

THE JAPAN INSTITUTE OF LABOUR



Japanese Working Life Profile

2002 — *Labour Statistics*

JAPANESE WORKING LIFE PROFILE 2002

Labour Statistics

Edited by the Japan Institute of labour

Published by the Japan Institute of Labour.
26F/Shinjuku Monolith Bldg.,
2-3-1, Nishishinjuku Shinjuku-ku, Tokyo, Japan, 163-0926
Tel. 03-5321-3092
Fax. 03-5321-3125

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First printing 2002

Printed in Japan

ISBN4-538-75002-6 C3033 ¥1000E

The aim of this booklet is to present a profile of the average Japanese worker through selected statistical figures.

It contains labour statistics relevant to successive stages of a worker's life from school graduation and entering an enterprise to reaching his/her retirement age and receiving a retirement allowance. Almost all the statistics are based upon official sources. The statistics on employment, wages and working hours constitute the core of this booklet.

As it is a matter of great concern presently, the booklet also contains statistics on the increase of female and Non-regular workers, as well as changes in the Employment Structure.

Many diagrams and graphs are utilized for aiding visual understanding, and statistics of major countries are included to enable international comparisons to be made.

The Japan Institute of Labour

Japanese Working Life Profile

2002 — Labour Statistics

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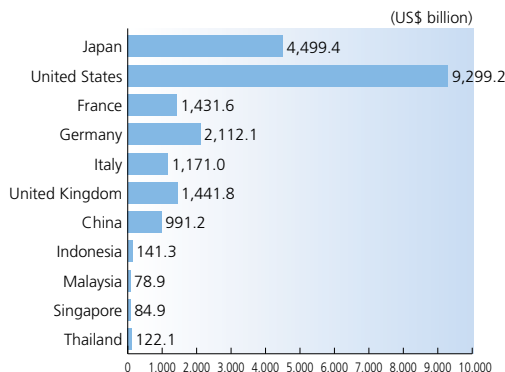
1. Gross Domestic Product and Real Economic Growth Rates

国内総生産と実質経済成長率

Japan's gross domestic product continues to be in second place in the world, following America, but the state of minus or leveling off continues.

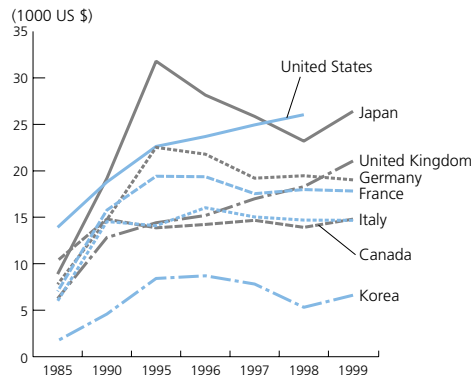
GDP (at current prices) 1999

国内総生産（経常価格評価）



Per Capita National Income 2000

一人あたりの国内所得



Real Economic Growth Rate 1999

実質経済成長率 (%)

Country	1997	1998	1999
Japan	1.8	-1.1	0.8
United States	4.2	4.6	4.2
France	1.9	3.2	2.7
Germany	1.5	2.2	1.5
Italy	1.8	1.5	1.4
United Kingdom	3.5	2.6	2.3
China	8.8	7.8	7.1
Indonesia	4.7	-13.1	0.8
Malaysia	7.3	-7.4	5.8
Singapore	-6.4	9.3	5.4
Thailand	-0.4	-10.2	3.3

Source: OECD, *National Account Vol.2*, Economic Social Research Institute Cabinet Office Government of Japan, *National Accounts for FY2000*.
IMF, *International Financial Statistics May 2001*.
IMF, *International Financial Statistics Yearbook2000*.
JETRO, *White Paper on International Trade Japan 2000*.

2. Gross Domestic Product (2000)

国内総生産の構成（2000）

Manufacturing industries account for approximately 20% of Japan's GDP, and private final consumption accounts for approximately 60% of total expenditures.

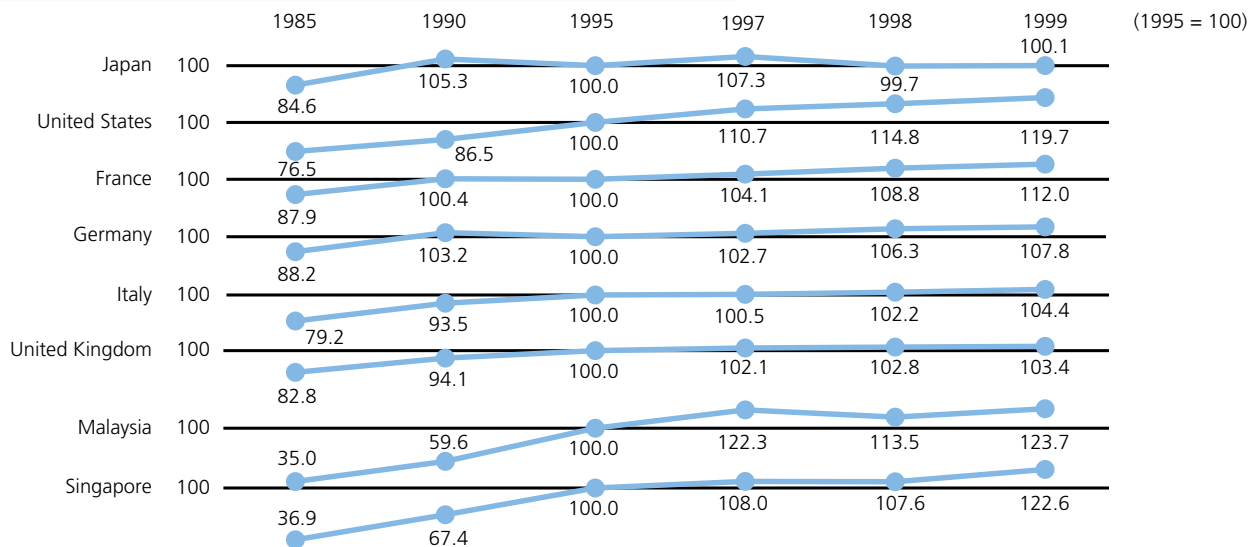
Output Approach to GDP	生産面から捉えた GDP	(trillion Yen)
1. Industry	産業	501.9
Agriculture, forestry & fisheries	農林水産業	8.3
Mining	鉱業	0.9
Manufacturing	製造業	124.7
Construction	建設業	36.6
Electricity, gas and water supply	電気・ガス・水道業	15.6
Wholesale and retail trade	卸売・小売業	74.1
Finance and insurance	金融・保険業	33.5
Real estate	不動産業	64.9
Transport and communication	運輸・通信業	39.1
Services	サービス業	104.4
2. Producers of Government Services	政府サービス生産者	47.3
Electricity, gas and water supply	電気・ガス・水道業	5.2
Services	サービス業	14.1
Government	公務	28.0
3. Producers of Private Non-Profit Services for Households	対家計民間非営利サービス生産者	9.2
Education	教育	4.6
Others	その他	4.6
Total	小計	558.5
Import Duties, Imputed Interest, Discrepancies, Etc.	輸入税、帰属利子、不突合等	-24.4
Gross Domestic Product	国内総生産（GDP）	534.1

Expenditure Approach to GDP	支出面から捉えた GDP	(trillion Yen)
Private Final Consumption Expenditure	民間最終消費支出	289.4
Government Final Consumption Expenditure	政府最終消費支出	86.7
Gross Domestic Fixed Capital Formation	国内総固定資本形成	144.6
Changes in inventories	在庫品増加	-1.8
Exports of Goods and Services	財貨・サービスの輸出	59.6
(Less) Imports of Goods and Services	(控除) 財貨・サービスの輸入	46.2
Gross Domestic Expenditure (GDE)	国内総支出（GDE）	534.1

Source: Economic and Social Research Institute, *Cabinet Office Annual Report on National Accounts, 2002*.

3. Mining and Manufacturing Production Index 鉱工業生産性指数

Although Japan's mining and manufacturing production index dropped from 1997 to 1998, it has been on an upward trend in the two subsequent years.



Source: IMF, *International Financial Statistics May 2001*.
IMF, *International Financial Statistics Yearbook 2000*.

4. Trade Balance • Current Account Balance 貿易・経常収支

This chart illustrates renewed expansion of Japanese current account and trade balance surpluses following the contraction of surplus margins in 1995 and 1996. The chart also shows remarkable growth in Chinese current account and trade balances during the latter half of the 1990s.

			(US\$ million)						
			1990	1994	1995	1996	1997	1998	1999
Japan	Current Account Balance	経常収支	44,078	130,255	111,044	65,884	95,354	120,700	106,870
	Trade Balance	貿易収支	69,283	144,191	131,787	83,561	101,600	122,390	123,320
United States	Current Account Balance	経常収支	-94,256	-132,930	-129,192	-148,726	-166,803	-220,560	-331,480
	Trade Balance	貿易収支	-109,033	-164,139	-171,690	-189,253	-197,001	-244,970	-343,260
France	Current Account Balance	経常収支	-9,944	7,415	10,840	20,561	39,475	40,160	36,580
	Trade Balance	貿易収支	-13,253	7,249	10,998	14,936	28,069	26,170	19,390
Germany	Current Account Balance	経常収支	48,303	-20,939	-22,564	-13,784	-1,186	-3,440	-19,310
	Trade Balance	貿易収支	68,513	50,915	65,110	71,215	74,701	79,040	72,000
Italy	Current Account Balance	経常収支	-16,992	13,210	25,141	41,108	33,425	19,998	6,304
	Trade Balance	貿易収支	1,139	35,595	44,759	60,862	46,785	35,631	20,383
United Kingdom	Current Account Balance	経常収支	-32,496	-2,336	-5,856	-3,685	6,806	230	-15,980
	Trade Balance	貿易収支	-32,742	-16,952	-18,310	-19,611	-20,544	-34,390	-42,350
China (Mainland)	Current Account Balance	経常収支	11,997	6,908	1,618	7,243	29,718	29,325	15,667
	Trade Balance	貿易収支	9,165	7,290	18,050	19,535	46,222	46,613	36,207
Indonesia	Current Account Balance	経常収支	-2,988	-2,792	-6,431	-7,663	-4,816	3,972	5,785
	Trade Balance	貿易収支	5,352	7,901	6,533	5,948	10,090	18,429	20,644
Malaysia	Current Account Balance	経常収支	-870	-4,520	-7,362	-	-3,021	9,529	12,606
	Trade Balance	貿易収支	2,525	1,577	-100	-	-103	17,505	22,648
Singapore	Current Account Balance	経常収支	3,119	11,453	14,361	14,723	14,803	17,614	21,254
	Trade Balance	貿易収支	-1,633	1,354	977	2,224	1,145	14,678	11,303
Thailand	Current Account Balance	経常収支	-7,281	-8,086	-13,554	-14,692	-2,917	14,241	12,428
	Trade Balance	貿易収支	-6,751	-3,726	-7,969	-9,488	1,564	16,234	14,013

Source: IMF, *International Financial Statistics*.

Note: Prior to 1990 data refers to former F. R. of Germany.

5. Total and Economically Active Population

総人口、労働力人口

The labour force participation rate in Japan among those aged 65 and over is very high, on a par with England's, while the labour force participation rate among those under age 20, on the other hand, is low. There is a greater disparity in the labour force participation rate between men and women aged 20-64 than in other advanced countries.

	Total 合計			Total population 総人口	Active population 労働力人口	Male 男子				Total population 総人口	Active population 労働力人口	Female 女子			
	Total population 総人口	Active population 労働力人口	Activity rates (%) 労働力率			Total 全体	Activity rates (%) 労働力率					Total 全体	Activity rates (%) 労働力率		
							Age 15-19 15-19 歳	Age 20-64 20-64 歳	Age 65 years and over 65 歳 -				Age 15-19 15-19 歳	Age 20-64 20-64 歳	Age 65 years and over 65 歳 -
Japan ¹⁾ (2000)	126,920	67,760	53.4	62,100	40,140	64.6	18.4	91.4	37.6	64,820	27,530	42.5	16.6	63.2	14.4
United States ²⁾ (1999)	207,754	139,368	67.1	99,722	74,512	74.7	52.9	84.9	17.9	108,031	64,855	60.0	51.0	70.4	10.4
France ^{1) 3)} (1997)	58,494	26,404	45.1	28,477	14,424	50.7	9.3	82.7	1.6	30,017	11,980	39.9	5.2	68.3	1.1
Germany ¹⁾ (1999)	82,024	39,905	48.7	40,006	22,564	56.4	35.8	82.5	4.4	42,018	17,341	41.3	27.8	65.8	1.9
Italy ^{1) 4)} (1998)	57,040	23,363	41.0	27,724	14,586	52.6	23.8	76.7	6.3	29,316	8,777	29.9	15.5	45.7	1.8
United Kingdom ⁵⁾ (1999)	58,506	29,194	49.9	28,848	16,234	56.3	64.1	70.4	44.7	29,658	12,960	43.7	59.6	71.5	28.2
Korea ⁶⁾ (1999)	35,766	21,635	60.5	17,330	12,890	74.4	10.6	83.6	40.2	18,436	8,745	47.4	11.8	55.4	21.4
Singapore ⁷⁾ (1998)	3,024	1,932	63.9	1,452	1,125	77.5	15.8	85.9	17.7	1,572	807	51.3	13.6	54.7	4.4

Source: ILO, *Year Book of Labour Statistics, 2000*.

Notes: 1) Economically active population figures include persons aged 15 years and over.

2) Total and economically active population figures is that under 16 years aged is omitted.

Activity rates figures are obtained from persons aged 16 to 19 years, 20 to 64 years and over 65 years. Excluding armed forces.

3) Official estimates.

4) Economically active population figures do not include persons on compulsory military service.

5) Economically active population figures is that under 16 years aged is omitted.

Class aged 16 to 19 years, 20 to 49 years and 50 years and over.

6) Labour force survey (Sample investigation). A residents foreigner and a military man are removed.

7) Labour force survey (Sample investigation). Note Permanent resident is included.

6. Trends in Population

人口の推移

The birth rate in Japan has dropped from 28.1% to 9.5% over the past half-century. Meanwhile, aging of the population has advanced, with the average age for both men and women rising approximately 20 years since 1950.

	1950	1960	1970	1980	1990	1997	1998	1999	2000
Total population (1,000 person) ^{1), 2)} 人口総数 (単位: 千人)	84,115	94,302	104,665	117,060	123,611	126,166	126,486	126,686	126,919
Births (per 1,000 person) ³⁾ 出生率 (人口千対)	28.1	17.2	18.8	13.6	10.0	9.5	9.6	9.4	9.5
Deaths (per 1,000 person) ³⁾ 死亡率 (人口千対)	10.9	7.6	6.9	6.2	6.7	7.3	7.5	7.8	7.6
Life expectancy at birth (year) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	77.19	77.16	77.10	-
Female 女	62.97	70.19	74.66	78.76	81.90	83.82	84.01	83.99	-

Source: Ministry of Health, Labour and Welfare, *Overview of Health and Welfare Statistic*, and Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, *Report on the National Census*.

Notes: 1) Population figures from 1950 to 1990 are from national census.

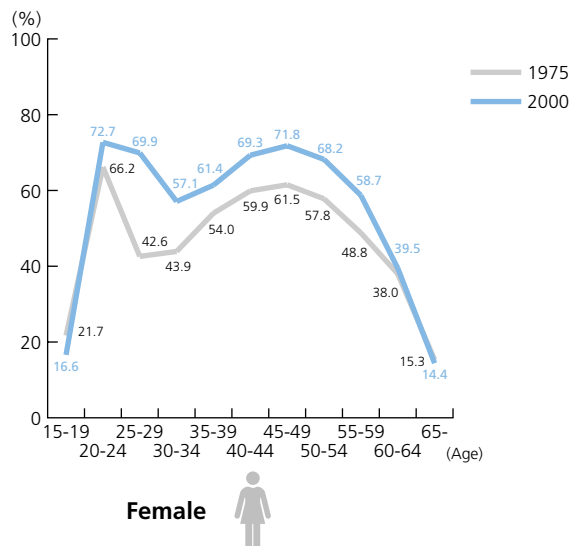
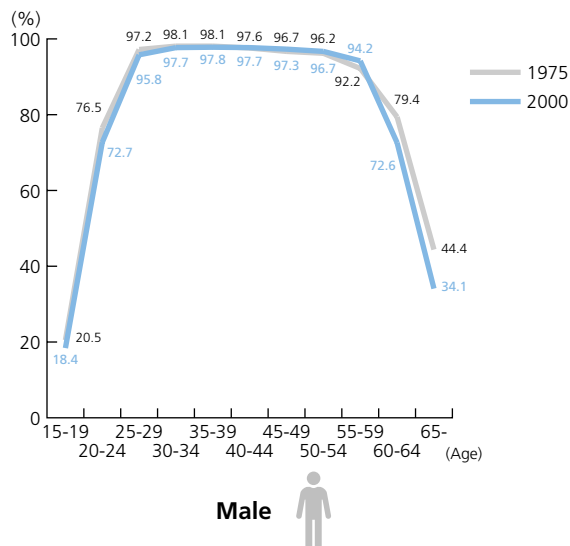
2) Totals for 1980 and after include population of unknown age.

3) This is for Japanese nationals and does not include foreign nationals in Japan. From 1980, Okinawa is also included.

7. Labour Force Participation Rate by Sex and Age Group

性・年齢階級別労働力率の推移

Looking at the labour force participation rate of women, we find that the rate in the age 25-59 group has increased significantly in the last 25 years, and the phenomenon of the so-called M-shaped curve (the drop in labour force participation rate among women in their late 20s and early 30s) is disappearing.

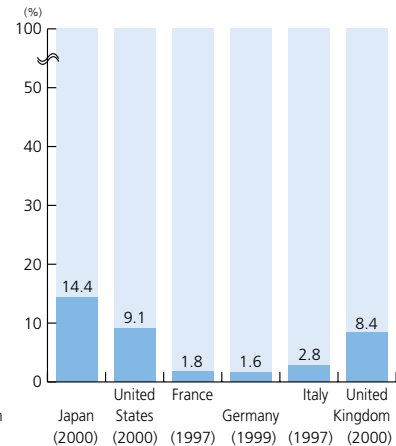
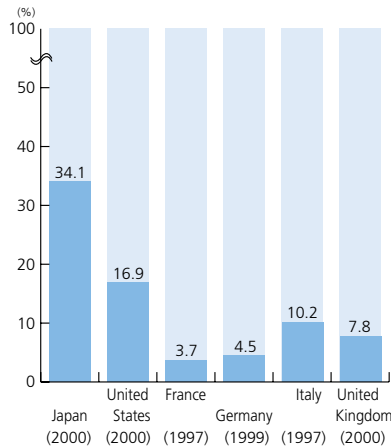
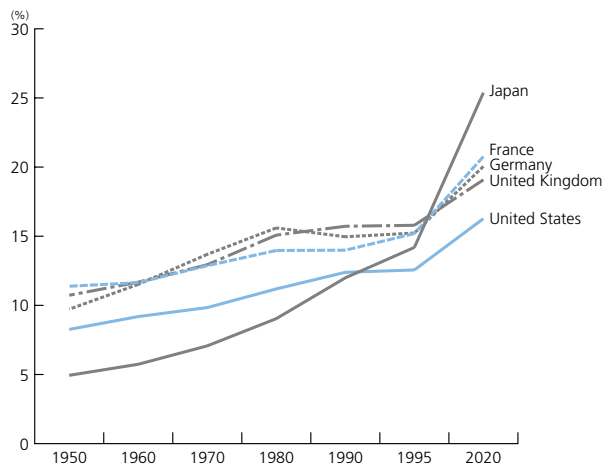


Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, *Labour Force Survey*.

8. Ratio and Labour Force Participation Rate of Persons 65 Years Old and Over

高齢者（65歳以上）の割合・労働力率

The ratio of persons 65 years old and over is increasing in every country, but the increase is taking place at an especially rapid pace in Japan. Japan has the highest labour force participation rate among persons 65 years old and over for both men and women, and the labour force participation rate among the men is conspicuously high.



Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Director-General's Secretariat, *Trends and Forecasts of Measures for a Geriatric Society, June 1992*.

Note: Ratio of elderly to population was calculated by dividing population 65 years old and over by the total population.

Source: The Japan Institute of Labour, *Kaigai Jousei Hakusho 2000-2001*.
Note:) Figures include persons aged 60 years and over.

9. Ratio of Employed Persons by Industry 産業別就業者の割合 (1999年)

The proportion of persons employed by the manufacturing and construction industries is somewhat higher in Japan than in other advanced countries.

	Agriculture, hunting, forestry & fisheries 農・林・漁業	Mining & quarrying 鉱業	Manufacturing 製造業	Electricity, gas & water supply 電力ガス水道業	Construction 建設業	Wholesale/retail trade, restaurant & hotels 卸売・小売業 レストラン ホテル	Transport, storage & communication 運輸 倉庫 通信業	Financing, insurance, real estate 金融・保険業 不動産業	Community, social & personal services 対地域社会 個人サービス
Japan	5.2%	0.1%	20.9%	0.6%	20.2%	23.1%	6.3%	9.3%	24.2%
United States	2.6%	0.4%	15.0%	0.9%	6.7%	21.8%	5.7%	12.0%	34.8%
France (1994)	4.7%	0.3%	18.8%	0.9%	6.5%	16.8%	6.3%	10.6%	35.0%
Germany	2.8%	0.5%	24.1%	0.9%	9.0%	17.6%	5.4%	10.8%	28.9%
Italy	6.6%	0.5%	22.8%	0.9%	7.7%	18.5%	5.4%	8.9%	28.6%
United Kingdom	1.6%	0.4%	17.9%	0.7%	7.1%	19.9%	6.7%	15.3%	30.5%
China	60.5%	1.3%	15.2%	0.5%	6.1%	8.5%	3.7%	0.7%	3.6%
Korea	12.2%	0.1%	19.5%	0.3%	7.9%	27.9%	5.9%	9.4%	16.9%
Singapore	0.3%	0.1%	21.0%	0.5%	6.9%	21.2%	10.8%	16.0%	23.2%
Malaysia	18.4%	0.4%	22.5%	0.6%	8.2%	18.8%	4.8%	5.3%	21.1%
Indonesia	45.0%	0.8%	11.3%	0.2%	4.0%	19.2%	4.7%	0.7%	14.1%

Source: OECD, *Labour Force Statistics* ILO, *Yearbook of Labour Statistics*.

10. Number of Establishments and Number of Persons Engaged by Size of Employment, Ratio of Establishments and Ratio of Employees by Industry (1999) 従業者規模別事業所数、従業者数、産業別事業所数と従業者数割合 (1999年)

(Size of Employment) Establishments with 1-4 employees make up approximately two-thirds of the total number of establishments. The largest number of employed persons work at establishments with 5-29 employees, accounting for approximately 40% of employed persons. (Industry) In terms of the number of establishments, the wholesale, retail, and service industries account for the largest proportions. In terms of the number of employed persons, the wholesale, retail, service, and manufacturing industries account for more than 20%.

Size of establishment 事業所規模		Number of establishments (Distributions %) 事業所数 (構成比 %)	Number of employed (Distributions %) 従業者数 (構成比 %)
All sizes	全規模	6,203,249 (100.0)	53,806,580 (100.0)
1-4 persons	1 ~ 4人	3,907,046 (63.0)	8,154,419 (15.2)
5-29	5 ~ 29人	1,995,127 (32.2)	20,992,994 (39.0)
30-99	30 ~ 99人	239,469 (3.9)	11,710,017 (21.8)
100-299	100 ~ 299人	43,207 (0.7)	6,812,580 (12.7)
300 and over	300人以上	9,400 (0.2)	6,136,570 (11.4)

Industry 産業		Establishments (%) 事業所数	Employed (%) 従業者数
Non-agricultural industries (excluding public services) (公共サービスを除く)	非農林業	100.0	100.0
Agriculture, forestry & fisheries	農林漁業	0.3	0.4
Mining	鉱業	0.1	0.1
Construction	建設業	9.9	9.5
Manufacturing	製造業	11.1	21.3
Wholesale & retail trade	卸売・小売業	50.1	32.0
Finance & insurance	金融・保険業	1.6	3.2
Real estate	不動産業	4.6	1.6
Transport & communication	運輸・通信業	2.7	6.0
Electricity, gas & water supply	電気・ガス・水道業	0.1	0.4
Services	サービス業	43.0	25.4

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Establishment and Enterprise Census of Japan, 1999*.

11. Employed Persons by Status in Employment 従業上の地位別就業者数

The number of self-employed persons in Japan was continuing to increase up to 1980, but then reversed and began to decrease from 1980 on. In 2000, the number of self-employed persons was approximately 80% of the number in 1985.

(10,000 persons)

		1950	1960	1970	1980	1990	1998	1999	2000	2001	Male	Female		
Total	計	3,572	4,472	5,094	5,536	6,250	6,514	6,462	6,446	6,412	3,783	2,629		
Agricultural	農林業	1,741	1,492	842	532	411	317	307	297	286	155	131		
Non-agricultural 非農林業	Total	計	1,831	2,979	4,251	5,004	5,839	6,197	6,155	6,150	6,126	3,628	2,498	
	Self-employed workers 自営業主	TTotal	小計	404	537	614	698	682	605	602	585	554	391	164
		With employees 雇用者有	–	–	–	180	185	180	175	172	166	134	32	
		Without employees 雇用者無	–	–	–	518	498	425	427	414	389	257	132	
	Family workers 家族従業者	224	306	354	354	330	240	234	224	215	41	174		
	Employees 雇用者	Total	小計	1,202	2,132	3,277	3,941	4,806	5,334	5,298	5,322	5,331	3,180	2,151
		Ordinary Regular employees ¹⁾ 常雇	–	1,966	3,005	3,567	4,296	4,726	4,666	4,660	4,649	2,953	1,696	
		Temporary employees ²⁾ 臨時雇	–	84	162	252	389	488	510	546	564	175	389	
		Daily employees ³⁾ 日雇	–	82	109	123	121	121	121	116	1.9	52	66	

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

Notes: 1) Ordinary regular employees refer to persons who are employed for more than a year or who work on contracts of no specific period excluding directors.

2) Temporary employees refer to persons who are employed for specific periods of a month or more but not more than a year.

3) Daily employees refer to persons who are employed on a daily basis or for specific periods of less than a month.

12. Number of Employees by Industry 産業別雇用者数

During the past half-century, there has been a conspicuous increase in the number of employees in the wholesale, retail, finance, insurance, real estate, and service industries. Thus the progress of third-stage industrialization is evident in terms of employment, as well.

(10,000 persons)

		1950	1960	1970	1980	1990	1996	1997	1998	1999	2000	2001	Male	Female
Total	計	1,265	2,370	3,306	3,971	4,835	5,322	5,391	5,368	5,331	5,356	5,369	3,201	2,168
Agriculture and forestry	農林業	56	94	29	30	29	35	33	33	33	34	38	21	17
Non-agricultural industries	非農林業	1,208	2,276	3,277	3,941	4,806	5,287	5,358	5,334	5,298	5,322	5,331	3,180	2,151
Fisheries	漁業	22	26	18	15	13	10	9	8	7	8	9	7	2
Mining	鉱業	48	42	18	10	6	6	6	6	6	5	5	4	1
Construction	建設業	88	198	305	427	462	551	563	548	544	539	520	440	80
Manufacturing	製造業	451	799	1,144	1,135	1,306	1,307	1,307	1,258	1,223	1,205	1,185	793	392
Wholesale and retail trade; financing and insurance; and real estate 卸売・小売業、金融・保険業、不動産業		162	449	731	1,003	1,288	1,399	1,407	1,426	1,428	1,426	1,423	699	724
Transport and communication and electricity, gas, water and heat supply 運輸・通信業、電気・ガス・水道・熱供給		161	237	340	362	384	426	426	422	423	427	421	341	80
Services	サービス業	175	388	558	788	1,142	1,361	1,408	1,432	1,434	1,478	1,536	718	818
Government	公務	120	–	161	199	195	214	215	217	214	214	211	166	46

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

Note: Figures for 1980 and thereafter include Okinawa prefecture.

13. Number of Persons Engaged by Size of Regular Employment (Privately Owned) — Excluding Agriculture, Forestry and Fisheries 常用雇用者規模別従業者数（民营）— 非農林漁業

During the past 15 years or so, there has been practically no change in the percentage composition by size of regular employment.

	Total Employees 総雇用者数 (実数)	Ratio 構成比 (%)									
		0	1-4	5-9	10-19	20-29	30-49	50-99	100-199	200-299	300 or more
1986年	36,818,452	1.7	10.8	12.1	14.5	8.9	10.7	12.2	9.8	4.5	14.7
1991年	43,584,629	1.2	12.4	12.2	14.7	9.0	10.5	12.0	9.6	4.3	14.2
1996年	47,057,021	1.5	10.2	12.8	15.1	9.5	11.2	12.4	9.7	4.5	14.1
1999年	44,595,635	—	6.3	12.2	16.8	10.5	12.2	13.4	10.2	4.8	13.7

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Establishment and Enterprise Census of Japan*.

14. Number of Employees by Occupation 職業別雇用者数

The largest number by occupation is the craftsmen, manufacturing and construction workers (24.5%), followed by office workers (22.8%).

Employees 雇用者	(10,000 persons)						
	1970	1980	1990	1998	1999	2000	2001
Professional and technical workers 専門的・技術的職業従事者	246	364	594	736	739	754	770
Managers and officials 管理的職業従事者	131	217	234	217	210	200	198
Clerical and related workers 事務従事者	723	867	1,088	1,233	1,218	1,233	1,198
Sales workers 販売従事者	344	497	680	740	739	736	794
Agricultural, forestry, and fisheries workers 農林・漁業作業者	42	40	39	39	37	38	43
Mining workers ¹⁾ 採掘作業者	10	4	2	3	3	3	3
Workers in transport and communications occupations 運輸・通信従事者	219	229	216	216	213	207	201
Craftsmen, manufacturing and construction workers 技能工・製造・建設作業者	1,123	1,260	1,342	1,360	1,334	1,318	1,265
Labourers ²⁾ 労務作業者	199	148	245	302	302	315	320
Protective service workers and service workers ³⁾ 保安職業・サービス職業従事者	267	342	384	505	517	532	559

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, *Labour Force Survey*.

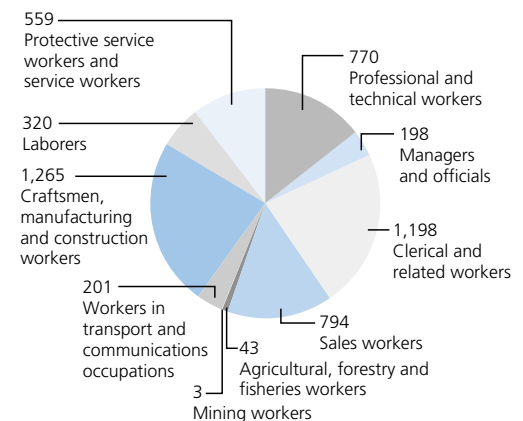
Notes: Occupational categories were revised in the 1980 national census, and Labour Force Survey accordingly changed as follows from January 1981:

1) Previous "mining and quarrying workers" were renamed "mining workers."

2) Previous "unskilled workers" were renamed "labourers."

3) Previous "sanitation workers" included in the "protective service workers and service workers" category were included among "labourers."

4) From 1980, Okinawa is also included.



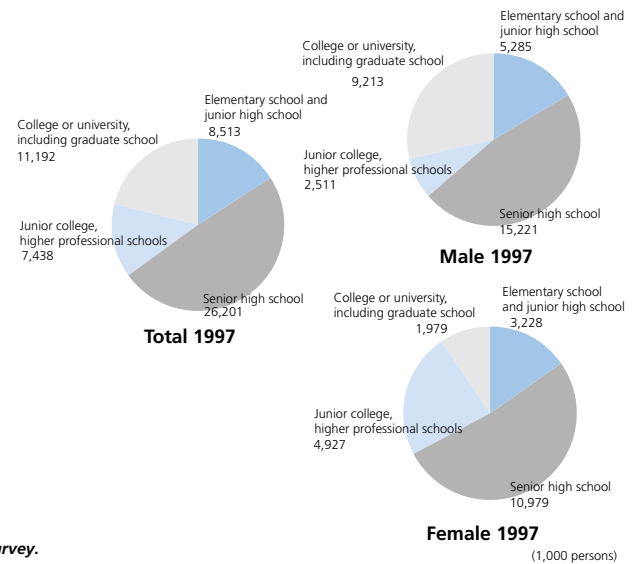
2001

(10,000 persons)

15. Number of Employees by Sex and Education 性・学歴別雇用者数

While men make up 28.5% of university and graduate school graduates, women account for no more than 9.3%. From 1992 to 1997, however, the percentage rose 2.0%, showing somewhat of a tendency to pursue higher education.

		(1,000 persons)	
		1992	1997
Total	男女計	51,286	53,390
Male Total	男子計	31,305	32,256
Elementary school and junior high school	小・中学	6,159	5,285
Senior high school	高校・旧制中	15,014	15,221
Junior college and higher professional schools	短大・高専	2,060	2,511
College or university, including graduate school	大学・大学院	8,050	9,213
Female Total	女子計	19,981	21,134
Elementary school and junior high school	小・中学	3,958	3,228
Senior high school	高校・旧制中	10,666	10,979
Junior college and higher professional schools	短大・高専	3,893	4,927
College or university, including graduate school	大学・大学院	1,450	1,979



Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Employment Status Survey*.

16. Average Age and Average Duration of Service by Sex and School Career (Industry Totals) 性・学歴別平均年齢及び平均勤続年数（産業計）

Overall, there is an upward trend in both the average age and the average duration of service. This trend is especially strong among workers who are junior high school and senior high school graduates.

Sex and school career of regular employees 労働者の性・学歴		Average age 平均年齢（歳）						Average duration of service 平均勤続年数（年）					
		1980	1990	1997	1998	1999	2000	1980	1990	1997	1998	1999	2000
Regular employee total	全労働者	36.8	38.3	39.5	39.4	39.7	—	9.3	10.9	11.8	—	11.8	—
Male	男性	37.8	39.5	40.5	40.4	40.6	40.8	10.8	12.5	13.3	13.1	13.2	13.3
School career total	学歴計												
Graduates of junior high schools	中卒	43.2	47.3	50.0	50.1	50.3	50.3	12.3	15.5	17.6	17.6	17.7	17.9
Graduates of senior high schools	高卒	35.1	38.3	40.3	40.2	40.6	40.9	10.4	12.4	13.5	13.4	13.6	13.7
Graduates of higher professional schools or junior colleges	高専・短大卒	37.3	34.3	34.1	34.4	34.9	35.7	9.9	8.9	9.3	9.2	9.5	9.7
Graduates of universities	大卒	34.8	37.0	38.3	38.3	38.6	38.7	9.2	11.0	12.0	11.9	12.0	12.1
Female	女性	34.8	35.7	37.3	37.2	37.6	37.6	6.1	7.3	8.4	8.2	8.5	8.8
School career total	学歴計												
Graduates of junior high schools	中卒	43.8	48.6	51.8	52.1	52.7	52.3	7.7	10.8	12.6	12.8	13.1	13.4
Graduates of senior high schools	高卒	30.8	34.4	38.1	38.5	39.2	39.6	5.5	7.2	8.8	8.8	9.3	9.7
Graduates of higher professional schools or junior colleges	高専・短大卒	27.5	28.7	31.0	31.0	32.0	32.4	4.1	4.9	6.2	6.2	6.7	7.0
Graduates of universities	大学卒	29.9	30.7	31.5	31.3	31.5	31.7	4.5	5.3	5.9	5.8	6.0	6.1

Source: Ministry of Health, Labour and welfare, *Basic Surveys on Wage Structure*.

Note: 1) Results compiled for private enterprises.

17. Ratio of Old Employed Persons by Sex, Age and Status in Employment (1996) 性、年齢階級及び従業上の地位別高年齢就業者の割合（1996年）

As the age of both men and women increases, the ratio of those employed decreases, and the number of the self-employed and those employed by family businesses increases.

(%)

Status 地位	Male 男				Female 女			
	55-69 years old total 55 ~ 69 歳合計	55-59 歳	60-64 歳	65-69 歳	55-69 years old total 55 ~ 69 歳合計	55-59 歳	60-64 歳	65-69 歳
Total 計	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employees 雇用者	57.0	66.5	52.6	42.3	48.0	59.4	41.2	30.7
Voluntary 任意就業者	3.2	1.2	3.8	6.7	5.4	4.4	6.6	5.9
Officers 役員	13.7	14.1	14.2	12.2	5.0	5.0	4.7	5.2
Self-employed 自営業主	23.8	17.4	26.8	33.5	22.2	16.8	25.3	30.3
Family-workers 家族従業者	1.5	0.4	1.6	3.6	13.8	9.9	15.6	20.8
Homehandcraft workers 内職	0.4	0.1	0.5	1.2	5.1	4.1	5.7	6.6
Not reported 不明	0.4	0.3	0.5	0.5	0.5	0.4	0.9	0.5

Source: Ministry of Health, Labour and welfare, *Survey on Employment Conditions of Older Persons, 1996*.

Note: Voluntary workers are people who performed voluntary work at the request of neighbors, companies, etc.

18. Ratio of Old Employed Persons by Sex, Age, and Employment Contracts (1996) 性、年齢階級、勤務形態別高年齢雇用者の割合（1996年）

As both men and women increase in age, they shift from regular service to shorter-term service, but approximately two-thirds of male employees aged 65-69 are still working in regular service.

(%)

Sex and employment contracts 性・勤務の形態	55-69 years old Total 55 ~ 69 歳合計			
	55-59 歳	60-64 歳	65-69 歳	65-69 歳
Male 男	100.0	100.0	100.0	100.0
Full-time ¹⁾ 普通勤務	87.0	96.9	81.0	63.7
Short-time ²⁾ 短時間勤務	13.0	3.1	19.0	36.3
Short working hours in a day 一日の労働時間が短い	4.2	0.9	6.0	12.0
Short working days 勤務日数が短い	5.6	1.5	8.9	13.8
Short working hours in a day and working days 労働時間が短く勤務日数も短い	3.2	0.7	4.1	10.5
Female 女	100.0	100.0	100.0	100.0
Full-time ¹⁾ 普通勤務	61.6	67.9	55.2	45.6
Short-time ²⁾ 短時間勤務	38.4	32.1	44.9	54.4
Short working hours in a day 一日の労働時間が短い	19.9	18.7	20.9	23.5
Short working days 勤務日数が短い	8.8	6.5	11.9	12.6
Short working hours in a day and working days 労働時間が短く勤務日数も短い	9.7	6.9	12.1	18.3

Source: Ministry of Health, Labour and welfare, *Survey on Employment Conditions of Older Persons, 1996*.

Notes: 1) Full-time workers refers to people who were holding full-time employment.

2) Short-time workers refers to part-time workers who have short daily working hours or short weekly working days.

19. Ratio of Older Employed Persons by Reason for Holding a Job (By Sex and Age Group) (1996)
就業理由別高年齢就業者の割合（性・年齢階級別）（1996年）

The largest number of employed persons of all age groups work "for economic reasons," but the number who work "for health reasons" increases with age.

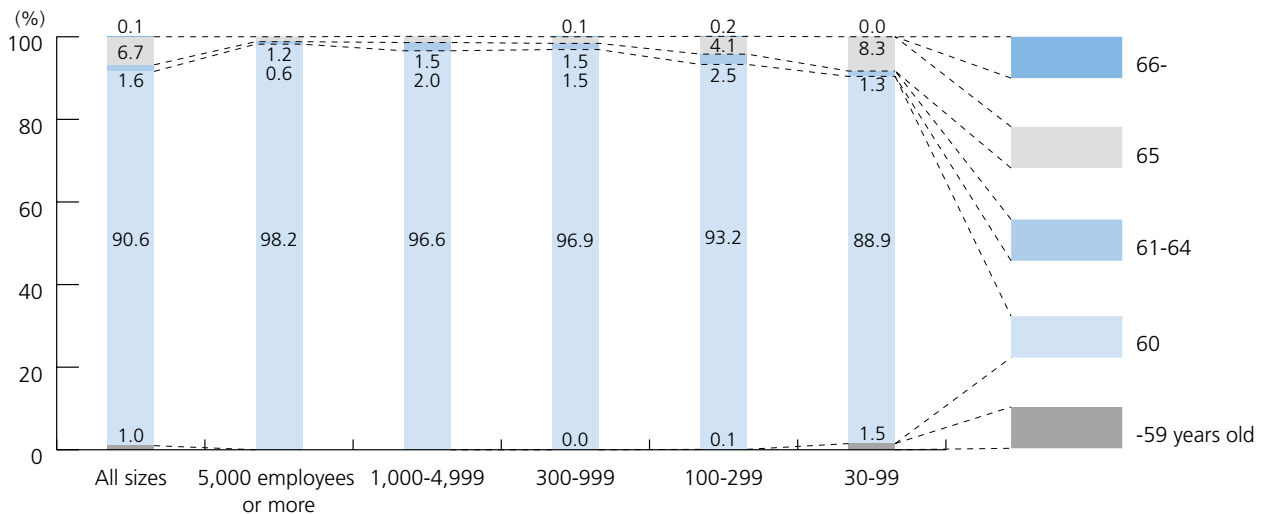
(%)

Reasons for holding a job 就業理由	Male 男				Female 女			
	55-69 years old total 55～69歳合計	55-59 歳	60-64 歳	65-69 歳	55-69 years old total 55～69歳合計	55-59 歳	60-64 歳	65-69 歳
Total 計	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
To get income 経済上の理由	82.9	93.9	79.7	62.8	71.1	79.5	66.8	57.1
To earn a livelihood 自分と家族の生活を維持するため	75.5	87.7	71.7	53.4	57.4	64.0	54.6	45.2
To supplement a livelihood 生活水準を上げるため	4.6	3.3	5.2	6.5	9.2	11.0	7.9	7.1
Others その他	2.8	2.8	2.8	2.9	4.5	4.4	4.3	4.8
For health 健康上の理由（健康によいからなど）	5.5	0.7	7.5	13.3	8.0	3.9	9.6	15.9
To enrich life or participate in society 生きがい、社会参加のため	5.8	2.8	6.0	12.1	8.4	7.1	8.9	10.5
For being asked or free 頼まれたから、時間に余裕があるから	3.2	0.5	3.7	8.2	8.0	6.0	9.5	10.5
Others その他	2.7	2.1	3.1	3.5	4.5	3.6	5.1	5.8

Source: Ministry of Health, Labour and welfare, *Survey on Employment Conditions of Older Persons, 1996*.

20. Ratio of Enterprises by Mandatory Retirement Age for Enterprises with Uniform Mandatory Retirement Systems (By Size of Enterprise) (2000)
一律定年制を持つ企業の定年年齢別企業数割合（企業規模別）（2000年）

Almost all enterprises enforce a mandatory retirement age of 60, but a growing number of enterprises with fewer employees are establishing mandatory retirement ages of 61 or over.



Source: Ministry of Health, Labour and welfare, *Survey on Employment Management, 2000*.

21. Ratio of Extended or Re-hired Employment among 55 years old and over Regular Employees and that of Extended or Re-hired Employment by Age (1996)

年齢別勤務延長・再雇用者の55歳以上の各年齢の常用雇用者に占める割合(1996年)

Approximately 40% of regular employees aged 60 or over are working on terms of extended or re-hired employment. Comparing these two, extended employment is practiced somewhat more often than re-hiring.

(%)

		55	55-59	60-64						65-69	70 years
		years old and over total 55歳以上計	歳	歳	60	61	62	63	64	歳	and over
					60	61	62	63	64		70歳以上
					歳	歳	歳	歳	歳		
Ratio among Regular Employees 各年齢の常用労働者 に占める割合	Total 計	18.0 (18.7)	3.3 (5.8)	39.0 (35.4)	38.2 (33.2)	41.2 (41.1)	38.7 (31.9)	38.6 (36.6)	38.3 (34.1)	45.0 (39.0)	28.9 (32.6)
	Extended 勤務延長者	10.7 (10.7)	1.9 (3.4)	22.6 (19.7)	24.1 (18.3)	25.8 (24.5)	19.2 (16.1)	22.0 (21.1)	20.0 (18.5)	27.5 (22.1)	19.6 (21.5)
	Re-hired 再雇用者	7.3 (8.0)	1.3 (2.4)	16.5 (15.7)	14.1 (14.9)	15.4 (16.6)	19.5 (15.8)	16.6 (15.5)	18.3 (15.6)	17.5 (16.9)	9.3 (11.1)
Ratio 構成比	Total 計	100.0 (100.0)	10.7 (17.9)	57.6 (51.7)	16.0 (12.7)	12.7 (12.8)	10.8 (9.0)	10.0 (9.8)	8.2 (7.4)	24.0 (22.6)	7.7 (7.9)
	Extended 勤務延長者	100.0 (100.0)	10.6 (18.2)	56.0 (50.4)	17.0 (12.2)	13.3 (13.3)	9.0 (8.0)	9.6 (9.9)	7.2 (7.0)	24.6 (22.4)	8.8 (9.1)
	Re-hired 再雇用者	100.0 (100.0)	10.8 (17.5)	60.0 (53.4)	14.6 (13.3)	11.7 (12.1)	13.4 (10.5)	10.6 (9.7)	9.7 (7.9)	23.0 (22.9)	6.1 (6.3)

Source: Ministry of Health, Labour and welfare, *Survey on Employment Conditions of Older Persons, 1996*.

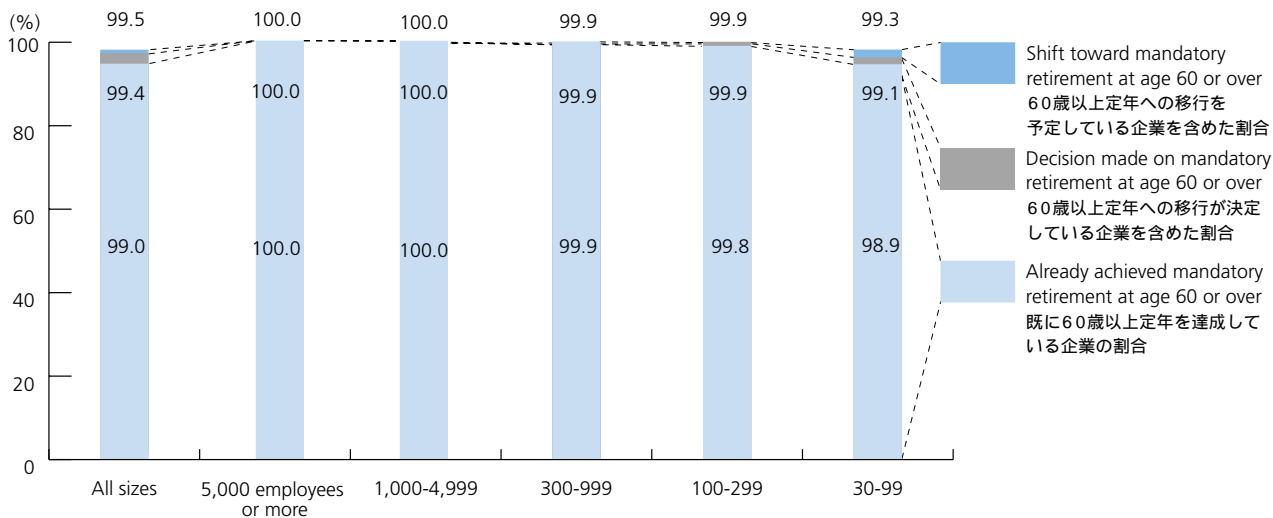
Notes: 1) Figures inside parentheses are from previous survey (1992).

2) This consists of private establishments that employ five or more regular employees.

22. Ratio of Enterprises with Mandatory Retirement Age of 60 and Over and Their Future Plans (By Size of Enterprise) (2000)

定年年齢を60歳以上とする企業の割合及び今後の見通し(企業規模別)(2000年)

Almost all enterprises enforce a mandatory retirement at age 60, and extremely few are considering a shift to mandatory retirement at 60 or over.



Source: Ministry of Health, Labour and welfare, *Survey on Employment Management, 2000*.

23. Number of Regular and Non-Regular Staff (As of Aug. 2001)

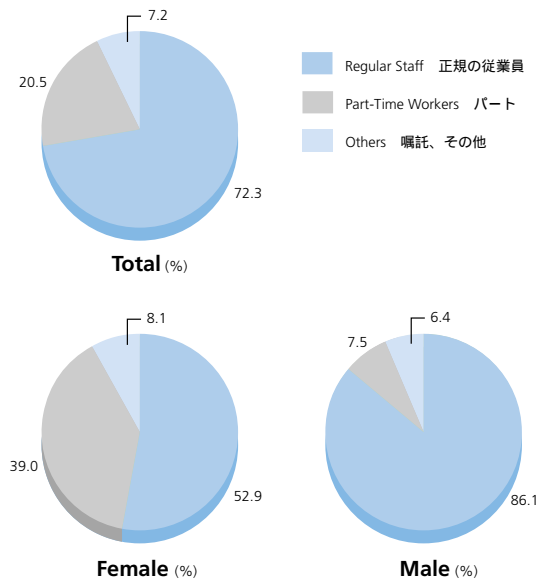
正規・非正規従業員別従業者数 (2001年8月)

Employees excluding executives 役員を除く雇用者	Regular Staff 正規の従業員	Non-regular Staff 非正規の従業員	
		Part-time workers パート	Others 嘱託、その他
Number 人数 (10,000 persons)			
Total 計	4,974	3,597	1,022 356
Male 男	2,911	2,506	217 186
Female 女	2,063	1,091	805 167

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Special Survey of Labour Force, August 2001*.

Note: 1) Regular staff refer to persons who are classified as ordinary members or regular members.

Part-time workers make up approximately 20% of all employees. Looking at female employees separately, however, we find that approximately 40% are working as part-timers.



24. Distribution of Part-Time Workers by Size of Enterprise and Industry, and Their Share in Total Number of Employees

パートタイム労働者の企業規模・産業別構成比とパートタイム労働者の割合

Looking by size of enterprise, we find a striking increase in the number of part-timers in enterprises with 1000 employees or more. Looking by industry, we find the use of part-timers increasing in the service industries.

Size of Enterprise and industry 企業規模・産業別	Percentage composition (%) 構成割合					Part-timers' share in total employees (%) パートタイム労働者の割合					
	1980	1990	1998	1999	2000	1980	1990	1998	1999	2000	
Total¹⁾	計	100.0	100.0	100.0	100.0	100.0	5.8	11.1	14.2	17.4	17.7
5 - 29	5 ~ 29人	33.3	33.4	34.8	28.8	31.0	7.9	14.6	17.1	18.3	19.6
30 - 99	30 ~ 99人	19.9	23.1	18.4	20.1	21.9	6.7	14.2	13.8	18.1	20.3
100 - 299	100 ~ 299人	16.7	13.3	13.8	14.7	13.6	6.8	9.1	13.3	16.4	15.4
300 - 999	300 ~ 999人	13.0	14.0	11.4	12.9	13.4	6.3	11.7	12.6	16.9	17.4
1,000 or more	1,000人以上	15.7	14.1	17.9	19.7	16.9	3.8	6.7	12.2	16.9	15.4
Mining	鉱業	0.0	0.0	0.0	0.0	0.0	0.2	0.4	1.6	5.1	3.8
Construction	建設業	-	-	1.3	0.8	1.4	-	-	1.7	1.5	2.5
Manufacturing	製造業	35.4	31.2	21.8	16.5	16.2	5.3	10.1	11.4	11.5	11.6
Wholesale & retail trade	卸売・小売業	45.7	42.8	44.4	50.2	51.5	11.2	18.1	27.6	33.6	35.3
Finance & insurance	金融・保険業	0.7	2.6	1.9	1.8	1.8	0.7	5.4	6.2	7.8	8.4
Real estate	不動産業	0.2	0.6	0.4	0.8	0.7	1.6	7.3	6.3	11.2	13.8
Transport & communication	運輸・通信業	1.9	2.3	5.5	4.8	4.0	1.0	2.7	8.8	9.9	8.5
Electricity, gas & water supply	電気・ガス・水道業	0.0	0.1x	0.2	0.1	0.1	0.1	0.9	2.8	2.1	1.6
Services	サービス	16.0	20.4	24.6	25.2	24.4	5.3	10.0	14.7	17.3	16.5
Number of part-time workers (1,000 persons)	パート人数 (千人)	(1,458.5)	(3,658.7)	(5,582)	(7,210)						

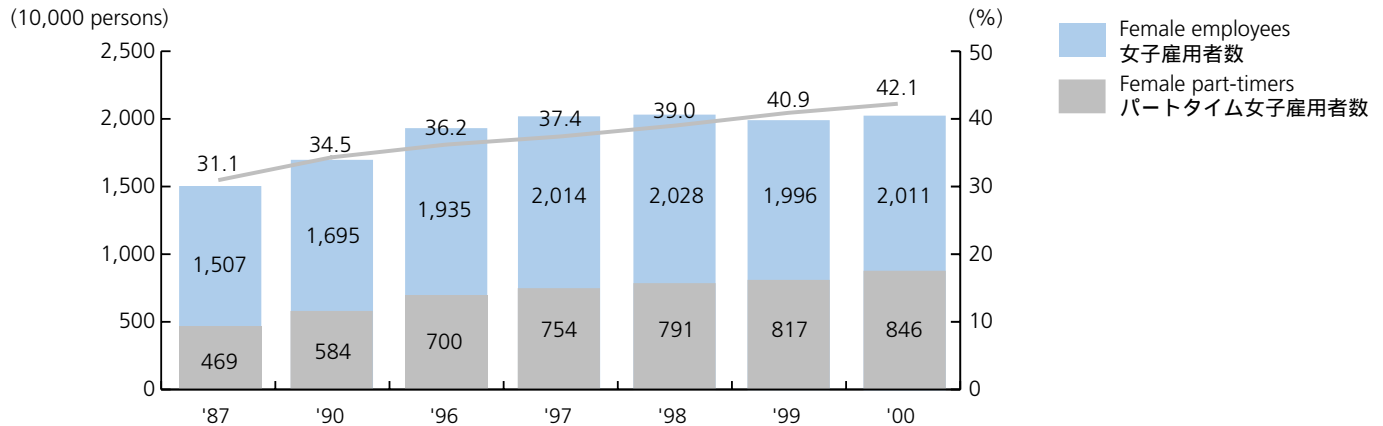
Source: Ministry of Health, Labour and welfare, *Survey on Employment Trend*.

Note: 1) Totals of surveyed industries include construction from 1995 onward.

25. Number of Female Part-Time Employees and Their Ratio to the Total Number of Female Employees

パートタイム女子雇用者数及びその女子雇用者総数に占める割合

The actual number of part-timers and the percentage of female employees who are part-timers have increased with the rise in the number of female employees.

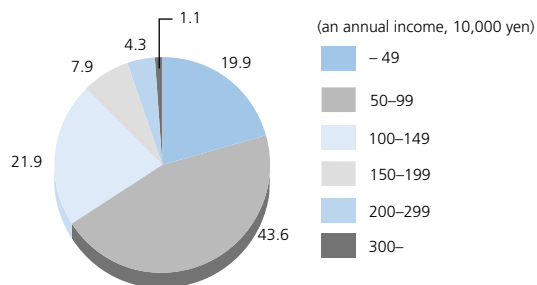


Sources: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Special Survey of the Labour Force Survey*.

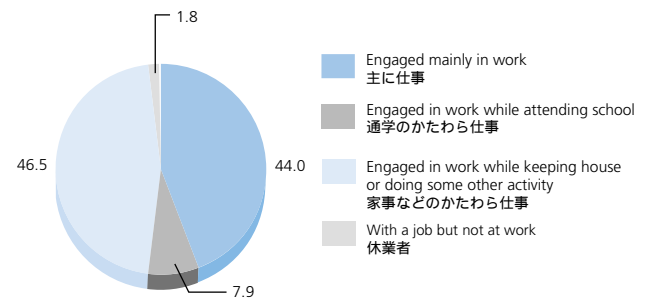
26. Ratio of Female Part-Time Employees by Earned Income and Labour Force Status (As of Feb. 1999)

収入階級別及び職業状態別パートタイム女子雇用者構成比 (1999年2月)

Approximately 60% of female part-timers have an annual income of under one million yen, partly for tax reasons. Nearly half of them are working on the side while also managing household duties.



Ratio by Earned Income (%)



Ratio by Labour Force Status (%)

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Special Survey of the Labour Force Survey, February 1999*.

27. Definitions of Part-Time Workers in Different Countries

各国におけるパートタイム労働者の定義

International comparisons require care because the definition of part-timers differs considerably from country to country. In Japan, part-timers are defined as workers who work for fewer than 35 hours per week.

Definition of Part-Time Worker パートタイム労働者の定義

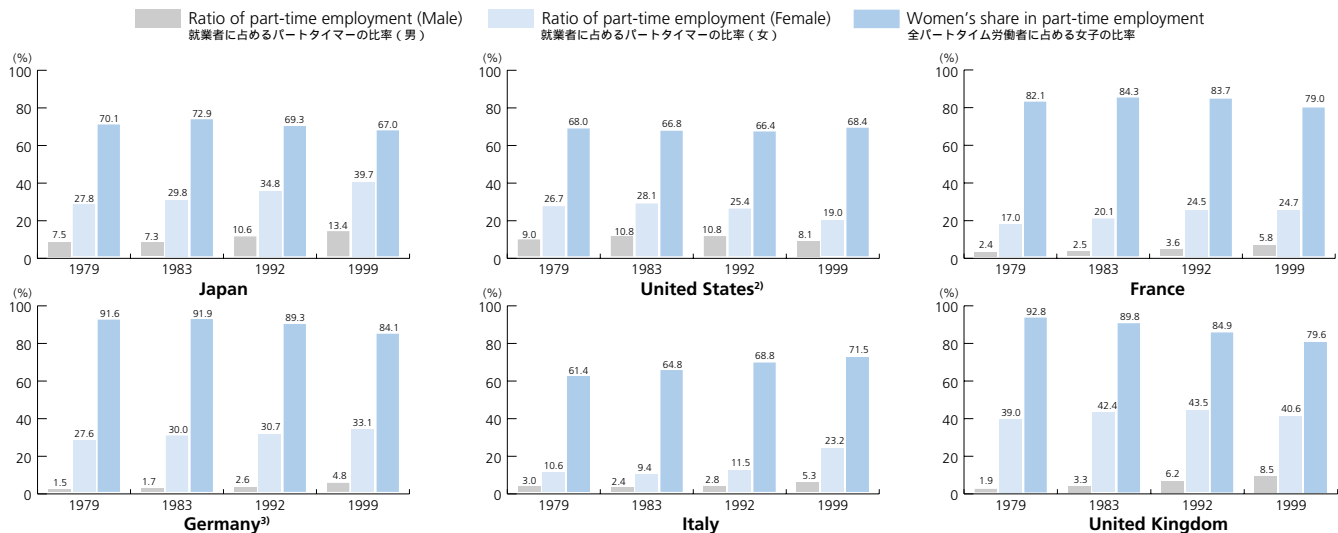
Japan	People who worked less than 35 hours during the reference week (excluding temporary disability). 調査週の実労働時間が35時間未満の者（休業者を除く）。
United States	People whose usual working hours total less than 35 hours per week. This excludes family workers who usually work less than 15 hours per week. 通常の週労働時間が35時間未満の者。週労働時間が15時間未満の家族従業者を除く。
France	People who describe themselves as part-time workers. 自らパートタイム労働者と答えた者。
Germany	People who work less hours per week than ordinary workers, ordinarily work more than 15 hours per week, and earn 580 marks (in eastern Germany, 470 marks) or more per month. 通常の労働者よりも週労働時間が短い者であって、通常の週労働時間が15時間よりは多い者、又は月給が580マルク（東部では470マルク）以上の者。
Italy	People who have contracts with their employers to work less hours than usual. 使用者との契約により労働時間が通常の労働時間より短い者。
United Kingdom	People who describe themselves as part-time workers. 自らパートタイム労働者と答えた者。

Source: Ministry of Health, Labour and Welfare, *Kaigai Rohdoh Hakusho 2000*.

28. Part-Time Workers as a Proportion of Employees¹⁾ in Different Countries

各国の就業者に占めるパートタイマーの比率

The percentage of female employees who are part-timers has risen in Japan as it also has in England.

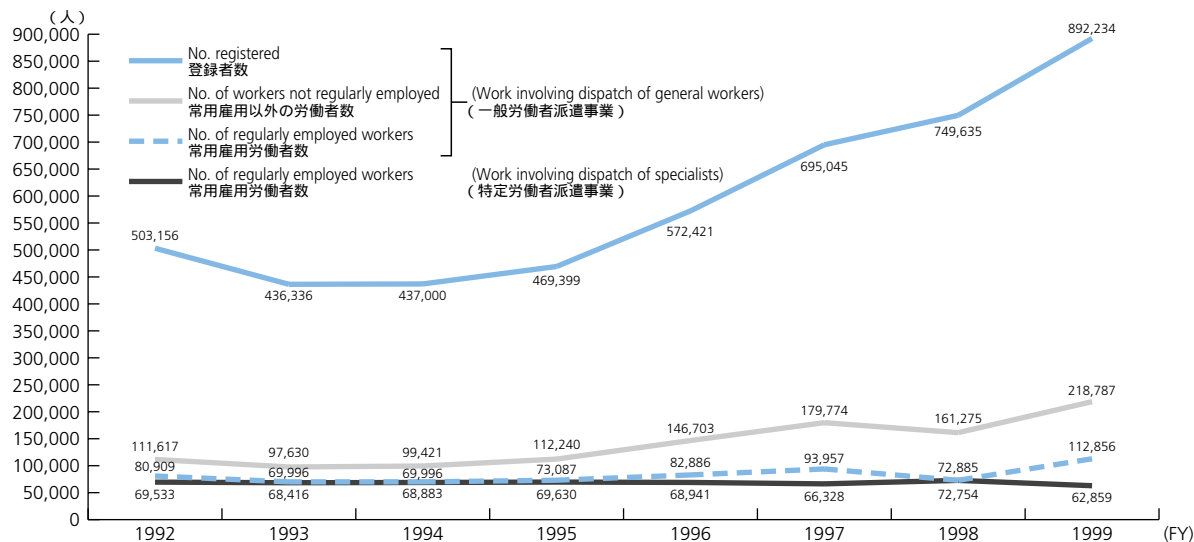


Source: OECD, *Employment Outlook*

Notes: 1) See Table 29 for various national definitions of part-timer workers. 2) In the United States, calculation methods differ from 1996 onward. 3) Prior to 1983 data refers to former F. R. of Germany. After 1992 data refers to All Germany.

29. Trends in Number of Dispatched Workers 派遣労働者数の推移

In 1985, Japan enacted the Worker Dispatch Law, a law that recognized the dispatch of workers in specified occupations, and the number of dispatched workers has steadily risen since. An even greater increase in the number of workers dispatched is expected following a 1999 amendment allowing for the dispatch of all workers with the exception of those employed in a small number of occupations.



Note: Data for the number of workers not regularly employed is converted for comparison with regular employment data. (Total annual working hours by all workers not regularly employed is divided by total annual working hours per regularly employed worker.)

30. Foreign Labour Newly Given Authorization to Work and Total Foreign Workforce Population 外国人労働力人口¹⁾と新規に許可された外国人労働者

The number of foreigners who work in Japan after obtaining official authorization to work has increased by a factor of nearly 2.5 since 1985, and the size of the labour force including illegal workers also grew rapidly during the 1990s.

		(1,000 persons)					
		1985	1990	1995	1997	1998	
Japan	Authorized 許可 ²⁾	44.0	94.9	81.5	94.0	101.9	
	Labour Force 労働力人口 ³⁾	–	300	610	670	670	
France ⁴⁾	Authorized 許可	10.9	26.2	17.6	15.7	14.6	
	Labour Force 労働力人口	1,649.2	1,549.5	1,573.3	1,569.8	1,586.7	
Germany	Authorized 許可 ⁵⁾	33.4	138.6	270.8	285.4	275.5	
	Labour Force 労働力人口 ⁶⁾	1,823.4	2,025.1	2,569.2	2,521.9	–	
United Kingdom	Authorized 許可 ⁷⁾	16.6	34.6	35.5	42.4	64.5	
	Labour Force 労働力人口	808	882	899	949	1,039	

Sources: OECD, *Trends in International Migration, Annual Report 1998-2000*, and government data for each country.

- Notes:
- 1) All except UK and Japan include the unemployed. Unless otherwise indicated, cross-border labour and seasonal workers are not included.
 - 2) These are first-time entrants who are qualified to reside in Japan for the purpose of employment, not including permanent residents or spouses of Japanese nationals.
 - 3) From Japan Institute of Labor, Legal Restrictions on the Acceptance of Foreign Workers, Chapter 3, "Monitoring the Employment of Foreigners" (1995) and estimates made on that basis. Permanent residents are excluded and illegal residents are included.
 - 4) "No time limitation" refers to foreign labours under the jurisdiction of the OMI (Office des Migrations Internationales). Short-term employment by citizens of certain EU countries may sometimes not be included. People who are members of the families of workers, who live with those workers, and who enter the labour market for the first time are not included. Temporary permits cannot exceed six months, but they can be renewed, and they are applicable to trainees, students, etc., whose period of residence is limited.
 - 5) Newly issued work permits. The data basically shows foreign labours, contract labours, and seasonal labours who have newly entered the country. Figures are for former F. R. of Germany. Citizens of EU countries are not included.
 - 6) Cross-border labour is included, and the self-employed are not. Figures are for former F. R. of Germany.
 - 7) People with advanced qualifications may be issued permits for long-term residence of 3-years or more. Short-term residence permits cover residence for less than 3 years and are applicable to general and part-time workers (including exchange students), while other permits are issued for in-company training.

31. Persons Who Changed Job and Rate of Persons Changed Job (by Sex and Age Group)

転職者数、転職率（性・年齢階級別）

The job change rate is higher for lower age groups, and in groups under age 54, it is higher for women than for men. Overall, the rate declined somewhat from 1992 to 1997.

(1,000 persons, %)

			15-19 歳	20-24 歳	25-29 歳	30-34 歳	35-39 歳	40-44 歳	45-49 歳	50-54 歳	55-59 歳	60-64 歳	65 years and over 65 歳以上
Total 総数	1992	Number of persons 人数	130	735	538	305	287	334	209	155	136	115	42
		Rate 転職率	15.1	11.8	8.1	5.2	4.4	3.7	2.8	2.2	2.3	2.7	0.9
	1997	Number of persons 人数	107	688	563	334	267	246	242	159	128	123	55
		Rate 転職率	16.8	11.8	7.5	5.4	4.4	3.6	2.7	2.2	2.0	2.7	1.0
Male 男	1992	Number of persons 人数	66	374	289	179	145	127	90	87	94	90	35
		Rate 転職率	14.4	12.0	7.4	4.7	3.6	2.4	2.1	2.1	2.6	3.4	1.2
	1997	Number of persons 人数	55	316	294	184	119	101	105	85	89	100	45
		Rate 転職率	16.2	10.7	6.8	4.6	3.1	2.5	2.0	2.0	2.3	3.5	1.3
Female 女	1992	Number of persons 人数	64	361	249	127	142	207	119	69	43	24	7
		Rate 転職率	15.8	11.5	9.2	6.3	5.7	5.5	3.7	2.3	1.8	1.5	0.4
	1997	Number of persons 人数	51	372	269	150	149	145	136	74	39	23	10
		Rate 転職率	17.5	12.8	8.5	6.9	6.6	5.2	3.5	2.4	1.5	1.3	0.5

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Employment Structure of Japan, 1997*.

32. Unemployment Rate by Age and Sex

性・年齢階級別失業率

The highest unemployment rate at present is among both men and women in the age 15-24 group, and among men, in particular, it exceeds 10%.

(%)

		1980	1990	1997	1998	1999	2000	2001
Total	計	2.0	2.1	3.4	4.1	4.7	4.7	5.0
Male	男							
Total	小計	2.0	2.0	3.4	4.2	4.8	4.9	5.2
15-24	15 ~ 24 歳	4.0	4.5	6.9	8.2	10.3	10.4	10.4
25-34	25 ~ 34 歳	1.9	1.8	3.3	4.1	4.8	5.0	5.5
35-44	35 ~ 44 歳	1.2	1.2	2.1	2.8	3.1	2.9	3.4
45-54	45 ~ 54 歳	1.4	1.1	2.1	2.5	3.2	3.5	3.7
55-64	55 ~ 64 歳	4.0	3.4	5.0	6.3	6.7	6.8	7.0
65 and over	65 歳以上	2.2	1.4	2.0	2.6	2.9	3.2	3.2
Female	女							
Total	小計	2.0	2.2	3.4	4.0	4.5	4.5	4.7
15-24	15 ~ 24 歳	3.2	4.1	6.3	7.3	8.2	7.9	8.7
25-34	25 ~ 34 歳	2.9	3.1	5.5	6.2	6.6	6.4	6.9
35-44	35 ~ 44 歳	1.7	1.8	2.4	3.3	3.7	3.7	4.1
45-54	45 ~ 54 歳	1.5	1.5	2.0	2.3	3.0	3.1	3.2
55-64	55 ~ 64 歳	1.2	1.4	2.5	0.9	3.3	3.6	3.7
65 and over	65 歳以上	0.0	0.0	0.6	0.6	0.5	1.1	1.1

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Annual Report on the Labour Force Survey*.

33. Ratio of Active Opening to Applicants¹⁾ by Age (Regular Employees) 年齢階級別有効求人倍率（常用労働者）

The ratio of active openings has been changing by a factor of around 0.5 in recent years, and it has fallen especially low for workers aged 45 and over.

(times)

		1970	1980	1990	1997	1998	1999	2000	2001
Total	計	1.6	0.8	1.5	0.7	0.5	0.5	0.6	0.6
19 or under	19歳以下	5.1	2.6	4.3	2.6	1.6	1.6	2.3	1.9
20–24	20～24歳	1.3	1.1	1.6	0.8	0.6	0.6	0.9	0.7
25–29	25～29歳	1.8	0.9	1.6	0.8	0.5	0.6	0.7	0.6
30–34	30～34歳	2.1	0.9	2.6	1.2	0.8	0.8	1.0	0.7
35–39	35～39歳	1.9	1.0	2.6	1.5	1.0	1.0	1.2	0.9
40–44	40～44歳	1.5	0.9	2.0	1.2	0.8	0.8	1.0	0.8
45–49	45～49歳	1.1	0.6	1.7	0.6	0.4	0.4	0.6	0.5
50–54	50～54歳	0.6	0.5	1.3	0.5	0.3	0.3	0.3	0.3
55–59	55～59歳	0.2	0.3	0.6	0.3	0.2	0.1	0.2	0.2
60–64	60～64歳	–	0.2	0.3	0.1	0.1	0.1	0.1	0.1
65 and over	65歳以上	–	0.1	0.7	0.3	0.2	0.2	0.2	0.5

Sources: Ministry of Health, Labour and welfare, Employment Security Bureau, **Report on employment service**, (October, each year).

Notes: 1) Ratio of Active Openings to Applicants

$$= \frac{\text{Active job openings}}{\text{Active job applications}}$$

2) Figures indicate registered persons at Public Employment Security Offices.

3) For 1970 and earlier, the 55–59 age group includes age 55 and over.

4) New graduates are excluded, and part-time workers are included.

34. Definitions of Unemployment in Different Countries 各国における失業者の定義

At the time of the study, an unemployed person was defined in Japan as a worker seeking employment. International comparisons require care, however, because unemployment is defined by varying methods in different countries.

Supplementary Information: National Definitions of Unemployment for Statistical Purposes

	Definition of unemployment 失業者の定義	Definition of the unemployment rate 失業率の定義
Japan	Labour Force Survey: People 15 years old and over who are able to work, have sought work, and are out of work at the time of the survey. Includes people who are waiting for results of job searches.	$\frac{\text{Number of unemployed}}{\text{Total labour force}^{1)}$
United States	Labour Force Survey: People 16 years old and over who are able to work (excluding brief illnesses), have sought jobs in the past four weeks inclusive of the survey period, and are out of work at the time of the survey. Includes laid-off workers who are waiting to return to their jobs.	$\frac{\text{Number of unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
France	Public employment security agency administrative statistics: People 16 years old and over who are seeking jobs and are out of work on the day of the survey. Excludes students looking for jobs.	$\frac{\text{Number of unemployed}^{2)}$ Total labour force
Germany	Public employment security agency administrative statistics: People 15 years old or over and under 65 who are able to work, want to work 18 or more hours per week or for 3 months or more, and on the day of the survey were registered to find work with a public employment security agency.	$\frac{\text{Number of the registered unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
Italy	Labour Force Survey: People 15 years old or over who are seeking work and have been out of work during the four-week period preceding the survey period.	$\frac{\text{Number of unemployed}}{\text{Labour force}}$ (Excludes members of the armed forces)
United Kingdom	Public employment security agency administrative statistics: As a rule, people 18 years old or over who have been out of work during the preceding four months, are able to work, and have applied and qualified for unemployment compensation at a public employment security agency.	$\frac{\text{People qualified for unemployment compensation}}{\text{Total labour force}}$

Sources: ILO, **Statistical Sources and Methods Vol.4, 5**, and government data for each country. Quoted in International Labour Affairs Division, Ministry of Labour, **White Paper on International Labour (1998 edition)**.

Notes: 1) Total labour force includes members of the armed forces (in Japan, the self-defense forces).

2) Statistics compiled by the Ministry of Labour and Ministry of Social Affairs of France based on the definition of unemployed in ILO guidelines.

3) The statistical handling of foreign labours varies by country, but labours who have entered a country legally and have permission to work are included in the population of the employed.

35.

Number of Unemployed and the Unemployment Rate

失業者数及び失業率

Japan's unemployment rate is on the low side among advanced countries, but it has been rising at a faster pace since the late 1990s.

	(10,000 persons, %)						
	1985	1990	1995	1996	1997	1998	1999
Japan	156 (2.6)	134 (2.1)	210 (3.2)	225 (3.4)	230 (3.4)	277 (4.1)	317 (4.7)
United States	831 (7.2)	705 (5.6)	740 (5.6)	724 (5.4)	674 (4.9)	621 (4.5)	588 (4.2)
France	240 (10.2)	250 (8.9)	294(11.6)	310(12.3)	315(12.5)	304(11.8)	258(11.2)
Germany	230 (8.2)	188 (6.4)	361 (9.4)	397(10.4)	438(11.4)	428(11.1)	410(10.5)
Italy	238 (10.3)	275 (11.0)	272(11.6)	276(11.6)	281(11.7)	284(11.8)	– (11.4)
United Kingdom	303 (–)	166 (6.9)	251 (8.8)	239 (8.3)	208 (7.2)	182 (6.3)	180 (6.2)

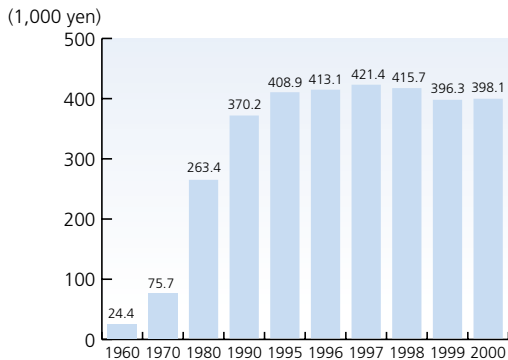
Sources: ILO, *Yearbook of Labour Statistics*.
 Management and Coordination Agency, *Annual Report on the Labour Force Survey*.
 Cabinet Office Government of Japan, *Kaigai Keizai Data*.
 United Kingdom: National Statistics, *Labour Market Trends*.

Notes: 1) Direct comparison is not possible because countries have differing definitions of unemployed and methods of computation for the unemployment rate. The series ordinarily utilized by each country may not agree with above data.
 2) See Table 34 for various national definitions of unemployment.

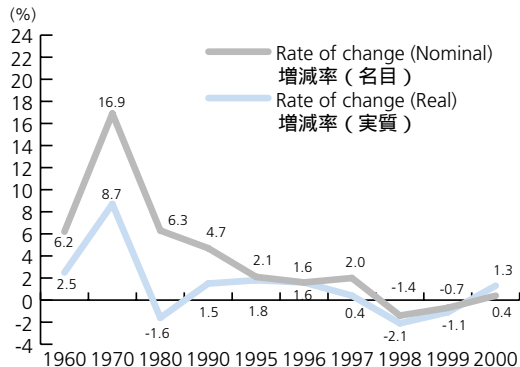
Trends in Wage Levels Monthly Cash Payment (Nominal and Real)

賃金水準の推移

In recent years, both nominal and real wages in Japan have tended either to decrease or remain flat.



Absolute amount



Source: Ministry of Health, Labour and welfare, **Monthly Labour Survey**.

Notes: 1) Real wage indices calculated from real wage index = $\frac{\text{Nominal wage index}}{\text{CPI}}$

2) "Absolute amount" prior to 1969 and "rate of increase" prior to 1970 are exclusive of wages of service workers

3) Figures are for regular employees in establishments with 30 employees or more.

37. Scheduled Cash Earnings and Annual Special Cash Earnings of Standard Employees by Age (2000)

標準労働者の年齢階級別所定内給与額及び年間賞与その他特別給与額（2000年）

Wages increase with the worker's age for both sexes and at all levels of education, but the amount of increase is especially great among workers who have graduated from university.

(1,000 yen)

Age 年齢	Graduates of junior high schools 中卒				Graduates of senior high schools 高卒				Graduates of Universities 大卒			
	Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額	
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
15歳	138.1	141.9	0.0	0.0	-	-	-	-	-	-	-	-
16歳	140.7	155.9	38.2	81.4	-	-	-	-	-	-	-	-
17歳	158.3	129.5	217.3	224.1	-	-	-	-	-	-	-	-
18歳	171.2	143.0	241.1	160.0	166.1	155.3	9.1	8.3	-	-	-	-
19歳	170.8	139.1	163.3	277.2	174.9	162.2	335.6	311.3	-	-	-	-
20歳	168.1	136.0	303.5	349.9	180.6	166.5	587.7	523.3	-	-	-	-
21歳	188.1	147.7	452.2	356.8	191.0	170.3	625.3	547.1	-	-	-	-
22歳	214.0	153.1	507.5	439.6	196.4	177.2	654.1	571.3	209.8	199.2	27.3	25.1
23歳	200.9	152.8	487.7	451.6	203.1	181.0	703.2	614.4	213.7	203.7	271.1	325.8
24歳	195.1	169.3	635.7	512.1	213.9	185.7	769.0	670.9	224.3	211.2	674.6	695.7
25歳	222.4	154.7	652.1	365.9	220.6	194.7	824.3	731.3	234.2	216.4	868.3	838.5
26歳	222.3	191.8	627.2	341.9	229.2	201.8	887.0	770.7	244.2	226.3	938.9	904.7
27歳	232.3	167.4	523.8	414.9	240.6	205.5	924.6	811.3	255.6	239.0	1006.2	989.4
28歳	237.5	165.2	505.6	250.2	249.5	209.3	945.3	811.2	273.6	242.1	1106.9	1021.3

(Continued on the next page.)

29歳	251.7	193.5	520.5	559.8	256.6	216.6	967.4	800.3	287.9	262.6	1190.2	1142.8
30歳	286.8	165.5	802.7	355.3	270.9	221.1	979.0	789.3	306.9	272.2	1313.0	1210.0
31歳	283.1	270.8	789.7	482.1	285.6	227.8	1127.1	882.3	323.5	286.6	1405.9	1263.5
32歳	288.7	177.9	756.7	387.3	288.4	233.5	1116.1	897.8	346.1	293.0	1532.5	1337.0
33歳	269.2	210.9	810.9	363.3	305.0	237.7	1180.6	951.0	354.4	311.3	1594.2	1405.7
34歳	282.6	213.1	806.6	769.0	312.6	247.1	1288.0	1009.2	367.5	321.7	1653.9	1471.5
35歳	283.7	177.2	1033.0	656.3	326.6	249.9	1299.2	1049.6	384.4	331.7	1725.3	1581.3
36歳	285.2	223.2	1017.3	942.3	329.6	263.9	1367.6	1158.2	402.8	335.3	1846.5	1447.7
37歳	290.6	226.8	956.2	927.2	341.8	268.7	1449.5	1166.7	416.2	370.5	1884.2	1697.9
38歳	318.8	252.4	1008.5	861.0	347.0	276.2	1476.1	1189.5	432.3	356.2	1969.2	1537.8
39歳	329.4	216.2	1123.3	789.7	367.2	279.6	1542.6	1242.1	446.9	386.1	2063.9	1640.3
40歳	310.6	207.8	1050.7	797.1	371.8	291.1	1570.7	1368.9	455.0	431.7	2151.4	1955.5
41歳	337.4	216.4	1206.8	780.0	392.7	294.5	1633.3	1320.3	477.5	408.9	2243.2	1981.5
42歳	333.5	264.8	1249.9	1191.4	397.3	299.6	1749.5	1403.7	478.6	424.1	2211.3	1867.9
43歳	351.8	236.8	1350.7	807.8	407.7	316.6	1788.5	1511.7	496.5	417.6	2310.9	1947.6
44歳	361.0	259.2	1392.7	1004.5	422.7	315.9	1876.5	1500.6	516.3	439.8	2456.7	1962.4
45歳	352.9	249.8	1356.1	1001.6	435.4	322.7	1931.4	1520.6	525.4	501.6	2473.0	1833.3
46歳	374.0	290.7	1367.6	1290.3	442.1	340.4	2011.7	1682.5	534.7	438.5	2439.8	2514.8
47歳	373.4	250.3	1408.0	1010.9	453.8	334.3	2069.4	1596.5	557.1	457.5	2656.5	2289.1
48歳	380.7	284.7	1421.2	1267.6	457.5	334.6	2068.4	1516.5	584.0	518.0	2922.5	2686.6
49歳	391.8	274.0	1419.1	1121.6	468.4	328.7	2128.9	1514.8	593.5	457.5	2776.1	2450.4
50歳	396.8	274.7	1543.2	1121.4	477.1	364.9	2164.2	1732.4	610.3	486.9	2970.9	2263.9
51歳	394.7	303.0	1536.2	1321.5	500.6	367.8	2271.3	1710.5	613.0	515.1	2921.3	2613.8

37. Scheduled Cash Earnings and Annual Special Cash Earnings of Standard Employees by Age (continued)

標準労働者の年齢階級別所定内給与額及び年間賞与その他特別給与額（続き）

(1,000 yen)

Age 年齢	Graduates of junior high schools 中卒				Graduates of senior high schools 高卒				Graduates of Universities 大卒			
	Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額	
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
52歳	408.7	308.4	1561.2	1408.6	509.4	393.1	2310.5	1909.2	620.4	504.2	3047.8	2554.8
53歳	423.3	267.9	1732.1	1061.4	530.5	390.3	2571.5	1884.0	644.6	577.5	3188.4	3360.0
54歳	431.3	305.5	1844.8	1346.9	538.2	387.9	2410.9	1913.3	649.9	508.5	3083.1	2834.5
55歳	440.6	256.5	1811.8	816.4	532.8	389.3	2513.5	2014.1	636.5	557.2	3146.6	2950.7
56歳	412.6	299.9	1614.5	1044.4	516.8	381.8	2415.9	1906.9	631.8	596.1	3119.9	3020.5
57歳	416.0	326.8	1619.3	1437.5	528.0	395.1	2437.5	2034.5	627.4	671.0	3064.2	4519.9
58歳	435.0	275.1	1784.0	1131.7	506.3	350.2	2265.4	1433.9	628.1	579.4	3231.7	3050.9
59歳	434.4	380.8	1718.7	1725.3	527.5	379.3	2414.5	1705.2	661.0	577.4	3194.8	3134.9
60歳	335.0	225.4	682.2	917.7	460.3	178.3	2015.9	641.9	489.5	638.0	2562.1	3933.1

Source: Ministry of Health, Labour and welfare, *Basic Survey on Wage Structure, 2001*.

Notes: Standard employees are those who were hired immediately after graduating and have worked continuously for the same enterprise.

This data indicates contracted earnings of male and female employees working at enterprises with 10 employees or more.

Total amount of annual earnings=Scheduled cash earnings x 12 + annual special cash earnings.

38. Standard Worker Wages by Education and Age Group, Age Group Wage Differentials (Industry Totals, Enterprise Size Totals)

標準労働者の学歴、年齢階級別賃金及び年齢間賃金格差（産業計、企業規模計）

The wage index for middle-aged and older male workers declined from 1999 to 2000, indicating that the wage increase had hit its ceiling.

	Graduates of universities 大卒				Graduates of higher professional schools or junior colleges 高専・短大卒				Graduates of senior high schools 高卒															
	Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)		Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)		Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)													
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女												
	1999	2000	1999	2000	1999	2000	1999	2000	1999	2000	1999	2000												
Total計	388.4	392.0	249.8	252.8	180	180	121	123	283.9	287.1	213.9	216.8	144	146	116	118	330.9	336.2	212.5	216.1	168	171	121	123
20-24歳	216.3	217.2	206.0	205.4	100	100	100	100	197.7	197.2	184.1	184.4	100	100	100	100	197.1	196.9	176.0	175.3	100	100	100	100
25-29歳	261.1	257.5	235.0	231.7	121	119	114	113	241.6	240.3	216.9	218.9	122	122	118	119	237.3	238.5	203.2	204.1	120	121	115	116
30-34歳	336.0	337.1	295.6	291.2	155	155	143	142	299.3	294.5	253.1	254.2	151	149	137	138	290.0	292.0	233.1	232.4	147	148	132	133
35-39歳	412.4	415.0	355.9	351.8	191	191	173	171	363.2	362.2	299.9	298.3	184	184	163	162	340.5	340.9	264.9	266.6	173	173	151	152
40-44歳	479.7	482.7	404.6	424.1	222	222	196	206	431.3	420.4	343.4	331.3	218	213	187	180	400.9	400.5	302.4	304.2	203	203	172	174
45-49歳	565.7	559.3	458.4	473.3	262	258	223	230	522.4	516.2	378.1	376.5	264	262	205	204	453.8	452.3	333.7	331.9	230	230	190	189
50-54歳	626.5	623.8	503.9	513.0	290	287	245	250	544.5	551.8	391.8	442.5	275	280	213	240	513.7	507.8	376.1	378.6	261	258	214	216
55-59歳	652.9	636.0	558.3	592.0	302	293	271	288	572.2	525.8	391.7	463.2	289	267	213	251	527.7	522.3	389.5	379.5	268	265	221	216

Source: Ministry of Health, Labour and welfare, *Basic Surveys on Wage Structure, 2001*.

39. Trends in Enterprise Wage Differentials by Enterprise Size, Sex, and Age Group (Industry Totals)

企業規模、性、年齢階級別にみた企業規模間賃金格差の推移（産業計）

The wage differential by size of enterprise becomes more marked among older workers. A time series comparison reveals that the differential by size of enterprise has tended to increase since the 1970s.

(1,000 or more=100)

Total 合計		1970	1980	1990	1997				2000			
		Male 男		Female 女		Male 男		Female 女				
		Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額			
1,000 or more	1,000人以上	100	100	100	100	100	100	100	100	100	100	100
100-999	100 ~ 999人	89.8	86.3	84.6	83.0	83.8	89.1	88.8	81.7	82.7	90.2	90.1
10-99	10 ~ 99人	86.8	81.2	79.3	75.4	77.9	79.9	81.3	73.6	75.9	79.9	82.0
Enterprises with 100-999 employees By age 企業規模 100 ~ 999 人 年齢別		1970	1980	1990	1997				2000			
Under 17 years	17歳以下	95.2	100.5	106.2	108.0	103.6	103.5	104.3	109.0	106.6	122.8	120.3
18-19	18 ~ 19歳	94.8	96.5	96.2	96.5	99.9	98.2	97.6	97.0	98.7	96.5	96.5
20-24	20 ~ 24歳	100.7	94.6	95.4	93.4	97.2	96.7	97.1	92.7	95.6	96.8	97.3
25-29	25 ~ 29歳	101.7	93.3	94.6	91.2	93.4	95.5	96.0	90.5	94.1	95.5	95.7
30-34	30 ~ 34歳	98.9	92.4	89.6	87.5	89.3	93.4	93.9	86.2	88.3	91.9	92.2
35-39	35 ~ 39歳	95.0	90.0	87.6	84.8	86.1	89.5	89.3	84.9	87.0	90.4	90.4
40-44	40 ~ 44歳	88.7	86.5	86.0	83.5	84.4	83.4	82.7	81.8	82.5	86.8	86.6
45-49	45 ~ 49歳		82.9	83.3	82.0	82.1	80.5	79.1	80.8	81.2	81.7	80.8
50-54	50 ~ 54歳	79.0	82.4	81.0	80.6	80.7	79.0	77.4	79.9	80.0	83.8	82.5
55-59	55 ~ 59歳		82.7	82.9	82.6	82.7	79.9	78.0	82.5	83.0	82.3	81.2
60-64	60 ~ 64歳	85.3	92.1	88.9	85.7	85.3	81.2	78.3	88.1	88.8	83.6	81.7
65 years and over	65歳以上		89.9	87.2	111.5	112.5	101.7	101.1	96.5	95.8	103.2	100.1
Enterprises with 10-99 employees By age 企業規模 10 ~ 99 人 年齢別		1970	1980	1990	1997				2000			
Under 17 years	17歳以下	95.2	103.5	107.9	119.0	114.5	98.9	95.5	93.1	90.3	106.5	109.5
18-19	18 ~ 19歳	97.4	95.9	95.7	91.7	99.4	94.9	95.1	89.4	97.7	90.5	91.9
20-24	20 ~ 24歳	104.9	97.7	99.4	91.6	99.6	90.4	92.4	89.6	95.5	88.3	91.7
25-29	25 ~ 29歳	103.8	95.1	96.6	89.3	96.0	86.4	89.1	87.3	94.6	86.3	89.2
30-34	30 ~ 34歳	96.3	90.0	88.8	83.4	88.8	81.5	83.4	80.8	86.4	81.1	83.9
35-39	35 ~ 39歳	88.5	84.4	82.7	78.0	81.4	75.2	76.5	76.4	79.9	76.8	78.9
40-44	40 ~ 44歳	75.5	78.3	77.3	74.5	76.1	71.3	72.1	72.9	74.5	72.2	73.7
45-49	45 ~ 49歳		71.8	71.8	71.2	71.9	69.6	69.9	69.6	70.3	69.5	70.1
50-54	50 ~ 54歳	68.2	69.8	68.1	67.9	68.2	69.8	69.4	67.1	67.3	73.1	73.4
55-59	55 ~ 59歳		71.7	71.2	70.8	71.5	70.8	70.0	70.4	70.9	73.7	73.5
60-64	60 ~ 64歳	82.2	84.5	79.2	79.9	80.6	73.9	72.4	86.0	87.6	78.6	77.1
65 years and over	65歳以上		83.4	76.6	90.9	93.0	86.5	87.0	82.5	81.5	98.0	95.7

Sources: Ministry of Health, Labour and welfare, *Basic Surveys on Wage Structure*.

Notes: 1) For 1996 and earlier, differential of scheduled cash earnings as of June for each year.

2) For 1970 and earlier, services are excluded.

3) From 1980, results are for private enterprises.

40. Wage Differentials by Class of Position 職階別賃金格差

In 1999, director's wages were approximately three times greater than those of non-position workers. The wage differential between different managerial positions is also on a decreasing trend.

(1,000 yen)

		1980	1990	1995	1997	1998	1999	2000
Director 部長								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	401.1 100	575.6 100	629.2 100	638.2 100	643.7 100	636.4 100	638.0 100
Annual special cash earnings 年間賞与其他特別給与額	Actual earnings 実額 Differential 格差	2,153.0 100	3,051.1 100	3,109.7 100	3,090.1 100	3,281.6 100	3,012.3 100	2,872.2 100
Sectional chief 課長								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	320.6 79.9	463.8 80.6	515.6 81.9	519.7 81.4	524.3 81.5	515.3 81.0	521.1 81.7
Annual special cash earnings 年間賞与其他特別給与額	Actual earnings 実額 Differential 格差	1,644.2 76.4	2,433.2 79.7	2,529.5 81.3	2,512.0 81.3	2,584.7 78.8	2,384.3 79.2	2,308.4 80.4
Chief clerk 係長								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	271.8 67.8	390.2 67.8	420.2 66.8	433.9 68.0	435.3 67.6	424.1 66.6	435.8 68.3
Annual special cash earnings 年間賞与其他特別給与額	Actual earnings 実額 Differential 格差	1,185.9 55.1	1,710.6 56.1	1,809.8 58.2	1,839.5 59.5	1,883.1 57.4	1,743.7 57.9	1,733.8 60.3
Non position 非職階								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	182.1 45.4	268.2 46.6	297.7 47.3	307.4 48.2	306.9 47.7	308.3 48.4	315.0 49.3
Annual special cash earnings 年間賞与其他特別給与額	Actual earnings 実額 Differential 格差	609.3 28.3	919.1 30.1	1,050.7 33.8	1,068.2 34.6	1,066.5 32.5	1,042.1 34.6	1,013.9 35.2

Source: Ministry of Health, Labour and welfare, **Basic Survey on Wage Structure**.

Notes: Enterprises surveyed have 100 employees or more. Differentials were calculated on basis of director = 100.

41. Wage Increase Trends Determined by Spring Labor Offensive and Bonus Payments (Summer and Year-end) 春季賃上げ額及び一時金(夏季・年末)の推移

At present, the rate of wage increase determined by the spring labour offensive is about one-third of what it was in the early 1990s, and the size of bonus payments is instead on a decreasing trend.

		1960	1970	1980	1990	1997	1998	1999	2000
Wage increase at spring labour offensive									
Major enterprises		春季賃上げ 主要企業 額(円)							
Amount (yen)		1,792	9,166	11,679	15,026	8,927	8,323	7,005	6,499
Ratio(%)	割合(%)	8.7	18.5	6.74	5.94	2.90	2.66	2.21	2.06
Small and medium scale enterprises		中小企業 額(円)							
Amount (yen)		—	7,390	10,069	11,050	6,213	5,381	4,042	3,789
Ratio(%)	割合(%)	—	19.9	7.38	5.53	2.63	2.24	1.67	1.56
Bonus payment (Major enterprises)									
Summer		一時金(主要企業) 夏季 妥結額(円)							
Agreed amount (yen)		—	138,892	447,985	697,946	798,340	810,685	768,230	758,804
Increase rate (%)	伸び率(%)	—	22.2	10.3	8.0	2.9	1.1	5.65	0.54
Year-end		年末 妥結額(円)							
Agreed amount (yen)		—	160,202	482,672	765,542	848,575	—	801,235	799,232
Increase rate (%)	伸び率(%)	—	19.2	8.7	6.8	2.8	—	4.40	0.76

Source: Ministry of Health, Labour and welfare, **Studies by Labour Relations Bureau**.

- Notes:
- 1) The major enterprises surveyed are, as a rule, those listed in the First Section of the Tokyo Stock Exchange or Osaka Stock Exchange that are capitalized at 2 billion yen or more, have 1,000 or more employees, and have labour unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labour unions.
 - 2) Figures for major enterprises for 1979 and earlier are simple averages per enterprise, and from 1980 they are weighted averages based on union membership per enterprise. All figures for small and medium scale enterprises are simple averages per enterprise.
 - 3) Annual increase rates in lump-sum payments over the previous year were calculated from the increase rates for enterprises for which the figures from the previous year for the same enterprise could be compared. Increase rates are not determined by comparison of the agreed increase for the current year with that of the previous year.
 - 4) Compilations include NTT and Japan Tobacco Incorporated, construction and services from 1987, and the seven JR corporations from 1988.

42. Summer and Year-end Bonus Payments

夏季及び年末賞与

The percentage of establishments that pay bonuses and the size of bonuses paid have both been decreasing over the past several years.

		Industry, Size of Enterprise, Year 産業・事業所規模・年											
		Totals for Industries Surveyed ⁵⁾ 調査産業計 ⁵⁾						Totals for Industries Surveyed ⁵⁾ 調査産業計 ⁵⁾ excluding services (サービス業を除く)					
		5 or more 5人以上		30 or more 30人以上		5 or more 5人以上		30 or more 30人以上		5 or more 5人以上		30 or more 30人以上	
		1998	1999	2000	1998	1999	2000	1998	1999	2000	1998	1999	2000
Summer	夏季												
Actual amount (thousand yen)	実額(千円)	467.9	440.7	442.9	556.3	512.3	507.4	462.8	430.1	438.4	563.1	511.6	510.8
Change over previous year same quarter ²⁾ (%)	対前年同期増減率 ²⁾ (%)	-2.1	-3.7	-0.5	-2.1	-4.5	-0.9	-3.1	-4.4	-1.9	-2.7	-5.5	-0.2
Pay ratio ³⁾ (month)	支給率 ³⁾ (月)	1.17	1.12	1.13	1.44	1.33	1.31	1.10	1.12	1.07	1.39	1.27	1.25
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合 ⁴⁾ (%)	81.0	77.2	77.8	95.4	90.8	92.0	79.3	77.2	75.6	94.9	89.5	91.3
Year-end	年末												
Actual amount (thousand yen)	実額(千円)	504.2	477.8	-	603.2	558.4	-	486.8	453.0	-	593.8	542.3	-
Change over previous year same quarter ²⁾ (%)	対前年同期増減率 ²⁾ (%)	-2.9	-3.1	-	-3.8	-4.0	-	-3.4	-4.3	-	-4.9	-5.0	-
Pay ratio ³⁾ (month)	支給率 ³⁾ (月)	1.27	1.22	-	1.60	1.46	-	1.17	1.10	-	1.51	1.34	-
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合 ⁴⁾ (%)	85.2	82.3	-	96.2	93.9	-	84.3	80.4	-	95.9	93.3	-

Source: Ministry of Health, Labour and welfare, **Monthly Labour Surveys**.

- Notes:
- 1) Special earnings figures are compiled by specially extracting lump-sum payments and special earnings from payments by the establishments concerned in the summer between June and August and in the year-end in November or December, or in January of the following year.
 - 2) Adjusted for discrepancies in survey results due to change of establishments surveyed.
 - 3) Ratio of special earnings to contractual cash earnings.
 - 4) Ratio of establishments that paid special earnings to total number of establishments.
 - 5) Includes real estate industry.

43. Basic Pay and Allowances as Components of Average Scheduled Monthly Earnings per Employee (Size of Enterprise)

労働者 1 人平均月間所定内賃金の基本給、諸手当構成比 (企業規模)

Over the past several years, the composition ratio of allowances has tended to decrease, and this decrease has been especially significant in commuting allowances.

		1990 1996 1999			Differentials 増減差 1999-1996	1,000 or more 1,000人以上			100-999 人			30-99 人		
		1990	1996	1999		1990	1996	1999	1990	1996	1999	1990	1996	1999
Total	計	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Basic pay	基本給	81.2	83.8	83.9	0.1	81.7	85.1	85.7	81.2	83.1	83.0	80.0	81.9	81.2
Allowances	諸手当													
Total	計	18.8	16.2	16.1	-0.1	18.3	14.9	14.3	18.8	16.9	17.0	20.0	18.1	18.8
Performance pay	業績手当	2.7	1.7	1.5	-0.2	2.3	1.3	1.2	2.7	1.8	1.6	3.7	2.6	2.1
Total duty allowances	勤務手当	4.5	4.8	4.7	-0.1	4.2	4.5	4.0	4.6	4.8	4.8	5.1	5.7	6.0
Diligence, non-absence service, & attendance allowances	0.6 0.6 0.5 精皆勤・出勤手当				-0.1	0.2	0.2	0.1	0.7	0.7	0.7	1.4	1.5	1.2
Commuting allowance	通勤手当	2.7	2.7	2.3	-0.4	2.6	2.4	1.9	3.1	3.0	2.7	2.5	2.6	2.5
Total living allowances	生活手当	5.8	4.9	4.8	-0.1	6.7	5.4	4.8	5.5	4.9	5.2	4.1	3.6	4.0
Other allowances	その他の諸手当	2.4	1.5	1.8	0.3	2.2	1.0	1.3	2.3	1.7	1.9	3.2	2.0	3.0

Source: Ministry of Health, Labour and welfare, **General Survey working conditions (until 1999, General Survey on Wage and Working Hours System)**.

Note: Figures for basic pay and allowances are expressed as percentages of scheduled wages, which are defined as 100.

44. Wages (Manufacturing, Total of Male and Female) 賃金（製造業、男女計）の国際比較

Wages of workers in Japan's manufacturing industries have tended to be flat over the past several years, and though they are at a high level relative to other countries, this has also been a factor in the transfer of production to overseas bases.

			1980	1990	1997	1998	1999
Japan (E)	(yen/month)	(円/月) ²⁾	244,571	352,020	412,799	407,789	399,088
	(yen/day)	(円/日)	11,482	17,006	20,954	20,860	20,362
	(yen/hour)	(円/時間)	1,373	1,909	2,494	2,506	2,465
United States (E)	(\$/hour)	(ドル/時間) ³⁾	7.27	10.83	13.17	13.49	13.91
France (E)	(franc/hour)	(フラン/時間) ⁴⁾	22.72	45.46	–	–	–
Germany (E)	(marc/hour)	(マルク/時間) ⁵⁾	13.18	20.07	26.78	27.39	–
Italy (R)	(1990=100)	(1990年=100) ⁶⁾	–	100.0	105.7	108.6	110.9
United Kingdom (E)	(pound/hour)	(ポンド/時間) ⁷⁾	–	6.05	8.53	9.10	9.49
China (E)	(yuan/month)	(元/月)	65.33	172.25	494.42	588.67	649.50
Singapore (E)	(\$/month)	(ドル/月)	–	1,395.0	2,486.7	2,553	2,803
Thailand (R)	(baht/month)	(バーツ/月) ⁸⁾	1,264 (E)	3,357	5,935	6389	5,921

Sources: ILO, *Yearbook of Labour Statistics, 1985, 1989-1990, 1995, 1997*. Office for National Statistics, *Monthly Digest of Statistics March 1999*. Ministry of Health, Labour and welfare, *Annual Report on Monthly Labour Surveys*.

Notes: 1) (E) = Earnings (R) = Wage rate

2) Based on Annual Report on Monthly Labour Surveys, includes employee bonuses and other special payments, and working hours are total actual hours worked.

3) For private-sector manufacturing and construction workers, non-supervisory workers (since 1985); industrial classifications changed from 1988 onward.

4) Figures for October every year; survey methods changed from 1988 onward.

5) For former F. R. of Germany, including family allowances paid directly by employers.

6) Index set as 1990 = 100, and from 1996, 1995 = 100.

7) Figures for April every year, excluding Northern Ireland, including wage rates of adult full-time workers, and including quarry workers (1985).

8) Figures for March every year, excluding public enterprises (from 1994), wage rates for scheduled hours worked.

45. Trends in Labour Cost Components (Manufacturing Industries) 労働費用構成の推移（製造業）

In Japan as in England, the percentage of cash wages is higher and the percentage of social benefits is smaller.

			1985	1988	1991	1995	1998 ¹⁾	(%)
Japan	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ²⁾	現金給与 ²⁾	84.3	83.7	82.3	82.3	81.2	
	Non-wage costs	現金給与以外	15.7	16.3	17.7	17.7	18.8	
	Statutory welfare costs	法定福利費	7.6	7.9	8.9	8.9	9.5	
	Voluntary social benefits	法定外福利費	3.1	2.8	3.1	3.1	2.9	
	Retirement allowance ³⁾	退職金等 ³⁾	4.0	4.3	4.9	4.9	5.5	
	Others	その他 ⁴⁾	1.0	1.3	0.9	0.9	0.8	
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ²⁾	現金給与 ²⁾	82.6	80.7	71.8	71.6	81.9	
	Non-wage costs	現金給与以外	17.4	19.4	28.2	28.4	18.1	
	Statutory welfare costs	法定福利費	6.6	8.5	9.1	8.5	7.8	
	Voluntary social benefits	法定外福利費	5.7	10.6	16.1	15.8		
	Retirement allowance ³⁾	退職金等 ³⁾	4.9	–	2.9	4.0		}10.2
	Others	その他 ⁴⁾	–	0.3	0.1	0.1		
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages ²⁾	現金給与 ²⁾	82.3	81.6	86.0	80.7	83.8	
	Non-wage costs	現金給与以外	17.7	18.4	14.0	19.3	16.2	
	Statutory welfare costs	法定福利費	8.9	9.4	7.3	7.5	8.5	
	Voluntary social benefits	法定外福利費				3.6	5.0	
	Retirement allowance ³⁾	退職金等 ³⁾	}2.7	}2.7	}2.5	2.4	0.0	
	Others	その他 ⁴⁾	6.0	6.3	4.2	5.8	2.8	

		1978	1981	1988	1992	1996
France	Total	100.0	100.0	100.0	100.0	100.0
	Cash wages ²⁾	70.0	69.9	69.0	66.8	65.0
	Non-wage costs	30.0	30.1	31.0	33.2	35.0
	Statutory welfare costs	19.0	18.9	19.2	21.8	21.8
	Voluntary social benefits	2.8	3.1	4.3	5.0	7.4
	Retirement allowance ³⁾	3.7	3.7	4.0	1.1	1.8
	Others	4.5	4.4	3.5	5.3	4.4
Germany	Total	100.0	100.0	100.0	100.0	100.0
	Cash wages ²⁾	78.5	78.2	77.0	76.0	73.7
	Non-wage costs	21.5	21.9	23.0	24.0	26.3
	Statutory welfare costs	16.2	16.1	16.5	13.9	15.9
	Voluntary social benefits	0.2	0.2	0.1	4.0	7.6
	Retirement allowance ³⁾	3.2	3.4	4.2	1.2	0.6
	Others	2.0	2.2	2.2	4.9	2.3

Sources: Eurostat, **Labour Cost 1992**. Japan: Ministry of Health, Labour and welfare, **General Survey on Wages and Working Hours System**. United States: Bureau of Labor Statistics 2000: trial calculation, Department of Labor.

- Notes:
- 1) In 1982 statistics, voluntary social benefits are payments made by a company of its own volition.
 - 2) In the U.K., Germany, and France, this includes allowances paid in kind. However, in Japan, allowances paid in kind are included under Others.
 - 3) Includes pension and savings, etc.
 - 4) Training costs, taxes, subsidies, etc.
 - 5) Derived from March surveys by an index based on 1980.
 - 6) Germany figures for 1988 and earlier are for former West Germany.

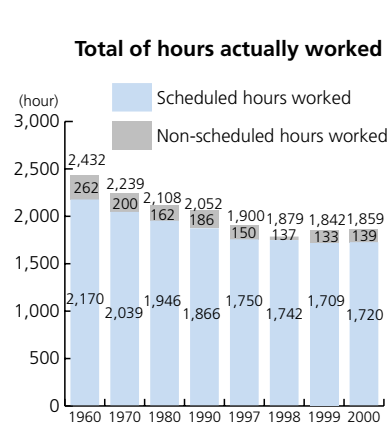
46. Trends in Hours Actually Worked and Non-scheduled Hours Worked 実労働時間数及び所定外労働時間数の推移

The annual total hours actually worked in Japan has become approximately 200 hours shorter over the past decade.

	1960	1970	1980	1990	1997	1998	1999	2000
Annual total of hours actually worked 総実労働時間(年間)	2,432	2,239	2,108	2,052	1,900	1,879	1,842	1,859
Annual scheduled hours worked 所定内労働時間(年間)	2,170	2,039	1,946	1,866	1,750	1,742	1,709	1,720
Annual non-scheduled hours worked 所定外労働時間(年間)	262	200	162	186	150	133	133	139

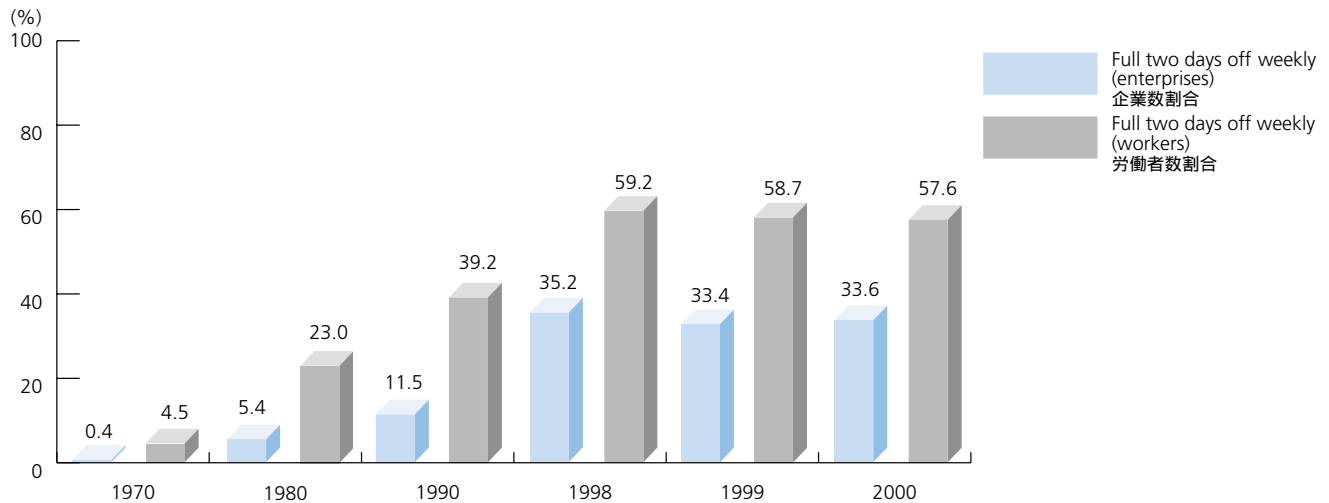
Source: Ministry of Health, Labour and welfare, **Monthly Labour Surveys**.

- Notes:
- 1) The total of hours actually worked is the sum of scheduled hours worked and non-scheduled hours worked. The scheduled hours worked is the number of hours actually worked between the start and close of working hours according to the employment regulations of an establishment, and the non-scheduled hours worked is the number of hours actually worked when starting work early, working overtime, being summoned for unscheduled work, working on holidays, etc.
 - 2) Annual hours worked were estimated from hours worked per month using the following formula:
Annual total (scheduled) hours worked = Total (scheduled) hours worked per month X 12 months
 - 3) Establishments selected for survey were switched in January of 1961, 1964, 1967, 1970, 1988, 1991, 1993 and 1996, and in April of 1973, 1976, 1979, 1982, and 1985. However, actual numbers have not been corrected to reflect gaps in the time series, so care is required in comparing time series by actual numbers.
 - 4) Services are not included in 1960 figures.
 - 5) Figures are for establishments with 30 employees or more.



47. Ratio of Enterprises Providing a Full Two Days off Weekly 完全週休 2 日制の実施状況

The ratio of enterprises providing a full two days off weekly was 11.5% in 1990, and this increased rapidly over the subsequent decade to reach 33.4% in 1999.



Source: Ministry of Health, Labour and welfare, *General Survey working conditions (until 1999, General Survey on Wage and Working Hours System)*.
Notes: Enterprises with 30 employees or more were surveyed.
Figure for 1997 does not include Services.

48. Ratio of Number of Enterprises and Employees by Main Type of Weekly Days off (By Size of Enterprise) (2001) 週休制の形態別企業数・従業員数の割合（企業規模）（2001年）

Approximately three-quarters of enterprises with 1,000 employees or more are providing a full two days off weekly, but only about 30% of enterprises with 30-99 employees do so.

Size of enterprise 企業規模	Weekly day of rest and weekly day and half of rest 週休 1 日及び 1 日半制	Weekly Two Days Off 週休 2 日制			
		Total 合計	Full two days off 完全	Other than full two days off 完全以外	
All sizes 全規模	Employees 労働者	3.1	95.0	57.6	37.3
	Enterprises 企業	7.7	91.6	33.6	58.0
1,000 employees or more 1,000 人以上	Employees 労働者	0.9	96.4	79.3	17.2
	Enterprises 企業	0.9	98.0	73.6	24.2
300-999 人	Employees 労働者	1.1	96.4	62.2	34.3
	Enterprises 企業	1.2	96.5	60.3	36.2
100-299 人	Employees 労働者	3.4	95.3	40.2	55.1
	Enterprises 企業	3.7	95.5	38.3	57.2
30-99 人	Employees 労働者	8.3	90.9	31.2	59.8
	Enterprises 企業	9.7	89.7	28.5	61.3

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System, 2001*.
Note: When a single enterprise used two or more systems, it was grouped under the system used by the largest number of employees.

49. Average Number of Paid Holidays, Average Number of Days Taken and Average Rate of Acquisition per Employee by Size of Enterprise

企業規模別労働者 1 人平均年次有給休暇の付与日数、取得（消化）日数及び取得（消化）率

Since 1980, the decline in the average acquisition rate has been more severe for enterprises with smaller numbers of employees.

Size of enterprise 企業規模		1980	1990	1998	1999	2001
Total	計					
Average grant day ¹⁾	平均付与日数	14.4	15.5	17.5	17.8	18.0
Average acquired day	平均取得（消化）日数	8.8	8.2	9.1	9.0	8.9
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	61.3	52.9	51.8	50.5	49.5
1,000 employees or more	1,000 人以上					
Average grant day ¹⁾	平均付与日数	16.6	17.4	19.0	19.2	19.4
Average acquired day	平均取得（消化）日数	10.4	9.5	10.8	10.9	10.6
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	62.7	54.7	56.7	56.5	54.6
100-999 人						
Average grant day ¹⁾	平均付与日数	13.7	14.7	16.9	17.3	17.6
Average acquired day	平均取得（消化）日数	8.4	7.7	8.3	8.2	8.2
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	61.2	52.1	48.9	47.3	46.6
30-99 人						
Average grant day ¹⁾	平均付与日数	12.1	13.4	15.6	16.0	16.4
Average acquired day	平均取得（消化）日数	7.1	6.7	7.2	7.0	7.3
Average grant acquired rate ²⁾ (%)	平均取得（消化）率	58.6	50.1	45.9	43.7	44.6

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.

- Notes:
- 1) Average grant day excludes transferred days.
 - 2) Average rate of gain = the ratio of gained day ÷ offered day X 100.

50. Adoption of Variable Working Hours System and Judged Working Hour System (by Enterprise Size)

変形労働時間制及びみなし労働時間制の採用状況（企業規模別）

The number of enterprises adopting the variable working hours system has been growing steadily since this system was introduced by the amendment of the Labour Standard Law in 1987, and by 1999 the variable working hours system had been applied to over half of all workers.

Adoption of Variable Working Hours system 変形労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by variable working hours system.) 企業数割合（かつこ内は適用労働者数割合）（%）

	1990	1996	2001	Size of enterprise 企業規模		
				1,000 employees or more	100 - 999 人	30 - 99 人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting variable working hours system (workers applied under the variable working hours system) 変形労働時間制を採用している企業（M.A.）適用を受ける労働者	13.2 (23.2)	40.5 (44.1)	54.3 (49.5)	71.4 (48.3)	61.1 (52.4)	51.1 (46.6)
Variable working hours system on a yearly basis 1 年単位の変形労働時間制	0.6* (0.5*)	8.7 (9.5)	36.3 (22.8)	20.3 (10.3)	37.0 (29.5)	36.5 (34.0)
Variable working hours system on a monthly basis 1 ヶ月単位の変形労働時間制	10.7 (17.9)	18.3 (21.1)	15.5 (18.1)	34.1 (23.1)	19.6 (16.8)	13.4 (10.9)
Flexible working hours system フレックスタイム制	2.2 (4.8)	4.8 (9.8)	5.6 (8.7)	35.9 (14.9)	10.3 (6.0)	2.8 (1.7)
Enterprises not adopting variable working hours system (workers not applied under the variable working hours system) 変形労働時間制を採用していない企業（適用を受けていない労働者）	93.0 (84.7)	59.5 (55.9)	45.7 (50.5)	28.6 (51.7)	38.9 (47.6)	48.9 (53.4)

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.

Notes: About the ratio of enterprises:

- 1) The ratio of enterprises that apply a variable working hours system to all or part of their workers.
- 2) Only the main types of variable working hours system.

3) Figures marked with * are figures for the 3-Month Unit Variable Working Hours System. (Under the amended Labour Standards Law of April 1, 1994, the maximum period for variable working hours was extended from 3 months to 1 year.)

About the ratio of workers covered:

- 1) The ratio of workers to whom a variable working hours system is actually applied.

2) Figures marked with * are figures for the 3-Month Unit Variable Working Hours System. (Under the amended Labour Standards Law of April 1, 1994, the maximum period for variable working hours was extended from 3 months to 1 year.)

Adoption of Judged Working Hour System みなし労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by judged working hour system.) 企業数割合 (かっこ内は適用労働者数割合) (%)

	1990	1996	2001	Size of enterprise 企業規模		
				1,000 employees or more	100 – 999 人	30 – 99 人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting judged working hour system (workers applied under judged working hour system)						
みなし労働時間制を採用している企業 (M.A. 適用を受ける労働者)	4.5 (3.2)	6.1 (3.8)	8.2 (4.0)	18.5 (5.0)	12.2 (3.8)	6.3 (2.3)
Judged working hour system for job outside of the office うち、事業場外労働のみなし労働時間制	4.4 (3.1)	5.8 (3.6)	7.4 (3.4)	15.3 (4.4)	11.4 (3.8)	5.7 (2.0)
Judged working hour system for discretion labour うち、裁量労働のみなし労働時間制	0.6 (0.1)	0.5 (0.2)	2.1 (0.5)	7.4 (0.6)	2.3 (0.5)	1.9 (0.3)
Enterprises not adopting judged working hour system (Workers not applied under judged working hour system)						
みなし労働時間制を採用していない企業 (適用を受けない労働者)	95.5 (96.8)	93.9 (96.2)	91.8 (96.0)	81.5 (95.0)	87.8 (96.2)	93.7 (97.7)

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.
2001 data for Discretion Labour under the Judged Working Hour System includes figures on the application of the Planned Discretion Labour System.

51. Annual Total Hours Actually Worked (Manufacturing Industry, Production Workers) 年間総実労働時間 (製造業・生産労働者)

The annual total hours actually worked was larger in Japan than in other advanced countries in 1980, but in 1998 the figure was 1947 hours, which is generally on a par with America and England.

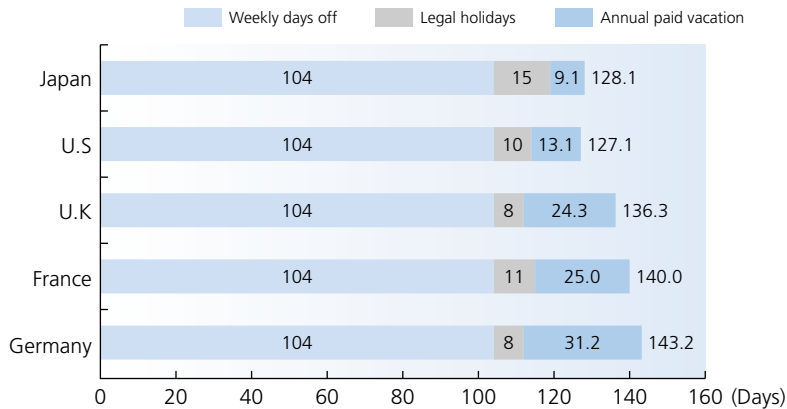
	1980	1990	1996	1997	1998	1999	(hour)
Japan	2,162 (209)	2,214 (219)	1,993 (168)	1,983 (179)	1,947 (152)	1,942 (155)	
United States	1,893 (146)	1,948 (192)	1,986 (234)	2,005 (250)	1,991 (239)	1,999 (239)	
France	1,759	1,683	1,679	1,677	1,672	—	
Germany	1,719 (104)	1,598 (99)	1,517 (68)	1,517 (68)	1,517 (68)	—	
United Kingdom	1,883 (125)	1,953 1,929	(182) 1,934	(187) (187)	1,925 (177)	1,902 (151)	

Sources: Estimates from Working Hours Division, Wages and Working Hours Department, Ministry of Labour, and EC and national data.

- Notes:
- 1) Figures in parentheses are non-scheduled hours worked. However, figures for France are not available.
 - 2) Establishment size for Japan is 5 or more employees, for the U.S. is all sizes, and for other countries is 10 or more employees.
 - 3) Includes regular part-time workers.
 - 4) The methods to estimate are as follows:
Germany and France made extended estimates from national data on the basis of EC, *Labour Costs, 1988*.
Based on the same study, the U.K. made extended estimates from the ratio of production workers to all workers and from later data.
The U.S. estimated the hours of paid work according to *the Handbook of Labour Statistics* based on estimation of the ratio of hours actually worked to paid hours worked.

52. International Comparison of Annual Holidays 年間休日日数

Although Japanese workers receive the same or slightly more days off a week and national holidays than workers in other developed countries, the number of paid holidays granted to workers in Japan has fallen below the number granted in these other countries.



Notes: Survey of Paid Working Hours. Estimates based on statistics from other nations, compiled by the Working Hours Division, Working Hours Department, Labour Standards Bureau, Ministry of Labour.

Source: 1) "Weekly days off" refers to company-prescribed weekly days off, e.g., Saturday and Sunday, under the assumption that employees are allowed two days off per week.

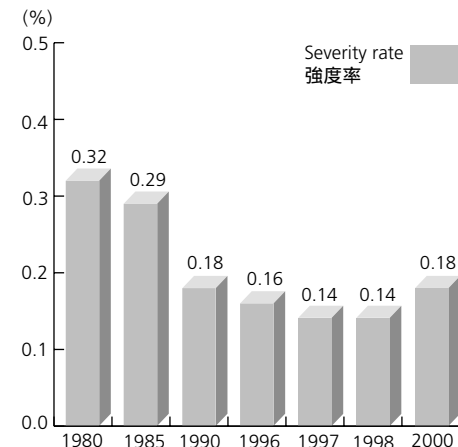
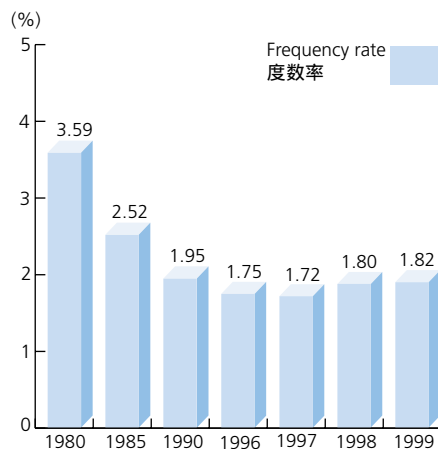
2) "Annual paid vacation" refers to the number of vacation days granted to employees. Figures for other countries were estimated by the Working Hours Division. Figures for Japan represent the number of vacation days granted.

3) Survey dates for annual paid vacation are as follows.

Japan	1998
U.S.	1997
U.K.	1996
France	1992
Germany	1996

53. Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates) 労働災害発生率の推移 (度数率、強度率)

The incidence of industrial accidents has been declining annually, and by 1999 they had fallen to levels under half those of 1980 in both frequency and severity.



Source: Ministry of Health, Labour and welfare, *Survey on Industrial Accidents*.

Notes: 1) Frequency rate = Number of deaths and injuries from industrial accident / Aggregate man-hours actually worked X 1,000,000.

2) Severity rate = Number of working days lost / Aggregate man-hours actually worked X 1,000.

54. Trends in Deaths and Injuries by Industry (Absences of Four or More Days from Work) 産業別死傷者数の推移（休業4日以上）

The number of deaths and injuries from industrial accidents is higher in the manufacturing and construction industries, and the number of cases resulting in death is highest of all in the construction industry.

By Industry	産業別	1980	1985	1990	1996	1997	1998	1999	2000
All Industry	全産業	335,706 (3,009)	257,240 (2,572)	210,108 (2,550)	162,862 (2,363)	156,726 (2,078)	148,000 (1,844)	130,100 (1,992)	133,948 (1,889)
Manufacturing	製造業	106,481 (589)	80,401 (475)	62,404 (447)	43,293 (405)	47,054 (351)	42,269 (305)	37,000 (344)	37,753 (323)
Mining	鉱業	8,477 (105)	4,642 (137)	1,230 (44)	960 (36)	942 (40)	837 (29)	800 (24)	760 (26)
Construction	建設業	112,786 (1,374)	73,595 (960)	60,900 (1,075)	44,886 (1,001)	41,688 (848)	38,117 (725)	33,400 (794)	33,599 (731)
Transportation	交通運輸業	4,626 (52)	3,643 (53)	2,935 (64)	2,065 (32)	2,073 (38)	2,092 (47)	1,800 (29)	1,872 (29)
Overland Freight Transport	陸上貨物運送業	21,807 (261)	18,444 (259)	16,831 (311)	13,792 (333)	16,555 (290)	15,646 (225)	13,800 (270)	14,653 (271)
Harbor Cargo Handling	港湾荷役業	4,108 (55)	2,095 (42)	1,103 (28)	590 (28)	589 (17)	463 (19)	400 (10)	388 (11)
Forestry	林業	12,490 (117)	8,498 (122)	5,069 (89)	3,392 (80)	3,190 (56)	3,089 (69)	2,800 (71)	2,773 (53)
Others	その他	64,931 (456)	65,922 (524)	59,636 (492)	53,884 (448)	44,635 (438)	45,735 (425)	40,100 (450)	42,150 (445)

Source: Japan Industrial Safety and Health Association (JISHA), **General Guidebook on Industrial Safety**

Note: Figures within parentheses show numbers of deaths included in totals. Numbers of deaths and injuries for 1998 are estimates.

55. Average Retirement Allowance of Retired Male Employees by Education Background, Duration of Service, and Size of Enterprise (1997) 男子定年退職者の学歴、勤続年数及び企業規模別退職金額（1997年）

The amount of retirement allowance correlates with the size of the enterprise. The difference in amount resulting from duration of service is greater for university graduates.

Educational background & duration of Service 学歴及び勤続年数	Size of Enterprise 企業規模	1,000 employees or more 1,000人以上		300-999 人		100-299 人		30-99 人	
		Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)
College or university graduates (Administrative, clerical & technical workers) 大学卒（管理・事務・技術職）		3,219	49.1	2,393	39.0	2,045	35.1	1,222	24.0
20-24 years	20 ~ 24年	1,315	26.8	1,125	22.2	826	17.3	1,077	19.0
25-29 years	25 ~ 29年	2,261	37.4	1,584	32.9	1,412	26.0	1,126	24.6
30-34 years	30 ~ 34年	3,041	44.9	2,203	36.1	1,663	33.2	1,564	34.3
35 years and over	35年以上	3,396	51.9	2,701	42.0	2,515	39.8	2,046	41.9
Upper secondary school graduates (Administrative, clerical & technical workers) 高校卒（管理・事務・技術職）		2,301	46.2	1,736	38.2	1,524	32.6	1,126	29.3
20-24 years	20 ~ 24年	1,213	27.9	726	18.2	718	18.7	856	29.1
25-29 years	25 ~ 29年	1,673	36.9	1,245	31.3	1,338	26.5	763	20.6
30-34 years	30 ~ 34年	1,973	40.4	1,521	34.9	1,244	27.3	1,988	38.8
35 years and over	35年以上	2,446	48.4	1,986	41.9	1,710	36.6	1,428	33.2

Source: Ministry of Health, Labour and welfare, **Survey on Retirement Allowance System and Payments**.

Notes: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

2) "The amount of compensation at retirement" is retirement allowance in case of retirement allowance system, current amount of retirement pension in case of retirement pension system, and total of retirement allowance and current amount of retirement pension in case of retirement allowance and pension system. Welfare pension funds were considered in terms of the extra portion beyond the regular amount.

3) The rate of payment to monthly regular pay is the ratio of the amount of retirement allowance to scheduled cash earnings at the time of retirement.

4) Caution is required because the margin of error is great when the number of retired workers is small.

Ratio of Enterprises by Type of Retirement Allowance System

56. (by Size of Enterprise)

退職金制度の実施状況別企業数の割合

A larger percentage of enterprises that are of a larger size have adopted retirement allowance systems, and there is also a growing tendency to shift away from the lump-sum payment method.

(%)

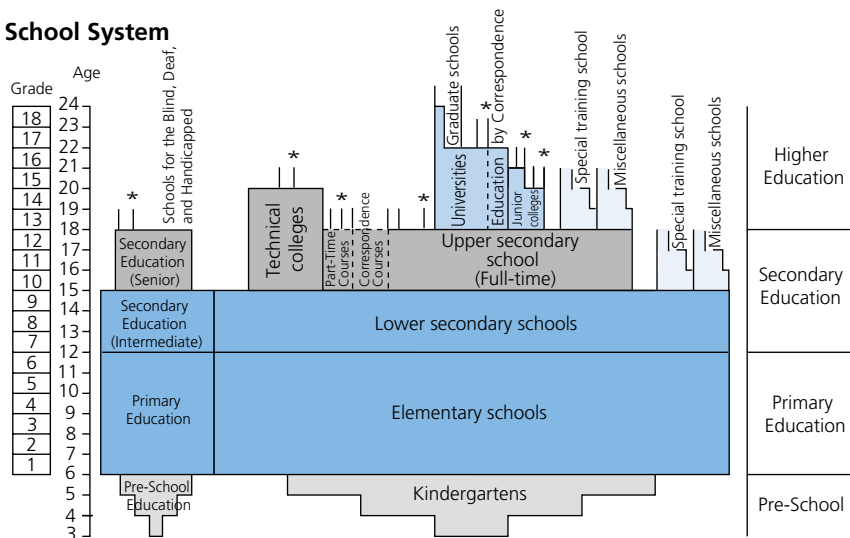
Size of enterprise 企業規模		1985	1989	1993	1997
All sizes	企業規模計				
Enterprises having retirement allowance system	退職金制度がある企業	(89.0) 100	(88.9) 100	(92.0) 100	(88.9) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	51.9	49.3	47.0	47.5
Enterprises having pension method	退職年金制度がある企業	48.1	50.7	53.0	52.5
Only pension method	退職年金制度のみ	14.3	11.3	18.6	20.3
Combination of both method	退職一時金制度との併用	33.8	39.3	34.5	32.2
1,000 or more	1,000人以上				
Enterprises having retirement allowance system	退職金制度がある企業	(99.9) 100	(99.5) 100	(99.7) 100	(99.5) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	18.1	13.6	10.6	9.6
Enterprises having pension method	退職年金制度がある企業	81.9	86.4	89.4	90.4
Only pension method	退職年金制度のみ	10.1	12.5	19.8	22.7
Combination of both method	退職一時金制度との併用	71.8	73.9	69.6	67.7
300-999 人					
Enterprises having retirement allowance system	退職金制度がある企業	(98.5) 100	(98.6) 100	(98.7) 100	(97.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	32.0	26.9	19.4	17.6
Enterprises having pension method	退職年金制度がある企業	68.0	73.1	80.6	82.4
Only pension method	退職年金制度のみ	16.8	16.4	26.4	31.2
Combination of both method	退職一時金制度との併用	51.1	56.7	54.2	51.3
100-299 人					
Enterprises having retirement allowance system	退職金制度がある企業	(94.9) 100	(94.1) 100	(95.2) 100	(95.9) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	40.4	40.8	37.7	35.2
Enterprises having pension method	退職年金制度がある企業	59.6	59.2	62.3	64.8
Only pension method	退職年金制度のみ	17.0	13.0	21.6	23.1
Combination of both method	退職一時金制度との併用	42.5	46.2	40.7	41.7
30-99 人					
Enterprises having retirement allowance system	退職金制度がある企業	(86.1) 100	(86.1) 100	(90.1) 100	(85.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	58.8	55.7	54.3	56.1
Enterprises having pension method	退職年金制度がある企業	41.2	44.3	45.7	43.9
Only pension method	退職年金制度のみ	13.3	10.2	16.7	18.2
Combination of both method	退職一時金制度との併用	27.8	34.0	29.0	25.8

Source: Ministry of Health, Labour and welfare, *Survey on Retirement Allowance System and Payments*.

Note: Figures in parentheses show the percentage of enterprises having retirement allowance systems.

57. Education System 教育制度

School System



Compulsory education: comprises 9 years (6 years of elementary school and 3 years of lower secondary school).

Higher education: comprises upper secondary school (3 years), universities (4 years), junior colleges (2 years) and technical colleges (5 years).

Special education school: for physically and/or mentally handicapped.

Special training schools and miscellaneous schools: provides vocational and practical trainings.

Kindergarten: for pre-school children.

Source: Ministry of Health, Labour and welfare, **Basic Statistical Survey on School**.

Notes: 1) section indicates compulsory education.
2) * marks indicate specialized curricula.
3) Special courses requiring one or more years to complete may be established in upper secondary schools, secondary education at schools for the blind, deaf and handicapped, universities and junior colleges.

58. Enrolled Students/Pupils and Ratios of Those Entering Higher Institutions 在学生数及び上級学校進学率

At present, the rate at which junior high school graduates proceed to senior high school is 95.9%, meaning that virtually all junior high school students go on to senior high school. The rate at which senior high school graduates proceed to junior college or university has been increasing annually, and nearly half of all students now proceed to the next stage of education.

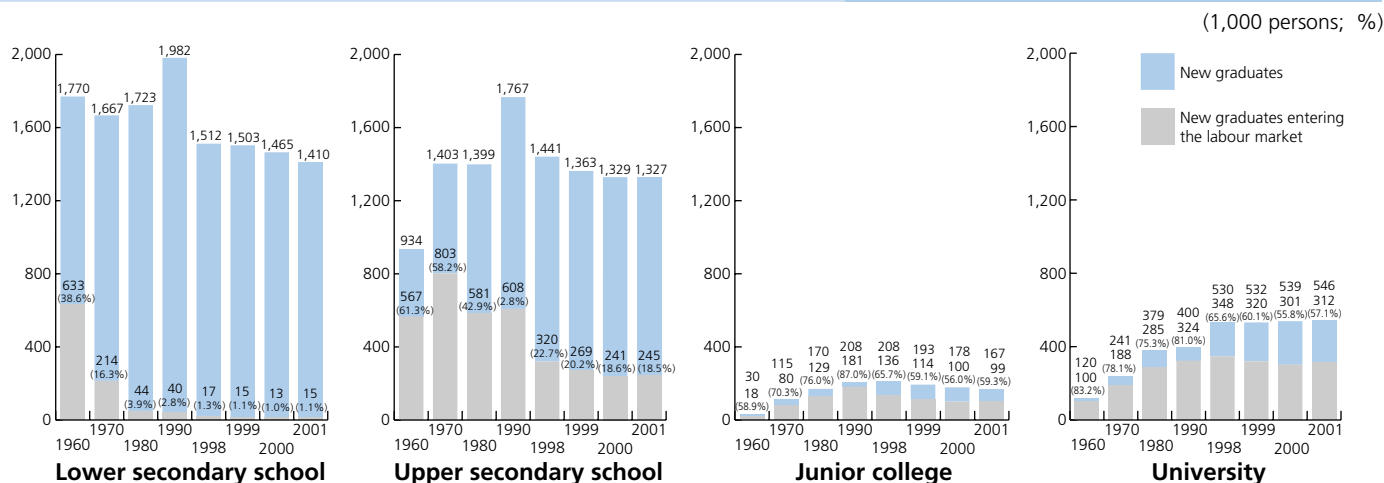
		1950	1960	1970	1980	1990	1997	1998	1999	2000	2001
Enrolled students / pupils (1,000)	在学生数 (千人)										
Elementary schools	小学校	11,191	12,591	9,493	11,827	9,373	7,855	7,664	7,500	7,366	7,297
Lower secondary schools	中学校	5,333	5,900	4,717	5,094	5,369	4,481	4,381	4,243	4,104	3,992
Upper secondary schools	高等学校	1,935	3,239	4,232	4,622	5,623	4,371	4,258	4,212	4,165	4,062
Technical colleges	高等専門学校	-	-	44	46	53	56	56	56	57	57
Special training schools ¹⁾	専修学校	-	-	-	433	791	789	761	754	751	752
Miscellaneous schools ²⁾	各種学校	487	1,240	1,353	724	425	280	253	231	223	208
Junior colleges	短大	15	83	263	371	479	447	417	378	328	289
Universities/colleges	大学	225	626	1,407	1,835	2,133	2,634	2,668	2,701	2,740	2,756
Graduate schools	大学院	-	16	41	54	90	172	179	186	205	216
Ratio of those entering higher institutions (%)											
上級学校進学率 (%)											
Lower secondary schools ³⁾	中学校	42.5	57.7	82.1	94.2	94.4	95.9	95.9	95.8	95.9	95.8
Upper secondary schools	高等学校	18.4 ⁵⁾	17.2	24.2	31.9	30.5	40.6	42.4	44.1	45.1	45.1
Technical colleges	高等専門学校	-	-	2.2	8.3	12.5	26.1	29.0	31.4	33.6	34.9
Junior colleges	短大	-	8.6	3.8	3.2	3.4	7.0	8.0	8.8	9.4	10.2
Universities/colleges ⁴⁾	大学	-	3.8	5.2	4.4	6.8	9.1	9.4	10.1	10.7	10.8

Source: Ministry of Education, Culture, Sports, Science and Technology, **Basic Statistical Survey on School. Report on Basic Survey of Schools**.

Notes: 1) The special training school system was established in 1976.
2) Miscellaneous schools are those which cannot meet the requirements for special training schools. (Preparatory schools, automobile driving schools, schools for foreigners, etc.)
3) Indicates the ratio of those entering upper secondary schools and technical colleges.
4) Indicates the ratio of those entering graduate schools.
5) From 1980, Okinawa is also included.
6) Figure for 1955.

59. Number of New Graduates and Number of New Graduates Entering the Labour Market 新規学卒者数及び就職者数

The employment rate for senior high school and university graduates in Japan has been declining since the late 1990s, and the increase in the number of people who make their living from part-time jobs without seeking regular employment or further education is coming to be recognized as a social problem.



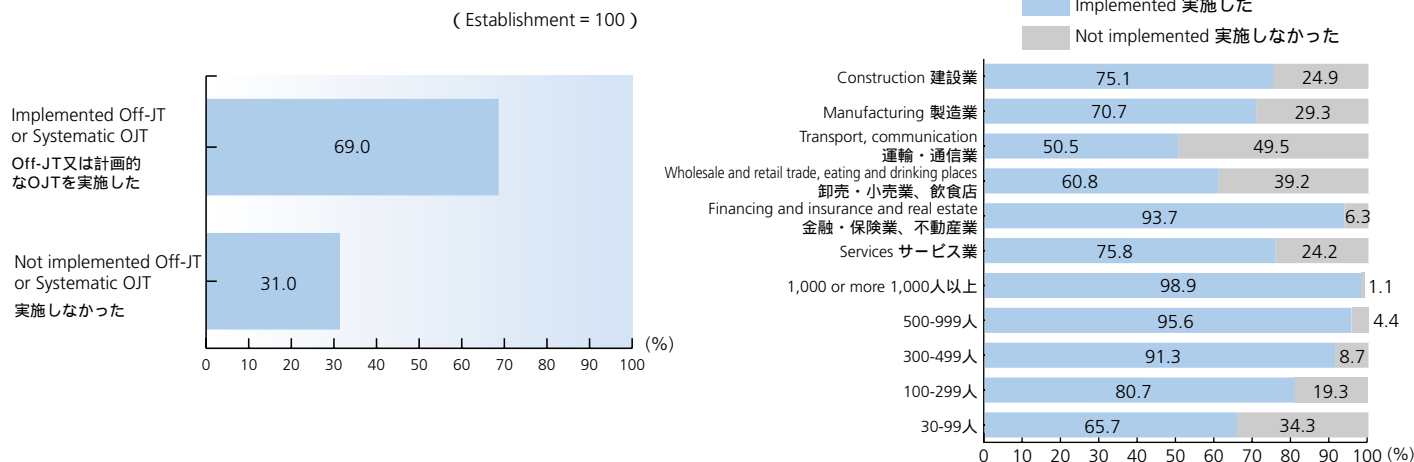
Source: Ministry of Education, Culture, Sports, Science and Technology, *Basic Statistical Survey on School*.

Notes: 1) Proportion of persons entering the Labour market is calculated as follows:

Proportion = (Persons entering the Labour market + Persons working and going to higher grade schools, special training schools, etc.) ÷ Total school leavers.

60. Implementation Status of Job Training by Industry and Size of Establishment (1998) 産業・事業所規模別教育訓練の実施状況 (1998年)

Enterprises with larger numbers of employees are more likely to conduct job training. Looking by industry, the number of enterprises that conduct job training is especially high in finance, insurance, and real estate, where there is greater need for specialized knowledge.



Source: Ministry of Health, Labour and welfare, *Report on Survey of Private Education and Training, 1999*.

61. Purposes of Job Training (Multiple Responses) (1998)

教育訓練実施の目的（複数回答）（1998年）

Job training is conducted primarily to give employees basic knowledge and skills, or to raise the level of their specialty. A significant number of enterprises with 1,000 employees or over, however, also conduct job training in order to keep up with internationalization, technical innovation, and so on.

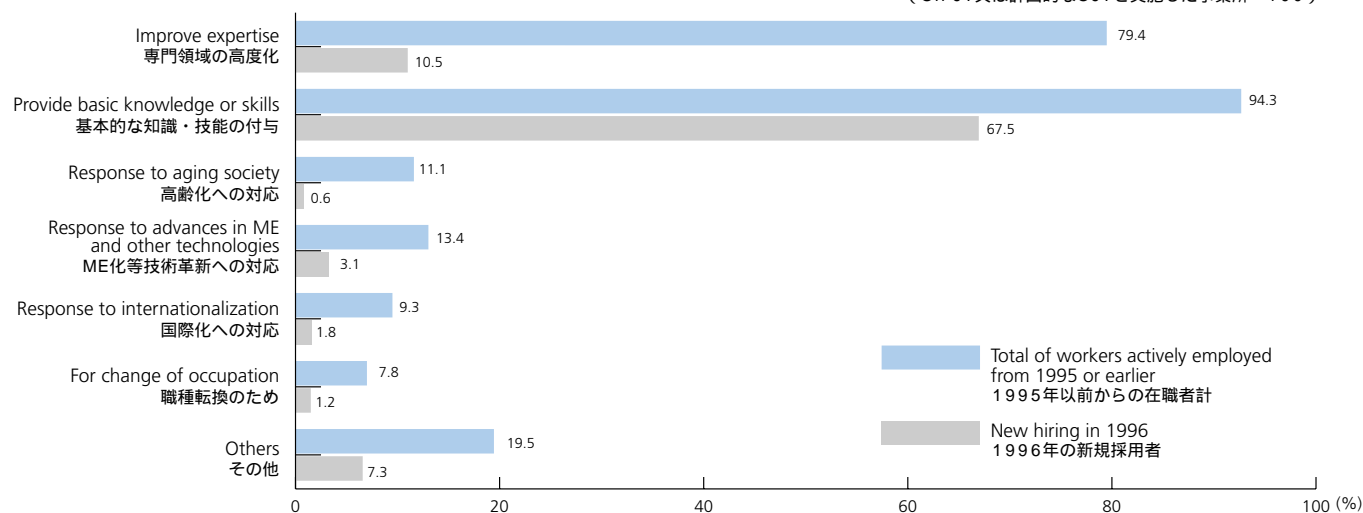
(Establishments that implement Off-JT or systematic OJT = 100)
(Off-JTまたは計画的OJTを実施している事業所 = 100)

(%)

	Construction 建設業	Technical works in Manufacturing 製造業技術職	Transport and Communication 運輸・通信業	Wholesale and retail trade, and eating and drinking places 卸売・小売業、飲食店	Financing and insurance, and real estate 金融・保険業、不動産業	Services サービス業
Improve expertise 専門領域の高度化	58.2	64.6	32.2	72.5	79.9	78.4
Provide basic knowledge or skills 基本的な知識・技能の付与	83.7	85.4	81.5	79.8	80.9	86.8
Response to aging of society 高齢化への対応	0.9	3.1	1.7	4.7	1.7	6.3
Response to advances in ME and other technologies ME化等技術革新への対応	26.6	24.9	14.3	12.4	10.5	24.8
Response to internationalization 国際化への対応	3.5	6.8	2.0	1.0	5.8	11.8
For change of occupation 職種転換のため	5.6	6.4	8.5	1.4	4.6	3.4

Purpose of Job Training (1997) 教育訓練実施の目的（1997年）

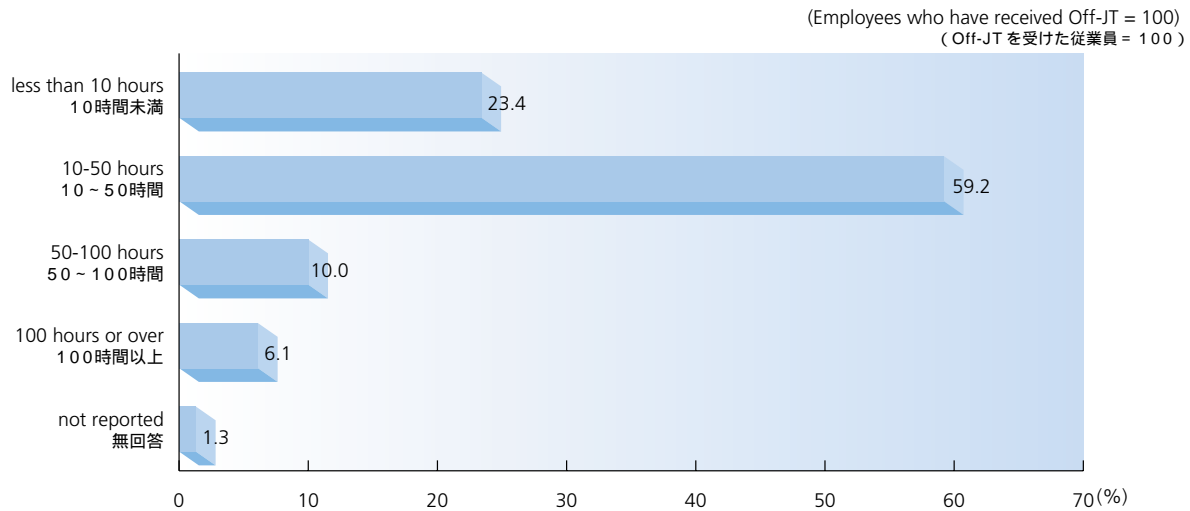
(Establishments that implement Off-JT or systematic OJT = 100)
(Off-JT又は計画的なOJTを実施した事業所 = 100)



Source: Ministry of Health, Labour and welfare, *Report on Survey of Private Education and Training, 1998*.

62. Time Spent on Job Training (1997) Off-JT の受講時間 (1997年)

Most job training conducted by Japanese enterprises takes a comparatively short time, lasting about half a day to one week.



Source: Ministry of Health, Labour and welfare, *Report on Survey of Private Education and Training, 1998*.

63. Proportion of Employees Who Have/Have Not Received Job Training by Sex and Age (1998) 性・年齢別教育訓練の受講の有無 (1998年)

The percentage of employees who have received job training is somewhat lower among women and older persons, but there is no marked disparity by sex or age.

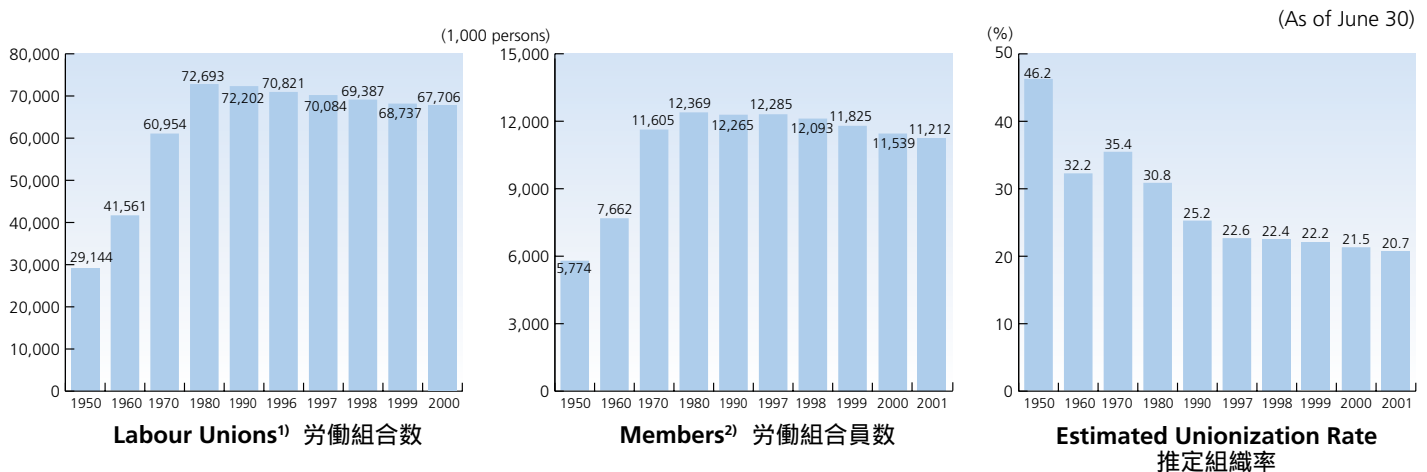
(%)

Sex・Age 性・年齢		Total of employees 労働者計	Employees who have/have not received job training 受講の有無		
			Have received 受けた	Have not received 受けなかった	Not reported 無回答
Total	合計	100.0	55.5	44.1	0.4
Sex 性	Male 男	100.0	59.5	40.2	0.3
	Female 女	100.0	44.4	55.2	0.4
Age 年齢	Under 24 years 25歳未満	100.0	57.3	42.3	0.3
	25-34 25～34歳	100.0	54.5	45.3	0.3
	35-44 35～44歳	100.0	58.0	41.7	0.3
	45-54 45～54歳	100.0	55.2	44.2	0.5
	55 years and over 55歳以上	100.0	46.8	52.8	0.4

Source: Ministry of Health, Labour and welfare, *Report on Survey of Private Education and Training, 1999*.

64. Number of Labour Unions and Members 労働組合数及び組合員数

The number of labour unions and labour union members in Japan has generally remained flat since the 1980s, and the unionization rate has been declining annually as the number of employed persons has increased.



Source: Ministry of Health, Labour and welfare, *Basic Survey on Labour Unions*.

Notes: 1) Based on Unit Labour unions. This is the basic organizational unit for unions in Japan and is comprised of workers in the factory, office site, etc. or an enterprise.

2) Based on Enterprise Labour union which, in most cases, are comprised of the unions of a single enterprise.

65. Trends in Number of Labour Union Members of Private Enterprises by Size of Establishment (in Labour Union Unit) 企業規模別民間企業の労働組合員数の推移 (単位労働組合)

In Japan, there is a marked disparity in the unionization rate between enterprises by their employment size. Enterprises with 1,000 employees or over have an estimated unionization rate exceeding 50%, but the figure for enterprises with 100-999 employees is just under 20%, and for those with fewer than 100 employees, it is no more than 1.4%.

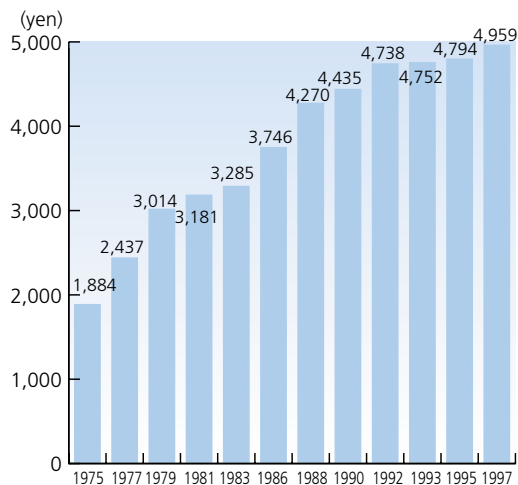
		1990	1997	1998	1999	2000	2001
Total 計							
Members (1,000 persons)	労働組合員数 (千人)	9,515	9,610	9,458	9,212	8,975	8,964
Estimated Unionization rate	推定組織率 (%)	21.9	19.8	19.6	19.4	18.7	18.0
1,000 or more 1,000人以上							
Members (1,000 persons)	労働組合員数 (千人)	5,635	5,697	5,575	5,408	5,274	5,079
Estimated Unionization rate	推定組織率 (%)	61.0	58.4	56.9	57.2	54.2	53.5
100-999 100 ~ 999人							
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,408	2,372	2,307	2,246	2,194
Estimated Unionization rate	推定組織率 (%)	24.0	20.1	19.6	19.5	18.8	17.7
99 or less 99人以下							
Members (1,000 persons)	労働組合員数 (千人)	463	400	389	376	361	346
Estimated Unionization rate	推定組織率 (%)	2.0	1.5	1.5	1.4	1.4	1.3

Source: Ministry of Health, Labour and welfare, *Basic Survey on Labour Unions*.

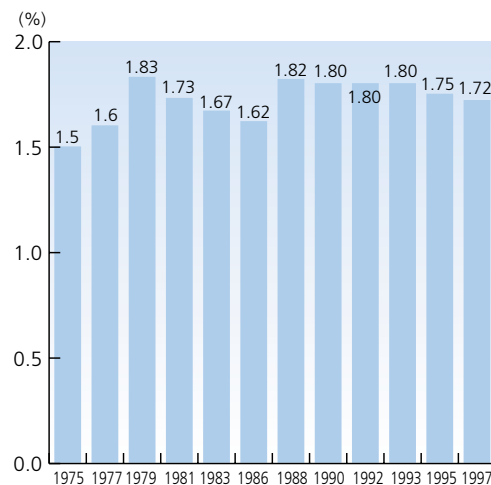
Note: The estimated unionization rate was calculated by dividing the number of labour union members by the number of employees.

66. Average Monthly Union Dues per Member 毎月 1 人当たりの平均組合費

Union dues as a percentage of monthly wages in Japan have remained in the 1.7-1.8% range in recent years, showing no significant change.



Average Monthly Due (Yen)
毎月 1 人あたり平均組合費 (円)



Compared to Monthly Wage (Union dues/Monthly wage)
月額賃金比 (組合費 / 賃金)

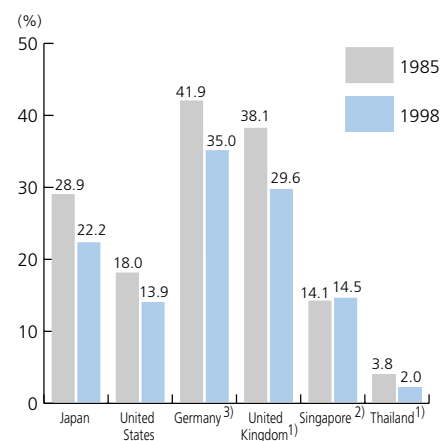
Source: Institute for Social Problems in Asia, *12th Survey on Union Dues, 1999*.

67. Unionization Rate 労働組合組織率

The unionization rate in Japan is higher than in America, but considerably lower than in European countries such as Germany and England.

(1,000 persons, %)

			1985	1990	1995	1997	1998	1999	2000
Japan	Members	組合員数	12,418	12,265	12,614	12,285	12,093	11,825	11,539
	Unionization Rate	組織率	28.9	25.2	23.8	22.6	22.4	22.2	21.5
United States	Members	組合員数	16,996	16,740	16,360	16,110	16,211	16,447	162.58
	Unionization Rate	組織率	18.0	16.1	14.9	14.1	13.9	13.9	13.5
Germany ¹⁾	Members	組合員数	9,324	9,619	11,242	10,540	10,290	-	-
	Unionization Rate	組織率	41.9	37.7	36.0	34.8	32.2	-	-
United Kingdom	Members	組合員数	-	8,854	7,275	7,117	7,107	7,257	-
	Unionization Rate	組織率	-	38.1	32.1	30.2	29.6	29.5	-
Singapore	Members	組合員数	-	-	235	260	273	29.0	-
	Unionization Rate	組織率	-	-	13.8	14.2	14.5	15.3	-
Thailand	Members	組合員数	-	309	242	281	265	-	-
	Unionization Rate	組織率	-	3.8	2.3	2.1	2.0	-	-



Sources: Japan: Ministry of Health, Labour and welfare, *Basic Survey on Trade Unions*. Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Labour Force Survey*. Other countries: Ministry of Health, Labour and welfare, *Overseas Labour Conditions*.

Note: 1) Prior to 1990 data refer to former F. R. of Germany. After 1995 data refer to All Germany.

Notes: 1) 1985 figures are 1990 figures.
2) 1985 figures are 1994 figures.
3) 1998 figures are 1997 figures.

68. Ratio of Labour Union by Existence of Labour Management Consultation Organization 労使協議機関の有無

Almost all labour unions in Japan have set up labour management consultation organizations with the management side. The proportion of unions with labour management consultation organizations is lower for unions with fewer members, but even in the case of unions with fewer than 100 members, approximately 70% have set up labour management consultation organizations.

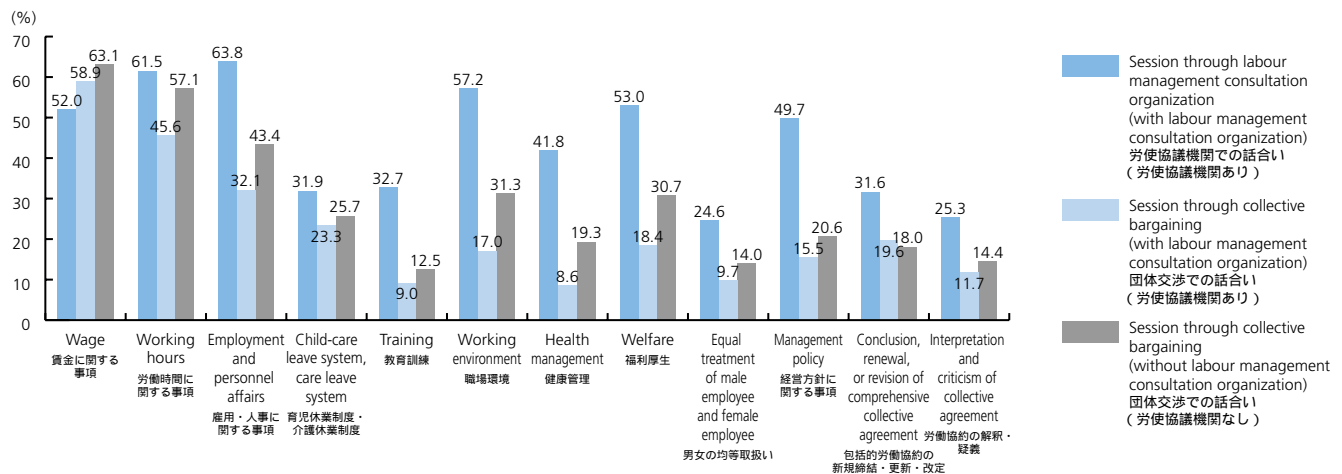
(Total of labour unions=100) (%)

Division 区分		(Labour management consultation organization) 労使協議機関	
		Present あり	Absent なし
1997 Total	計	78.1	21.9
Number of labour union members	労働組合員数規模		
5,000 or more	5,000人以上	100.0	-
1,000-4,999	1,000～4,999人	92.8	7.2
500-999	500～999人	93.3	6.7
300-499	300～499人	90.9	9.1
100-299	100～299人	81.2	18.8
30-99	30～99人	71.5	28.5
1992 Total	計	73.5	24.7

Source: Ministry of Health, Labour and welfare, *Survey on Collective Bargainings and Labour Disputes, 1998*.

69. Ratio of Labour Unions by Subjects of Negotiation and Sessions Through which Negotiation was Held (Collective Bargaining & Labour Management Consultation Organization) and by Whether With or Without Labour Management Consultation Organizations in the Past 3 Years¹⁾ 労使協議機関の有無と話し合い事項（過去3年間）

Although the subjects that are negotiated by labour management consultation organization vary widely, the percentage of unions that raise subjects involving management policy, employment and personnel affairs, and welfare, in particular, in such organizations greatly exceeds the percentage of unions that bring those subjects up in collective bargaining.



Source: Ministry of Health, Labour and welfare, *Survey on Collective Bargaining and Labour Disputes, 1998*.

Note: 1) The last 3 years means from 1 July 1994 to 30 June 1997.

70. Ratio of Labour Unions by Existence of Classification between Subject to be Handled in Collective Bargaining or Subject to be Handled in Labour Management Consultation Organization, and Criteria of Classification

団体交渉・労使協議における取扱い事項の区別

Most unions separate the subjects negotiated in collective bargaining from those negotiated in labour management consultation, but 14.4% of unions do not particularly separate them. Of those unions that do make a distinction, approximately 40% follow the practice of negotiating subjects first in labour management consultation organizations before taking them up in collective bargaining.

(Union with labour management consultation organization= 100) (%)

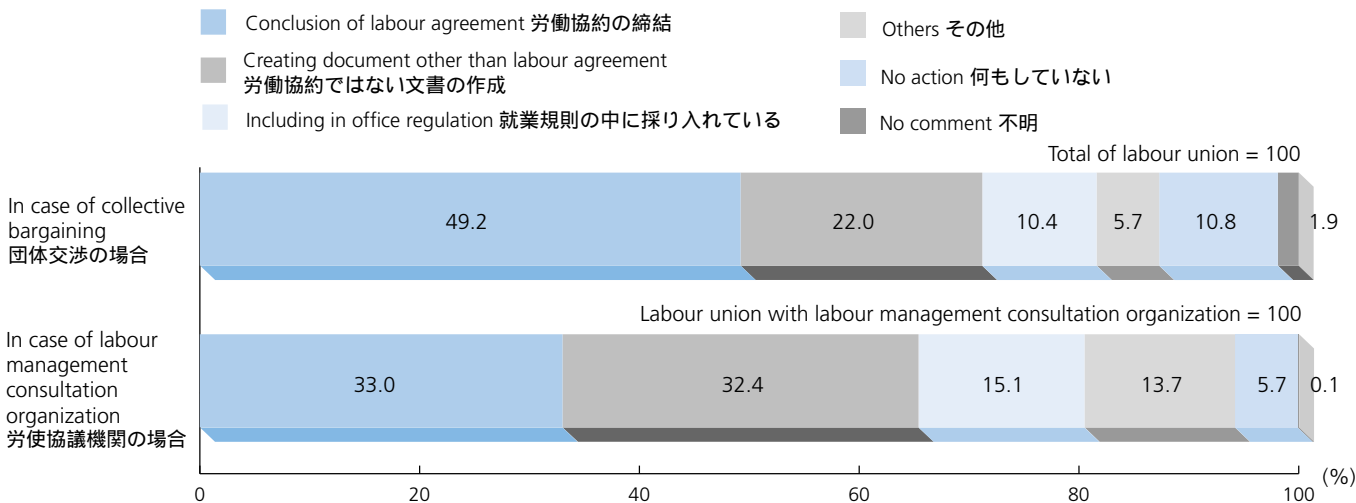
	Total of labour unions with labour management consultation organization 労使協議機関がある労働組合計	Subjects of negotiation are distinguished by whether they were handled by collective bargaining or by labour management consultation organization. 団体交渉と労使協議機関との取扱い事項を区別している	(Criteria of classification) (区別の方法 M.A.)				Subjects of negotiation are not distinguished by whether they were handled by collective bargaining or by labour management consultation organization. 団体交渉と労使協議機関との取扱い事項を区別していない
			Classified by subject 対象事項によって区別している	Classified by possibility to develop into dispute acts 争議行為への移行の可能性の有無によって区別している	Problem being handled in the labour management consultation organization at first, then, transferred to collective bargaining, as necessary 労使協議機関で先に取扱い、必要に応じて団体交渉へ移行する	Other classification criteria その他の方法によって区別している	
Total 計	100.0	85.6 (100.0)	(70.8)	(9.0)	(41.4)	(4.3)	14.4

Source: Ministry of Health, Labour and welfare, *Survey on Collective Bargainings and Labour Disputes, 1998*.

71. Ratio of Labour Unions by Ordinary Actions When Labour and Management Reach Some Agreement in Collective Bargaining and Labour Management Consultation Organization

団体交渉・労使協議機関で合意に達した場合の措置

Approximately one-third of unions incorporate the agreements made in labour management consultation organizations into their labour agreements. Such cases may make up a smaller percentage than agreements reached through collective bargaining, but this still indicates that they have a certain binding force in labor-management relations.



Source: Ministry of Health, Labour and welfare, *Survey on Collective Bargainings and Labour Disputes, 1998*.

72. Number of Labour Disputes by Principal Demands 主要要求事項別労働争議件数

As the number of labour disputes decreases, the relative proportion of demands relating to wages is diminishing compared to the past, and the percentage of disputes concerning discharge is increasing instead.

	1950	1960	1970	1980	1990	1997	1998	1999	2000
Total disputes 労働争議件数	1,487	2,222	4,511	4,376	2,071	1,334	1,164	1,102	958
Wage increase 賃金増額	–	805	2,131	3,236	954	614	392	385	310
Temporary allowance 臨時給与金	–	638	1,260	722	1,123	407	278	212	224
Revision of working hours 労働時間の変更	–	16	16	48	39	43	40	12	7
Objection to discharge or issues of reinstatement 解雇反対・被解雇者の復職	–	93	137	112	40	112	176	208	147
Objection to discontinuance / shutdown / contraction of business 事業の休廃止・合理化	–	15	28	26	64	68	45	23	32

Source: Ministry of Health, Labour and welfare, *Survey on Labour Disputes Statistics*.

Note: Number of cases does not meet the total of Classification because some cases carry more than one demand.

73. Trends in Number of Labour Disputes, Employees Involved, and Working Days Lost 労働争議件数、労働争議参加人員、労働損失日数の推移

The number of labour disputes and employees involved in disputes has dropped dramatically over the past 15 years.

		(Disputes, 1,000 employees, 1,000 days)				
		1985	1990	1996	1997	1998
Japan ¹⁾	Disputes	627	284	193	178	145
	Employees involved	123.4	84.3	23.2	47.2	26.0
	Working days lost	264.1	144.5	42.8	110.2	98.0
United States ²⁾	Disputes	54	44	37	29	34
	Employees involved	323.9	184.9	272.7	338.6	387.0
	Working days lost	7,079.1	5,925.5	4,888.6	4,497.1	5,116.0
France ³⁾	Disputes	1,901	1,529	–	–	1,745
	Employees involved	22.8	18.5	–	–	121.0
	Working days lost	726.7	528.0	–	–	346.0
Germany ⁴⁾	Disputes	–	777	200	144	46
	Employees involved	78.2	257.2	165.7	13.5	4
	Working days lost	34.5	363.5	98.1	52.9	2
Italy ⁵⁾	Disputes	1,341	1,094	791	–	1,103
	Employees involved	4,842.8	1,634.0	1,689.0	–	435.4
	Working days lost	3,830.8	5,181.3	1,930.0	–	580.4
United Kingdom ⁶⁾	Disputes	903	630	244	216	166
	Employees involved	791.3	298.2	364.3	130.0	91.0
	Working days lost	6,402	1,903	1,303	234.7	282
Indonesia ⁷⁾	Disputes	78	61	346	234	–
	Employees involved	21.1	31.2	221.3	145.6	–
	Working days lost	557.0	316.6	2,496.5	1,250.4	–
Malaysia ⁸⁾	Disputes	25	17	9	4	12
	Employees involved	9.0	98.5	1.0	0.7	1.8
	Working days lost	36.0	302.0	2.6	2.1	2.7
Thailand	Disputes	4	9	18	23	–
	Employees involved	0.6	4.3	8.7	11.9	–
	Working days lost	13.1	71.6	92.1	150.6	–

Sources: Japan: Ministry of Health, Labour and welfare, *Annual Report on Statistical Surveys of Labour Disputes*.

Germany: German Federal Statistical Office, *Statistisches Jahrbuch 1997*. Others: ILO, *Yearbook of Labour Statistics*.

- Notes: 1) Disputes that last under a half day are excluded. The employees involved is the number of workers who actually took part in the dispute.
- 2) The number of disputes and the employees involved are for disputes that began during the year in question, excluding disputes involving under 1,000 employees and disputes lasting under one day.
- 3) Localized (disputes on the single-enterprise level), agricultural, and civil service disputes are excluded. Starting in 1985, the number of disputes is in establishment units. The number of employees involved is calculated from the average number of employees involved in disputes per month.
- 4) Prior to 1992 data refers to former F. R. of Germany. After 1993 data refers to All Germany. The employees involved and working days lost on March 10, 1990 and earlier are for former F. R. of Germany. When the working days lost exceeds 100, disputes lasting under one day are included. Starting in 1993, the public sector is excluded. The employees involved is the number of workers who actually took part in the dispute.
- 5) The working days lost is calculated by the standard of a 7-hour working day.
- 6) When the working days lost exceeds 100, disputes lasting under one day and those involving under 10 employees are included. The number of disputes excluded political strikes.
- 7) The working days lost is calculated by the standard of a 7-hour working day.
- 8) Only strikes are included.

74. Consumer Price Index 消費者物価指数

Since 1995, rises in the consumer price index have stayed at a lower level in Japan than in any other country.

	Index 指数		(1995 year = 100)			Rate of increase 上昇率				
	1985	1990	1995	1998	1999	1986-1990	1990	1995	1998	1999
Japan	87.4	93.4	100	102.5	102.2	1.2	3.1	-0.1	0.6	-0.3
United States	70.6	85.7	100	107.0	109.3	3.6	5.4	2.8	1.5	2.2
France	77.0	<u>89.6</u>	100	103.9	104.5	2.6	<u>3.4</u>	1.8	0.7	0.5
Germany ¹⁾	<u>80.1</u>	85.7	100	104.3	104.9	1.4	2.7	1.8	1.0	0.6
Italy	59.4	78.3	100	108.2	110.0	4.5	6.5	<u>5.2</u>	2.0	1.7
United Kingdom	63.5	84.6	100	109.3	110.0	5.2	9.5	3.4	3.4	1.6
Indonesia	45.5	65.3	100	181.7	218.9	6.3	7.8	9.0	57.6	20.5
Malaysia	74.0	<u>80.9</u>	100	111.8	114.9	1.6	<u>2.6</u>	5.3	5.3	2.7
Singapore	82.7	88.1	100	103.1	103.2	1.6	3.5	1.7	-0.3	0.1
Thailand	65.4	<u>79.1</u>	100	120.8	121.1	3.5	<u>6.0</u>	5.8	8.1	0.3

Source: IMF, *International Financial Statistics*.

Notes: Sequences that follow after underlined years do not follow continuously from earlier years.

1) Prior to 1990 data refers to former F. R. of Germany. After 1995 data refers to All Germany.

75. Purchasing Power Parity and Disparity Between Domestic and Foreign Prices 購買力平価及び内外価格差

The disparity between domestic and foreign prices reached a peak in 1995, and has been tending to decrease gradually since then.

Purchasing power parity (figures in parentheses are disparity between domestic and foreign prices.) 購買力平価 (かっこ内は内外価格差)
(Yen/foreign currency) (Figures in parentheses are "multiply by.") (円/各国通貨)(かっこ内は倍)

	1985	1990	1995	1996	1997	1998
Versus New York 対ニューヨーク	194 (0.81)	170 (1.18)	150 (1.59)	145 (1.33)	143 (1.18)	141 (1.08)
Versus London 対ロンドン	-	265 (1.03)	223 (1.50)	217 (1.28)	213 (1.08)	208 (0.96)
Versus Paris 対パリ	-	-	25.6 (1.36)	25.2 (1.19)	25.5 (1.23)	25.4 (1.15)
Versus Berlin 対ベルリン	-	-	89.9 (1.37)	89.3 (1.24)	90.6 (1.30)	89.9 (1.21)
Versus Geneva 対ジュネーブ	-	-	81.4 (1.02)	81.0 (0.92)	82.4 (0.99)	82.9 (0.92)

Source: Cabinet Office, *Outlook on purchasing power parities and disparities between domestic and foreign prices from Cost of Living Survey*.

76. Worker's Household Income and Expenditure 勤労者世帯の家計収支動向

Average income decreased from 1998 to 2000, influenced mainly by the decreasing income of heads of household.

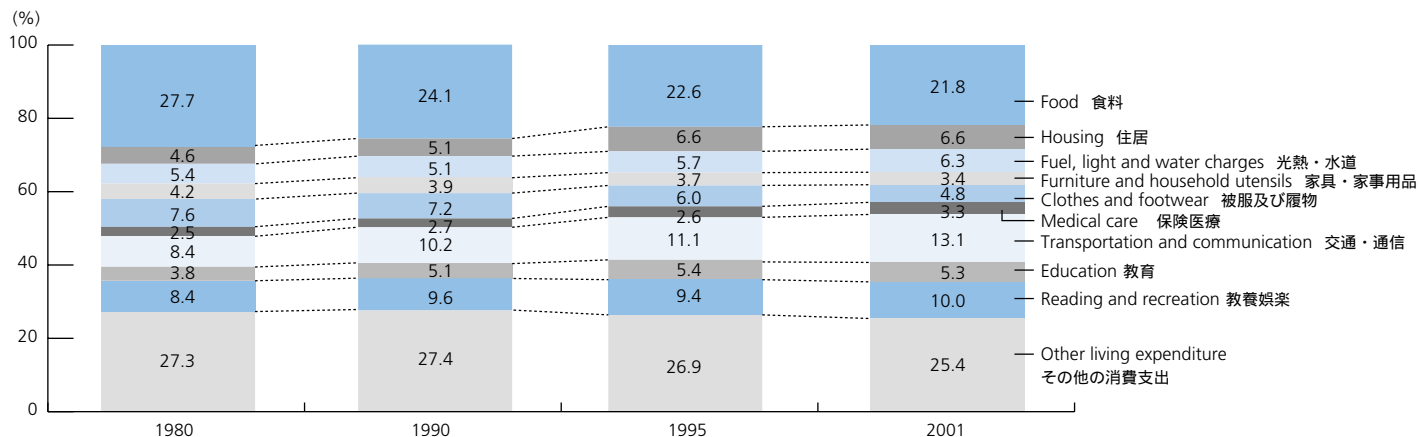
Monthly income (Average) 毎月の平均実収入		1980	Fiscal year		
			1990	1998	2000
Income	実収入	350	522	589	561
Wages and salaries	勤め先収入	331	491	551	526
Household head	世帯主収入	293	431	480	460
Regular	定期収入	226	332	387	380
Temporary and bonuses	臨時収入・賞与	67	99	94	81
Wife's income	世帯主の配偶者の収入うち女	24	44	56	53
Other household members	他の世帯員収入	13	16	15	12
Business and homework	事業・内職収入	6	5	3	4
Other current income	他の経常収入	5	15	21	20
Non-current income	特別収入	8	11	13	11
Persons per household	世帯人員数	3.83	3.70	3.50	3.46
Earners per household	有業人員数	1.50	1.64	1.66	1.65
Age of head	世帯主年齢	41.7	44.5	46.2	46.2

Monthly expenditure (Average) 毎月の平均支出		1980	Fiscal year		
			1990	1998	2000
Living Expenditure	消費支出	238	332	354	341
Food	食料	66	80	80	75
Housing	住居	11	17	22	22
Fuel, light and water charges	光熱・水道	13	17	21	21
Furniture and household utensils	家具・家事用品	10	13	12	11
Clothes and footwear	被服及び履物	18	24	19	17
Medical care	保険医療	6	9	11	11
Transportation and communication	交通・通信	20	34	41	44
Education	教育	9	17	19	18
Reading and recreation	教養娯楽	20	32	34	34
Other living expenditure	その他の消費支出	65	91	94	88
Non-living expenditure	非消費支出	44	81	93	88
Earned income tax	勤労所得税	13	24	21	18
Other taxes	他の税	11	22	23	7.5
Social insurance premiums	社会保険料	20	36	49	48

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Annual Report on the Family Income and Expenditure Survey**.

77. Living Expenditure of Worker's Household 勤労者世帯の家計支出構造

The changing structure of household expenditures since the 1980s shows that food and clothing costs have gone down somewhat while housing and education costs have risen slightly.



Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Annual Report on the Family Income and Expenditure Survey**.

78. Trends in Ratios of House Ownership 持家率の推移

Since the 1960s, the Japanese family has increasingly become nuclear, and a growing percentage of principal households have come to be of this type. House ownership has also remained almost unchanged since the 1960s at about 60%.

		1960	1970	1980	1990	1995
Private households living in dwelling	住宅に住む一般世帯	100.0	100.0	100.0	100.0	100.0
Principal households	主世帯	93.3	96.5	98.4	99.2	99.1
Owned houses	持家	62.7	57	60.7	61.2	60.2
Rented houses owned by local government	公営の借家	} 24.1	} 6.1	5.1	5.1	5.0
Rented houses owned by public corporation	公団・公社の借家			2.3	2.2	2.1
Rented houses owned privately	民営の借家		26.7	24.5	26.0	27.3
Issued houses	給与住宅	6.4	6.8	5.9	4.7	4.6
Rented rooms	間借り ²⁾	6.7	3.5	1.6	0.8	0.9

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *1995 Population Census of Japan Analytical Series No. 5, Structure and Housing Conditions of Households*.
Notes: 1) Includes "Rented rooms" of Okinawa Prefecture.
2) Excludes Okinawa Prefecture.

79. Trends in Household Savings Rate 貯蓄率の推移

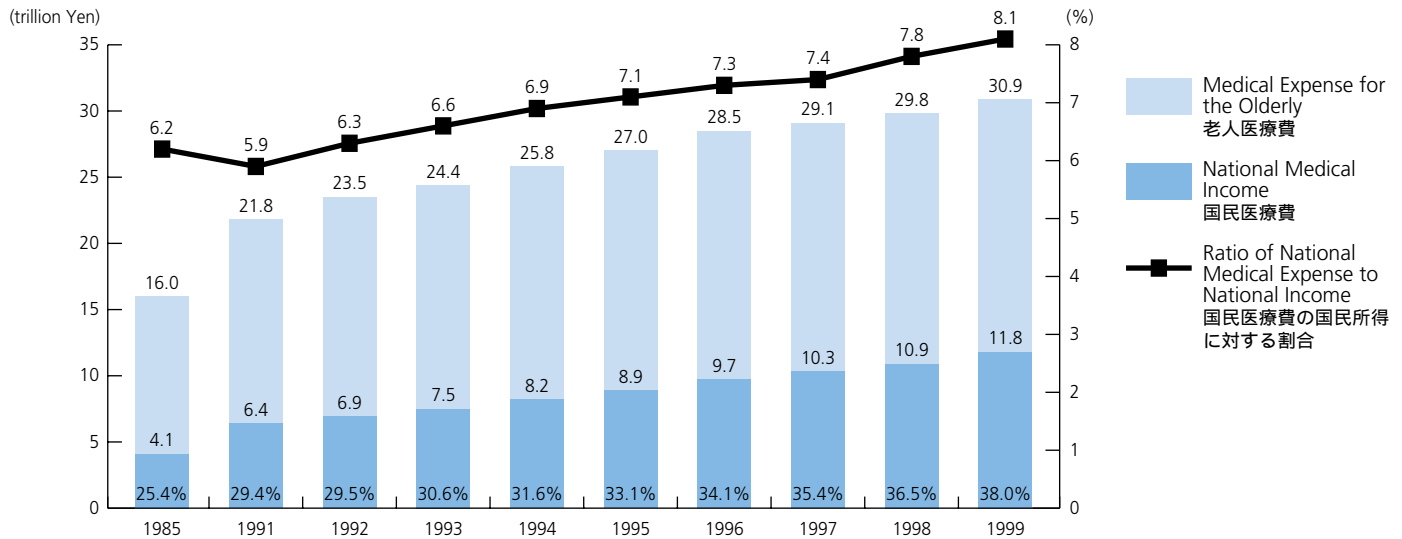
Japan and the continental European countries have relatively high household savings rates compared to other advanced countries, while the rates in America and England are extremely low.

	1990	1996	1997	1998	1999
Japan	12.1	13.4	12.6	13.4	—
United States	8.0	4.9	4.4	4.3	2.3
France	7.6	15.1	16.3	15.5	—
Germany	13.8	11.5	10.4	10.0	9.2
Italy	16.7	13.6	—	—	14.5
United Kingdom	3.3	5.9	5.7	1.9	0.9

Source: Bank of Japan, *Comparative Economic and Financial Statistics Japan and Other Major Countries*.
Notes: Formula for calculating household savings rate: household savings ÷ household disposable income X 100
Figures for the U.S., U.K. and Italy include private non-profit organizations.

80. National Medical Expense 国民医療費

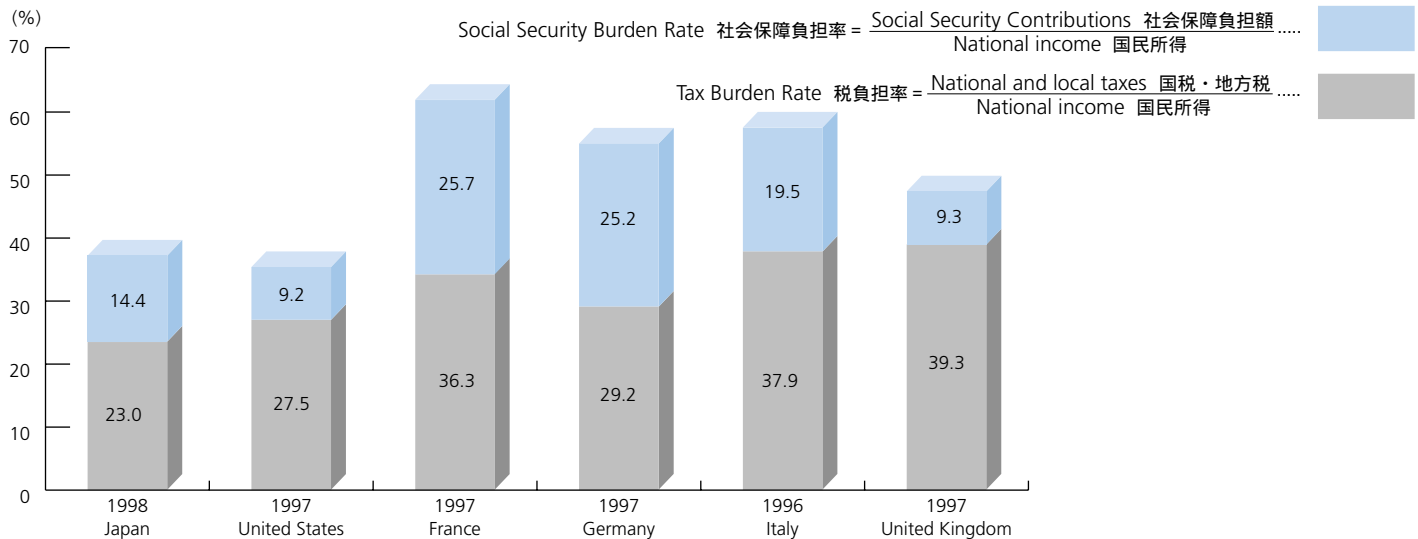
Japan's national medical expenses have risen steadily over the past 20 or so years.



Source: Ministry of Health, Labour and welfare, Statistics and Information Department, *National Medical Expense*.

81. Ratio of Taxation and Social Security Spending to National Income 租税及び社会保障支出の国民所得に対する割合

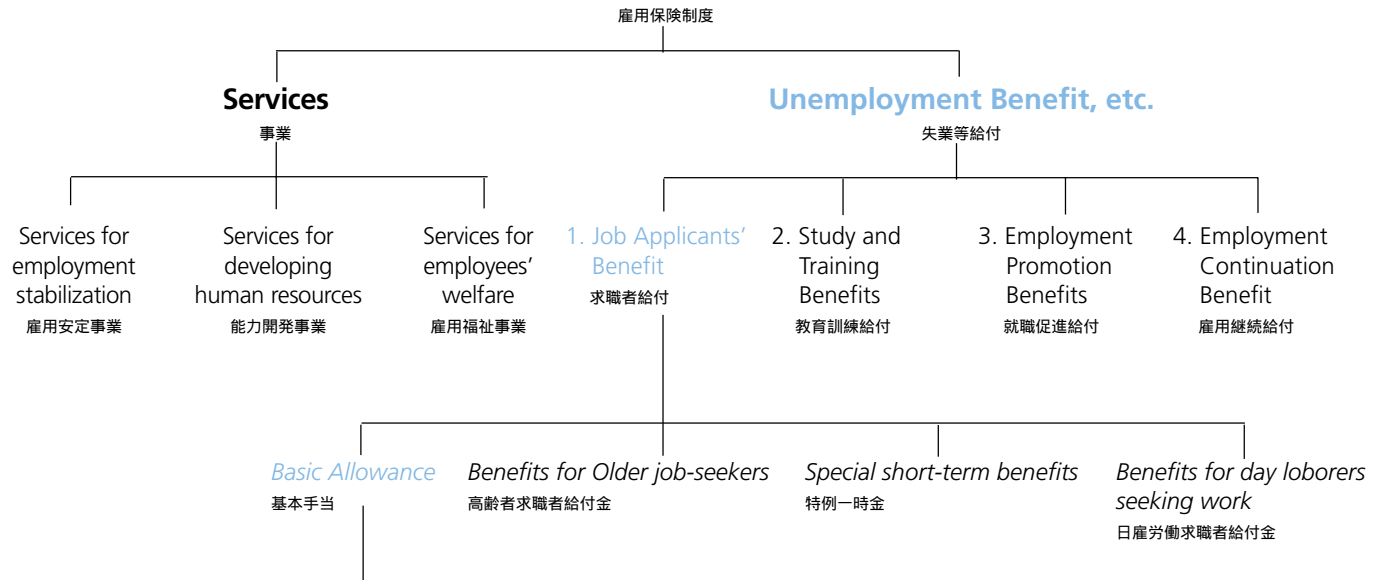
The current ratio of public to national income in Japan is at generally the same level as in America, and remains low compared to the European countries.



Source: Bank of Japan, *Comparative Economic and Financial Statistics Japan and Other Major Countries, 2000*.

82. Employment Insurance System (2001) 雇用保険制度の概要 (2001年)

Employment Insurance



Benefits System for Qualified Workers 受給資格者における給付体系

Age 年齢	Term of insurance coverage 被保険者であった期間	Duration of benefits for those who were standard insureds, aside from short-term worker insureds 短時間労働被保険者以外の一般被保険者であった者に対する給付日数					Duration of benefits for those who were standard insureds and but are now short-term worker insureds 短時間労働被保険者である一般被保険者であった者に対する給付日数						
		Less than 1 Year 1年未満	1-4 Years 1～4年	5-9 Years 5～9年	10-19 Years 10～19年	20+ Years 20年以上	Less than 1 Year 1年未満	1-4 Years 1～4年	5-9 Years 5～9年	10-19 Years 10～19年	20+ Years 20年以上		
General Separated Workers 一般の離職者													
General Insureds 一般被保険者		90 days	90 days	120 days	150 days	180 days	90 days	90 days	90 days	120 days	150 days		
Unsuccessful Job-seekers 就職困難者		Under 30 30歳未満	30-64 30～64歳	150 days	300 days	300 days	300 days	300 days	150 days	240 days	240 days	240 days	240 days
Workers Separated through Bankruptcy, Layoffs, etc. 倒産・解雇等による離職者													
Under 30 30歳未満		90 days	90 days	120 days	180 days	210 days	90 days	90 days	90 days	150 days	180 days		
30-44 30～44歳		90 days	90 days	180 days	210 days	240 days	90 days	90 days	150 days	180 days	210 days		
45-59 45～59歳		90 days	180 days	240 days	270 days	330 days	90 days	180 days	210 days	240 days	300 days		
60-64 60～64歳		90 days	150 days	180 days	210 days	240 days	90 days	150 days	150 days	180 days	210 days		

Notes: 1) 1/4 from Government Treasury. 2) 1/3 is broad, extended benefits.

Contribution Rate 保険料率

	General Services 一般の事業	Agriculture, forestry & fisheries, Sake Brewing Industry 農林水産業、清酒製造業	Construction 建設業
Insured person 被保険者	6/1000	7/1000	7/1000
Employer 事業主	9.5/1000	10.5/1000	11.5/1000
Total 計	15.5/1000	17.5/1000	18.5/1000

Source: Ministry of Health, Labour and welfare, *Guide to Labour Issues, 2001*.

83. Employment Insurance Statistics (Monthly Average)¹⁾ 雇用保険事業統計（年度平均）

	1960	1970	1980	1990	1998	1999	2000
General Employment Insurance 一般雇用保険							
Applied establishment (1,000) 適用事業所数（千）	361	692	1,313	1,734	1,995	2,002	2,018
Insured worker (1,000 workers) 被保険者数（千人）	12,735	21,118	25,339	31,569	34,195	33,902	33,905
Recipients (1,000 workers) 受給者実人員（千人）	375	499	663	482	1,053	1,068	1,029
Total basic allowance ²⁾ (billion yen) 基本手当支給額（十億円）	35.4	147.3	731.1	668.5	1,923.7	1,995.8	1,892.9
Rate of beneficiary (%) 基本受給率（%）	2.9	2.3	2.6	1.6	3.1	3.2	3.1

Source: Ministry of Health, Labour and welfare, **Annual Report on Employment Insurance Activities**.

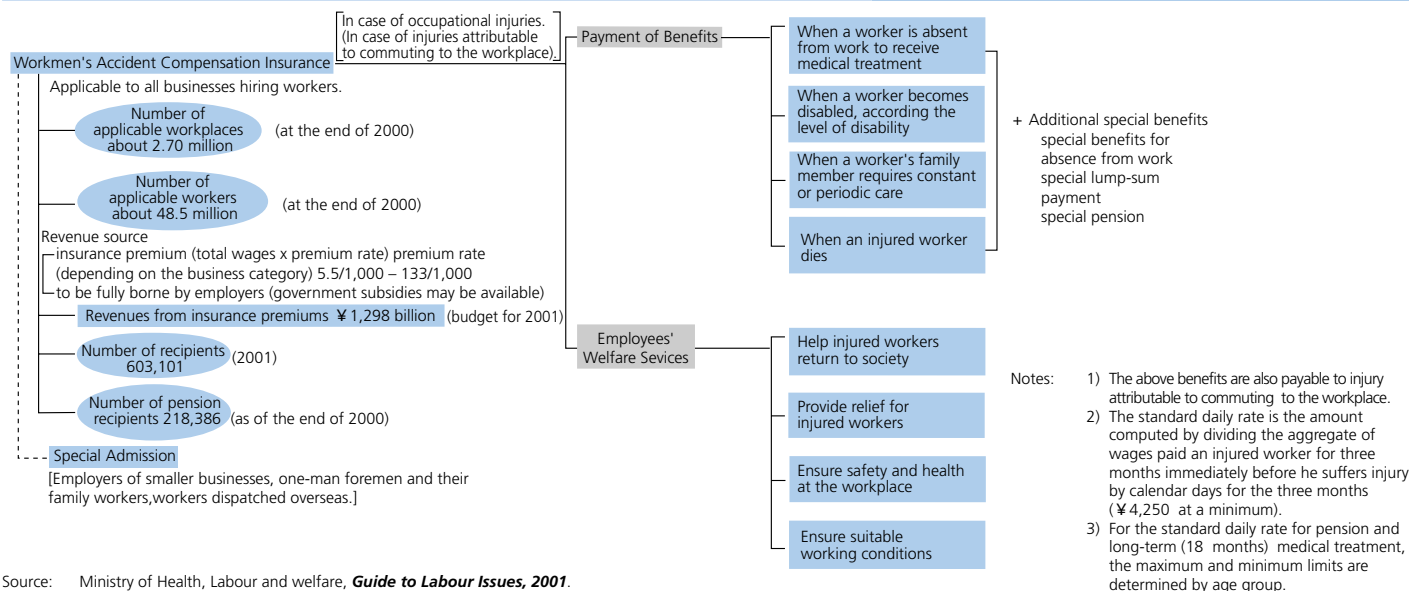
Notes: 1) Monthly averages are calculated by dividing the annual figure by twelve months.

2) The annual figure

3) Rate of beneficiary is calculated as follows:

$$\text{Rate of beneficiary} = \frac{\text{Recipients of basic allowance}}{\text{Insured worker} + \text{Recipients of basic allowance}} \times 100 (\%)$$

84. Workmen's Accident Compensation Insurance System 労働者災害補償保険制度の概要



Source: Ministry of Health, Labour and welfare, **Guide to Labour Issues, 2001**.

85. Workmen's Accident Compensation Insurance Statistics (Monthly Average) 労働者災害補償保険事業統計（年度平均）

	1970	1980	1990	1998	1999	2000
Applied establishment 適用事業場数	1,202,447	1,839,673	2,421,318	2,699,013	2,687,662	2,700,055
Insured person 適用労働者数	26,530,326	31,839,595	43,222,324	48,823,930	48,492,908	48,546,453
Received insured amount (million yen) 保険料収納済額（百万円）	152,036	823,021	1,515,078	1,433,935	1,333,834	1,330,054
Benefit case 保険料給付件数	4,861,903	5,414,975	5,166,480	5,298,930	5,260,235	5,306,851
Benefit amount (million yen) 保険料給付金額（百万円）	122,019	567,288	753,128	838,959	825,025	820,227

Source: Ministry of Health, Labour and welfare, **Annual Report on the Industrial Accident Statistics.**

86. Public Pension System¹⁾ (2000) 公的年金制度の概要（2000年）

Japan's pension systems belong to the general categories of national pension schemes, which are mainly for the self-employed, and employees' pension insurance and other schemes for employees.

Employee Pension Schemes 被用者年金制度

(As of the end of March 2000)

Kind of Schemes 制度名	Responsible body 保険者	Insured person (10,000 persons) 被保険者（万人）	Contribution Rate 保険料率 (As of April 2000)
Employees Pension Employees, Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises	3,248 17.35%
National Public Service Employees, etc. Mutual Aid Associations 国家公務員共済組合	National Public Service Employees Mutual Aid Association	National Public Service Employees	111 18.39%
Local Public Services Mutual Aid Associations 地方公務員共済組合	Local Public Services Mutual Aid Associations	Local Public Services Employees	329 16.56%
Private School Teachers and Employees Mutual Aid Association 私立学校教職員共済	Private School Teachers and Employees Mutual Aid Association	Private School Teachers and Employees	40 13.3%
Agricultural, Forestry and Fishery Institutions Employees' Mutual Aid Association 農林漁業団体職員共済組合	Agricultural, Forestry and Fishery Institutions Employees' Mutual Aid Association	Staff of agricultural, forestry and fishery institutions	47 19.49%

Notes: 1) National Government subsidy for all public pensions is one third of benefits payable under the Basic Pension. But for Local Public Service Mutual Aid Association, it is by Local Government.
2) Contribution rate is calculated as follows:
Monthly standard remuneration x Contribution rate = Premium (for one month)
The contribution rate of employees pension is 50% for the employer and 50% for the insured employee.
This rate is based on standard remuneration and twice the contribution made by the beneficiary.

National Pension Schemes 国民年金制度

(As of the end of March 2000)

Insured person (10,000 persons) 被保険者 (万人)		Responsible body 保険者	Premium 保険料 (As of April 2000)
The self-employed and so forth (Class 1)	(1,909)	National Government	¥ 13,300 per month (Class 1) For persons in Class 2 and Class 3, the pension insurance schemes covering those in Class 2 pay a lump sum contribution to the National Pension of their premiums
Persons covered by Employees' Person Insurance and Mutual Aid Association (Class 2)	(3,775)		
Dependent spouses of those in Class 2 (Class 3)	(1,035)		
Total 計	(7,062)		

Source: Ministry of Health, Labour and welfare, **White Paper on Health and Welfare, 2001.**87. Medical Insurance System (2001)
医療保険制度の概要 (2001年)

(As of the end of March 2001)

	Schemes 制度名	Insuring party 保険者	Membership [the insured family members of the insured] (Unit: 1,000 persons) 加入者数 [本人家族]千人	Financial resources 財源		Ratio of persons covered by health and medical care service for the elderly 老人保険医療対象者の割合 (%)	
				Insurance premiums 保険料率	Governmental subsidies 国庫負担・補助		
Health insurance	General employees	Managed by the government	state	37,321 [19,527] [17,794]	8.5% Special insurance premiums 1%	13.0% of benefits (16.4% of insurance benefits for the elderly)	5.7
		Managed by an association	health insurance associations	1,780	32,115 [15,394] [16,721]	Approx. 8.5% (average of all associations)	Subsidy:
		the insured, as provided in Paragraph 7 of Article 69 of Health Insurance Law	state	51 [34] [17]	daily rate (1st grade) ¥ 140 daily rate (13th grade) ¥ 2,750	13.0% of benefits (16.4% of insurance benefits for the elderly)	6.6
		Seamen's insurance	state	244 [89] [155]	8.8%	Subsidy:	7.6
Mutual aid insurance	National government employees	24 mutual aid associations	10,091 [4,522] [5,570]	Approx. 7.8%	None	4.3	
	Local government employees	54 mutual aid associations		Approx. 8.6%			
	Private school personnel	1 mutual aid association		Approx. 8.5%			
National health insurance	Farmers, self-employed persons, etc.	municipalities 3,245	46,581 municipalities 42,242	Each household records appropriate figures according to its ability to bear expenses. Computation methods differ somewhat among insuring parties.	50% benefits 32% to 52% of benefits ²⁾	23.7	
	Retired workers subject to employees' insurance	municipalities 3,245	national health insurance associations 4,340		None		

Health and medical care for the elderly	[conducting party] municipality	14,502	[Party bearing the expenses] state: 12/60 (20/60 for providers of medical care facilities for the elderly) prefecture: 3/60 (5/60 for providers of medical care facilities for the elderly) municipality: 3/60 (5/60 for providers of medical care facilities for the elderly) insuring party of each insurance system: 42/60 (30/60 for providers of medical care facilities for the elderly)	Average 11.4
		Employees' insurance 3,470		
		National health insurance associations 11,032		

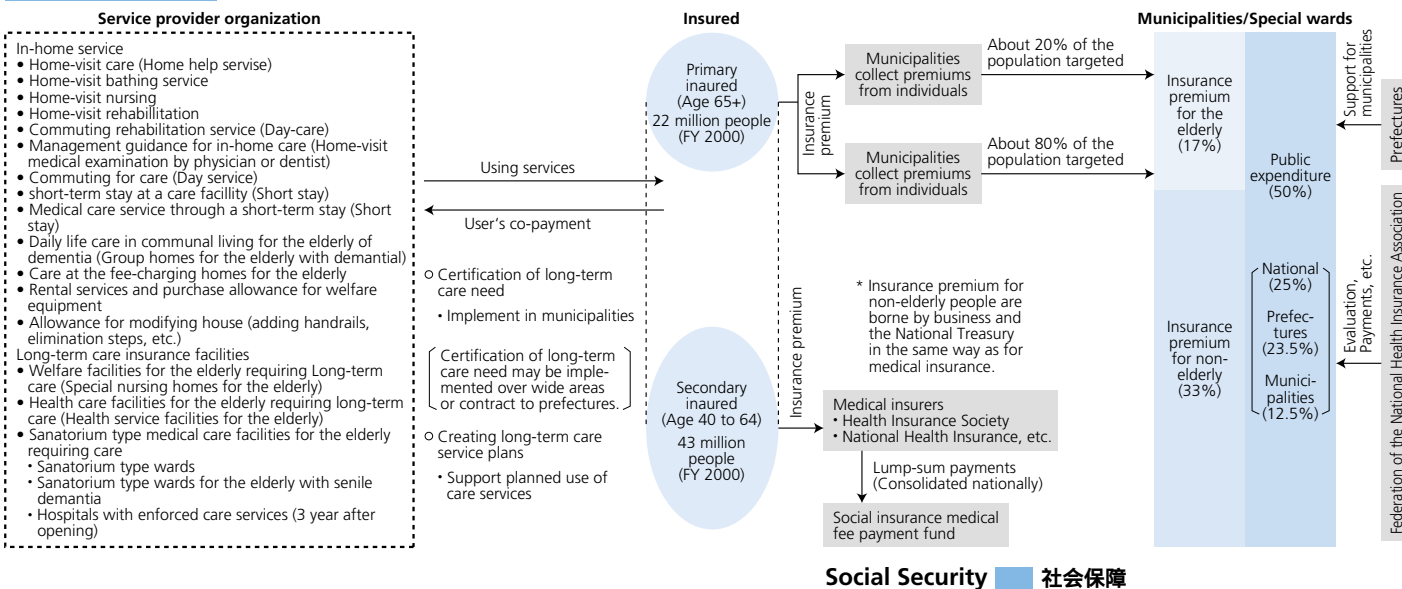
Source: Ministry of Health, Labour and welfare, **Annual report on Health and Welfare, 2001.**

- Notes:
- 1) The health and medical care service system for the elderly is applicable to those 70 years old or older who join a medical insurance system (except those belonging to the household subject to the livelihood protection system, from whom the National Health Insurance Law is not applicable) and those between 65 and 69 years old who are bedridden for an extended period of time. The ratio of membership and persons receiving the health and medical care service for the elderly are current figures.
 - 2) A fixed rate of government subsidy is received through national health insurance associations for those who have received approval for exception from health insurance and who have become new participants on September 1, 1997 or later, and by their families, at rates equivalent to those of the government health insurance system.

88. Nursing Care Insurance System 介護保険制度

Nursing Care Insurance System, an insurance system under which health and medical services are provided to those 65 years of age or older, was instituted in April 2000. Half of all expenditures incurred by providing benefits is covered by taxes, and the other half is covered by insurance premiums paid by Japanese citizens 40 years of age or older.

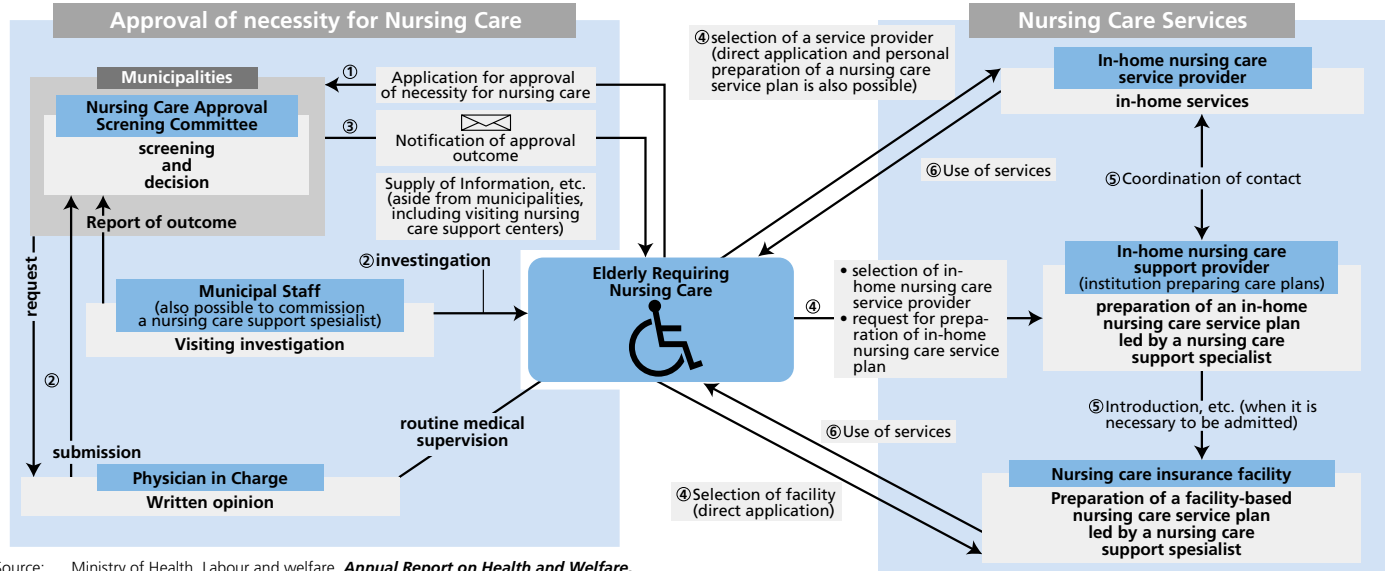
Overview



89.

Nursing Care Insurance: Approval of the Necessity for Nursing Care and Method of Using Service

介護保険における要介護認定とサービスの利用方法



Source: Ministry of Health, Labour and welfare, *Annual Report on Health and Welfare*.