JILPT Statistical Information

# Main Labor Economic Indicators

October 2, 2026


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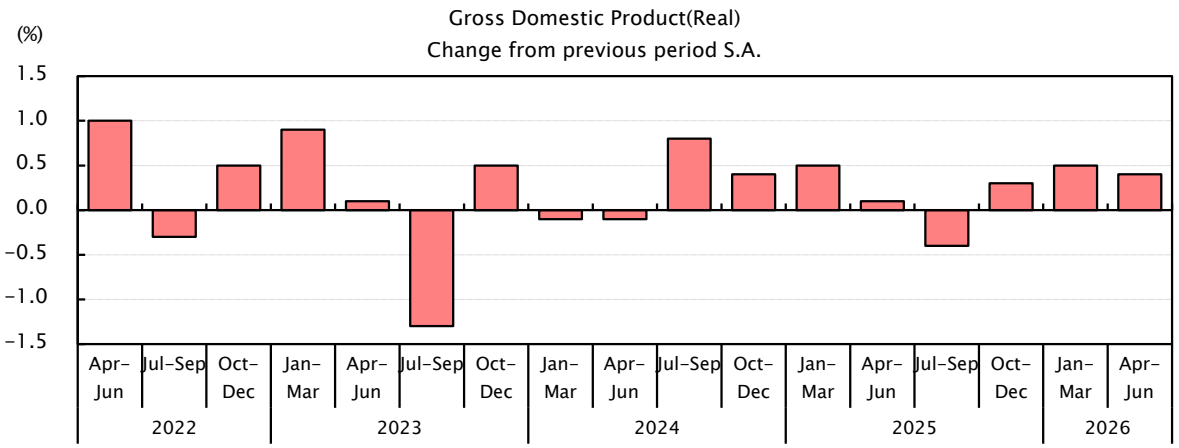
(Signs) S.A. : Seasonally adjusted
p : Preliminary figure r : Revised figure
CAO : Cabinet Office
MIC : Ministry of Internal Affairs and Communications
MOF : Ministry of Finance
MHLW : Ministry of Health, Labour and Welfare
METI : Ministry of Economy, Trade and Industry
MLIT : Ministry of Land, Infrastructure and Transport
BOJ : The Bank of Japan
TSR : Tokyo Shoko Research.Ltd.

For the latest set of "Main Labor Economic Indicators," see https://www.jil.go.jp/english/estatis/eshuyo/index.html.

# National Accounts

| | | Gross Domestic Product | | | Compensation of employees | |
|---|---|---|---|---|---|---|
| | | | | Real | (nominal) | Per capita |
| | | Nominal | Change from previous period | Change from previous period | Annual percent change | Annual percent change |
| Fiscal year | | ¥billion | % | % | % | % |
| | 2020 | 554,591.8 | -2.8 | -3.7 | -1.6 | -0.8 |
| | 2021 | 576,197.4 | 3.9 | 3.8 | 2.7 | 2.4 |
| | 2022 | 591,593.8 | 2.7 | 1.5 | 2.6 | 2.0 |
| | 2023 | 620,605.5 | 4.9 | 0.1 | 1.8 | 1.1 |
| | 2024 | 645,138.7 | 4.0 | 0.7 | 4.1 | 3.3 |
| | 2025 | 672,669.5 | 4.3 | 0.9 | 3.6 | 2.8 |
| | | | (S.A.) % | (S.A.) % | % | % |
| 2022 | Apr-Jun | 143,573.9 | 0.7 | 1.0 | 2.6 | 1.9 |
| | Jul-Sep | 141,639.1 | -0.2 | -0.3 | 2.5 | 1.9 |
| | Oct-Dec | 154,480.2 | 2.1 | 0.5 | 3.5 | 2.8 |
| 2023 | Jan-Mar | 151,900.5 | 2.0 | 0.9 | 1.6 | 1.2 |
| | Apr-Jun | 151,895.2 | 1.9 | 0.1 | 2.7 | 2.1 |
| | Jul-Sep | 150,666.2 | 0.1 | -1.3 | 1.4 | 0.7 |
| | Oct-Dec | 162,197.4 | 1.0 | 0.5 | 1.3 | 0.6 |
| 2024 | Jan-Mar | 155,846.6 | -0.4 | -0.1 | 1.8 | 0.9 |
| | Apr-Jun | 156,002.3 | 1.9 | -0.1 | 3.5 | 3.0 |
| | Jul-Sep | 156,446.0 | 1.3 | 0.8 | 4.0 | 3.4 |
| | Oct-Dec | 168,598.5 | 1.1 | 0.4 | 5.1 | 3.9 |
| 2025 | Jan-Mar | 164,092.0 | 0.9 | 0.5 | 3.9 | 2.7 |
| | Apr-Jun | 164,410.3 | 1.8 | 0.1 | 4.0 | 2.8 |
| | Jul-Sep | 162,900.0 | 0.3 | -0.4 | 3.4 | 2.4 |
| | Oct-Dec | 175,038.5 | 0.9 | 0.3 | 3.5 | 2.6 |
| 2026 | Jan-Mar | 170,320.8 | 0.8 | 0.5 | 3.5 | 3.2 |
| | Apr-Jun | 170,214.0 | 1.3 | 0.4 | 5.3 | 4.4 |
| 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.
Quarterly Estimates of GDP: Apr. - Jun. 2026 (The 2nd Preliminary Estimates)

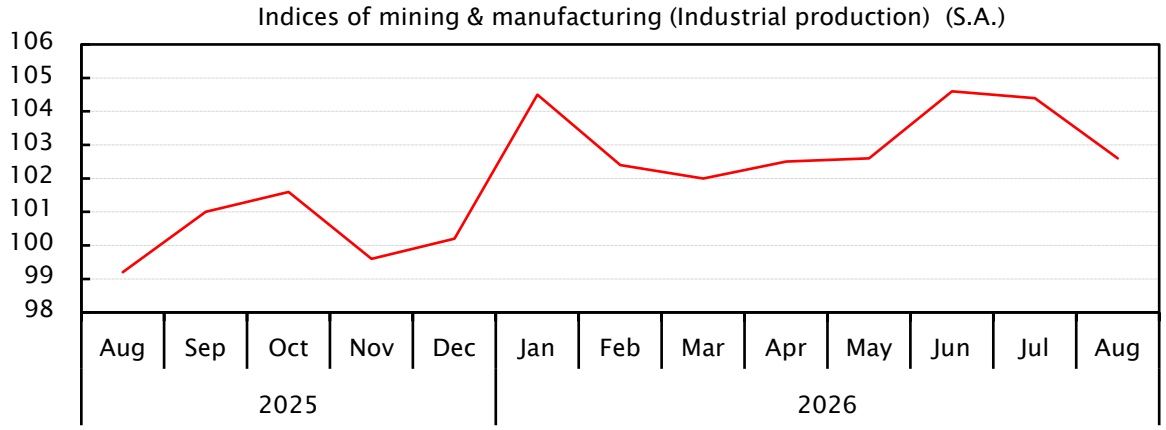



Source: CAO "SNA"

# Industrial Productions, Shipments and Inventories

| | | Indices of mining & manufacturing | | | | |
|---|---|---|---|---|---|---|
| | | Industrial Production | | Shipment | Inventory | Inventory Ratio |
| | | | Change from previous period | | | |
| Calendar year | | | % | | | |
| 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 |
| 2025 | | 100.9 | -0.3 | 99.5 | 96.0 | 106.2 |
| | | (S.A.) | (S.A.)% | (S.A.) | (S.A.) | (S.A.) |
| 2025 | Aug | 99.2 | -1.3 | 98.9 | 99.5 | 108.4 |
| | Sep | 101.0 | 1.8 | 99.6 | 99.8 | 106.7 |
| | Oct | 101.6 | 0.6 | 100.5 | 99.9 | 104.8 |
| | Nov | 99.6 | -2.0 | 99.5 | 98.0 | 104.7 |
| | Dec | 100.2 | 0.6 | 98.4 | 98.6 | 106.1 |
| 2026 | Jan | 104.5 | 4.3 | 102.1 | 97.8 | 101.2 |
| | Feb | 102.4 | -2.0 | 100.6 | 98.1 | 103.2 |
| | Mar | 102.0 | -0.4 | 99.7 | 96.3 | 102.5 |
| | Apr | 102.5 | 0.5 | 101.0 | 96.0 | 101.6 |
| | May | 102.6 | 0.1 | 101.5 | 94.9 | 102.3 |
| | Jun | 104.6 | 1.9 | 101.3 | 97.6 | 106.5 |
| | Jul | 104.4 | -0.2 | 103.4 | 98.1 | 104.5 |
| | Aug | p 102.6 | p -1.7 | p 100.8 | p 97.6 | p 106.3 |
| | Sep | | (3.2) | | | |
| | Oct | | (3.1) | | | |
| Source | | METI "Indices of Industrial Production" | | | | |

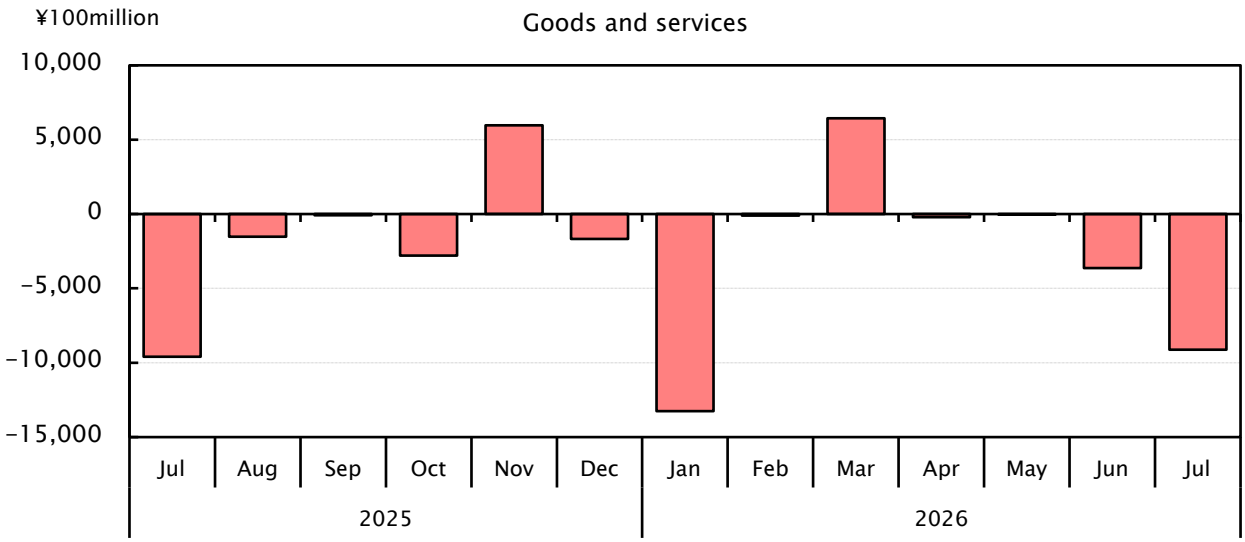
NOTES: ( ) Forecast on manufacturing, 2020=100.




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 |
| 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 | 224,755 | -99,521 |
| 2024 | | 1,070,875 | 1,127,160 | 292,774 | -59,086 |
| 2025 | | 1,104,005 | 1,133,301 | 322,350 | -40,108 |
| 2025 | Jul | 93,448 | 95,011 | 25,863 | -9,588 |
| | Aug | 84,201 | 87,142 | 36,281 | -1,529 |
| | Sep | 94,049 | 96,826 | 44,447 | -75 |
| | Oct | 97,662 | 100,091 | 27,435 | -2,785 |
| | Nov | 97,089 | 94,029 | 36,764 | 5,973 |
| | Dec | 104,077 | 103,129 | 9,254 | -1,683 |
| 2026 | Jan | 91,851 | 103,509 | 9,365 | -13,251 |
| | Feb | 95,596 | 95,230 | 39,335 | -110 |
| | Mar | 109,814 | 103,501 | 47,754 | 6,433 |
| | Apr | 105,064 | 102,241 | p 39,078 | p -203 |
| | May | 94,991 | 98,942 | p 39,683 | p -34 |
| | Jun | 109,265 | 113,388 | p -923 | p -3,637 |
| | Jul | 115,094 | 121,543 | p 29,889 | p -9,128 |
| | Aug | 100,433 | p 111,552 | | |
| Source | | MOF "Trade Statistics" | | MOF ,BOJ "Balance of Payments" | |



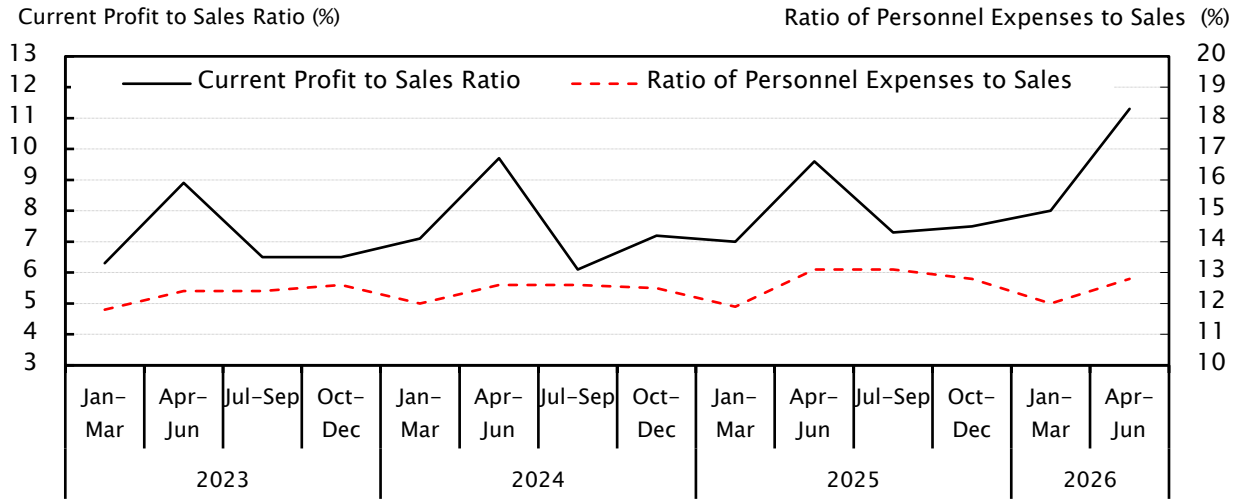

Source: MOF, BOJ "Balance of Payments"

# Business Operation and Labor's Share

| | Total Sales Annual percent change | Current Profit to Sales Ratio | Ratio of Personnel Expenses to Sales | Labor's Share |
|---|---|---|---|---|
| Fiscal year | % | % | % | % |
| 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 |
| 2025 | 1.6 | 7.3 | 13.7 | - |
| 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 | - |
| Oct-Dec | 0.7 | 7.5 | 12.8 | - |
| 2026 Jan-Mar | 1.1 | 8.0 | 12.0 | - |
| Apr-Jun | 5.9 | 11.3 | 12.8 | - |
| 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

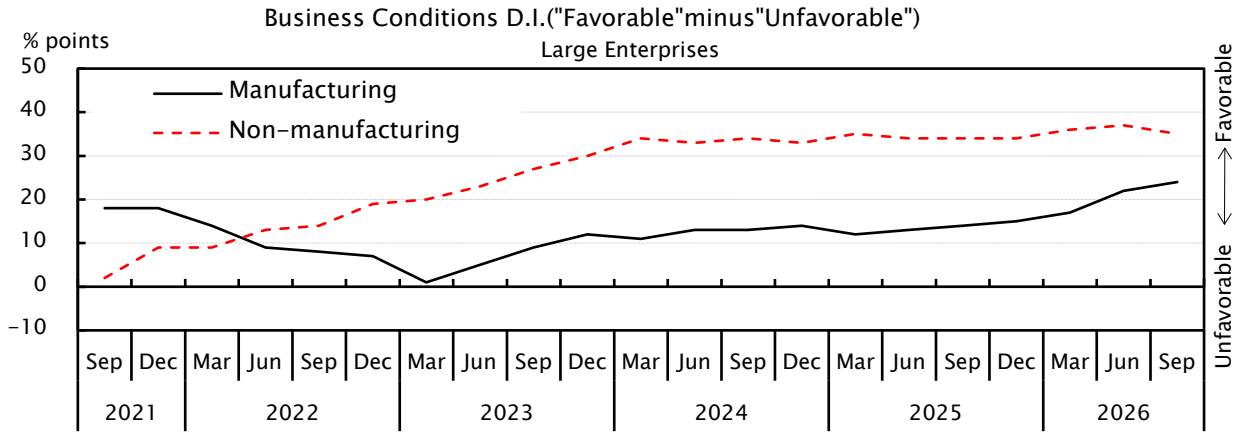



Source: MOF "Financial Statements Statistics of Corporations by Industry"

# 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 | % | % | % |
| 2021 | 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 | 0.5 | 1.9 | 11.29 |
| | Sep | 14 | 34 | | | |
| | Dec | 15 | 34 | 4.2 | 2.0 | 9.61 |
| 2026 | Mar | 17 | 36 | | | |
| | Jun | 22 | 37 | (10.4) | (4.8) | (11.69) |
| | Sep | 24 | 35 | | | |
| | Dec | (21) | (30) | (5.0) | (3.9) | (8.94) |
| 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

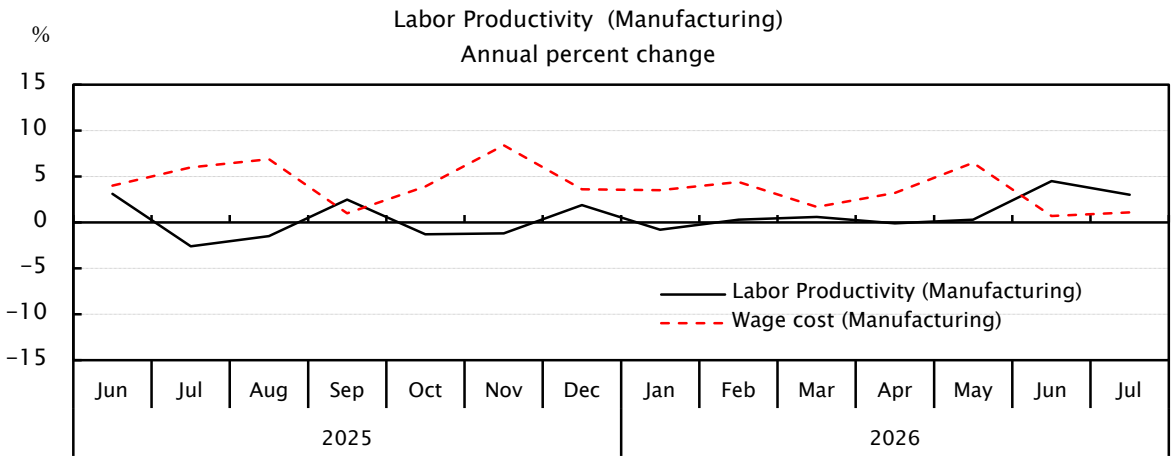
| | | Labor Productivity (Manufacturing) | | Wage cost (Manufacturing) |
|---|---|---|---|---|
| | | Indices (2020=100) | Annual percent change | Annual percent change |
| Calendar year | | | % | % |
| 2020 | | 100.0 | -6.5 | 7.9 |
| 2021 | | 104.7 | 4.7 | -4.4 |
| 2022 | | 105.1 | 0.4 | 0.8 |
| 2023 | | 103.3 | -1.7 | 3.2 |
| 2024 | | 101.0 | -2.2 | 6.5 |
| 2025 | | 101.2 | 0.2 | 4.6 |
| 2025 | Jun | 98.6 | 3.1 | 4.0 |
| | Jul | 100.5 | -2.6 | 6.0 |
| | Aug | 95.4 | -1.5 | 6.9 |
| | Sep | 106.4 | 2.5 | 1.0 |
| | Oct | 102.9 | -1.3 | 3.9 |
| | Nov | 96.5 | -1.2 | 8.4 |
| | Dec | 104.7 | 1.9 | 3.6 |
| 2026 | Jan | 102.3 | -0.8 | 3.5 |
| | Feb | 98.7 | 0.3 | 4.4 |
| | Mar | 114.2 | 0.6 | 1.7 |
| | Apr | 97.0 | -0.1 | 3.2 |
| | May | 98.7 | 0.3 | 6.5 |
| | Jun | 103.0 | 4.5 | 0.7 |
| | Jul | 103.5 | 3.0 | 1.1 |
| Source | | MHLW "Monthly Labour Survey"<br>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.

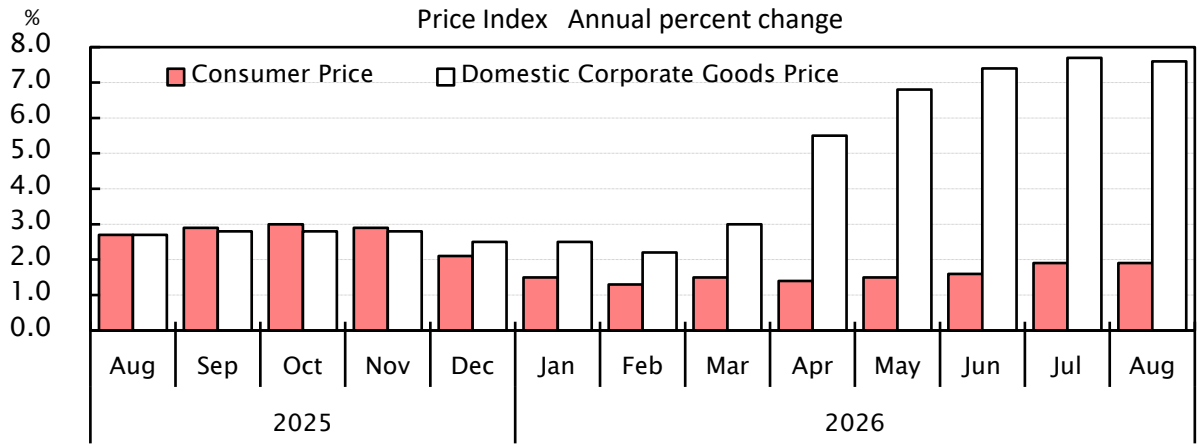



Source: MHLW "Monthly Labour Survey", METI "Indices of Industrial Production"

# 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 | | | % | % | % | | | | % |
| 2020 | | 89.3 | 0.0 | -0.2 | 0.2 | | 100.0 | | -1.2 |
| 2021 | | 89.1 | -0.2 | -0.2 | -0.5 | | 104.6 | | 4.6 |
| 2022 | | 91.4 | 2.5 | 2.3 | 1.1 | | 114.9 | | 9.8 |
| 2023 | | 94.3 | 3.2 | 3.1 | 4.0 | | 119.9 | | 4.4 |
| 2024 | | 96.9 | 2.7 | 2.5 | 2.4 | | 122.8 | | 2.4 |
| 2025 | | 100.0 | 3.2 | 3.1 | 3.0 | r | 126.8 | r | 3.3 |
| 2025 | Aug | 100.3 | 2.7 | 2.7 | 3.3 | r | 126.5 | r | 2.7 |
| | Sep | 100.1 | 2.9 | 2.9 | 3.0 | | 127.1 | | 2.8 |
| | Oct | 100.7 | 3.0 | 3.0 | 3.1 | r | 127.7 | r | 2.8 |
| | Nov | 101.0 | 2.9 | 3.0 | 3.0 | r | 128.1 | r | 2.8 |
| | Dec | 100.9 | 2.1 | 2.4 | 2.9 | r | 128.2 | r | 2.5 |
| 2026 | Jan | 100.8 | 1.5 | 1.9 | 2.5 | r | 128.6 | r | 2.5 |
| | Feb | 100.2 | 1.3 | 1.5 | 2.4 | r | 128.6 | r | 2.2 |
| | Mar | 100.6 | 1.5 | 1.7 | 2.4 | r | 130.0 | r | 3.0 |
| | Apr | 101.0 | 1.4 | 1.4 | 1.9 | r | 133.6 | r | 5.5 |
| | May | 101.5 | 1.5 | 1.4 | 1.8 | r | 135.1 | r | 6.8 |
| | Jun | 101.6 | 1.6 | 1.6 | 1.7 | r | 135.8 | r | 7.4 |
| | Jul | 102.0 | 1.9 | 1.8 | 1.9 | r | 136.4 | r | 7.7 |
| | Aug | 102.2 | 1.9 | 1.7 | 1.9 | p | 136.1 | p | 7.6 |
| | Sep | [ 102.5] | [ 2.7] | [ 2.7] | [ 3.0] | | | | |
| Source | | MIC "Consumer Price Index" | | | | | BOJ "Corporate Goods Price Index" | | |

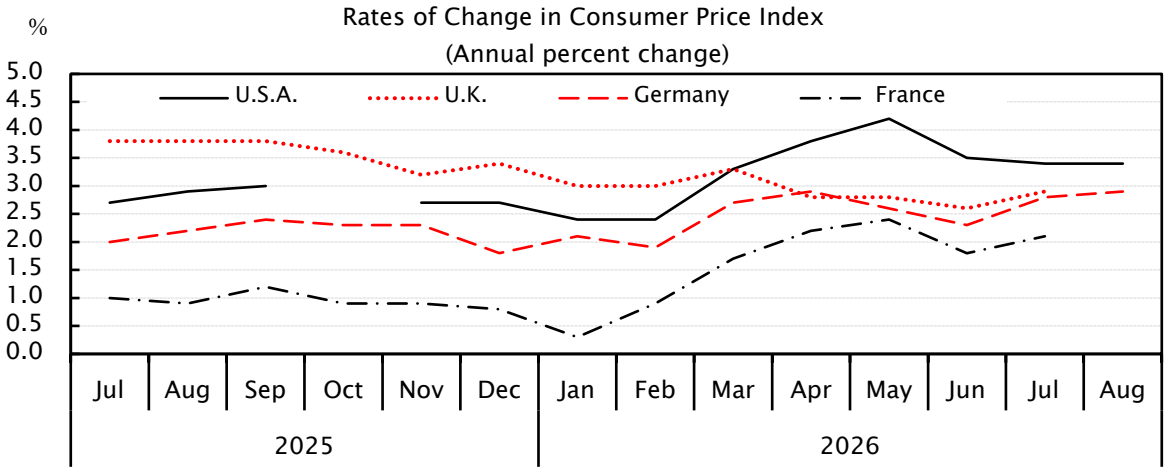
NOTES : Consumer Price: 2025=100, Domestic Corporate Goods Price: 2020=100
Figures in brackets show Ku-area of Tokyo(preliminary).




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 | | % | % | % | % |
| | 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 |
| | 2025 | 2.6 | 3.4 | 2.2 | 0.9 |
| 2025 | 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 | 2.7 | 3.2 | 2.3 | 0.9 |
| | Dec | 2.7 | 3.4 | 1.8 | 0.8 |
| 2026 | Jan | 2.4 | 3.0 | 2.1 | 0.3 |
| | Feb | 2.4 | 3.0 | 1.9 | 0.9 |
| | Mar | 3.3 | 3.3 | 2.7 | 1.7 |
| | Apr | 3.8 | 2.8 | 2.9 | 2.2 |
| | May | 4.2 | 2.8 | 2.6 | 2.4 |
| | Jun | 3.5 | 2.6 | 2.3 | 1.8 |
| | Jul | 3.4 | 2.9 | 2.8 | 2.1 |
| | Aug | 3.4 | | 2.9 | |
| Source | | MIC "Consumer Price Index (Monthly Report Reference Table) " | | | |

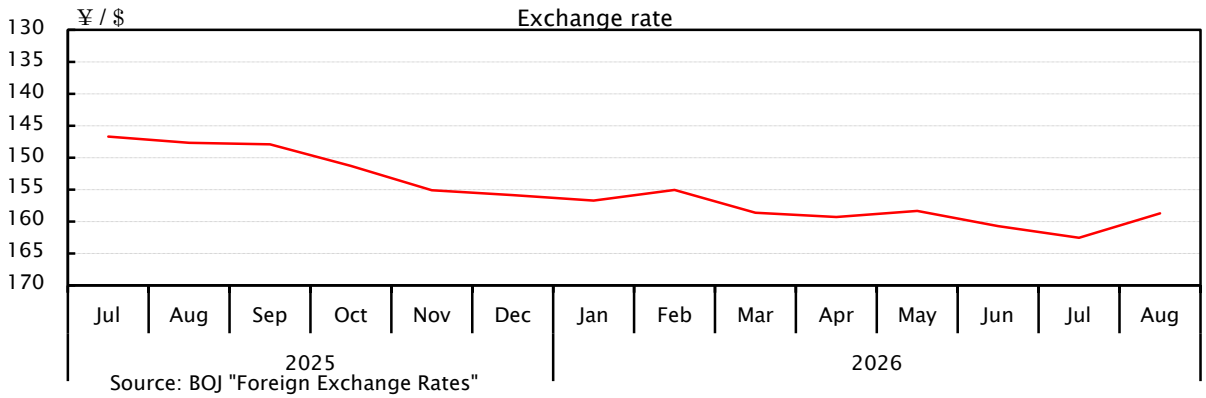



Source: MIC "Consumer Price Index"

# 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 | ¥ / $ |
| 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 |
| 2025 | 6.6 | -6.5 | 2.93 | 1.212 | 149.66 |
| | (S.A.) % | (S.A.) % | % | % / year | ¥ / $ |
| 2025 Jul | -3.2 | 7.2 | 0.83 | 1.137 | 146.71 |
| Aug | -0.4 | 0.3 | 11.34 | 1.140 | 147.67 |
| Sep | 3.2 | 2.0 | 8.17 | 1.154 | 147.94 |
| Oct | 5.8 | 8.1 | 6.16 | 1.159 | 151.28 |
| Nov | -9.2 | -8.5 | -7.49 | 1.164 | 155.12 |
| Dec | 16.1 | 4.7 | 10.21 | 1.212 | 155.88 |
| 2026 Jan | -5.5 | -0.1 | 5.59 | 1.235 | 156.71 |
| Feb | 13.6 | -0.6 | 11.38 | 1.263 | 155.07 |
| Mar | -9.4 | -1.9 | 8.32 | 1.325 | 158.64 |
| Apr | 8.7 | -1.7 | 6.64 | 1.343 | 159.28 |
| May | -12.4 | 4.6 | -8.98 | 1.359 | 158.34 |
| Jun | 9.7 | 3.9 | 20.40 | 1.452 | 160.71 |
| Jul | -3.7 | -1.6 | 6.97 | 1.483 | 162.55 |
| Aug | | -2.7 | 3.10 | 1.510 | 158.74 |
| Source | CAO "Machinery Orders" | MLIT "Monthly Economic Construction Statistics" | TSR "Business Failure Report" | BOJ "Average Contracted Interest Rates on Loans and Discounts " | BOJ "Foreign Exchange Rates" |

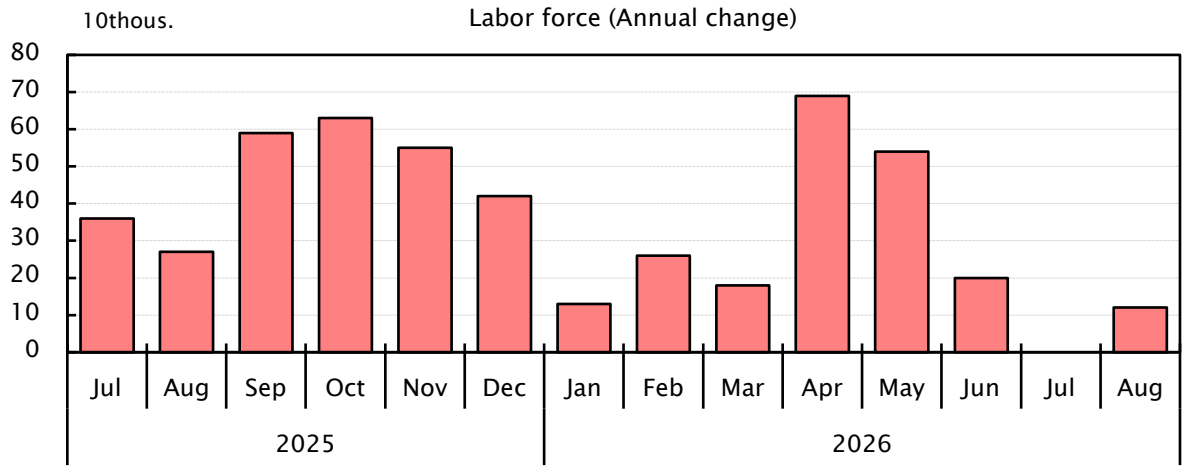
NOTES : 1) Private sector (exc. volatile orders for ships and those from electric power companies)
2) Outstanding Loans and Bills Discounted, Total, Domestically Licensed Banks
3) US.Dollar/Yen Central Rate, Average in the Month, Tokyo Market



Source: BOJ "Foreign Exchange Rates"

# Population and Labor Force

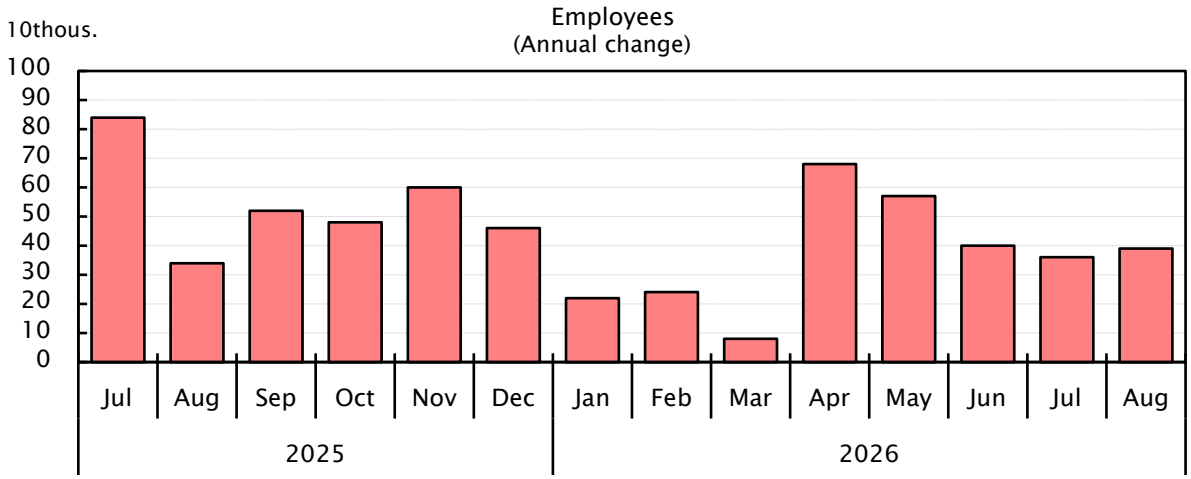
| | | Population of 15 years old and over | Labor force | Annual change | Labor force participation rate | Annual change |
|---|---|---|---|---|---|---|
| Calendar year | | 10thous. | 10thous. | 10thous. | % | point |
| 2020 | | 11,108 | 6,902 | -10 | 62.0 | -0.1 |
| 2021 | | 11,087 | 6,907 | 5 | 62.1 | 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 |
| 2025 | | 10,973 | 7,004 | 47 | 63.8 | 0.5 |
| 2025 | Jul | 10,976 | 7,019 | 36 | 63.9 | 0.4 |
| | Aug | 10,967 | 7,017 | 27 | 64.0 | 0.4 |
| | Sep | 10,974 | 7,046 | 59 | 64.2 | 0.7 |
| | Oct | 10,975 | 7,047 | 63 | 64.2 | 0.7 |
| | Nov | 10,975 | 7,033 | 55 | 64.1 | 0.6 |
| | Dec | 10,957 | 7,007 | 42 | 63.9 | 0.5 |
| 2026 | Jan | 10,951 | 6,955 | 13 | 63.5 | 0.3 |
| | Feb | 10,953 | 6,959 | 26 | 63.5 | 0.3 |
| | Mar | 10,956 | 6,967 | 18 | 63.6 | 0.3 |
| | Apr | 10,955 | 7,053 | 69 | 64.4 | 0.7 |
| | May | 10,960 | 7,075 | 54 | 64.6 | 0.6 |
| | Jun | 10,969 | 7,069 | 20 | 64.4 | 0.2 |
| | Jul | 10,950 | 7,019 | 0 | 64.1 | 0.2 |
| | Aug | 10,950 | 7,029 | 12 | 64.2 | 0.2 |
| Source | | MIC "Labour Force Survey" | | | | |




Source: MIC "Labour Force Survey"

# Employed and Employees

| | | Employed | Annual change | Employees | Annual change | Women: Non-agricultural industries, Weekly Hours of Work: 1 ~ 34hours |
|---|---|---|---|---|---|---|
| Calendar year | | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. |
| 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 |
| 2025 | | 6,828 | 47 | 6,185 | 62 | 1,351 |
| 2025 | 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 |
| | Dec | 6,842 | 31 | 6,227 | 46 | 1,305 |
| 2026 | Jan | 6,776 | -3 | 6,185 | 22 | 1,261 |
| | Feb | 6,779 | 11 | 6,176 | 24 | 1,623 |
| | Mar | 6,773 | 3 | 6,146 | 8 | 1,249 |
| | Apr | 6,860 | 64 | 6,219 | 68 | 1,704 |
| | May | 6,890 | 52 | 6,231 | 57 | 1,277 |
| | Jun | 6,890 | 17 | 6,245 | 40 | 1,255 |
| | Jul | 6,850 | 0 | 6,233 | 36 | 1,240 |
| | Aug | 6,849 | 14 | 6,213 | 39 | 1,257 |
| Source | | MIC "Labour Force Survey" | | | | |

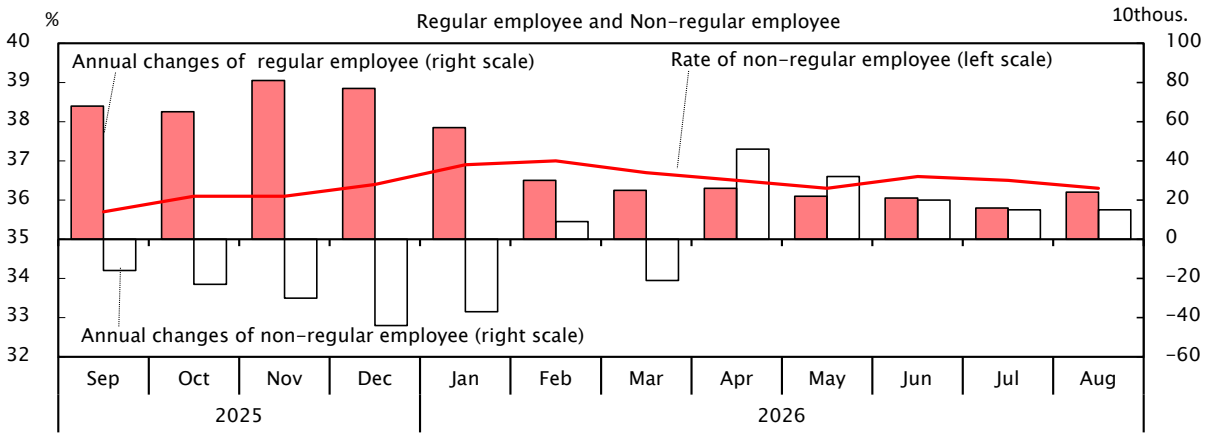



Source: MIC "Labour Force Survey"

# Employees by Type of Employment

| | | Employee, excl. executive of company or corporation | Regular employee | Non-regular employee | Part-time worker | *Arbeit* (temporary worker) | Dispatched worker from temporary labour agency | Contract employee | Entrusted employee | Other |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. |
| 2025 | 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 |
| | Dec | 5,870 | 3,735 | 2,135 | 1,042 | 492 | 153 | 274 | 101 | 73 |
| 2026 | Jan | 5,843 | 3,687 | 2,155 | 1,050 | 489 | 151 | 279 | 108 | 79 |
| | Feb | 5,830 | 3,674 | 2,156 | 1,040 | 498 | 154 | 278 | 107 | 80 |
| | Mar | 5,797 | 3,667 | 2,130 | 1,024 | 497 | 148 | 275 | 106 | 80 |
| | Apr | 5,881 | 3,735 | 2,147 | 1,036 | 487 | 153 | 260 | 111 | 100 |
| | May | 5,878 | 3,745 | 2,133 | 1,037 | 479 | 159 | 268 | 103 | 87 |
| | Jun | 5,899 | 3,741 | 2,157 | 1,062 | 484 | 162 | 266 | 104 | 80 |
| | Jul | 5,879 | 3,736 | 2,143 | 1,040 | 472 | 160 | 271 | 113 | 87 |
| | Aug | 5,861 | 3,735 | 2,126 | 1,021 | 483 | 152 | 283 | 103 | 83 |
| Annual Change | | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. | 10thous. |
| 2025 | 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 |
| | Dec | 32 | 77 | -44 | 14 | -23 | 0 | -16 | -5 | -14 |
| 2026 | Jan | 21 | 57 | -37 | 17 | -18 | -8 | -8 | -6 | -15 |
| | Feb | 39 | 30 | 9 | 5 | 10 | 1 | 9 | -9 | -7 |
| | Mar | 4 | 25 | -21 | -15 | 7 | -6 | -8 | 1 | 0 |
| | Apr | 71 | 26 | 46 | 6 | 24 | -6 | -9 | 11 | 20 |
| | May | 54 | 22 | 32 | 0 | 22 | 6 | -1 | -3 | 9 |
| | Jun | 42 | 21 | 20 | 13 | 15 | 11 | -7 | -4 | -8 |
| | Jul | 32 | 16 | 15 | 21 | -10 | 7 | -5 | 2 | 0 |
| | Aug | 39 | 24 | 15 | 1 | 4 | 4 | -1 | -4 | 10 |
| Rates | | % | % | % | % | % | % | % | % | % |
| 2025 | 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 |
| | Dec | - | 63.6 | 36.4 | 17.8 | 8.4 | 2.6 | 4.7 | 1.7 | 1.2 |
| 2026 | Jan | - | 63.1 | 36.9 | 18.0 | 8.4 | 2.6 | 4.8 | 1.8 | 1.4 |
| | Feb | - | 63.0 | 37.0 | 17.8 | 8.5 | 2.6 | 4.8 | 1.8 | 1.4 |
| | Mar | - | 63.3 | 36.7 | 17.7 | 8.6 | 2.6 | 4.7 | 1.8 | 1.4 |
| | Apr | - | 63.5 | 36.5 | 17.6 | 8.3 | 2.6 | 4.4 | 1.9 | 1.7 |
| | May | - | 63.7 | 36.3 | 17.6 | 8.1 | 2.7 | 4.6 | 1.8 | 1.5 |
| | Jun | - | 63.4 | 36.6 | 18.0 | 8.2 | 2.7 | 4.5 | 1.8 | 1.4 |
| | Jul | - | 63.5 | 36.5 | 17.7 | 8.0 | 2.7 | 4.6 | 1.9 | 1.5 |
| | Aug | - | 63.7 | 36.3 | 17.4 | 8.2 | 2.6 | 4.8 | 1.8 | 1.4 |
| Source | | MIC "Labour Force Survey" | | | | | | | | |

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

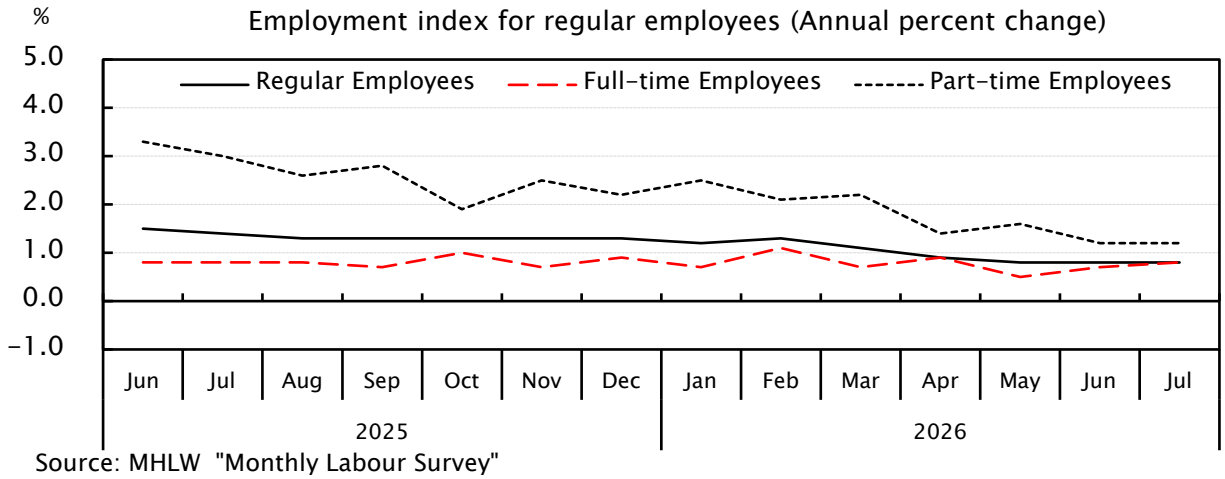



Source: MIC "Labour Force Survey"

# Employment Index for Regular Employees

| | Employment Index for Regular Employees(Annual percent change) | | | |
|---|---|---|---|---|
| | Regular Employees | | Full-time Employees | Part-time Employees |
| | | Manufacturing | | |
| Calendar year | % | % | % | % |
| 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 |
| 2025 | 1.5 | 0.1 | 0.9 | 2.9 |
| 2025 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 | 1.3 | 0.2 | 1.0 | 1.9 |
| Nov | 1.3 | 0.2 | 0.7 | 2.5 |
| Dec | 1.3 | 0.3 | 0.9 | 2.2 |
| 2026 Jan | 1.2 | 0.2 | 0.7 | 2.5 |
| Feb | 1.3 | 0.3 | 1.1 | 2.1 |
| Mar | 1.1 | 0.3 | 0.7 | 2.2 |
| Apr | 0.9 | 0.4 | 0.9 | 1.4 |
| May | 0.8 | 0.3 | 0.5 | 1.6 |
| Jun | 0.8 | 0.2 | 0.7 | 1.2 |
| Jul | r 0.8 | r 0.2 | r 0.8 | r 1.2 |
| Source | MHLW "Monthly Labour Survey" | | | |

NOTES 5 or more regular employees.



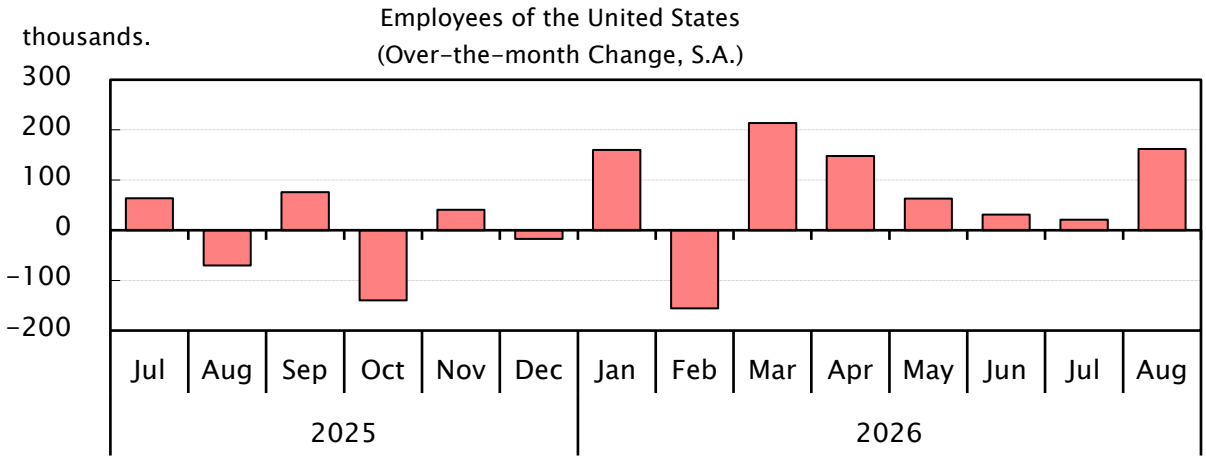

Source: MHLW "Monthly Labour Survey"

# Employees of Selected Countries

| | | Employees | | | | |
|---|---|---|---|---|---|---|
| | | U.S.A. | | U.K. | Germany | France |
| | | | Over-the-month change | | | |
| Calendar year | | thous. | thous. | thous. | thous. | thous. |
| 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 | 28,821 | 37,658 | 24,543 |
| 2024 | | 157,693 | 1,825 | 29,126 | 37,710 | 24,790 |
| 2025 | | 158,457 | 764 | 29,590 | 37,584 | 25,066 |
| | | (S.A.) | (S.A.) | (S.A.) | | |
| 2025 | Jul | 158,542 | 64 | | | |
| | Aug | 158,472 | -70 | | | |
| | Sep | 158,548 | 76 | 29,639 | 37,508 | 25,227 |
| | Oct | 158,408 | -140 | | | |
| | Nov | 158,449 | 41 | | | |
| | Dec | 158,432 | -17 | 29,682 | 38,006 | 24,950 |
| 2026 | Jan | 158,592 | 160 | | | |
| | Feb | 158,436 | -156 | | | |
| | Mar | 158,650 | 214 | 29,624 | 37,570 | 25,004 |
| | Apr | 158,798 | 148 | | | |
| | May | 158,861 | 63 | | | |
| | Jun | 158,892 | 31 | 29,781 | 37,174 | 25,111 |
| | Jul | p 158,913 | p 21 | | | |
| | Aug | p 159,075 | p 162 | | | |
| Source | | U.S.A. Bureau of Labor Statistics " The Employment Situation"<br>Germany, France Eurostat "Eurostat Database"<br>U.K. Office for National Statistics "Lanbour Market Statistics" | | | | |

NOTES : U.S.A : Total nonfarm

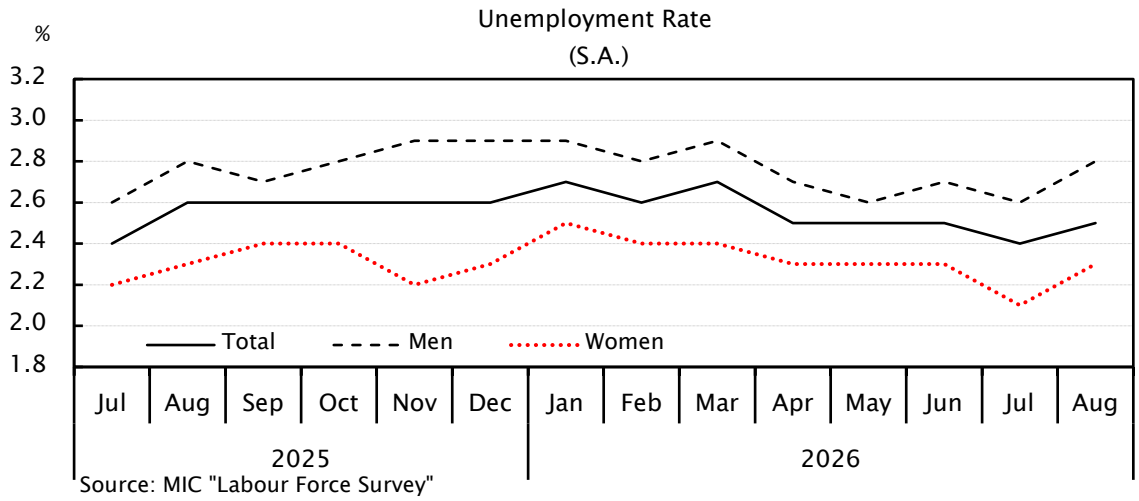
Germany, U.K., France : The figure for the quarter, from 15 to 64 years (U.K. : All aged 16 and over)




Source: Bureau of Labor Statistics "The Employment Situation"

# Unemployment and Employment Insurance

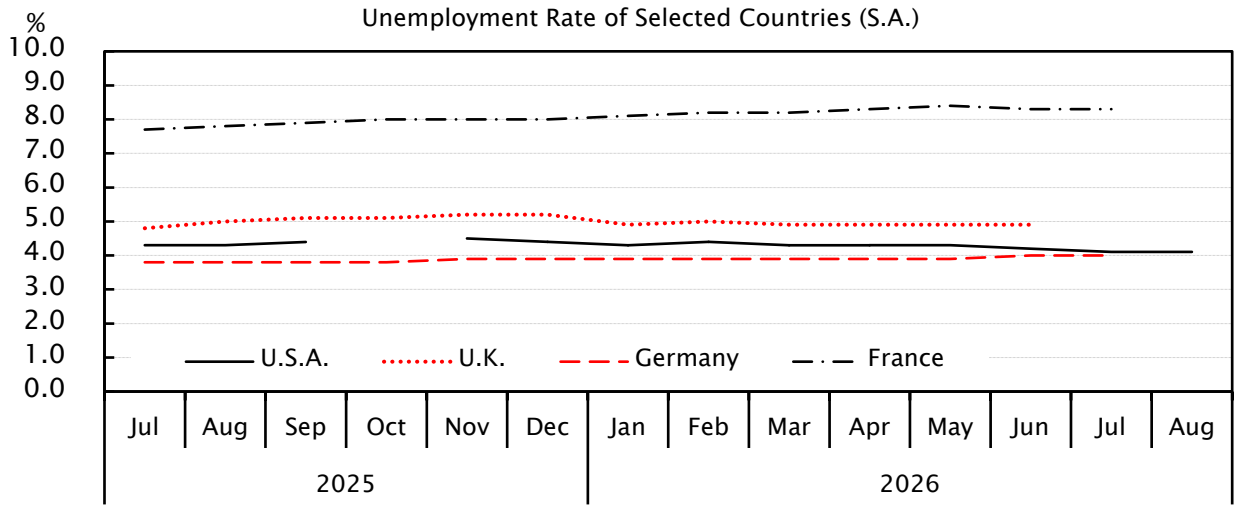
| | | Unemployed | Unemployment rate | | | Beneficiaries receiving benefits |
|---|---|---|---|---|---|---|
| | | | | Men | Women | Annual percent change |
| Calendar year | | 10thous. | % | % | % | % |
| 2020 | | 192 | 2.8 | 3.0 | 2.5 | 22.8 |
| 2021 | | 195 | 2.8 | 3.1 | 2.5 | -8.7 |
| 2022 | | 179 | 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 |
| 2025 | | 176 | 2.5 | 2.7 | 2.3 | 7.6 |
| | | (S.A.) 10thous. | (S.A.) % | (S.A.) % | (S.A.) % | % |
| 2025 | Jul | 167 | 2.4 | 2.6 | 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 | 184 | 2.6 | 2.8 | 2.4 | 11.8 |
| | Nov | 181 | 2.6 | 2.9 | 2.2 | 9.3 |
| | Dec | 185 | 2.6 | 2.9 | 2.3 | 11.4 |
| 2026 | Jan | 191 | 2.7 | 2.9 | 2.5 | 6.5 |
| | Feb | 185 | 2.6 | 2.8 | 2.4 | 5.8 |
| | Mar | 186 | 2.7 | 2.9 | 2.4 | 16.1 |
| | Apr | 179 | 2.5 | 2.7 | 2.3 | 11.6 |
| | May | 174 | 2.5 | 2.6 | 2.3 | 6.1 |
| | Jun | 175 | 2.5 | 2.7 | 2.3 | 15.7 |
| | Jul | 167 | 2.4 | 2.6 | 2.1 | -0.1 |
| | Aug | 177 | 2.5 | 2.8 | 2.3 | -2.0 |
| 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 | | % | % | % | % |
| 2020 | | 8.1 | 4.6 | 3.6 | 8.1 |
| 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 | 7.4 |
| 2024 | | 4.0 | 4.3 | 3.5 | 7.4 |
| 2025 | | 4.3 | 4.9 | 3.8 | 7.7 |
| | | (S.A.) | (S.A.) | (S.A.) | (S.A.) |
| 2025 | Jul | 4.3 | 4.8 | 3.8 | 7.7 |
| | Aug | 4.3 | 5.0 | 3.8 | 7.8 |
| | Sep | 4.4 | 5.1 | 3.8 | 7.9 |
| | Oct | - | 5.1 | 3.8 | 8.0 |
| | Nov | 4.5 | 5.2 | 3.9 | 8.0 |
| | Dec | 4.4 | 5.2 | 3.9 | 8.0 |
| 2026 | Jan | 4.3 | 4.9 | 3.9 | 8.1 |
| | Feb | 4.4 | 5.0 | 3.9 | 8.2 |
| | Mar | 4.3 | 4.9 | 3.9 | 8.2 |
| | Apr | 4.3 | 4.9 | 3.9 | 8.3 |
| | May | 4.3 | 4.9 | 3.9 | 8.4 |
| | Jun | 4.2 | 4.9 | 4.0 | 8.3 |
| | Jul | 4.1 | | 4.0 | 8.3 |
| | Aug | 4.1 | | | |
| Source | | U.S.A. Bureau of Labor Statistics " The Employment Situation"<br>Germany, France Eurostat "Eurostat Database"<br>U.K. Office for National Statistics "Labour Market Statistics" | | | |

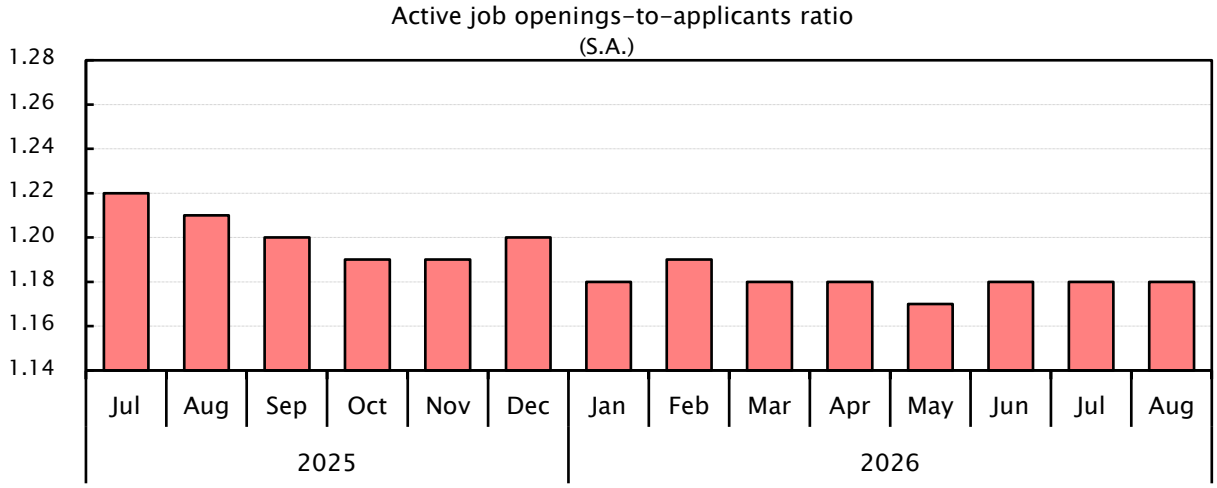
NOTES U.K. : 3-month moving average




Source: See above

# Job openings-to-applicants ratio

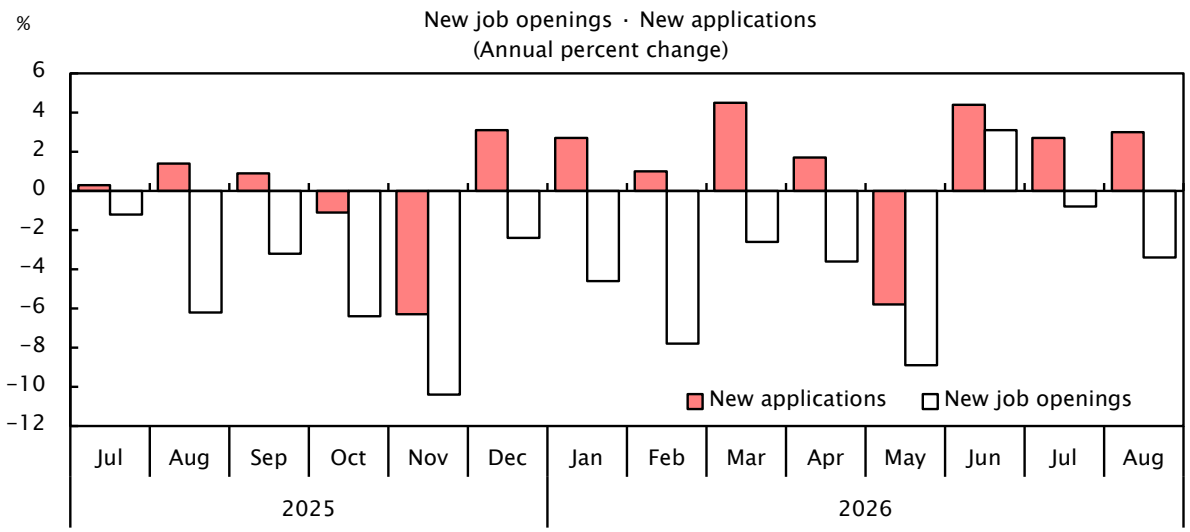
| | Active job openings-to-applicants ratio (S.A.) | | | New job openings-to-applicants ratio | | |
|---|---|---|---|---|---|---|
| | Excluding new school graduates and including part-timers | Excluding new graduates and part-timers | Part-timers | Excluding new school graduates and including part-timers | Excluding new graduates and part-timers | Part-timers |
| Calendar year | | | | | | |
| 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 |
| 2025 | 1.22 | 1.27 | 1.15 | 2.20 | 2.20 | 2.21 |
| | (S.A.) | (S.A.) | (S.A.) | (S.A.) | (S.A.) | (S.A.) |
| 2025 Jul | 1.22 | 1.27 | 1.15 | 2.18 | 2.17 | 2.19 |
| Aug | 1.21 | 1.25 | 1.14 | 2.15 | 2.14 | 2.15 |
| Sep | 1.20 | 1.25 | 1.13 | 2.13 | 2.14 | 2.19 |
| Oct | 1.19 | 1.24 | 1.13 | 2.12 | 2.13 | 2.20 |
| Nov | 1.19 | 1.24 | 1.12 | 2.14 | 2.13 | 2.11 |
| Dec | 1.20 | 1.24 | 1.12 | 2.14 | 2.13 | 2.10 |
| 2026 Jan | 1.18 | 1.23 | 1.11 | 2.11 | 2.09 | 2.06 |
| Feb | 1.19 | 1.23 | 1.12 | 2.10 | 2.12 | 2.07 |
| Mar | 1.18 | 1.23 | 1.10 | 2.15 | 2.17 | 2.06 |
| Apr | 1.18 | 1.23 | 1.10 | 2.11 | 2.15 | 2.08 |
| May | 1.17 | 1.23 | 1.10 | 2.11 | 2.14 | 2.09 |
| Jun | 1.18 | 1.24 | 1.11 | 2.16 | 2.18 | 2.14 |
| Jul | 1.18 | 1.24 | 1.09 | 2.10 | 2.16 | 2.04 |
| Aug | 1.18 | 1.25 | 1.08 | 2.06 | 2.09 | 1.98 |
| 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 |
| 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 |
| 2025 | 2,329,885 | -3.5 | 805,071 | -3.7 | 1,906,836 | -1.2 | 365,874 | -1.4 | 91,665 |
| 2025 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 |
| Dec | 2,264,534 | -6.1 | 772,097 | -2.4 | 1,769,272 | -1.0 | 298,520 | 3.1 | 79,510 |
| 2026 Jan | 2,294,228 | -5.4 | 865,721 | -4.6 | 1,809,573 | -0.2 | 407,942 | 2.7 | 74,006 |
| Feb | 2,330,515 | -5.1 | 775,124 | -7.8 | 1,854,011 | -0.1 | 364,714 | 1.0 | 90,846 |
| Mar | 2,319,596 | -5.1 | 785,351 | -2.6 | 1,908,594 | 0.5 | 395,232 | 4.5 | 125,652 |
| Apr | 2,245,372 | -5.0 | 809,517 | -3.6 | 2,009,057 | 0.5 | 522,095 | 1.7 | 97,113 |
| May | 2,191,784 | -5.3 | 715,916 | -8.9 | 2,020,909 | -0.3 | 369,315 | -5.8 | 84,707 |
| Jun | 2,227,721 | -2.8 | 795,887 | 3.1 | 2,014,444 | 0.6 | 364,485 | 4.4 | 92,596 |
| Jul | 2,246,225 | -2.3 | 826,561 | -0.8 | 1,960,390 | 0.9 | 369,159 | 2.7 | 87,409 |
| Aug | 2,227,740 | -1.1 | 718,656 | -3.4 | 1,924,184 | 1.2 | 331,315 | 3.0 | 73,616 |
| 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.) | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Aug 2025 | Sep | Oct | Nov | Dec | Jan 2026 | Feb | Mar | Apr | May | Jun | Jul | Aug |
| All Japan | 1.21 | 1.20 | 1.19 | 1.19 | 1.20 | 1.18 | 1.19 | 1.18 | 1.18 | 1.17 | 1.18 | 1.18 | 1.18 |
| Hokkaido | 1.04 | 1.02 | 1.02 | 1.01 | 1.00 | 1.00 | 1.01 | 0.99 | 0.98 | 0.97 | 0.97 | 0.98 | 0.98 |
| Aomori | 1.22 | 1.20 | 1.20 | 1.21 | 1.22 | 1.23 | 1.21 | 1.19 | 1.19 | 1.20 | 1.20 | 1.20 | 1.20 |
| Iwate | 1.20 | 1.19 | 1.18 | 1.17 | 1.17 | 1.19 | 1.21 | 1.19 | 1.18 | 1.19 | 1.20 | 1.25 | 1.29 |
| Miyagi | 1.19 | 1.19 | 1.16 | 1.18 | 1.18 | 1.16 | 1.17 | 1.15 | 1.16 | 1.14 | 1.17 | 1.15 | 1.14 |
| Akita | 1.35 | 1.34 | 1.33 | 1.32 | 1.33 | 1.34 | 1.35 | 1.30 | 1.30 | 1.28 | 1.29 | 1.30 | 1.27 |
| Yamagata | 1.40 | 1.38 | 1.40 | 1.38 | 1.41 | 1.38 | 1.41 | 1.39 | 1.42 | 1.42 | 1.46 | 1.50 | 1.47 |
| Fukushima | 1.37 | 1.37 | 1.35 | 1.35 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.38 | 1.41 | 1.43 | 1.37 |
| Ibaraki | 1.36 | 1.35 | 1.34 | 1.33 | 1.33 | 1.32 | 1.32 | 1.32 | 1.33 | 1.33 | 1.35 | 1.32 | 1.34 |
| Tochigi | 1.29 | 1.29 | 1.28 | 1.28 | 1.27 | 1.26 | 1.26 | 1.26 | 1.26 | 1.22 | 1.22 | 1.21 | 1.21 |
| Gunma | 1.35 | 1.34 | 1.36 | 1.36 | 1.37 | 1.35 | 1.35 | 1.37 | 1.36 | 1.38 | 1.41 | 1.41 | 1.43 |
| Saitama | 1.16 | 1.14 | 1.13 | 1.10 | 1.11 | 1.11 | 1.09 | 1.11 | 1.11 | 1.11 | 1.13 | 1.11 | 1.13 |
| Chiba | 1.24 | 1.23 | 1.23 | 1.23 | 1.25 | 1.24 | 1.26 | 1.26 | 1.27 | 1.25 | 1.26 | 1.26 | 1.27 |
| Tokyo | 1.08 | 1.08 | 1.08 | 1.08 | 1.09 | 1.08 | 1.08 | 1.08 | 1.08 | 1.05 | 1.06 | 1.06 | 1.07 |
| Kanagawa | 1.03 | 1.04 | 1.03 | 1.03 | 1.04 | 1.03 | 1.04 | 1.02 | 1.02 | 1.02 | 1.03 | 1.04 | 1.02 |
| Niigata | 1.42 | 1.41 | 1.40 | 1.40 | 1.40 | 1.40 | 1.40 | 1.41 | 1.42 | 1.42 | 1.44 | 1.41 | 1.40 |
| Toyama | 1.66 | 1.68 | 1.65 | 1.64 | 1.67 | 1.66 | 1.67 | 1.66 | 1.67 | 1.66 | 1.69 | 1.67 | 1.68 |
| Ishikawa | 1.51 | 1.51 | 1.49 | 1.47 | 1.46 | 1.47 | 1.42 | 1.38 | 1.38 | 1.40 | 1.38 | 1.39 | 1.41 |
| Fukui | 1.84 | 1.81 | 1.81 | 1.80 | 1.80 | 1.76 | 1.75 | 1.74 | 1.73 | 1.74 | 1.72 | 1.69 | 1.72 |
| Yamanashi | 1.51 | 1.53 | 1.53 | 1.54 | 1.56 | 1.55 | 1.57 | 1.62 | 1.61 | 1.61 | 1.65 | 1.69 | 1.71 |
| Nagano | 1.37 | 1.38 | 1.38 | 1.38 | 1.39 | 1.38 | 1.35 | 1.37 | 1.37 | 1.37 | 1.40 | 1.41 | 1.43 |
| Gifu | 1.48 | 1.47 | 1.47 | 1.46 | 1.45 | 1.42 | 1.44 | 1.44 | 1.46 | 1.50 | 1.49 | 1.47 | 1.44 |
| Shizuoka | 1.19 | 1.19 | 1.19 | 1.19 | 1.20 | 1.19 | 1.19 | 1.20 | 1.19 | 1.20 | 1.22 | 1.23 | 1.20 |
| Aichi | 1.25 | 1.24 | 1.24 | 1.22 | 1.22 | 1.22 | 1.20 | 1.19 | 1.19 | 1.20 | 1.21 | 1.21 | 1.18 |
| Mie | 1.35 | 1.38 | 1.37 | 1.37 | 1.38 | 1.35 | 1.33 | 1.36 | 1.36 | 1.40 | 1.41 | 1.38 | 1.40 |
| Shiga | 1.31 | 1.33 | 1.32 | 1.33 | 1.35 | 1.31 | 1.30 | 1.27 | 1.29 | 1.33 | 1.32 | 1.35 | 1.34 |
| Kyoto | 1.27 | 1.26 | 1.25 | 1.25 | 1.26 | 1.25 | 1.25 | 1.23 | 1.22 | 1.23 | 1.20 | 1.19 | 1.19 |
| Osaka | 1.02 | 1.01 | 1.00 | 0.99 | 0.99 | 0.98 | 0.97 | 0.96 | 0.95 | 0.95 | 0.96 | 0.95 | 0.95 |
| Hyogo | 1.10 | 1.10 | 1.09 | 1.09 | 1.10 | 1.08 | 1.09 | 1.08 | 1.08 | 1.08 | 1.09 | 1.07 | 1.05 |
| Nara | 1.30 | 1.30 | 1.28 | 1.27 | 1.26 | 1.27 | 1.29 | 1.28 | 1.25 | 1.25 | 1.23 | 1.21 | 1.23 |
| Wakayama | 1.14 | 1.14 | 1.12 | 1.10 | 1.08 | 1.06 | 1.08 | 1.09 | 1.10 | 1.04 | 1.04 | 1.03 | 1.05 |
| Tottori | 1.42 | 1.43 | 1.42 | 1.42 | 1.40 | 1.39 | 1.37 | 1.42 | 1.40 | 1.43 | 1.46 | 1.41 | 1.37 |
| Shimane | 1.53 | 1.55 | 1.51 | 1.52 | 1.52 | 1.50 | 1.51 | 1.60 | 1.66 | 1.64 | 1.68 | 1.64 | 1.60 |
| Okayama | 1.38 | 1.38 | 1.37 | 1.36 | 1.38 | 1.35 | 1.32 | 1.31 | 1.32 | 1.30 | 1.32 | 1.31 | 1.29 |
| Hiroshima | 1.33 | 1.33 | 1.31 | 1.31 | 1.31 | 1.31 | 1.32 | 1.30 | 1.31 | 1.30 | 1.31 | 1.30 | 1.29 |
| Yamaguchi | 1.56 | 1.53 | 1.51 | 1.50 | 1.49 | 1.53 | 1.53 | 1.51 | 1.52 | 1.46 | 1.43 | 1.41 | 1.42 |
| Tokushima | 1.28 | 1.29 | 1.31 | 1.29 | 1.29 | 1.28 | 1.28 | 1.30 | 1.34 | 1.34 | 1.34 | 1.33 | 1.30 |
| Kagawa | 1.59 | 1.59 | 1.56 | 1.55 | 1.56 | 1.56 | 1.53 | 1.54 | 1.52 | 1.49 | 1.54 | 1.52 | 1.53 |
| Ehime | 1.52 | 1.51 | 1.48 | 1.47 | 1.50 | 1.49 | 1.50 | 1.49 | 1.50 | 1.49 | 1.48 | 1.45 | 1.43 |
| Kochi | 1.14 | 1.16 | 1.15 | 1.17 | 1.19 | 1.18 | 1.21 | 1.16 | 1.20 | 1.18 | 1.20 | 1.18 | 1.19 |
| Fukuoka | 1.02 | 1.02 | 1.00 | 1.00 | 0.99 | 0.98 | 0.99 | 0.97 | 0.98 | 0.98 | 0.98 | 0.97 | 0.97 |
| Saga | 1.37 | 1.35 | 1.33 | 1.32 | 1.33 | 1.31 | 1.34 | 1.33 | 1.32 | 1.35 | 1.37 | 1.34 | 1.37 |
| Nagasaki | 1.25 | 1.24 | 1.23 | 1.20 | 1.20 | 1.20 | 1.23 | 1.20 | 1.17 | 1.14 | 1.14 | 1.15 | 1.17 |
| Kumamoto | 1.30 | 1.29 | 1.27 | 1.27 | 1.26 | 1.27 | 1.25 | 1.27 | 1.29 | 1.30 | 1.32 | 1.33 | 1.31 |
| Oita | 1.37 | 1.38 | 1.35 | 1.35 | 1.33 | 1.29 | 1.28 | 1.28 | 1.29 | 1.25 | 1.27 | 1.27 | 1.28 |
| Miyazaki | 1.31 | 1.31 | 1.28 | 1.28 | 1.24 | 1.26 | 1.24 | 1.24 | 1.25 | 1.25 | 1.25 | 1.25 | 1.25 |
| Kagoshima | 1.16 | 1.13 | 1.10 | 1.11 | 1.12 | 1.12 | 1.12 | 1.09 | 1.08 | 1.08 | 1.09 | 1.08 | 1.09 |
| Okinawa | 1.10 | 1.10 | 1.08 | 1.08 | 1.08 | 1.07 | 1.08 | 1.08 | 1.12 | 1.11 | 1.09 | 1.07 | 1.06 |
| Source | MHLW "Employment Referrals for General Workers" | | | | | | | | | | | | |

NOTES： Excluding new school graduates and including part-timers

# New job openings-to-applicants ratio by prefecture

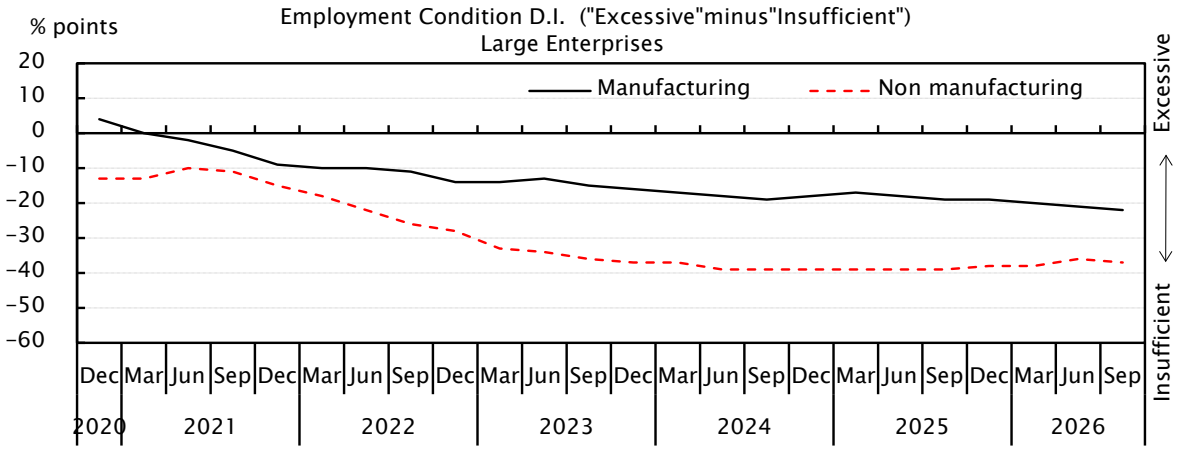
| | New job openings-to-applicants ratio(S.A.) | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Aug 2025 | Sep | Oct | Nov | Dec | Jan 2026 | Feb | Mar | Apr | May | Jun | Jul | Aug |
| All Japan | 2.15 | 2.13 | 2.12 | 2.14 | 2.14 | 2.11 | 2.10 | 2.15 | 2.11 | 2.11 | 2.16 | 2.10 | 2.06 |
| Hokkaido | 1.79 | 1.78 | 1.83 | 1.80 | 1.81 | 1.83 | 1.77 | 1.74 | 1.77 | 1.68 | 1.72 | 1.72 | 1.55 |
| Aomori | 2.01 | 1.95 | 2.04 | 2.05 | 2.05 | 2.18 | 1.94 | 2.03 | 2.09 | 1.93 | 1.99 | 1.97 | 1.94 |
| Iwate | 1.83 | 1.91 | 1.96 | 1.86 | 1.94 | 1.84 | 1.80 | 1.92 | 1.86 | 1.89 | 2.05 | 2.02 | 1.90 |
| Miyagi | 1.94 | 1.99 | 1.92 | 2.03 | 1.93 | 1.90 | 2.06 | 1.97 | 1.97 | 1.97 | 1.92 | 1.92 | 2.04 |
| Akita | 2.05 | 2.08 | 2.05 | 2.08 | 2.10 | 2.23 | 2.16 | 2.04 | 2.09 | 2.07 | 2.03 | 1.98 | 1.92 |
| Yamagata | 2.08 | 2.05 | 2.22 | 2.00 | 2.14 | 2.22 | 1.98 | 2.13 | 2.23 | 2.10 | 2.41 | 2.41 | 2.08 |
| Fukushima | 2.19 | 2.13 | 2.14 | 2.09 | 2.09 | 2.16 | 2.07 | 2.18 | 2.09 | 2.41 | 2.20 | 2.22 | 2.13 |
| Ibaraki | 2.18 | 2.30 | 2.28 | 2.22 | 2.36 | 2.18 | 2.17 | 2.31 | 2.23 | 2.23 | 2.33 | 2.24 | 2.26 |
| Tochigi | 2.28 | 2.27 | 2.27 | 2.29 | 2.20 | 2.21 | 2.21 | 2.28 | 2.28 | 2.05 | 2.28 | 2.28 | 2.16 |
| Gunma | 2.10 | 2.18 | 2.23 | 2.09 | 2.14 | 2.10 | 1.99 | 2.20 | 2.24 | 2.21 | 2.42 | 2.28 | 2.19 |
| Saitama | 2.11 | 2.05 | 2.03 | 1.99 | 2.08 | 1.92 | 1.91 | 2.08 | 2.03 | 1.89 | 2.13 | 2.02 | 2.00 |
| Chiba | 2.27 | 2.24 | 2.28 | 2.22 | 2.32 | 2.15 | 2.22 | 2.25 | 2.23 | 2.14 | 2.22 | 2.18 | 2.19 |
| Tokyo | 2.15 | 2.19 | 2.15 | 2.12 | 2.13 | 2.12 | 2.11 | 2.16 | 2.11 | 2.05 | 2.17 | 2.09 | 2.11 |
| Kanagawa | 1.86 | 1.96 | 1.94 | 1.90 | 1.93 | 1.92 | 1.87 | 1.94 | 1.97 | 1.86 | 1.89 | 1.97 | 1.75 |
| Niigata | 2.33 | 2.17 | 2.28 | 2.33 | 2.30 | 2.33 | 2.24 | 2.36 | 2.45 | 2.18 | 2.50 | 2.32 | 2.12 |
| Toyama | 2.70 | 2.65 | 2.61 | 2.71 | 2.69 | 2.69 | 2.55 | 2.70 | 2.68 | 2.66 | 2.69 | 2.71 | 2.62 |
| Ishikawa | 2.54 | 2.52 | 2.51 | 2.51 | 2.49 | 2.75 | 2.41 | 2.42 | 2.55 | 2.60 | 2.40 | 2.56 | 2.59 |
| Fukui | 2.63 | 2.52 | 2.68 | 2.63 | 2.52 | 2.59 | 2.64 | 2.63 | 2.60 | 2.64 | 2.49 | 2.35 | 2.60 |
| Yamanashi | 2.61 | 2.54 | 2.55 | 2.54 | 2.44 | 2.57 | 2.76 | 2.67 | 2.57 | 2.63 | 2.70 | 2.70 | 2.67 |
| Nagano | 2.35 | 2.44 | 2.46 | 2.41 | 2.38 | 2.34 | 2.31 | 2.44 | 2.43 | 2.38 | 2.49 | 2.50 | 2.51 |
| Gifu | 2.65 | 2.63 | 2.57 | 2.55 | 2.46 | 2.49 | 2.65 | 2.54 | 2.67 | 2.80 | 2.54 | 2.62 | 2.56 |
| Shizuoka | 2.29 | 2.25 | 2.22 | 2.13 | 2.16 | 2.14 | 2.13 | 2.20 | 2.05 | 2.24 | 2.40 | 2.18 | 2.07 |
| Aichi | 2.27 | 2.26 | 2.31 | 2.25 | 2.19 | 2.19 | 2.21 | 2.19 | 2.23 | 2.27 | 2.27 | 2.31 | 2.18 |
| Mie | 2.33 | 2.32 | 2.41 | 2.22 | 2.16 | 2.09 | 2.19 | 2.43 | 2.23 | 2.39 | 2.35 | 2.38 | 2.45 |
| Shiga | 2.13 | 2.20 | 2.15 | 2.10 | 2.17 | 2.04 | 2.01 | 2.17 | 2.07 | 2.23 | 2.24 | 2.21 | 2.06 |
| Kyoto | 2.53 | 2.44 | 2.33 | 2.47 | 2.49 | 2.30 | 2.38 | 2.40 | 2.33 | 2.34 | 2.41 | 2.35 | 2.32 |
| Osaka | 1.98 | 2.03 | 2.05 | 1.91 | 1.96 | 1.97 | 1.91 | 1.96 | 1.95 | 1.93 | 1.98 | 1.94 | 1.80 |
| Hyogo | 1.94 | 1.98 | 1.95 | 1.91 | 1.91 | 1.88 | 1.95 | 1.96 | 1.90 | 1.94 | 2.03 | 1.87 | 1.89 |
| Nara | 2.14 | 2.44 | 2.18 | 2.15 | 2.19 | 2.20 | 2.32 | 2.29 | 2.10 | 2.32 | 2.26 | 2.18 | 2.13 |
| Wakayama | 1.96 | 2.00 | 1.85 | 1.90 | 1.77 | 1.80 | 2.05 | 1.92 | 1.93 | 1.81 | 1.78 | 1.84 | 1.95 |
| Tottori | 2.60 | 2.42 | 2.56 | 2.45 | 2.26 | 2.60 | 2.49 | 2.62 | 2.55 | 2.63 | 2.62 | 2.32 | 2.39 |
| Shimane | 2.59 | 2.61 | 2.70 | 2.65 | 2.70 | 2.62 | 2.66 | 3.29 | 2.96 | 2.38 | 3.35 | 3.08 | 2.40 |
| Okayama | 2.39 | 2.37 | 2.34 | 2.42 | 2.39 | 2.21 | 2.34 | 2.39 | 2.24 | 2.27 | 2.49 | 2.33 | 2.21 |
| Hiroshima | 2.31 | 2.34 | 2.32 | 2.31 | 2.32 | 2.30 | 2.30 | 2.30 | 2.25 | 2.34 | 2.32 | 2.29 | 2.12 |
| Yamaguchi | 2.38 | 2.45 | 2.44 | 2.27 | 2.32 | 2.47 | 2.48 | 2.32 | 2.46 | 2.16 | 2.39 | 2.26 | 2.12 |
| Tokushima | 2.44 | 2.41 | 2.40 | 2.37 | 2.17 | 2.40 | 2.40 | 2.30 | 2.59 | 2.56 | 2.37 | 2.36 | 2.45 |
| Kagawa | 2.52 | 2.64 | 2.47 | 2.40 | 2.51 | 2.41 | 2.42 | 2.61 | 2.49 | 2.43 | 2.81 | 2.58 | 2.48 |
| Ehime | 2.56 | 2.69 | 2.67 | 2.44 | 2.69 | 2.59 | 2.40 | 2.68 | 2.68 | 2.43 | 2.68 | 2.59 | 2.48 |
| Kochi | 2.00 | 2.03 | 2.03 | 2.08 | 2.26 | 1.98 | 2.10 | 2.08 | 2.07 | 2.02 | 2.10 | 2.14 | 1.93 |
| Fukuoka | 1.93 | 1.92 | 1.85 | 1.92 | 1.81 | 1.79 | 1.91 | 1.85 | 1.87 | 1.95 | 1.80 | 1.81 | 1.87 |
| Saga | 2.03 | 2.02 | 2.10 | 1.96 | 2.07 | 1.90 | 2.14 | 2.25 | 2.07 | 2.05 | 2.27 | 2.03 | 2.09 |
| Nagasaki | 1.96 | 1.94 | 1.94 | 1.75 | 1.88 | 1.79 | 1.83 | 1.88 | 1.85 | 1.78 | 1.98 | 1.77 | 1.78 |
| Kumamoto | 2.32 | 2.26 | 2.27 | 2.28 | 2.14 | 2.28 | 2.30 | 2.30 | 2.39 | 2.41 | 2.39 | 2.49 | 2.22 |
| Oita | 2.19 | 2.15 | 2.18 | 2.06 | 2.04 | 1.95 | 2.03 | 1.97 | 2.14 | 2.06 | 2.02 | 2.07 | 1.92 |
| Miyazaki | 2.07 | 2.26 | 2.04 | 2.17 | 2.06 | 2.05 | 2.11 | 2.11 | 2.03 | 2.15 | 2.16 | 1.96 | 2.00 |
| Kagoshima | 2.14 | 1.92 | 1.94 | 2.05 | 2.00 | 1.86 | 1.95 | 1.95 | 1.90 | 2.00 | 2.01 | 1.92 | 1.96 |
| Okinawa | 1.90 | 1.92 | 1.91 | 1.88 | 1.81 | 1.82 | 1.79 | 1.91 | 1.89 | 1.84 | 1.81 | 1.77 | 1.81 |
| 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 | 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 | -28 | -20 | -38 | -39 | -40 |
| | Jun | -28 | -21 | -36 | -38 | -39 |
| | Sep | -29 | -22 | -37 | -38 | -42 |
| | Dec | (-31) | (-27) | (-37) | (-40) | (-45) |
| 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.

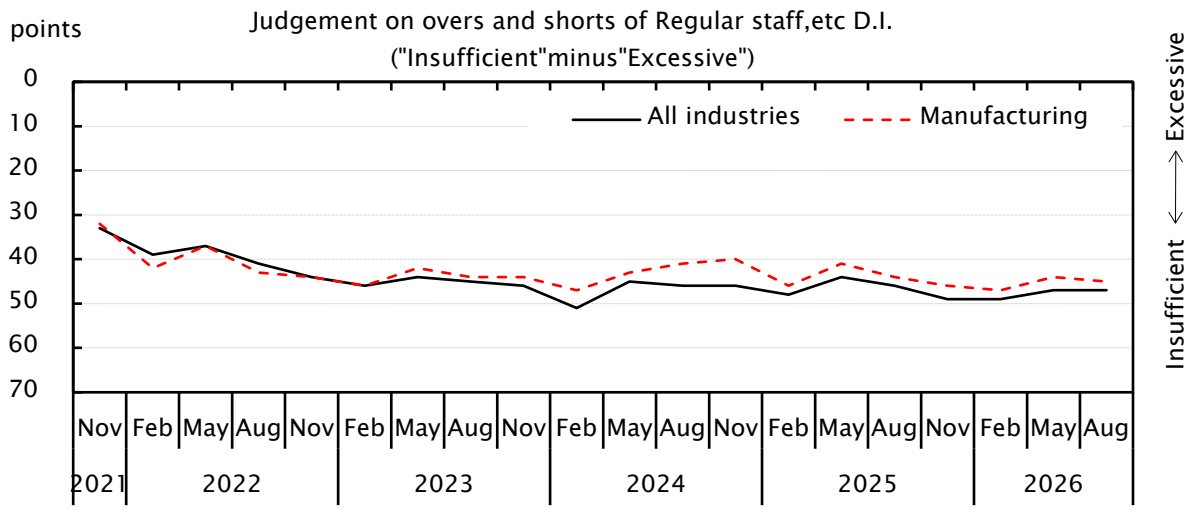



Source: BOJ "TANKAN"

# 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 | 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 |
| 2026 | Feb | | | 49 | 47 |
| | May | | | 47 | 44 |
| | Aug | | | 47 | 45 |
| 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



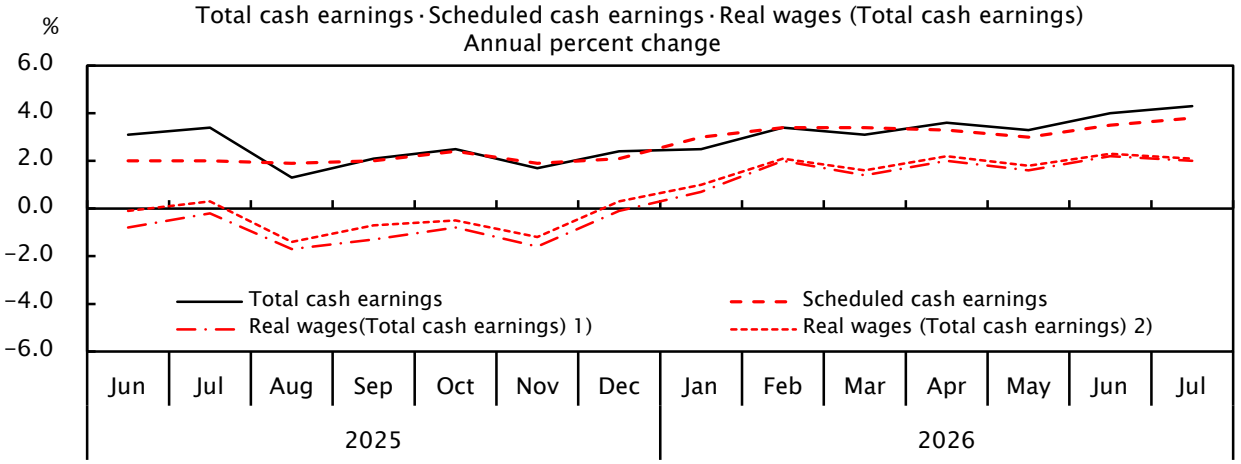

Source: MHLW "Survey on Labour Economy Trends"

# 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 | ¥ | % | % | % | % | % | % | % |
| 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 |
| 2025 | 355,941 | 2.3 | 4.2 | -1.3 | 0.5 | -0.8 | 2.0 | 2.0 |
| 2025 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 | 299,801 | 2.5 | 3.7 | -0.8 | 0.4 | -0.5 | 2.5 | 2.4 |
| Nov | 313,531 | 1.7 | 3.8 | -1.6 | 0.5 | -1.2 | 1.9 | 1.9 |
| Dec | 632,196 | 2.4 | 4.1 | -0.1 | 1.6 | 0.3 | 2.0 | 2.1 |
| 2026 Jan | 299,768 | 2.5 | 4.1 | 0.7 | 2.4 | 1.0 | 2.9 | 3.0 |
| Feb | 298,542 | 3.4 | 4.4 | 2.0 | 2.9 | 2.1 | 3.3 | 3.4 |
| Mar | 318,563 | 3.1 | 3.9 | 1.4 | 2.4 | 1.6 | 3.3 | 3.4 |
| Apr | 312,699 | 3.6 | 4.9 | 2.0 | 3.3 | 2.2 | 3.4 | 3.3 |
| May | 311,448 | 3.3 | 4.0 | 1.6 | 2.1 | 1.8 | 3.0 | 3.0 |
| Jun | 534,823 | 4.0 | 5.3 | 2.2 | 3.4 | 2.3 | 3.4 | 3.5 |
| Jul | r 434,507 | r 4.3 | r 4.8 | r 2.0 | r 2.5 | r 2.1 | r 3.8 | r 3.8 |
| 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).

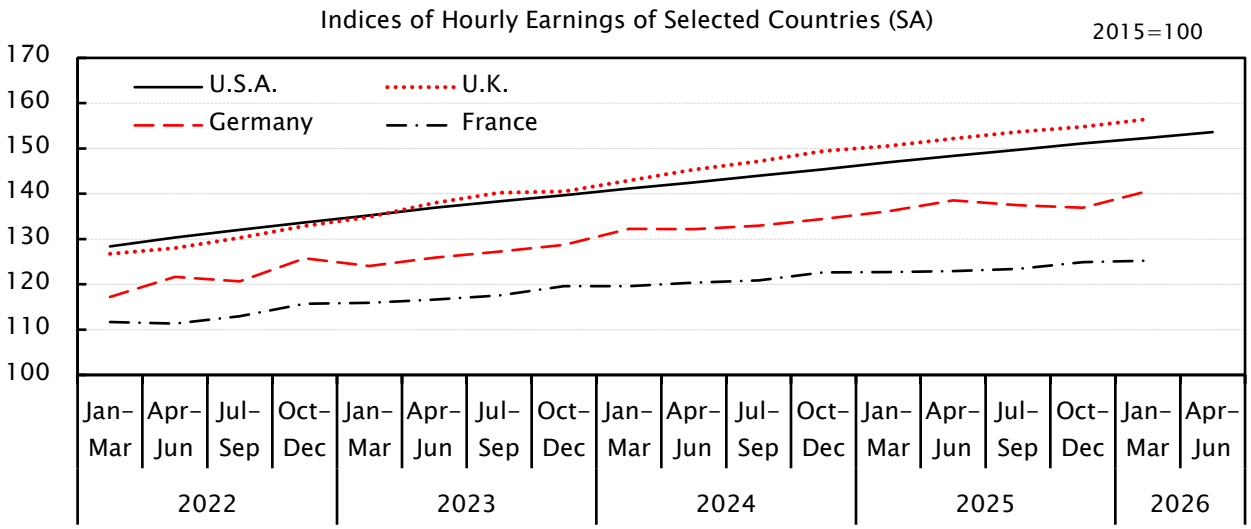



Source: MHLW "Monthly Labour Survey"

# Earnings of Selected Countries

| | | Indices of hourly earnings | | | |
|---|---|---|---|---|---|
| | | U.S.A. | U.K. | Germany | France |
| Calendar year | | | | | |
| | 2020 | 117.4 | 113.6 | 114.0 | 108.5 |
| | 2021 | 123.2 | 121.0 | 115.6 | 108.9 |
| | 2022 | 131.1 | 129.5 | 121.5 | 112.9 |
| | 2023 | 137.5 | 138.4 | 126.6 | 117.4 |
| | 2024 | 143.3 | 146.2 | 133.0 | 120.8 |
| | 2025 | 149.0 | 152.8 | 137.4 | p 123.5 |
| 2022 | Jan-Mar | 128.4 | 126.7 | 117.2 | 111.7 |
| | Apr-Jun | 130.3 | 128.0 | 121.7 | 111.3 |
| | Jul-Sep | 132.0 | 130.3 | 120.6 | 113.0 |
| | Oct-Dec | 133.7 | 132.9 | 125.8 | 115.7 |
| 2023 | Jan-Mar | 135.2 | 134.9 | 124.1 | 115.9 |
| | Apr-Jun | 136.9 | 138.0 | 125.9 | 116.7 |
| | Jul-Sep | 138.3 | 140.3 | 127.3 | 117.5 |
| | Oct-Dec | 139.7 | 140.5 | 128.7 | 119.6 |
| 2024 | Jan-Mar | 141.2 | 142.9 | 132.3 | 119.6 |
| | Apr-Jun | 142.5 | 145.3 | 132.2 | 120.3 |
| | Jul-Sep | 144.0 | 147.2 | 133.0 | 120.9 |
| | Oct-Dec | 145.4 | 149.5 | 134.4 | 122.6 |
| 2025 | Jan-Mar | 147.0 | 150.6 | 136.1 | 122.7 |
| | Apr-Jun | 148.4 | 152.2 | 138.5 | p 123.0 |
| | Jul-Sep | 149.7 | 153.7 | 137.5 | p 123.4 |
| | Oct-Dec | 151.1 | 154.8 | 136.9 | p 124.9 |
| 2026 | Jan-Mar | 152.4 | 156.5 | 140.6 | p 125.2 |
| | Apr-Jun | 153.6 | | | |
| Source | | OECD "Hourly Earnings (Main Economic Indicaors)" | | | |

NOTES: Private Sector, Index, SA 2015=100

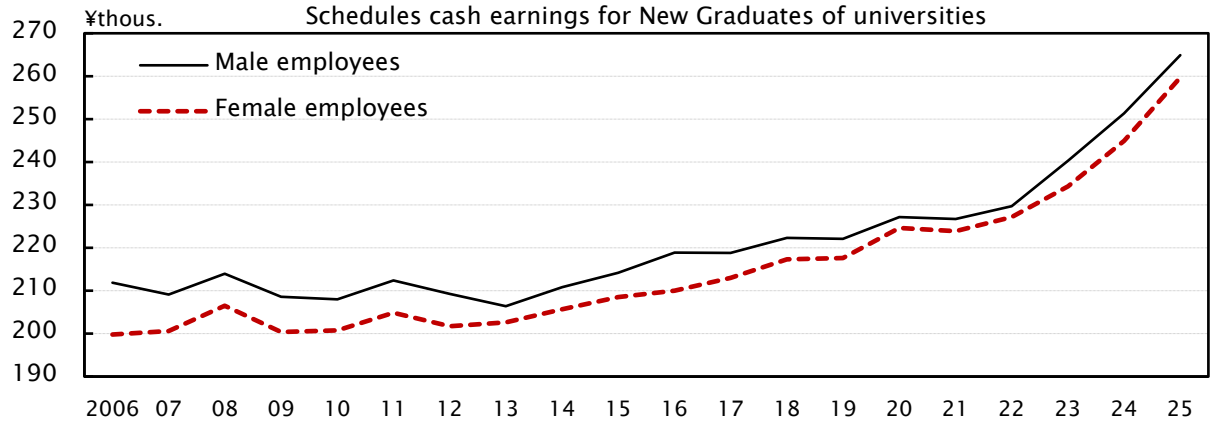



Source: OECD "Hourly Earnings"

# Scheduled cash earnings for new graduates

| | Scheduled cash earnings for new graduates | | | |
|---|---|---|---|---|
| | Graduates of senior high schools | | Graduates of universities | |
| | Male employees | Female employees | Male employees | Female employees |
| Calendar year | ¥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 |
| 2025 | 210.1 | 202.9 | 264.9 | 259.7 |
| Source | MHLW "Basic Survey on Wage Structures" | | | |

NOTES: From 2006 to 2019 : retroactive data

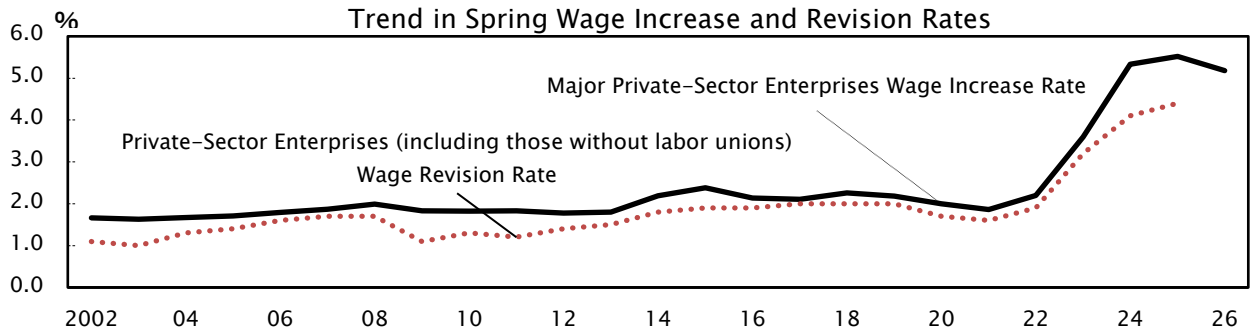



Source: MHLW "Basic Survey on Wage Structures"

# Wage Increases

| | Spring Wage Increase: Amount and Rate | | Average Wage Revision per Employee: Amount and Rate | | Wage Increase Rate | | | Rate of Increase | |
|---|---|---|---|---|---|---|---|---|---|
| | Major Private-Sector Enterprises | | Private-Sector Enterprises (including those without labor unions) | | Employees | | | Enterprises | |
| | | | | | All Sizes | Fewer than 300 | 300 or More | Major-sized | Small and Medium-Sized |
| | Yen | % | Yen | % | % | % | % | % | % |
| 2002 | 5,265 | 1.66 | 3,167 | 1.1 | 1.72 | 1.34 | - | 1.59 | 1.27 |
| 2003 | 5,233 | 1.63 | 3,064 | 1.0 | 1.63 | 1.26 | - | 1.65 | 1.29 |
| 2004 | 5,348 | 1.67 | 3,751 | 1.3 | 1.70 | 1.35 | - | 1.64 | 1.41 |
| 2005 | 5,422 | 1.71 | 3,904 | 1.4 | 1.68 | 1.56 | - | 1.67 | 1.47 |
| 2006 | 5,661 | 1.79 | 4,341 | 1.6 | 1.79 | 1.67 | - | 1.76 | 1.54 |
| 2007 | 5,890 | 1.87 | 4,367 | 1.7 | 1.86 | 1.72 | - | 1.90 | 1.64 |
| 2008 | 6,149 | 1.99 | 4,417 | 1.7 | 1.88 | 1.72 | - | 1.95 | 1.66 |
| 2009 | 5,630 | 1.83 | 3,083 | 1.1 | 1.67 | 1.45 | - | 1.81 | 1.38 |
| 2010 | 5,516 | 1.82 | 3,672 | 1.3 | 1.67 | 1.47 | - | 1.86 | 1.52 |
| 2011 | 5,555 | 1.83 | 3,513 | 1.2 | 1.71 | 1.53 | - | 1.85 | 1.64 |
| 2012 | 5,400 | 1.78 | 4,036 | 1.4 | 1.72 | 1.52 | - | 1.81 | 1.55 |
| 2013 | 5,478 | 1.80 | 4,375 | 1.5 | 1.71 | 1.53 | 1.75 | 1.83 | 1.63 |
| 2014 | 6,711 | 2.19 | 5,254 | 1.8 | 2.07 | 1.76 | 2.12 | 2.28 | 1.76 |
| 2015 | 7,367 | 2.38 | 5,282 | 1.9 | 2.20 | 1.88 | 2.24 | 2.52 | 1.87 |
| 2016 | 6,639 | 2.14 | 5,176 | 1.9 | 2.00 | 1.81 | 2.03 | 2.27 | 1.83 |
| 2017 | 6,570 | 2.11 | 5,627 | 2.0 | 1.98 | 1.87 | 1.99 | 2.34 | 1.81 |
| 2018 | 7,033 | 2.26 | 5,675 | 2.0 | 2.07 | 1.99 | 2.08 | 2.53 | 1.89 |
| 2019 | 6,790 | 2.18 | 5,592 | 2.0 | 2.07 | 1.94 | 2.09 | 2.43 | 1.89 |
| 2020 | 6,286 | 2.00 | 4,940 | 1.7 | 1.90 | 1.81 | 1.91 | 2.12 | 1.70 |
| 2021 | 5,854 | 1.86 | 4,694 | 1.6 | 1.78 | 1.73 | 1.79 | 1.84 | 1.68 |
| 2022 | 6,898 | 2.20 | 5,534 | 1.9 | 2.07 | 1.96 | 2.09 | 2.27 | 1.92 |
| 2023 | 11,245 | 3.60 | 9,437 | 3.2 | 3.58 | 3.23 | 3.64 | 3.99 | 3.00 |
| 2024 | 17,415 | 5.33 | 11,961 | 4.1 | 5.10 | 4.45 | 5.19 | 5.58 | 4.01 |
| 2025 | 18,629 | 5.52 | 13,601 | 4.4 | 5.25 | 4.65 | 5.33 | 5.39 | 4.35 |
| 2026 | 18,167 | 5.18 | | | 5.01 | 4.69 | 5.05 | 5.37 | 4.25 |
| Source | MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation" | | MHLW "Survey on Wage Increase" | | Japanese Trade Union Confederation (RENGO), "Spring Labour Offensive: 7th (Final) Aggregated Response Results" | | | Japan Business Federation (Keidanren), "Results of Spring Wage Raise Negotiations by Industry [Final Tabulation] (weighted arithmetic average) " | |

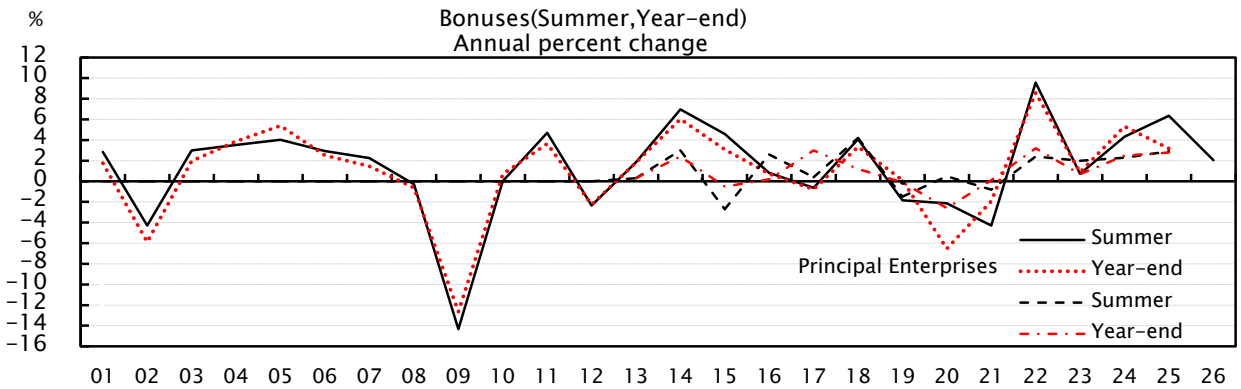
NOTES : For details, please refer to the respective sources.




Source: MHLW "Conditions Relating to Claim and Result of Spring Wage Negotiation", "Survey on Wage Increase"

# Bonuses

| | 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 |
| Calendar year | ¥ | % | ¥ | % | ¥ | % | ¥ | % |
| 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 | 957,184 | 3.18 | 424,889 | 2.8 |
| 2026 | 976,043 | 2.04 | | | | | | |
| Source | MHLW "The Result of Summer Bonus" | | MHLW "Monthly Labour Survey" | | MHLW "The Result of Year-end Bonus" | | MHLW "Monthly Labour Survey" | |

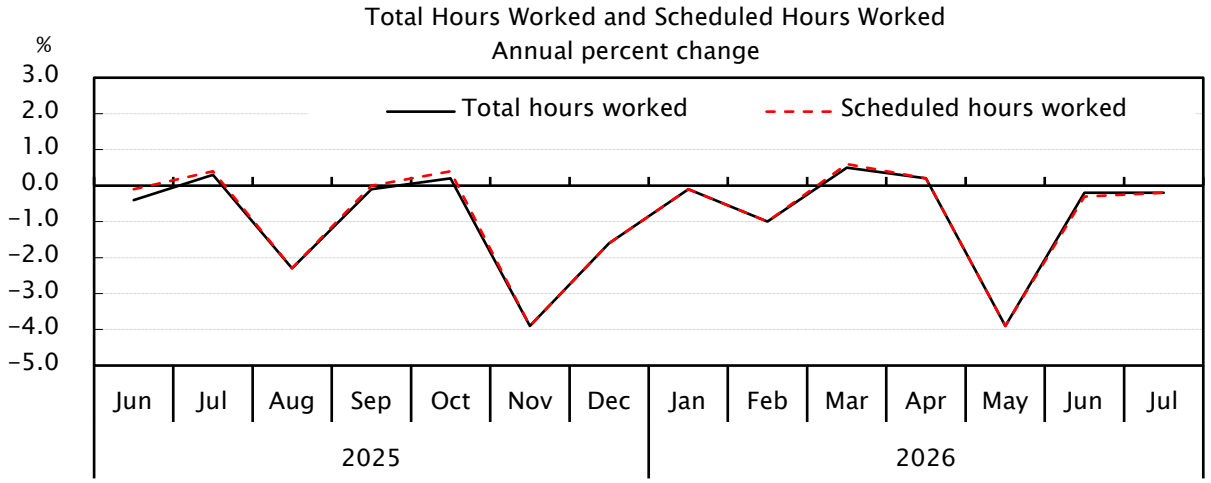



Source: MHLW "The Result of Summer Bonus", "The Result of Year-end Bonus", "Monthly Labour Survey"

# 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 | % |
| 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 |
| 2025 | 135.1 | -1.4 | 125.3 | -1.3 |
| 2025 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 | 140.3 | 0.2 | 130.1 | 0.4 |
| Nov | 134.8 | -3.9 | 124.8 | -3.9 |
| Dec | 134.6 | -1.6 | 124.7 | -1.6 |
| 2026 Jan | 128.3 | -0.1 | 118.8 | -0.1 |
| Feb | 129.4 | -1.0 | 119.7 | -1.0 |
| Mar | 133.4 | 0.5 | 123.3 | 0.6 |
| Apr | 139.8 | 0.2 | 129.5 | 0.2 |
| May | 129.3 | -3.9 | 119.9 | -3.9 |
| Jun | 139.3 | -0.2 | 129.6 | -0.3 |
| Jul | r 141.6 | r -0.2 | r 131.7 | r -0.2 |
| Source | MHLW "Monthly Labour Survey" | | | |

NOTES 5 or more regular employees.

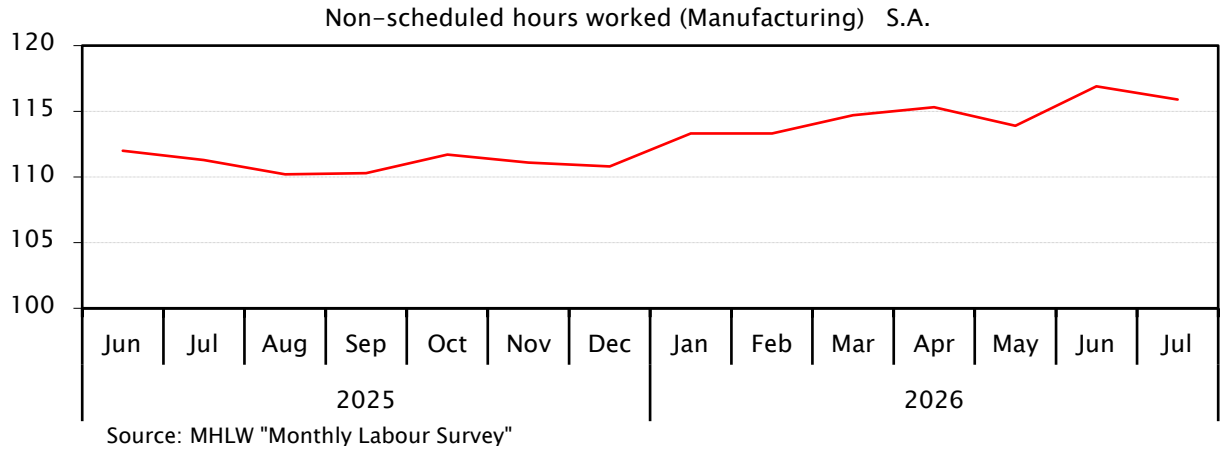



Source: MHLW "Monthly Labour Survey"

# Non-scheduled Hours Worked

| | Non-scheduled hours worked | | | | | |
|---|---|---|---|---|---|---|
| | | | Manufacturing | | | |
| | | Annual percent change | | Annual percent change | Indices (2020=100) | Ratio to the Preceding Month |
| Calendar year | Hours | % | Hours | % | | % |
| 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 | - |
| 2025 | 9.8 | -2.5 | 13.4 | 1.1 | 112.5 | - |
| | | | | | (S.A.) | (S.A.) % |
| 2025 Jun | 9.7 | -3.0 | 13.1 | 1.6 | 112.0 | -0.4 |
| Jul | 9.8 | -3.0 | 13.5 | -0.8 | 111.3 | -0.6 |
| Aug | 9.0 | -3.3 | 12.5 | -1.6 | 110.2 | -1.0 |
| Sep | 9.7 | -2.0 | 13.3 | -1.4 | 110.3 | 0.1 |
| Oct | 10.2 | -1.9 | 14.1 | 0.8 | 111.7 | 1.3 |
| Nov | 10.0 | -3.8 | 14.2 | 0.0 | 111.1 | -0.5 |
| Dec | 9.9 | -2.0 | 13.9 | 1.5 | 110.8 | -0.3 |
| 2026 Jan | 9.5 | 0.0 | 12.7 | 1.6 | 113.3 | 2.3 |
| Feb | 9.7 | -1.0 | 13.8 | 0.8 | 113.3 | 0.0 |
| Mar | 10.1 | -1.0 | 14.1 | 3.0 | 114.7 | 1.2 |
| Apr | 10.3 | 1.0 | 14.0 | 2.9 | 115.3 | 0.5 |
| May | 9.4 | -3.0 | 12.6 | 0.9 | 113.9 | -1.2 |
| Jun | 9.7 | 0.0 | 13.7 | 4.5 | 116.9 | 2.6 |
| Jul | r 9.9 | r 1.0 | r 14.1 | r 4.5 | r 115.9 | r -0.9 |
| Source | MHLW "Monthly Labour Survey" | | | | | |

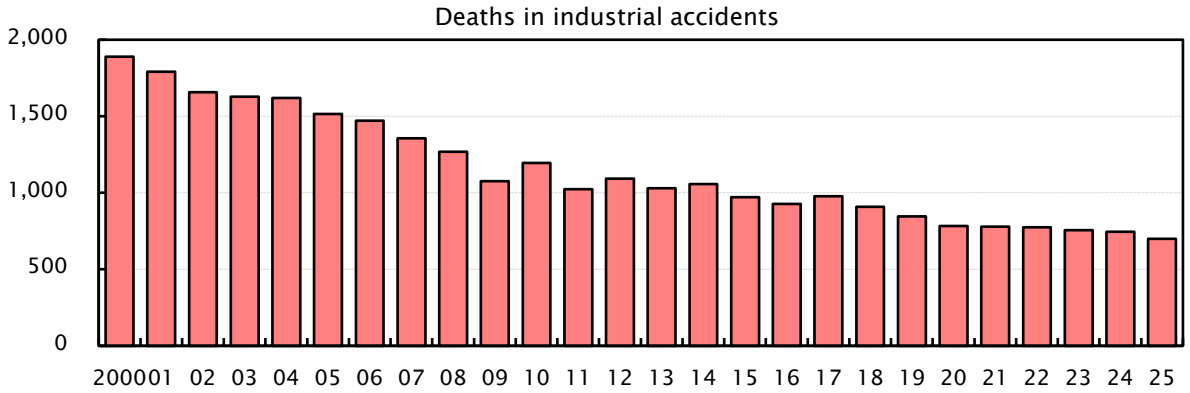
NOTES : 5 or more regular employees.




Source: MHLW "Monthly Labour Survey"

# Industrial Injuries

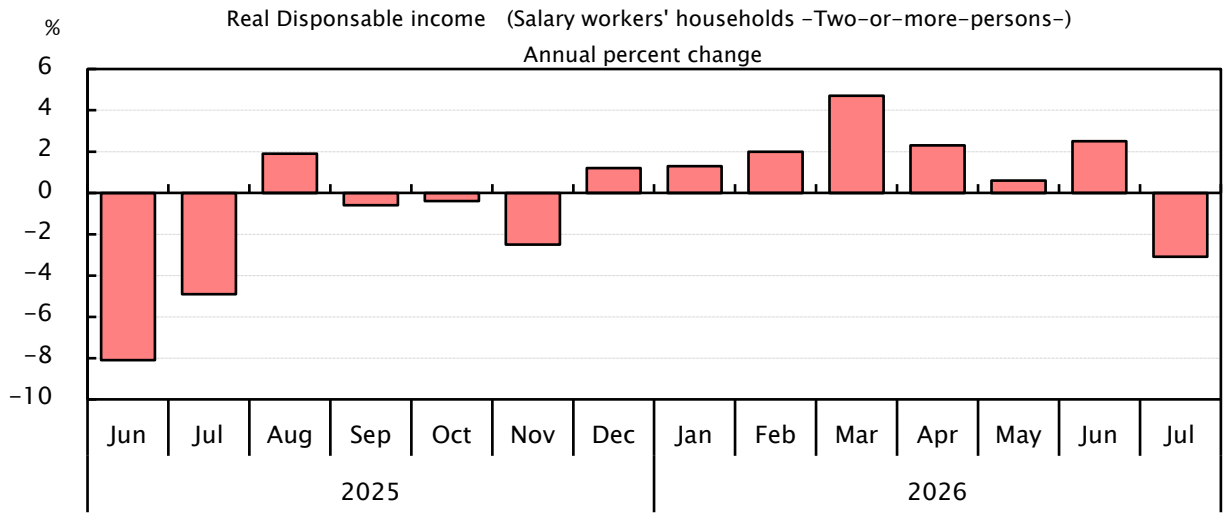
| | Number of industrial injuries and occupational diseases | | | |
|---|---|---|---|---|
| | Deaths | | Number of grave accidents | |
| | | Annual change | | Annual change |
| Calendar year | | | | |
| 2000 | 1,889 | -103 | 230 | 16 |
| 2001 | 1,790 | -99 | 225 | -5 |
| 2002 | 1,658 | -132 | 231 | 6 |
| 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 | — | — |
| 2025 | 700 | -46 | — | — |
| 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

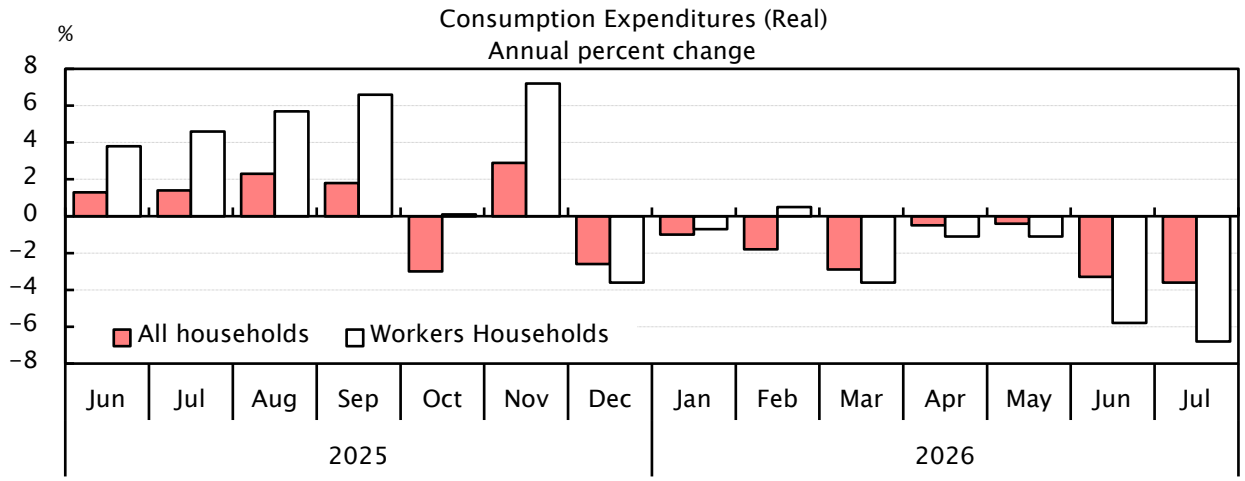
| | Workers' households(Two-or-more-person) | | | | |
|---|---|---|---|---|---|
| | Income | | Disposable income | | |
| | | Annual percent change(Nominal) | | Annual percent change(Nominal) | Annual percent change(Real) |
| Calendar year | ¥ | % | ¥ | % | % |
| 2020 | 609,535 | 4.0 | 498,639 | 4.6 | 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 |
| 2025 | 653,901 | 2.8 | 532,408 | 1.9 | -1.7 |
| 2025 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 |
| Nov | 519,304 | 1.0 | 425,503 | 0.7 | -2.5 |
| Dec | 1,207,545 | 2.4 | 1,010,407 | 3.6 | 1.2 |
| 2026 Jan | 530,520 | 3.0 | 432,712 | 3.0 | 1.3 |
| Feb | 589,038 | 3.0 | 490,520 | 3.4 | 2.0 |
| Mar | 557,663 | 6.4 | 453,448 | 6.4 | 4.7 |
| Apr | 612,163 | 3.8 | 493,684 | 3.8 | 2.3 |
| May | 534,893 | 2.4 | 410,713 | 2.3 | 0.6 |
| Jun | 1,013,986 | 3.9 | 810,644 | 4.4 | 2.5 |
| Jul | 689,476 | -1.7 | 554,381 | -1.0 | -3.1 |
| Source | MIC "Family Income and Expenditure Survey" | | | | |




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 | ¥ | % | % | % | % |
| 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 |
| 2025 | 346,297 | 6.5 | 2.7 | 65.0 | 0.9 |
| 2025 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 |
| Nov | 350,349 | 10.7 | 7.2 | 82.3 | 2.9 |
| Dec | 374,127 | -1.3 | -3.6 | 37.0 | -2.6 |
| 2026 Jan | 334,790 | 1.0 | -0.7 | 77.4 | -1.0 |
| Feb | 319,797 | 1.9 | 0.5 | 65.2 | -1.8 |
| Mar | 374,892 | -2.1 | -3.6 | 82.7 | -2.9 |
| Apr | 364,781 | 0.4 | -1.1 | 73.9 | -0.5 |
| May | 353,443 | 0.6 | -1.1 | 86.1 | -0.4 |
| Jun | 310,420 | -4.0 | -5.8 | 38.3 | -3.3 |
| Jul | 322,866 | -4.7 | -6.8 | 58.2 | -3.6 |
| Source | MIC "Family Income and Expenditure Survey" | | | | |

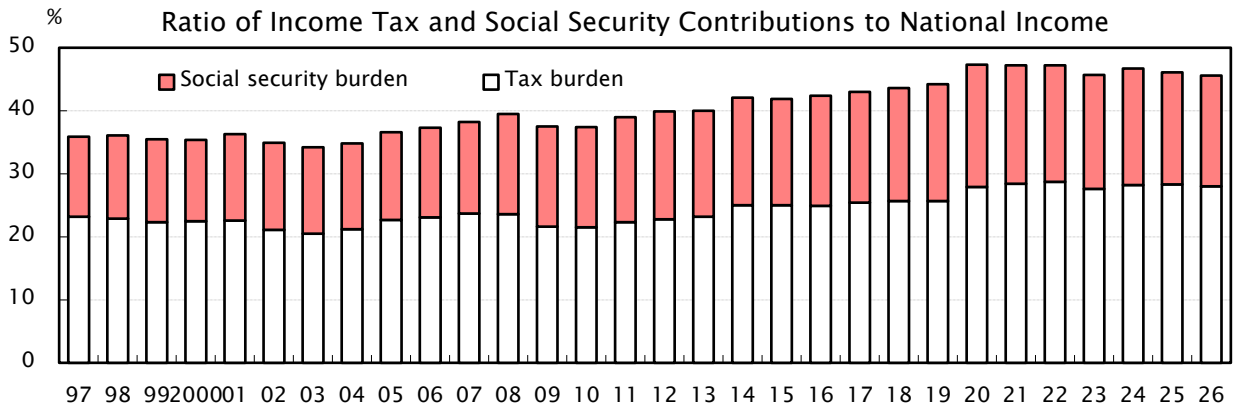



Source: MIC "Family Income and Expenditure Survey"

## 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 | % | % | % |
| 1997 | 35.9 | 23.2 | 12.7 |
| 1998 | 36.1 | 22.9 | 13.2 |
| 1999 | 35.5 | 22.3 | 13.2 |
| 2000 | 35.4 | 22.5 | 12.9 |
| 2001 | 36.3 | 22.6 | 13.7 |
| 2002 | 35.0 | 21.1 | 13.8 |
| 2003 | 34.2 | 20.5 | 13.7 |
| 2004 | 34.7 | 21.2 | 13.6 |
| 2005 | 36.7 | 22.7 | 13.9 |
| 2006 | 37.3 | 23.1 | 14.2 |
| 2007 | 38.1 | 23.7 | 14.5 |
| 2008 | 39.6 | 23.6 | 15.9 |
| 2009 | 37.4 | 21.6 | 15.9 |
| 2010 | 37.4 | 21.5 | 15.9 |
| 2011 | 39.0 | 22.3 | 16.7 |
| 2012 | 39.9 | 22.8 | 17.1 |
| 2013 | 40.0 | 23.2 | 16.8 |
| 2014 | 42.1 | 25.0 | 17.1 |
| 2015 | 42.0 | 25.0 | 16.9 |
| 2016 | 42.4 | 24.9 | 17.5 |
| 2017 | 43.0 | 25.4 | 17.6 |
| 2018 | 43.5 | 25.7 | 17.9 |
| 2019 | 44.1 | 25.7 | 18.5 |
| 2020 | 47.3 | 27.9 | 19.4 |
| 2021 | 47.2 | 28.4 | 18.8 |
| 2022 | 47.3 | 28.7 | 18.5 |
| 2023 | 45.7 | 27.6 | 18.1 |
| 2024 | 46.7 | 28.2 | 18.5 |
| 2025 | 46.1 | 28.3 | 17.8 |
| 2026 | 45.7 | 28.0 | 17.6 |
| Source | MOF "National Burden Ratio" | | |

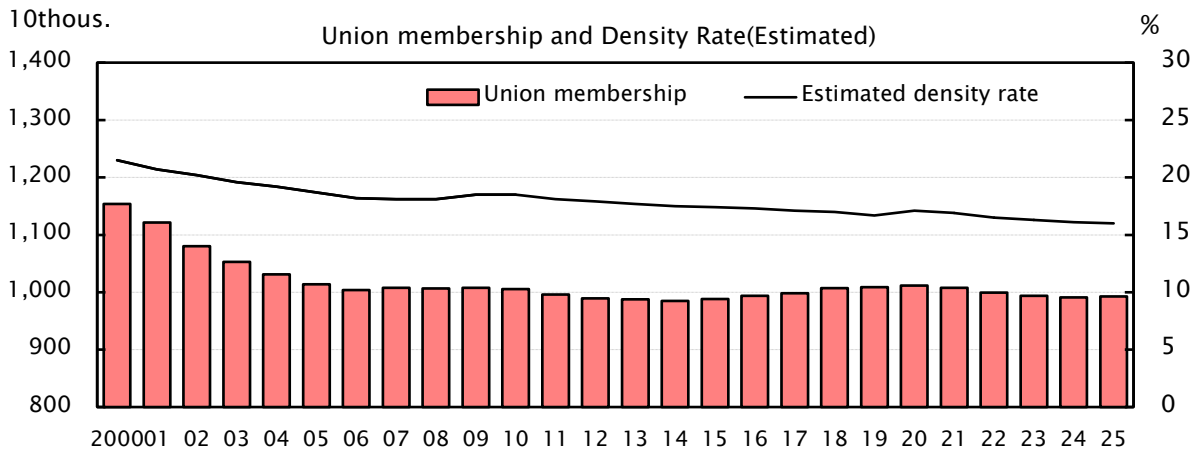
NOTES : 2025,2026 = Forecast




Source: MOF "National Burden Ratio"

# Industrial Relations

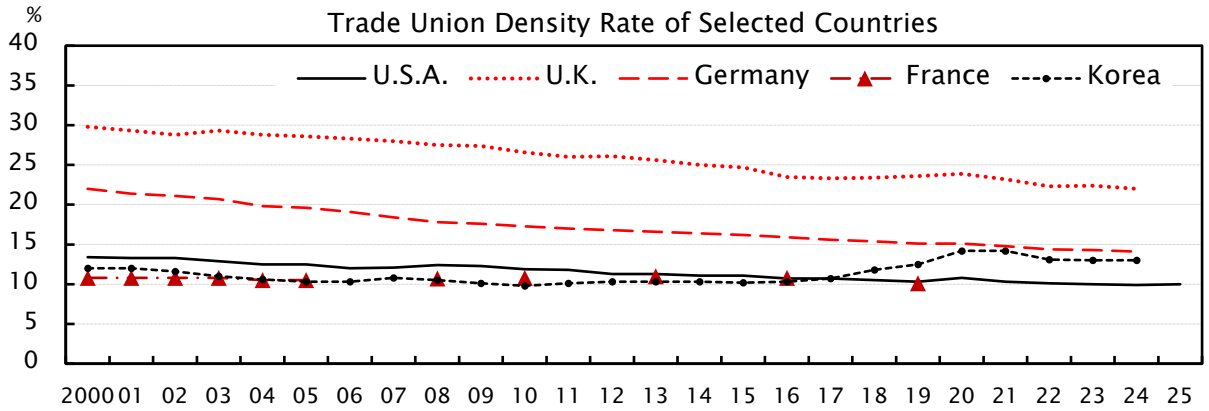
| | Union membership | Estimated density rate | Estimated density rate (by size of establishment) | | |
|---|---|---|---|---|---|
| | | | Private enterprises | | |
| | | | 1000 employees and over | 100 ~ 999 employees | 1 ~ 99 employees |
| Calendar year | persons | % | % | % | % |
| 2000 | 11,538,557 | 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 | 22.0 | 29.8 | 10.8 | 12.0 |
| 2001 | 13.3 | 21.4 | 29.3 | 10.8 | 12.0 |
| 2002 | 13.3 | 21.1 | 28.8 | 10.8 | 11.6 |
| 2003 | 12.9 | 20.7 | 29.3 | 10.8 | 11.0 |
| 2004 | 12.5 | 19.8 | 28.8 | 10.5 | 10.6 |
| 2005 | 12.5 | 19.6 | 28.6 | 10.5 | 10.3 |
| 2006 | 12.0 | 19.1 | 28.3 | | 10.3 |
| 2007 | 12.1 | 18.4 | 28.0 | | 10.8 |
| 2008 | 12.4 | 17.8 | 27.5 | 10.7 | 10.5 |
| 2009 | 12.3 | 17.6 | 27.4 | | 10.1 |
| 2010 | 11.9 | 17.3 | 26.6 | 10.8 | 9.8 |
| 2011 | 11.8 | 17.0 | 26.0 | | 10.1 |
| 2012 | 11.3 | 16.8 | 26.1 | | 10.3 |
| 2013 | 11.3 | 16.6 | 25.6 | 11.0 | 10.3 |
| 2014 | 11.1 | 16.4 | 25.0 | | 10.3 |
| 2015 | 11.1 | 16.2 | 24.7 | | 10.2 |
| 2016 | 10.7 | 15.9 | 23.5 | 10.8 | 10.3 |
| 2017 | 10.7 | 15.6 | 23.3 | | 10.7 |
| 2018 | 10.5 | 15.4 | 23.4 | | 11.8 |
| 2019 | 10.3 | 15.1 | 23.6 | 10.1 | 12.5 |
| 2020 | 10.8 | 15.1 | 23.9 | | 14.2 |
| 2021 | 10.3 | 14.8 | 23.2 | | 14.2 |
| 2022 | 10.1 | 14.4 | 22.3 | | 13.1 |
| 2023 | 10.0 | 14.3 | 22.4 | | 13.0 |
| 2024 | 9.9 | 14.1 | 22.0 | | 13.0 |
| 2025 | 10.0 | | | | |
| Source | U.S.A "Union Members 2025(Bureau of Labor Statistics)"<br>U.K.,Germany,France "Trade Union Density in OECD countries(OECD)"<br>KOREA (Ministry of Employment and Labor) | | | | |




Source: See above