2.01	2.09	1.92
Nagasaki	2.06	1.96	2.30	2.11	2.00	1.98	2.03	2.00	1.98	1.95	1.94	1.91	1.69
Kumamoto	2.44	2.40	2.47	2.45	2.40	2.49	2.24	2.25	2.40	2.34	2.21	2.32	2.28
Oita	2.32	2.39	2.37	2.32	2.22	2.37	2.23	1.93	2.28	2.12	2.21	2.19	2.05
Miyazaki	2.30	2.42	2.36	2.53	2.27	2.27	2.29	2.14	2.10	1.99	2.32	2.06	2.24
Kagoshima	2.18	2.20	2.18	2.23	2.22	2.22	2.06	2.01	2.06	2.17	1.90	1.90	2.11
Okinawa	2.05	2.11	1.97	1.94	1.96	2.07	1.90	1.89	1.86	1.88	1.97	1.92	1.90
Source	MHLW "Employment Referrals for General Workers"												

NOTES : Excluding new school graduates and including part-timers

Employment Condition

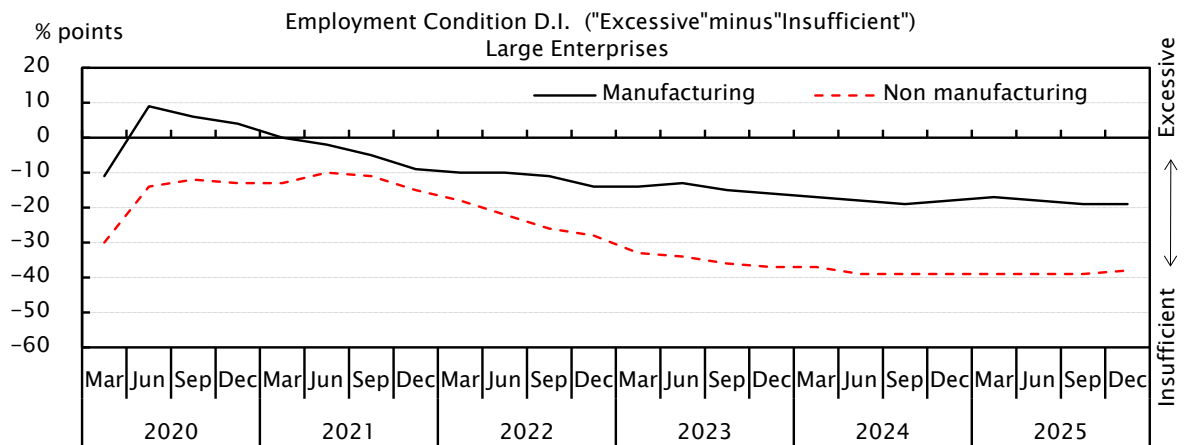
		Employment Condition D.I.				
		Large Enterprises			Medium-sized Enterprises	Small Enterprises
		All industries	Manufacturing	Non manufacturing	All industries	All industries
		%points	%points	%points	%points	%points
2020	Mar	-20	-11	-30	-28	-31
	Jun	-3	9	-14	-6	-7
	Sep	-2	6	-12	-7	-6
	Dec	-4	4	-13	-10	-13
2021	Mar	-5	0	-13	-11	-15
	Jun	-7	-2	-10	-14	-16
	Sep	-8	-5	-11	-16	-20
	Dec	-12	-9	-15	-21	-26
2022	Mar	-14	-10	-18	-23	-28
	Jun	-16	-10	-22	-23	-28
	Sep	-17	-11	-26	-27	-32
	Dec	-21	-14	-28	-30	-34
2023	Mar	-23	-14	-33	-32	-36
	Jun	-23	-13	-34	-31	-35
	Sep	-24	-15	-36	-34	-36
	Dec	-25	-16	-37	-36	-38
2024	Mar	-27	-17	-37	-37	-38
	Jun	-28	-18	-39	-36	-37
	Sep	-28	-19	-39	-37	-38
	Dec	-28	-18	-39	-36	-40
2025	Mar	-28	-17	-39	-38	-39
	Jun	-28	-18	-39	-37	-37
	Sep	-28	-19	-39	-37	-39
	Dec	-28	-19	-38	-39	-40
2026	Mar	(-30)	(-21)	(-40)	(-40)	(-44)
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.

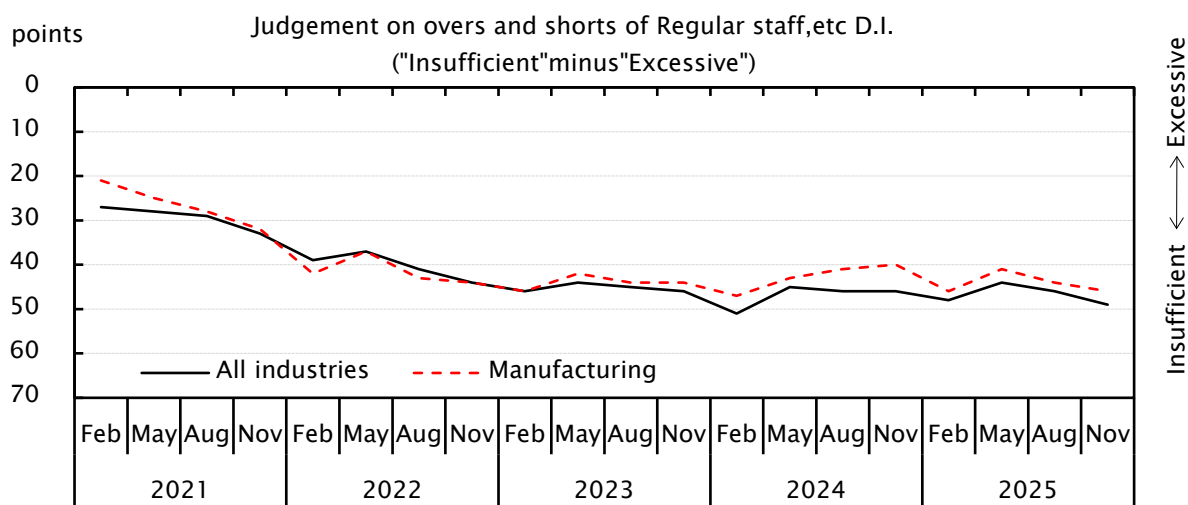


Source: BOJ "TANKAN"

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
2021	Feb	34	45	27	21
	May	33	37	28	25
	Aug	32	36	29	28
	Nov	29	35	33	32
2022	Feb	27	33	39	42
	May	28	31	37	37
	Aug	28	32	41	43
	Nov	26	31	44	44
2023	Feb	25	29	46	46
	May	25	28	44	42
	Aug	25	26	45	44
	Nov	24	27	46	44
2024	Feb	29	34	51	47
	May	27	33	45	43
	Aug	29	29	46	41
	Nov	29	31	46	40
2025	Feb	28	31	48	46
	May	27	30	44	41
	Aug	(25)	(27)	46	44
	Nov	(19)	(20)	49	46
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



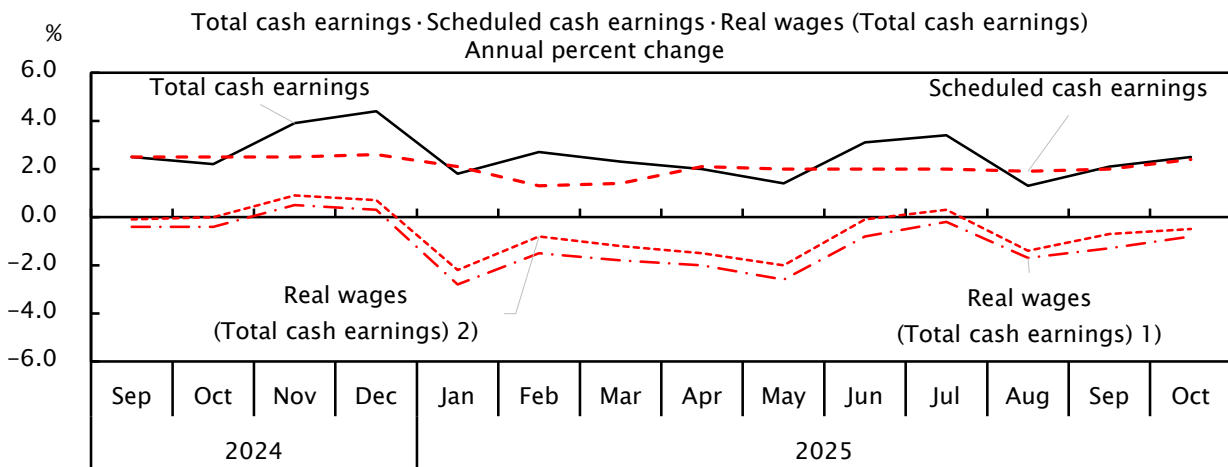
Source: MHLW "Survey on Labour Economy Trends"

Average Monthly Cash Earnings of Regular Employees

	Total cash earnings			Real wages (Total cash earnings) 1)		Real wages (Total cash earnings) 2)	Contractual cash earnings	Scheduled cash earnings
		Annual percent change		Annual percent change		Annual percent change	Annual percent change	Annual percent change
			Manufacturing		Manufacturing			
Calendar year	¥	%	%	%	%	%	%	%
2019	322,552	-0.4	-0.3	-1.0	-0.9	-0.9	-0.2	-0.1
2020	318,405	-1.2	-3.4	-1.2	-3.5	-1.2	-0.7	0.2
2021	319,461	0.3	2.0	0.6	2.2	0.5	0.5	0.3
2022	325,817	2.0	1.7	-1.0	-1.3	-0.5	1.4	1.1
2023	329,777	1.2	1.7	-2.5	-2.0	-2.0	1.1	1.2
2024	347,994	2.8	3.0	-0.3	-0.1	0.0	2.0	2.1
2024 Sep	291,712	2.5	2.7	-0.4	-0.2	-0.1	2.2	2.5
Oct	292,430	2.2	3.2	-0.4	0.6	0.0	2.3	2.5
Nov	308,486	3.9	2.9	0.5	-0.5	0.9	2.5	2.5
Dec	617,375	4.4	5.3	0.3	1.1	0.7	2.4	2.6
2025 Jan	292,468	1.8	3.3	-2.8	-1.4	-2.2	2.2	2.1
Feb	288,697	2.7	3.7	-1.5	-0.5	-0.8	1.4	1.3
Mar	309,059	2.3	4.5	-1.8	0.1	-1.2	1.4	1.4
Apr	301,698	2.0	3.3	-2.0	-0.9	-1.5	2.1	2.1
May	301,592	1.4	3.1	-2.6	-0.9	-2.0	2.0	2.0
Jun	514,106	3.1	7.5	-0.8	3.6	-0.1	2.0	2.0
Jul	416,744	3.4	4.5	-0.2	1.0	0.3	2.1	2.0
Aug	299,955	1.3	3.3	-1.7	0.2	-1.4	1.8	1.9
Sep	297,787	2.1	3.2	-1.3	-0.1	-0.7	2.0	2.0
Oct	r 299,801	r 2.5	r 3.7	r -0.8	r 0.4	r -0.5	r 2.5	r 2.4
Source	MHLW "Monthly Labour Survey"							

NOTES : 5 or more regular employees.

NOTES : Real wages (total cash earnings) 1) : deflated by Consumer Price Index (All items, less imputed rent). 2) : deflated by Consumer Price Index (All items).

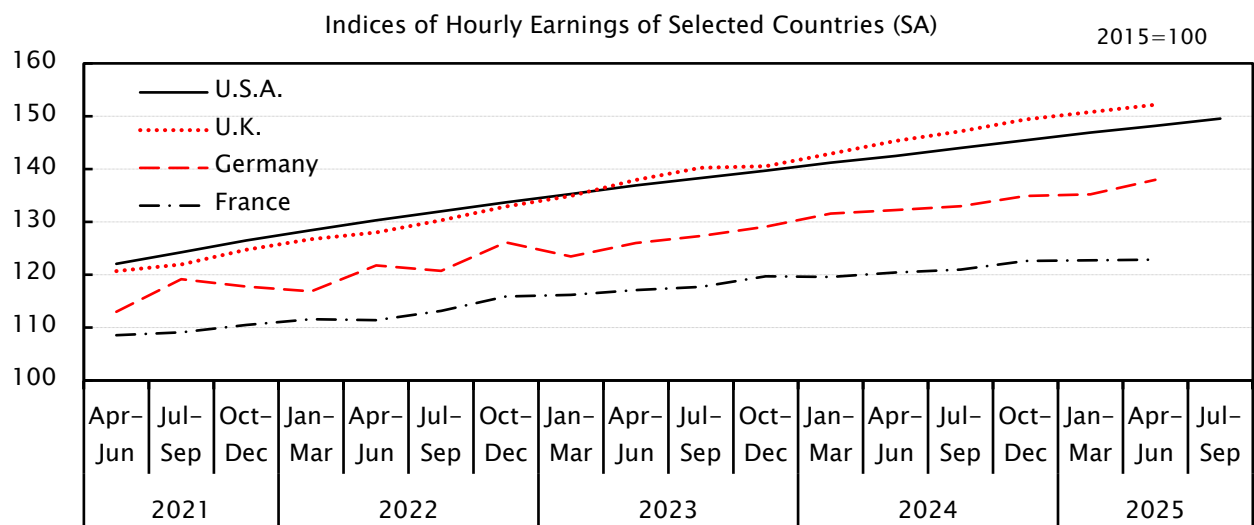


Source: MHLW "Monthly Labour Survey"

Earnings of Selected Countries

		Indices of hourly earnings			
		U.S.A.	U.K.	Germany	France
Calendar year					
	2019	111.8	112.1	111.5	106.7
	2020	117.4	113.6	114.0	109.1
	2021	123.2	121.0	115.6	109.1
	2022	131.1	129.5	121.5	113.0
	2023	137.6	138.4	126.6	117.6
	2024	143.3	146.2	133.0	p 121.0
2021	Apr-Jun	122.1	120.7	113.0	108.6
	Jul-Sep	124.2	122.0	119.2	109.1
	Oct-Dec	126.5	124.7	117.8	110.5
2022	Jan-Mar	128.4	126.7	116.9	111.6
	Apr-Jun	130.3	128.0	121.8	111.4
	Jul-Sep	132.0	130.3	120.8	113.2
	Oct-Dec	133.7	132.9	126.1	115.9
2023	Jan-Mar	135.3	134.9	123.5	116.2
	Apr-Jun	136.9	138.0	126.0	117.1
	Jul-Sep	138.3	140.3	127.4	117.7
	Oct-Dec	139.7	140.5	129.1	119.7
2024	Jan-Mar	141.2	142.9	131.6	119.6
	Apr-Jun	142.5	145.3	132.3	120.5
	Jul-Sep	144.0	147.2	133.0	p 121.0
	Oct-Dec	145.4	149.4	134.9	p 122.6
2025	Jan-Mar	146.9	150.8	135.2	p 122.7
	Apr-Jun	148.2	152.2	138.0	p 122.9
	Jul-Sep	149.6			
Source		OECD "Hourly Earnings (Main Economic Indicaors)"			

NOTES: Private Sector, Index, SA 2015=100

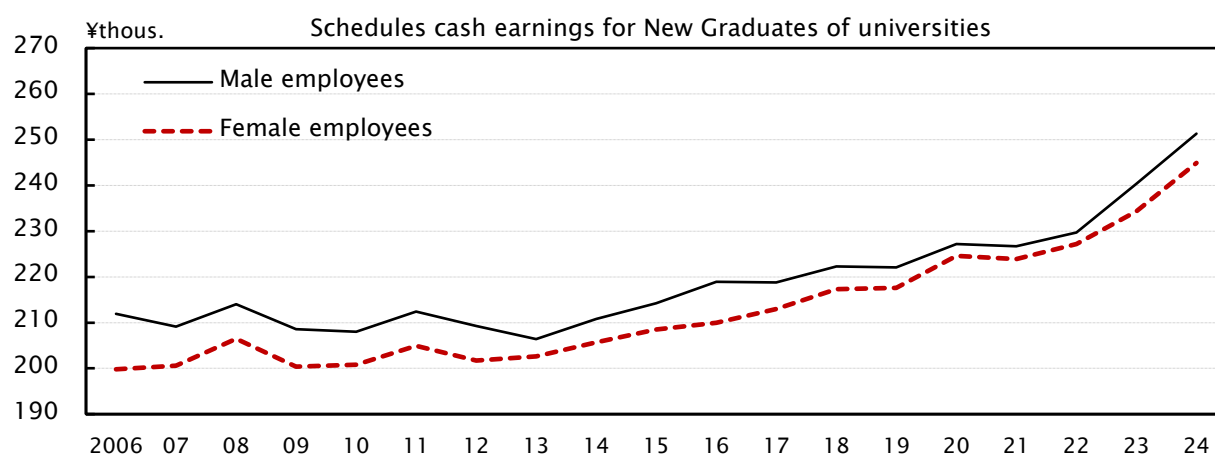


Source: OECD "Hourly Earnings"

Scheduled cash earnings for new graduates

Calendar year	Scheduled cash earnings for new graduates			
	Graduates of senior high schools		Graduates of universities	
	Male employees	Female employees	Male employees	Female employees
	¥thous.	¥thous.	¥thous.	¥thous.
2006	167.3	155.2	211.9	199.8
2007	167.4	155.6	209.1	200.6
2008	169.1	160.0	214.0	206.5
2009	167.7	157.7	208.6	200.4
2010	168.5	157.5	208.0	200.8
2011	167.7	155.4	212.4	204.9
2012	166.9	160.2	209.3	201.7
2013	163.9	156.8	206.4	202.6
2014	169.1	159.0	210.8	205.7
2015	173.1	162.7	214.2	208.5
2016	174.8	167.2	218.9	210.0
2017	175.0	166.9	218.8	213.0
2018	175.7	170.6	222.3	217.3
2019	179.7	170.6	222.1	217.6
2020	179.5	174.6	227.2	224.6
2021	181.6	176.3	226.7	223.9
2022	183.4	177.6	229.7	227.2
2023	189.0	183.2	240.3	234.3
2024	200.5	191.7	251.3	244.9
Source	MHLW "Basic Survey on Wage Structures"			

NOTES: From 2006 to 2019 : retroactive data

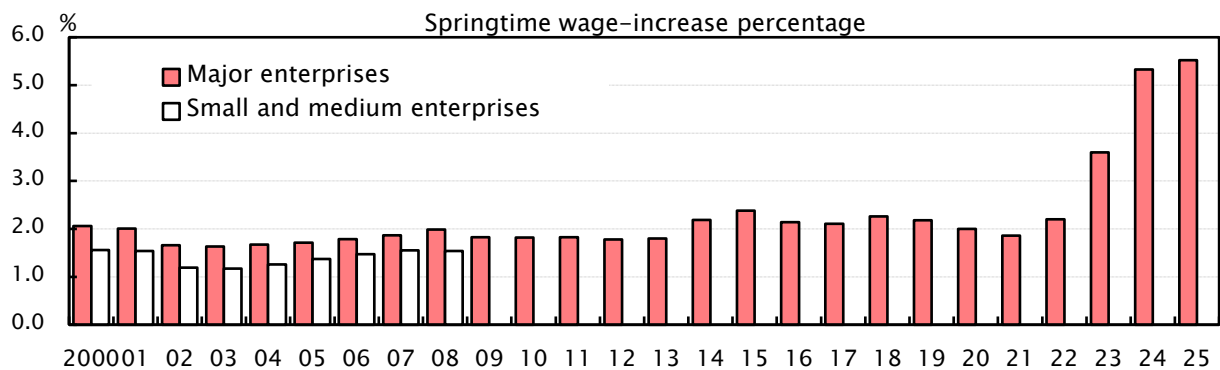


Source: MHLW "Basic Survey on Wage Structures"

Springtime Wage Increase

	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
Calendar year	¥	¥	%	%	%
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	—	0.5
2020	6,286	—	2.00	—	0.7
2021	5,854	—	1.86	—	-0.5
2022	6,898	—	2.20	—	1.2
2023	11,245	—	3.60	—	2.0
2024	17,415	—	5.33	—	3.4
2025	18,629	—	5.52	—	—
Source	MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation"				JILPT "Useful Labor Statistics"

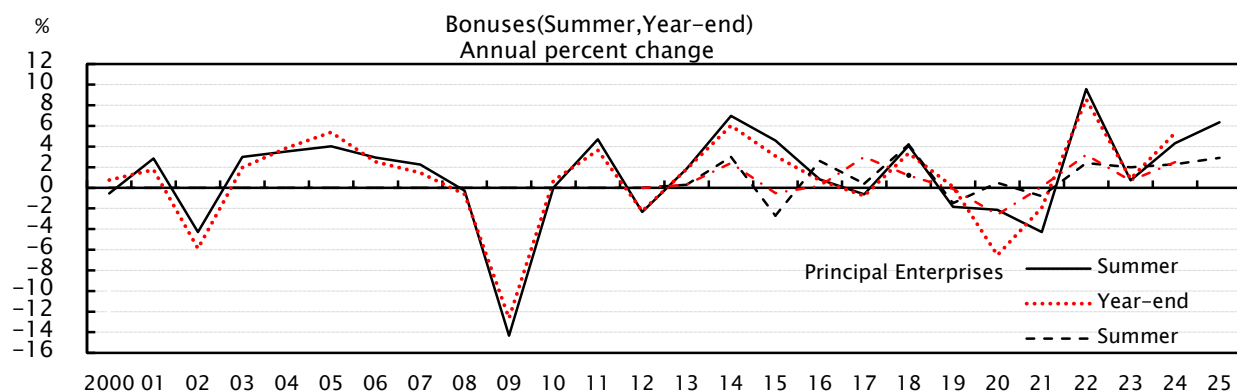
NOTES: Laspeyres Wage Index is estimated based on data from the Ministry of Health, Labour and Welfare's on Wage Structure by fixing the structure of employee(sex, educational level, age, and years of service). Survey on "Small and medium enterprises" is ceased in 2009.



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

Bonuses

Calendar year	Summer				Year-end			
	Principal Enterprises		Industries covered (5 or more employees)		Principal Enterprises		Industries covered (5 or more employees)	
	¥	Annual percent change	¥	Annual percent change	¥	Annual percent change	¥	Annual percent change
2000	758,804	-0.54	442,921	-	799,232	0.76	471,809	-
2001	783,113	2.86	438,079	-	812,934	1.76	454,251	-
2002	749,803	-4.30	412,853	-	755,551	-5.88	432,261	-
2003	781,930	3.00	418,818	-	771,540	1.97	428,475	-
2004	810,052	3.53	406,697	-	811,082	3.87	430,188	-
2005	839,313	4.03	410,231	-	840,516	5.39	432,312	-
2006	841,817	2.94	415,437	-	841,854	2.53	432,220	-
2007	843,779	2.27	406,072	-	845,119	1.47	416,816	-
2008	842,270	-0.29	406,611	-	831,813	-0.63	422,313	-
2009	710,844	-14.33	364,191	-	726,933	-12.64	381,547	-
2010	711,890	0.01	368,551	-	733,935	0.68	380,309	-
2011	747,187	4.70	365,158	-	761,294	3.64	375,747	-
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	381,409	2.4
2015	832,292	4.59	360,889	-2.7	830,434	3.08	374,338	-0.5
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	386,614	3.0
2018	870,731	4.07	387,048	4.2	862,986	3.34	391,158	1.2
2019	845,453	-1.85	381,343	-1.5	868,604	0.10	390,733	-0.1
2020	828,171	-2.14	383,439	0.5	786,460	-6.54	380,481	-2.6
2021	773,632	-4.30	380,268	-0.8	782,198	-1.92	380,787	0.1
2022	832,340	9.57	389,331	2.4	842,978	8.58	392,975	3.2
2023	845,557	0.72	397,129	2.0	849,545	0.86	395,647	0.7
2024	898,754	4.33	414,515	2.3	891,460	5.31	413,277	2.5
2025	946,469	6.34	426,337	2.9				
Source	MHLW "The Result of Summer Bonus"		MHLW "Monthly Labour Survey"		MHLW "The Result of Year-end Bonus"		MHLW "Monthly Labour Survey"	

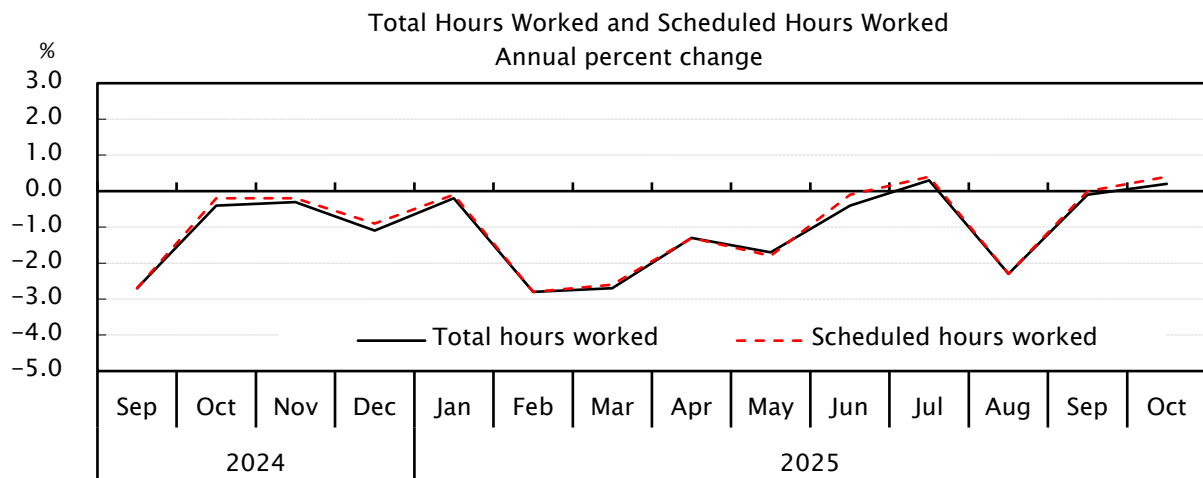


Source: MHLW "The Result of Summer Bonus", "The Result of Year-end Bonus", "Monthly Labour Survey"

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	%
2019		139.1	-2.2	128.5	-2.2
2020		135.1	-2.8	125.9	-2.0
2021		136.1	0.6	126.4	0.4
2022		136.1	0.1	126.0	-0.3
2023		136.3	0.1	126.3	0.2
2024		136.9	-1.0	126.9	-0.9
2024	Sep	134.7	-2.7	124.8	-2.7
	Oct	140.0	-0.4	129.6	-0.2
	Nov	140.2	-0.3	129.8	-0.2
	Dec	136.7	-1.1	126.6	-0.9
2025	Jan	128.5	-0.2	119.0	-0.1
	Feb	130.8	-2.8	121.0	-2.8
	Mar	132.7	-2.7	122.5	-2.6
	Apr	139.5	-1.3	129.3	-1.3
	May	134.5	-1.7	124.8	-1.8
	Jun	139.6	-0.4	129.9	-0.1
	Jul	141.8	0.3	132.0	0.4
	Aug	129.1	-2.3	120.1	-2.3
	Sep	134.5	-0.1	124.8	0.0
	Oct	r 140.3	r 0.2	r 130.1	r 0.4
Source	MHLW "Monthly Labour Survey"				

NOTES 5 or more regular employees.

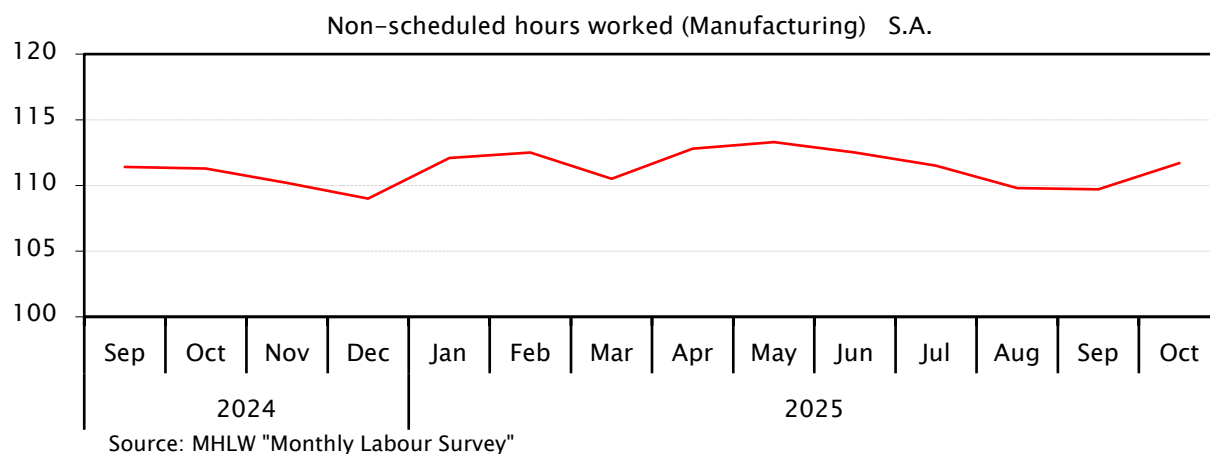


Source: MHLW "Monthly Labour Survey"

Non-scheduled Hours Worked

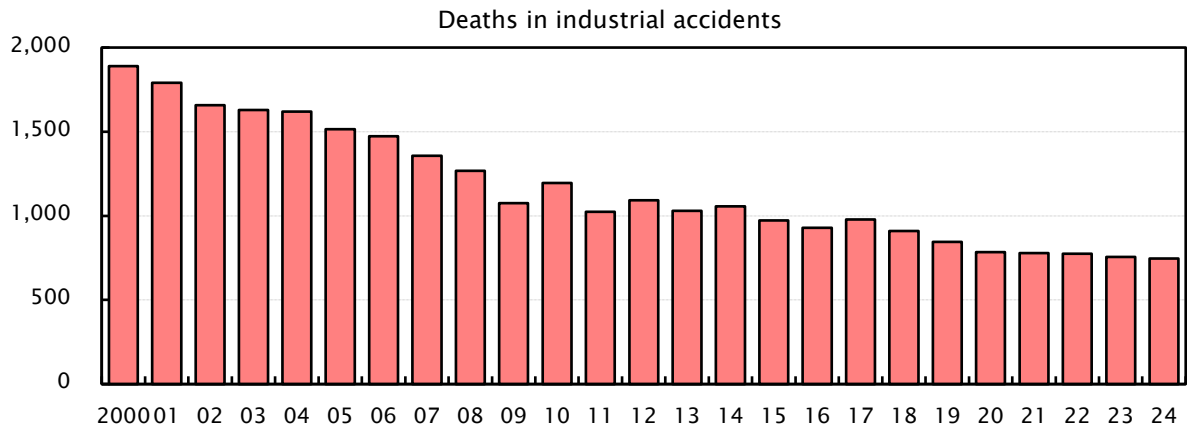
		Non-scheduled hours worked					
				Manufacturing			
				Annual percent change		Indices (2020=100)	Ratio to the Preceding Month
Calendar year		Hours	%	Hours	%		%
2019		10.6	-1.9	15.1	-8.5	126.0	-
2020		9.2	-13.2	11.9	-20.7	100.0	-
2021		9.7	5.1	13.6	14.1	114.0	-
2022		10.1	4.6	14.4	6.2	121.1	-
2023		10.0	-0.9	13.6	-5.5	114.4	-
2024		10.0	-2.7	13.2	-3.6	111.3	-
						(S.A.)	(S.A.) %
2024	Sep	9.9	-3.0	13.5	-1.5	111.4	0.3
	Oct	10.4	-2.8	14.0	-1.4	111.3	-0.1
	Nov	10.4	-1.9	14.2	-1.4	110.2	-1.0
	Dec	10.1	-2.8	13.7	-2.1	109.0	-1.1
2025	Jan	9.5	-1.0	12.5	3.2	112.1	2.8
	Feb	9.8	-3.0	13.7	3.0	112.5	0.4
	Mar	10.2	-2.8	13.7	0.7	110.5	-1.8
	Apr	10.2	-2.8	13.6	3.1	112.8	2.1
	May	9.7	-1.0	12.5	2.4	113.3	0.4
	Jun	9.7	-3.0	13.1	1.6	112.5	-0.7
	Jul	9.8	-3.0	13.5	-0.8	111.5	-0.9
	Aug	9.0	-3.3	12.5	-1.6	109.8	-1.5
	Sep	9.7	-2.0	13.3	-1.4	109.7	-0.1
	Oct	r 10.2	r -1.9	r 14.1	r 0.8	r 111.7	r 1.8
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
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	—	—
2020	784	—	—	—
2021	778	—	—	—
2022	774	-4	—	—
2023	755	-19	—	—
2024	746	-9	—	—
Source	MHLW "The number of grave industrial accidents and deaths"			

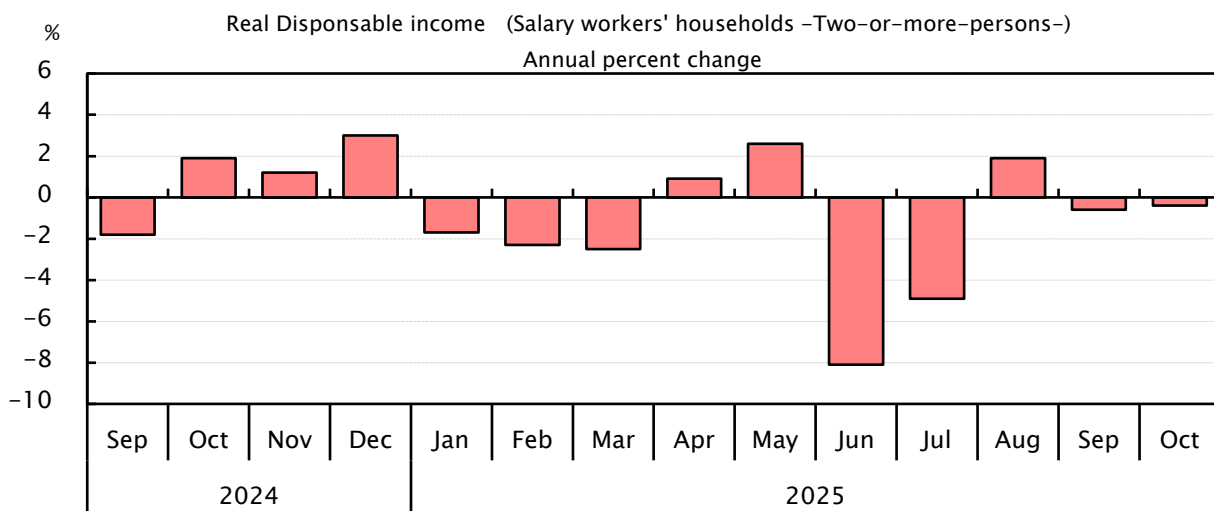


Source: MHLW "The number of grave industrial accidents and deaths"

Family Income and Expenditure - Income

	Workers' households(Two-or-more-person)				
	Income		Disposable income		
		Annual percent change(Nominal)		Annual percent change(Nominal)	Annual percent change(Real)
Calendar year	¥	%	¥	%	%
2019	586,149	1.1	476,645	1.0	0.4
2020	609,535	4.0	498,639	4.6	4.6
2021	605,316	-0.7	492,681	-1.2	-0.9
2022	617,654	2.0	500,914	1.7	-1.3
2023	608,182	-1.5	494,668	-1.2	-4.8
2024	636,155	4.6	522,569	5.6	2.3
2024 Sep	493,942	1.3	402,605	1.0	-1.8
Oct	580,675	3.7	484,600	4.6	1.9
Nov	514,409	4.1	422,337	4.6	1.2
Dec	1,179,259	7.2	975,024	7.3	3.0
2025 Jan	514,877	3.5	419,972	2.9	-1.7
Feb	571,993	1.9	474,345	1.9	-2.3
Mar	524,343	2.1	426,178	1.6	-2.5
Apr	589,528	4.1	475,520	5.0	0.9
May	522,318	4.4	401,312	6.7	2.6
Jun	976,268	2.0	776,288	-4.6	-8.1
Jul	701,283	1.0	559,705	-1.5	-4.9
Aug	608,578	6.0	506,538	5.1	1.9
Sep	510,935	3.4	413,961	2.8	-0.6
Oct	599,845	3.3	499,170	3.0	-0.4
Source	MIC "Family Income and Expenditure Survey"				

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

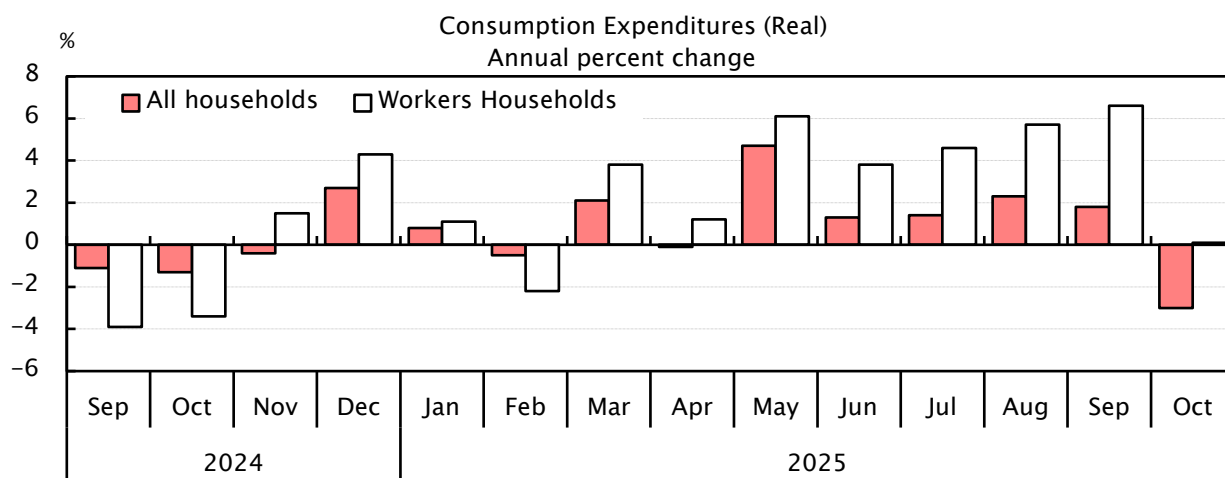


Source: MIC "Family Income and Expenditure Survey"

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		¥	%	%	%	%
2019		323,853	1.8	1.2	67.9	0.9
2020		305,811	-5.6	-5.6	61.3	-5.3
2021		309,469	1.2	1.5	62.8	0.7
2022		320,627	3.6	0.6	64.0	1.2
2023		318,755	-0.6	-4.2	64.4	-2.6
2024		325,137	2.0	-1.2	62.2	-1.1
2024	Sep	308,417	-1.1	-3.9	76.6	-1.1
	Oct	327,613	-0.9	-3.4	67.6	-1.3
	Nov	316,535	4.9	1.5	74.9	-0.4
	Dec	379,200	8.7	4.3	38.9	2.7
2025	Jan	331,341	5.8	1.1	78.9	0.8
	Feb	313,977	2.0	-2.2	66.2	-0.5
	Mar	382,959	8.2	3.8	89.9	2.1
	Apr	363,182	5.3	1.2	76.4	-0.1
	May	351,466	10.3	6.1	87.6	4.7
	Jun	323,202	7.7	3.8	41.6	1.3
	Jul	338,900	8.4	4.6	60.5	1.4
	Aug	347,325	9.0	5.7	68.6	2.3
	Sep	339,762	10.2	6.6	82.1	1.8
	Oct	338,977	3.5	0.1	67.9	-3.0
Source		MIC "Family Income and Expenditure Survey"				

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

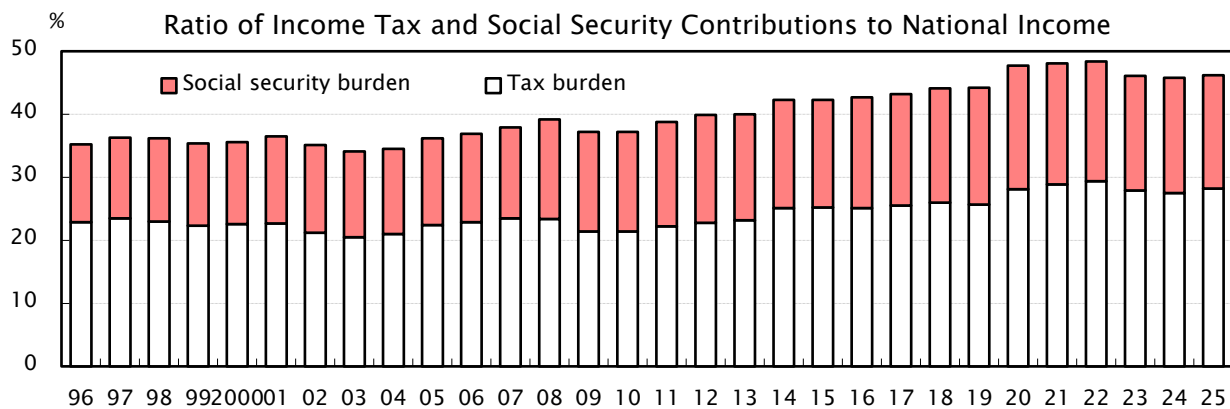


Source: MIC "Family Income and Expenditure Survey"

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	%	%	%
1996	35.2	22.9	12.3
1997	36.3	23.5	12.8
1998	36.2	23.0	13.2
1999	35.4	22.3	13.1
2000	35.6	22.6	13.0
2001	36.5	22.7	13.8
2002	35.0	21.2	13.9
2003	34.1	20.5	13.6
2004	34.5	21.0	13.5
2005	36.2	22.4	13.8
2006	37.0	22.9	14.0
2007	37.9	23.5	14.4
2008	39.2	23.4	15.8
2009	37.2	21.4	15.8
2010	37.2	21.4	15.8
2011	38.8	22.2	16.6
2012	39.8	22.8	17.1
2013	40.1	23.2	16.8
2014	42.4	25.1	17.2
2015	42.3	25.2	17.1
2016	42.7	25.1	17.6
2017	43.3	25.5	17.7
2018	44.2	26.0	18.1
2019	44.2	25.7	18.5
2020	47.7	28.1	19.6
2021	48.1	28.9	19.2
2022	48.4	29.4	19.0
2023	46.1	27.9	18.2
2024	45.8	27.5	18.3
2025	46.2	28.2	18.0
Source	MOF "National Burden Ratio"		

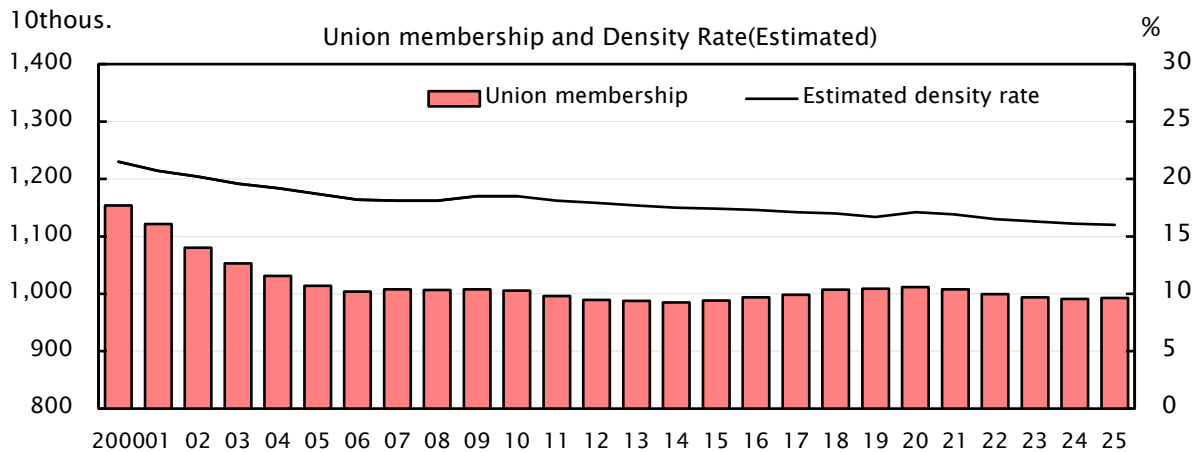
NOTES : 2024,2025 = Forecast



Source: MOF "National Burden Ratio"

Industrial Relations

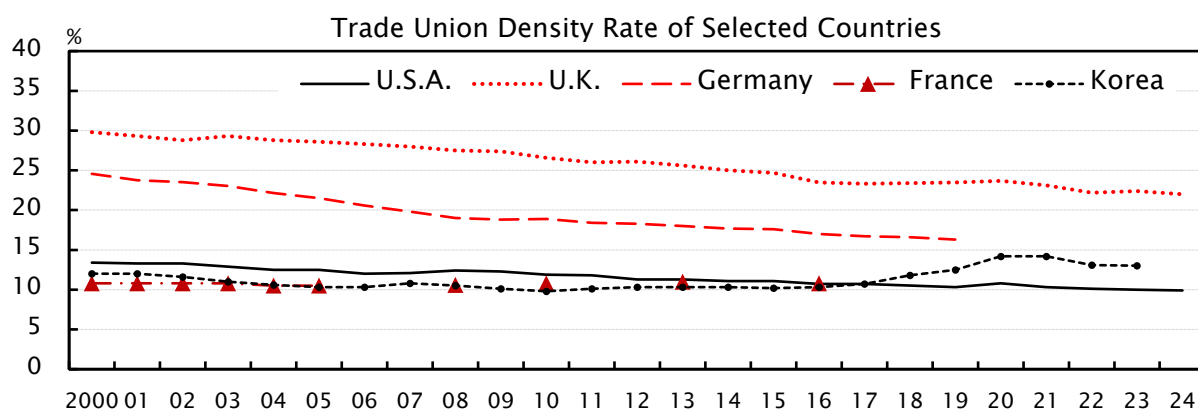
	Union membership	Estimated density rate	Estimated density rate (by size of establishment)		
			Private enterprises		
			1000 employees and over	100 ~ 999 employees	1 ~ 99 employees
Calendar year	persons	%	%	%	%
2000	11,538,557	21.5	54.2	18.8	1.4
2001	11,212,108	20.7	53.5	17.7	1.3
2002	10,800,608	20.2	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
2020	10,115,447	17.1	41.8	11.3	0.9
2021	10,077,877	16.9	39.2	11.1	0.8
2022	9,992,373	16.5	39.6	10.5	0.8
2023	9,937,654	16.3	39.8	10.2	0.8
2024	9,911,671	16.1	40.0	9.9	0.7
2025	9,926,971	16.0	38.7	9.9	0.7
Source	MHLW "Basic Survey on Labour Unions"				



Source: MHLW "Basic Survey on Labour Unions"

Trade Union Density Rate of Selected Countries

	Trade Union Density Rate				
	U.S.A.	Germany	U.K.	France	Korea
Calendar year	%	%	%	%	%
2000	13.4	24.6	29.8	10.8	12.0
2001	13.3	23.7	29.3	10.8	12.0
2002	13.3	23.5	28.8	10.8	11.6
2003	12.9	23.0	29.3	10.8	11.0
2004	12.5	22.2	28.8	10.5	10.6
2005	12.5	21.5	28.6	10.5	10.3
2006	12.0	20.6	28.3		10.3
2007	12.1	19.8	28.0		10.8
2008	12.4	19.0	27.5	10.6	10.5
2009	12.3	18.8	27.4		10.1
2010	11.9	18.9	26.6	10.8	9.8
2011	11.8	18.4	26.0		10.1
2012	11.3	18.3	26.1		10.3
2013	11.3	18.0	25.6	11.0	10.3
2014	11.1	17.7	25.0		10.3
2015	11.1	17.6	24.7		10.2
2016	10.7	17.0	23.5	10.8	10.3
2017	10.7	16.7	23.3		10.7
2018	10.5	16.6	23.4		11.8
2019	10.3	16.3	23.5		12.5
2020	10.8		23.7		14.2
2021	10.3		23.1		14.2
2022	10.1		22.2		13.1
2023	10.0		22.4		13.0
2024	9.9		22.0		
Source	U.S.A "Union Members 2024(Bureau of Labor Statistics)" U.K. "Trade Union Membership 2024(Dept. for Business, Innovation & Skills)" Germany,France "Trade Union Density in OECD countries(OECD)" KOREA (Ministry of Employment and Labor)				



Source: See above